

Please see attached SAR Quick User's Guide and Separate 2016 LGBT Movement Financial and Operating Overview

Mission

GSA Network is a next-generation LGBTQ racial and gender justice organization that empowers and trains trans, queer, and allied youth leaders to advocate, organize, and mobilize an intersectional movement for safer schools and healthier communities. In California, GSA Network connects over 1,000 GSA clubs through regional summits and youth councils. Nationally, GSA Network leads the National Association of GSA Networks, which unites 40 statewide networks of GSA clubs, and GSA's Unite, an online campaign and petition platform supporting youth organizers across the country.

Snapshot

Founded:
1998

Organizational Type



Geographic Scope:
California & National

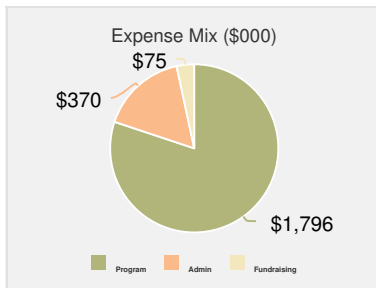
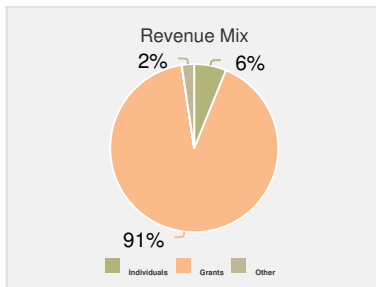


Fiscal Year:
Jul - Jun

Tax Status:
501(c)(3) 100%

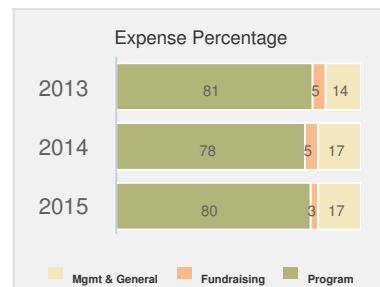
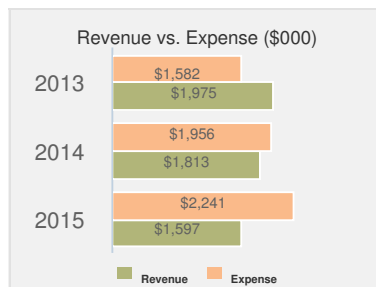
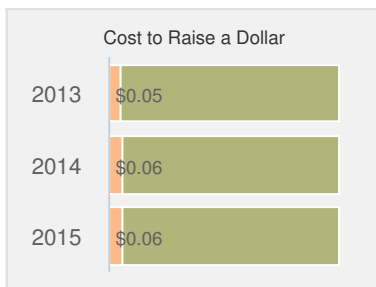
Paid Staff:
17

Indicators of Financial Health & Efficiency



Ratios of Financial Health <i>For the fiscal year ending June 30</i>	2013	2014	2015
Liquidity Ratio	4.9	3.8	1.0
Days of working capital	283	202	77
Working capital (\$000)	\$1,215	\$1,074	\$474
Average daily cash expense (\$000)	\$4.3	\$5.3	\$6.1
Fundraising expense (cash only) to raise \$1	\$0.05	\$0.06	\$0.06
Total revenue raised through development efforts (\$000)	\$1,774	\$1,516	\$1,327

