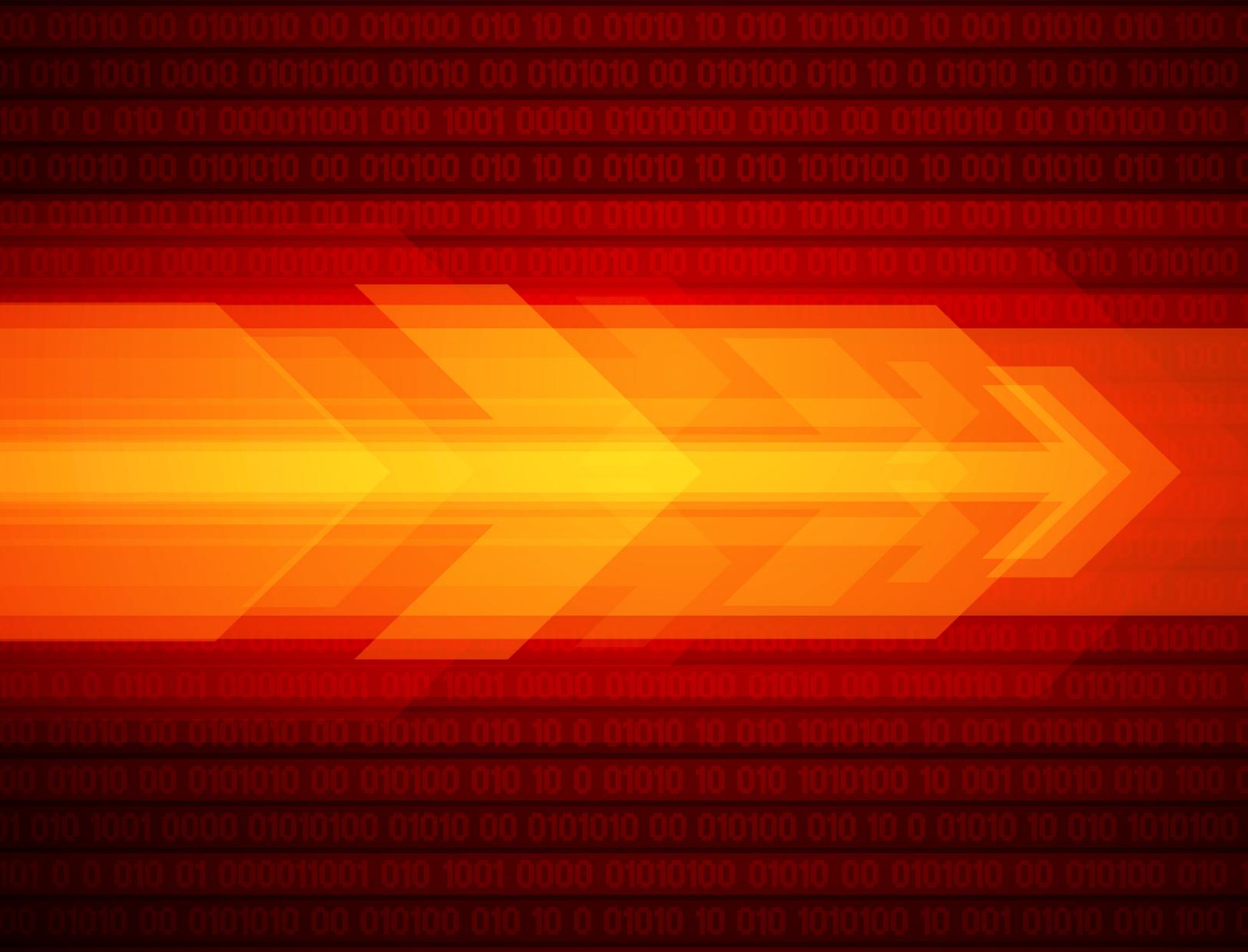


2013 NATIONAL LGBT MOVEMENT REPORT

*A Financial Overview of Leading Advocacy
Organizations in the LGBT Movement*

December 2013



movement advancement project ▶

This report was authored by:

Movement Advancement Project

The Movement Advancement Project (MAP) is an independent think tank that provides rigorous research, insight and analysis that help speed equality for LGBT people. MAP works collaboratively with LGBT organizations, advocates and funders, providing information, analysis and resources that help coordinate and strengthen efforts for maximum impact.

About this report

The *2013 National LGBT Movement Report* provides a comprehensive and standardized look at the LGBT movement's finances across 36 major LGBT organizations. This report aims to educate both new and longstanding LGBT movement donors and advocates and to encourage and sustain their commitment to the movement.

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KEY FINDINGS

The 2013 National LGBT Movement Report provides a comprehensive snapshot of the financial health of most of America’s largest LGBT social justice organizations. These organizations were categorized by MAP as focusing on broad LGBT advocacy, issue-specific advocacy, legal advocacy, or research and public education. The 36 organizations participating in this report represent 61% of the budgets of all LGBT social justice organizations.

LGBT organizations continue to increase spending and revenue as the American economy recovers from the global recession, although the growth in 2012 was slower than the substantial growth between 2010 and 2011. And while revenue exceeded expenses by \$3.2 million in 2012, we might have expected a greater increase in revenue given that 2012 was an election year. Overall, growth in revenue for LGBT organizations from 2011 to 2012 just slightly outpaced the national average for all nonprofits of 3.2%.¹ The LGBT movement’s slow but steady recovery is on track with the rest of the American economy.

Revenue

- Participating organizations experienced a 4% increase in revenue from 2011 to 2012 (excluding in-kind contributions).

- Individual contributions again comprised the largest share of total revenue (35%). Foundation and in-kind contributions each accounted for one-sixth of revenue (18% and 17%, respectively). Fundraising events comprised 12% of revenue.

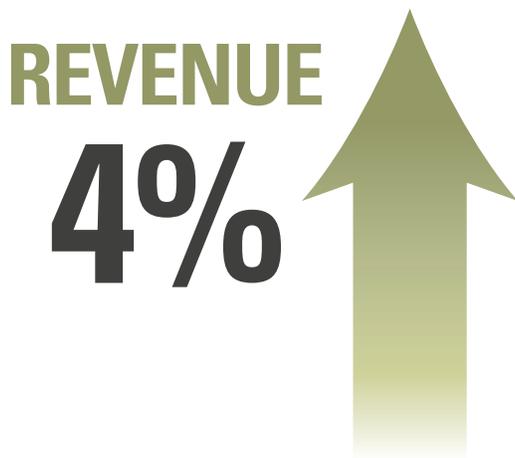
Expenses

- 2012 expenses increased by 8% from 2011 (excluding in-kind expenses).
- 2012 revenue exceeded 2012 expenses by \$3.2 million (excluding in-kind revenue and expenses).
- The 36 organizations projected combined 2013 expense budgets of \$165.6 million, a 10% increase from 2012 expenses (excluding in-kind expenses).

Other Indicators of Financial Health

- Daily cash expenditures reached a 5-year high of \$403,900/day.
- The average liquidity ratio fell by over 2 points, and 18% of participating organizations reported a liquidity ratio under 1. This is two times the percent of organizations that reported a low liquidity ratio in 2011.
- Cash assets increased only 4% in 2012, down from a 35% increase between 2010 and 2011 for participating organizations. Investments increased 10% to \$45 million.

2012 REVENUE EXCEEDED 2012 EXPENSES BY \$3.2M



SEE PAGES 6-7 FOR MORE INFO

- Current liabilities increased substantially by 22% to \$14.7 million, a five-year high. This increase may illustrate a willingness to undertake greater financial risk after two or three years of sustained growth and increased financial stability.

Fundraising and Fundraising Efficiency

- The number of individual donors increased 6% from 2011 to 2012. However, once again, only 3% of LGBT adults donated to one of the participating LGBT organizations, implying a large untapped donor base.
- Cost to fundraise \$1 of revenue increased slightly, from \$0.13 in 2011 to \$0.14 in 2012, but remains within efficiency standards set by the Better Business Bureau Wise Giving Alliance.
- Attendance at fundraising events increased 6% from 2011 to 2012 and net income from these events increased 3%.
- Participating organizations received, on average, 41% of their income from their 10 largest contributors – including individual donors, foundations, and/or corporate donors.

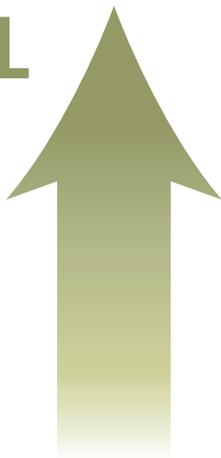
- Of total expenses, 81% were dedicated to programs and services. This far exceeds the “high efficiency” rating granted by the American Institute of Philanthropy (AIP) to nonprofit organizations spending more than 75% on programming.