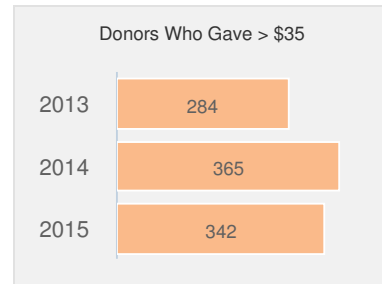
2016 Budget:
\$1,920,000



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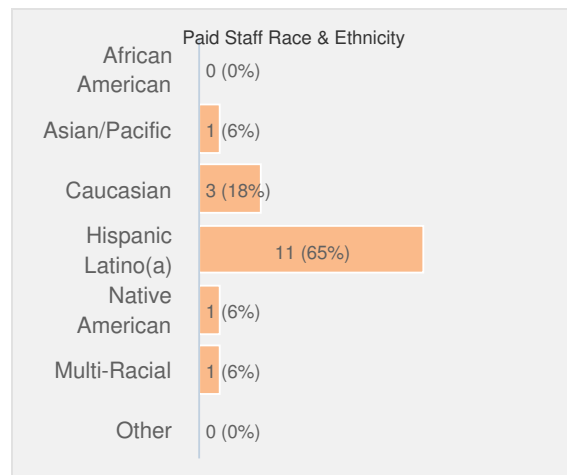
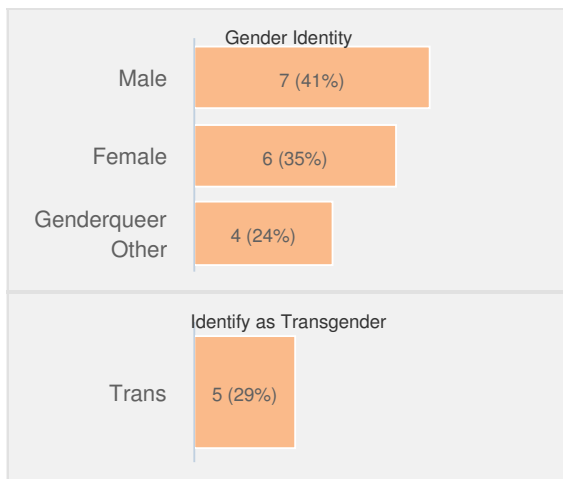
Organization Donors

Donors <i>For the fiscal year ending June 30</i>	2013	2014	2015
Number of individual donors who gave > \$35	284	365	342
Number of individual donors who gave > \$1,000	31	42	23
Donor turnover (gave > \$35 in prior FY & not this FY)	39%	92%	72%
Number of individuals attending fundraising events (paid > \$100 per person)	N/A	40	0
Percent of total revenue from top 10 contributors	44%	68%	83%



Paid Staff

Total: 17



Note: percentages may not add up to 100% because participation in demographic survey is voluntary; staff may identify as more than one gender.

Board Members

Total	Gender Identity			Identify as Transgender		
	Male	Female	Genderqueer/Other			
10	4 (40%)	3 (30%)	3 (30%)	2 (20%)		
African American/Black	Asian/Pacific Islander	Caucasian	Hispanic/Latino(a)	Native American	Multi-Racial	Other
2 (20%)	1 (10%)	5 (50%)	0 (0%)	0 (0%)	1 (10%)	1 (10%)

Fundraising Requirements

Each board member is asked to make a contribution that is personally significant to them. Adult board members have a give/get minimum requirement of \$2,000; youth board members are encouraged to set a give/get goal, and are given many opportunities to participate in fundraising activities.

Senior Management Profile

	Lowest	Average	Highest
Tenure with the organization	2.3	4.4	8.5
Compensation	N/A	\$83,000	N/A

Note: Board and staff data as of 6/30/16

Locations and Contact

Contact
 Ginna Brelsford
 Co-Executive Director
 gbrelsford@gsanetwork.org

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 300 Frank H. Ogawa Plaza, Suite 9
 Oakland, CA 94612
 415-552-4229
 www.gsanetwork.org

Additional Locations
 Fresno
 Los Angeles
 New Orleans

Legal Names:
 Genders & Sexualities Alliance
 Network - 501(c)(3)

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Statement of Financial Position			
Assets	Audited 2013	Audited 2014	Audited 2015
Cash and cash equivalents	\$721,462	\$182,794	\$59,420
Investments	0	340,594	0
Other current assets	641,469	689,322	473,848
Net fixed assets	9,126	8,657	8,605
Other long-term assets	48,287	47,982	4,631
Total Assets	\$1,420,344	\$1,269,349	\$546,504
Liabilities			
Current liabilities	\$147,799	\$139,037	\$59,509
Long-term debt	0	0	0
Other long-term liabilities	0	0	0
Total Liabilities	\$147,799	\$139,037	\$59,509
Net Assets			
Unrestricted	\$375,103	\$64,558	\$432,287
Temporarily restricted	897,442	1,065,754	54,708
Permanently restricted	0	0	0
Total Net Assets	\$1,272,545	\$1,130,312	\$486,995
Total Liabilities and Net Assets	\$1,420,344	\$1,269,349	\$546,504