Staff and Boards

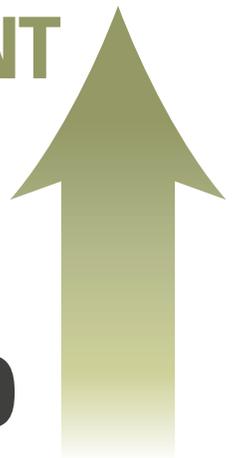
- Participating organizations employed a total of 927 people, of whom 781 were full-time and 146 were part-time.
- The racial and ethnic diversity of paid staff at participating organizations was slightly less than that of the overall population: 32% of paid staff identified as people of color compared to 37% of the U.S. population. Senior staff exhibited slightly lower diversity: 30% of senior staff identified as people of color.
- Slightly less than half (46%) of paid staff identified as women, 56% of staff were between the ages of 30 and 54, and 7% of paid staff identified as transgender.
- Participating organizations reported a total of 614 board members, of whom 26% identified as people of color, 42% as women, and 9% as transgender.

INDIVIDUAL DONATIONS REPRESENTED 35% OF 2012 REVENUE

INDIVIDUAL
DONOR
REVENUE
6%



GOVERNMENT
GRANT
REVENUE
132%



SEE PAGES 7 AND 10 FOR MORE INFO

INTRODUCTION

This annual report provides a comprehensive overview of the finances and financial health of a key segment of the LGBT movement: LGBT social justice organizations focusing on broad LGBT advocacy, issue-specific advocacy, legal advocacy, or research and public education.^a In 2013, the 36 national or leading organizations participating in this report collectively represent 61% of the budgets of all social justice organizations.^b Throughout the report, we use the terms “organizations” or “participants” to refer to the 36 organizations from which data was collected.

METHODOLOGY

The Movement Advancement Project (MAP) selected participating organizations based on their size, importance to the overall LGBT movement, and collective coverage of LGBT issues and constituencies. Over 85% of organizations invited to participate in this report did so. Most participating organizations (28) have budgets over \$1 million; seven organizations have smaller budgets but are national leaders working in areas of critical concern to the LGBT movement.^c

MAP collected standardized financial and operational information from participating organizations and summarized key information across participants.^d

This report provides aggregated data across participating organizations, with most figures and charts showing data for all organizations combined. Where figures or charts reflect data based on a subset of participating organizations, this is noted.

Participating organizations in this survey vary from year to year. Two organizations are new this year,^e while six organizations that participated in last year’s report were unable to participate this year.^f **Because of the change in participants, figures in the 2013 report should not be compared to the figures in previous reports.** This year’s numbers and analyses (including multiple-year trends) reflect data exclusively for this year’s participating organizations.

^a This report does not include LGBT community centers; social and recreational organizations; health and human services providers; or arts and culture organizations.

^b As determined by classifying and totaling the budgets of all general advocacy, issue-specific advocacy, legal advocacy, and research and public education-focused LGBT nonprofits, based on an analysis of Form 990 data from Guidestar.

^c One organization did not report its 2012 budget.

^d MAP provided participating organizations with a procedure guide including standardized accounting definitions and nonprofit accounting implementation guidance, to which all participants agreed.

^e Equality Florida and the National Queer Asian Pacific Islander Alliance.

^f Audre Lorde Project, Council on Global Equality, National Coalition for LGBT Health, Servicemembers Legal Defense Network, GroundSpark, and In the Life Media.

PARTICIPATING ORGANIZATIONS

A list of participants appears in *Table 1*. MAP grouped participating organizations into four broad categories:

- **Advocacy organizations** advocate for the entire LGBT community or a particular subset of the LGBT community on a broad range of issues.
- **Issue organizations** advocate for the entire LGBT community or a particular subset of the LGBT community on a particular issue or related set of issues.
- **Legal organizations** provide legal services to LGBT people and advocate and/or litigate within the legal system for LGBT people.
- **Research and public education organizations** provide the LGBT community and the broader public with information about the issues facing the

Advocacy	Basic Rights Oregon Empire State Pride Agenda Equality California Equality Federation Equality Florida Family Equality Council Gay & Lesbian Victory Fund and Leadership Institute Human Rights Campaign and Federation (HRC) Keshet Log Cabin Republicans MassEquality National Black Justice Coalition (NBJC) National Center for Transgender Equality (NCTE) National Queer Asian Pacific Islander Alliance (NQAPIA) PFLAG (Parents, Families & Friends of Lesbians and Gays) Services and Advocacy for GLBT Elders (SAGE) Task Force
Issue	CenterLink Freedom to Marry Gay, Lesbian and Straight Education Network (GLSEN) Gay-Straight Alliance Network (GSA) GLAAD Immigration Equality New York City Gay and Lesbian Anti-Violence Project Out & Equal Workplace Advocates Point Foundation Soulforce The Trevor Project
Legal	ACLU LGBT & AIDS Project Gay & Lesbian Advocates & Defenders (GLAD) Lambda Legal Defense National Center for Lesbian Rights (NCLR) Sylvia Rivera Law Project (SRLP) Transgender Law Center (TLC)
Research & Public Education	Funders for LGBTQ Issues

One organization preferred not to be listed.