Statement of Cash Flows			
	Audited 2013	Audited 2014	Audited 2015
Cash and cash equivalent balance at beginning of year	\$679,693	\$721,462	\$182,794
Net cash provided (used) by operating activities	42,919	(203,717)	(461,349)
Net cash provided (used) by investing activities	(1,150)	(334,951)	337,975
Net cash provided (used) by financing activities	0	0	0
Net increase (decrease) in cash	\$41,769	\$(538,668)	\$(123,374)
Cash and Cash Equivalent Balances at End of Year	\$721,462	\$182,794	\$59,420

Statement of Activities						
Support & Revenue	Audited 2013		Audited 2014		Audited 2015	
Individual contributions	\$112,919	6%	\$223,627	12%	\$98,619	6%
Foundation contributions	1,510,952	76%	1,313,511	72%	1,228,827	77%
Corporate contributions/Non-event sponsorships	89,627	5%	0	0%	0	0%
Government funding	173,116	9%	204,170	11%	232,481	15%
Bequests	0	0%	0	0%	0	0%
In-kind contributions	9,768	0%	8,000	0%	0	0%
Program income	17,270	1%	69,200	4%	30,250	2%
Dues	0	0%	0	0%	0	0%
Fundraising event income	74,440	4%	37,711	2%	0	0%
Less costs of direct benefit to donors	(14,277)	(1)%	(58,684)	(3)%	0	0%
Net fundraising event income	\$60,163		\$(20,973)		\$0	
Merchandise sales (net of cost of goods sold)	0	0%	1,291	0%	515	0%
Investment income	0	0%	11,103	1%	4,823	0%
Other revenue	1,415	0%	4,042	0%	2,392	0%
Total Revenue	\$1,975,230		\$1,813,971		\$1,597,907	
Expenses						
Program services	\$1,285,431	81%	\$1,527,484	78%	\$1,795,640	80%
Fundraising	79,852	5%	98,089	5%	75,291	3%
Management and general	202,624	13%	316,702	16%	362,799	16%
Total cash expenses	\$1,567,907		\$1,942,275		\$2,233,730	
Non-cash expenses						
In-kind	9,768	1%	8,000	0%	0	0%
Depreciation	4,505	0%	5,929	0%	7,494	0%
Total non-cash expenses	\$14,273		\$13,929		\$7,494	
Total Expenses	\$1,582,180		\$1,956,204		\$2,241,224	
Capital campaign net revenue	0		0		0	
Change in Net Assets	\$393,050		\$(142,233)		\$(643,317)	

Organization's Notes and Advisories

Board diversity: GSA Network's board is a youth-adult partnership board, which reflects our commitment to youth leadership development. Five of the ten members of our board are youth constituents in the organization, ages 20 and under.

Key Planned Accomplishments

One-year Key Planned Accomplishments for FY2017

1. Develop a Strategic National Plan that will guide GSA Network, members of the National Association of GSA Networks (NAGN), and other organizational partners in supporting youth to carry out national youth-led campaigns and initiatives on Gender Justice and Stopping the School-to-Prison-Pipeline & Criminalization.
2. Provide technical assistance and capacity building to members of NAGN and local, regional, and national education justice partners to engage LGBTQ+ youth of color and carry out youth organizing campaigns locally.
3. Support the implementation of the TRUTH Project, a national trans and gender nonconforming youth storytelling campaign that aims to build empathy, understanding, and a movement for youth to share their stories in their own words and in their own way, a collaborative project with Transgender Law Center (TLC).
4. Build sustainable infrastructure for Southeastern organizations to develop their capacity and support the development of LGBTQ youth leaders of color in the region, with a specific focus on developing a network in Louisiana to carry out local youth organizing work that prioritizes racial justice, educational justice, and economic justice.
5. Host the 2016 National Gathering of GSA Networks on August 3-6, 2016 in Philadelphia, PA to begin developing an implementation plan for the National Strategic Plan for NAGN members.
6. Develop the leadership of 100 core youth leaders in California and nationally, and an additional 500 youth through leadership trainings, summits, camps, regional conferences, and organizing campaigns.
7. Support and strengthen the creation of GSA clubs throughout California with an intentional focus on schools and communities of color where there are a lack of adequate resources, low levels of educational attainment, and low-income families and provide ongoing assistance to a growing network of more than 1,000 GSAs in the state.
8. Support local, county, and state level changes in California's school discipline policies and practices, such as zero tolerance and restorative justice, that impact the health and academic success of LGBTQ+ youth, youth of color, and low-income youth.
9. Continue to share our model for ensuring the academic success of GBT boys and young men of color through active participation in the Brothers, Sons, Selves Coalition (BSS) in LA County by providing active support at the local, county, and state level of policy and practice changes in education, health and human services, and criminal/juvenile justice.
10. The Safe and Supportive Schools Project, funded by the Centers for Disease Control's Division of Adolescent and School Health, will continue to provide technical assistance and support to all 17 funded partner districts to increase their capacity to create safe, welcoming, and affirming campuses and to better support LGBTQ youth.