LGBT community. They may provide research, policy analysis, or educate the public through media work.

As an example of our categorization, Family Equality Council advocates specifically for LGBT parents on a broad range of issues, so it is categorized as an advocacy organization. Trevor Project advocates for suicide prevention among LGBT youth and is therefore categorized as an issue organization.

Figure 1 shows the distribution of participants and collective actual 2012 expenses and 2013 budgets by category. For example, advocacy organizations comprised 49% of participating organizations, 46% of total 2012 expenses, and 54% of total 2013 budgets reported by all participants. Advocacy budgets totaled \$89.3 million (see Figure 1c), while issue organization budgets totaled \$44.5 million (27% of the combined budgets), legal organization budgets totaled \$28.3 million (17%), and research and public education organization budgets totaled \$3.6 million (2%). Resources were concentrated within the larger organizations: the 10 organizations with the largest 2013 budgets constituted 69% of the combined budget total, while the 10 organizations with the smallest budgets comprised only 4% of the combined budget total.

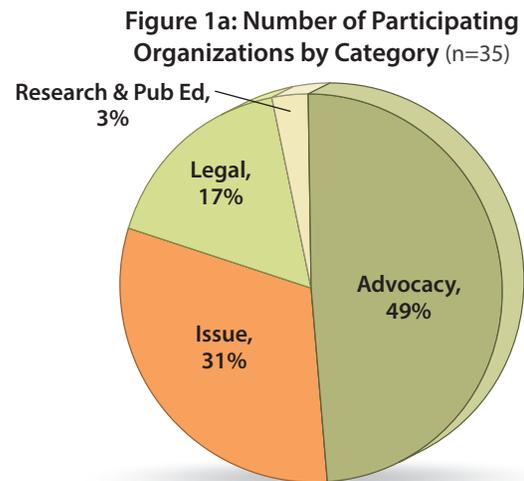
PARTICIPANT REPRESENTATION OF THE BROADER LGBT MOVEMENT

To ensure that the 36 participating organizations are representative of the larger universe of LGBT nonprofits, MAP referenced the GuideStar database of charity IRS filings to identify all LGBT-related 501(c)(3) and 501(c)(4) nonprofit organizations. The GuideStar database includes more than 1.8 million nonprofits. It provides revenue and expense data from the IRS Form 990, which all nonprofit organizations with gross receipts over \$50,000 are required to file.

Using the search terms "LGBT," "GLBT," "lesbian, gay, bisexual, and transgender," "gay, lesbian, bisexual, and transgender," "transgender," "gay men," "lesbian," "bisexual," and "gay and lesbian" among others, we identified 501 active 501(c)(3) and 501(c)(4) LGBT nonprofits. This number excludes very small or new LGBT nonprofits.⁹ MAP also excluded any nonprofit whose most recent IRS filing was dated 2008 or older as well as those organizations showing zero revenue in their most recent Form 990 filing.

⁹ Beginning with tax year 2010, organizations with revenue less than \$50,000 are not required to file Form 990.

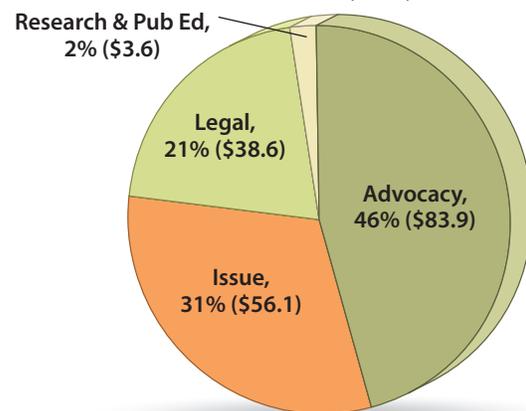
Figure 1: Focus of Participating Organizations



Note: One organization wishes to remain anonymous and is excluded from this figure.