Key Accomplishments

One-year Key Accomplishments for FY2016

1. GSA Network formally changed its name from Gay-Straight Alliance Network to Genders & Sexualities Alliance Network to be more inclusive of all LGBTQ+ youth leaders. The name change represents an evolution of our internal organizational values and external identity, and recognizes the evolving function of GSA clubs as important vehicles for deeper social change both on school campuses and local or statewide educational policy.
2. Developed approximately 600 LGBTQ+ youth leaders in California and nationally through leadership trainings, summits, camps, regional conferences, and organizing campaigns.
3. Supported and strengthened the creation of GSA clubs throughout California with an intentional focus on schools and communities of color where there are a lack of adequate resources, low levels of educational attainment, and low-income families and provided ongoing assistance to a growing network of more than 1,000 GSAs in the state.
4. Continued to share our model for ensuring the academic success of GBT boys and young men of color through active participation in the Brothers, Sons, Selves Coalition (BSS) in LA County by providing active support at the local, county, and state level of policy and practice changes in education, health and human services, and criminal/juvenile justice.
5. Strengthened the ability of organizations and youth in California to advocate on behalf of issues facing LGBTQ youth of color.
6. Actively supported local, county, and state level changes in California's school discipline policies and practices that impact the health and academic success of LGBTQ+ youth, youth of color, and low-income youth.
7. Supported the ability of LGBTQ+ youth leaders and local organizations to develop strategies to launch national youth-led campaigns and initiatives on Gender Justice, Stopping the School-to-Prison-Pipeline & Criminalization, and implementing a National Student Bill of Rights (NSBR).
8. Built the capacity of statewide GSA networks and other organizations working in the LGBTQ safe schools movement by providing training on campaign development and strategy to cultivate the leadership of LGBTQ youth of color to lead local, regional, and national campaigns and build alignment in our GSA movement-building work.
9. Created momentum to establish a statewide coalition in Louisiana by working with various organizations both within the state and in neighboring states where there is an established network. Continued to build the capacity of LGBTQ+ youth of color in seven states, including Alabama, Arkansas, Georgia, Florida, Mississippi, South Carolina, and Tennessee.

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10. Hosted the National Gathering of GSA Networks on July 5-8, 2015 in Oakland, California, bringing together 75 youth and adults from 17 member organizations, plus the District of Columbia and Puerto Rico. The event was titled *Trans and Queer Youth Power: Reclaiming Our Legacy, Our Lives and Our Futures*, where participants sought to establish strategic priorities for the next 3-5 years and create national alignment in our local and regional work.
11. Trained adult and youth leaders in 22 states on GSA Network's models for youth leadership, alliance-building, and our intersectional framework for racial and economic justice organizing in education and completed replication of our youth leadership model in the District of Columbia, while continuing to provide support to our three other replication sites in Texas, New Mexico, and Massachusetts.
12. Through the Safe and Supportive Schools Project (SSSP), funded by the Centers for Disease Control's Division of Adolescent and School Health, provided ongoing technical assistance and resources to 17 school districts across the country to create more supportive, affirming, and safe environments for LGBTQ youth through professional development for school staff, organizing GSA youth leadership summits, and training GSA advisors create more effective youth-adult partnerships.
13. Leveraged our existing alliances with education justice partners and membership of the National Association of GSA Networks (NAGN) to develop a National Strategic Plan that will align strategies and efforts for education equity among racial and economic justice organizations and LGBTQ+ justice organizations across the country.

Important Note to the Reader

Standard Annual Reports help donors understand LGBT organizations' effectiveness and efficiency; give organizations comparative information to fine tune their own performance; and track movement finances to inform actions to improve the movement's financial capacity and health. The organizations supply all data, mostly from audited financials.

Please DO use these reports for a quick glimpse of each organization's goals, priorities, staying power, and financial needs. Please DO NOT use these reports as a sole basis for funding decisions.