Figure 1b: Combined 2012 Expenses by Category

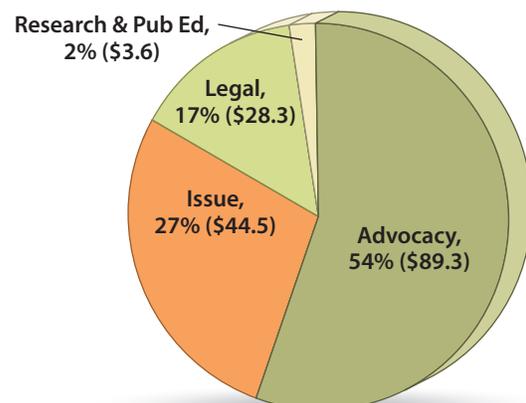
All Participants Combined 100%=\$182.2 million, \$ Millions (n=36)



Note: May not total 100% due to rounding.

Figure 1c: 2013 Combined Budgets by Category

Participants Combined 100%=\$165.6 million, \$ Millions (n=35)



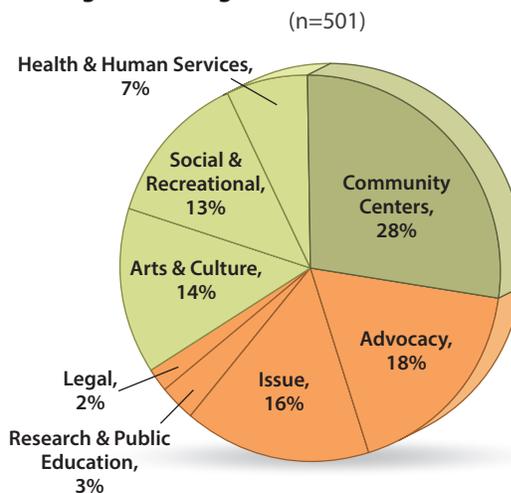
Note: May not total 100% due to rounding.

MAP then categorized the 501 LGBT nonprofits identified through GuideStar into eight broad categories: community centers, advocacy organizations, issue organizations, arts and culture organizations (e.g. choirs), social/recreational organizations (e.g. pride committees), health and human services providers, research and public education organizations, and legal organizations. As shown in *Figure 2*, 39% of the 501 LGBT nonprofits fall into one of the four categories covered in this report. While community centers, which comprise an additional 28% of identified nonprofits, are not included in this report, their financial and operational capacity is examined in MAP's biennial *LGBT Community Center Survey Report*.^h

Thus, between this report and our LGBT Community Center Survey Report, 67% of all LGBT nonprofits fall into a sub-category of LGBT organizations analyzed by MAP. While the 36 organizations in this report comprise only 7% of the 501 LGBT nonprofits identified through GuideStar, they represent 26% of all LGBT nonprofits' combined expenses (excluding in-kind expenses) (see *Figure 3a*). Participants also comprise 61% of combined expenses of the four categories of organizations examined in this report (see *Figure 3b*). The data from participants is therefore a representative reflection of the strength and capacity of the LGBT movement's social justice organizations.

^h The LGBT Community Center Survey Report is conducted every two years by MAP and CenterLink. Past reports, including the 2012 edition, are available at <http://lgbtmap.org/2012-lgbt-community-center-survey-report>.

Figure 2: Categorization of All LGBT Nonprofits



REVENUE

Organizations reported increased revenue in 2012, marking two years of growth after a two-year revenue decline in 2009 and 2010. Although revenue is still not back up to 2008 levels, the last two years of growth indicate that the LGBT nonprofit sector, like the American economy, is experiencing a slow but steady recovery after the recent economic downturn.

As shown in *Figure 4* on the next page, total revenue increased by 4% from 2011 to 2012 (excluding in-kind contributions). Nineteen of the 35 organizations that reported revenue trend data experienced an increase

Figure 3: Coverage of the LGBT Movement

Figure 3a: Participant Expenses as a Percent of All LGBT Nonprofit Expenses

Combined Expenses, 100% = \$589.3 million

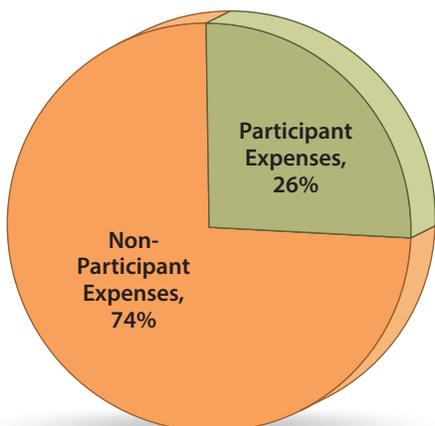
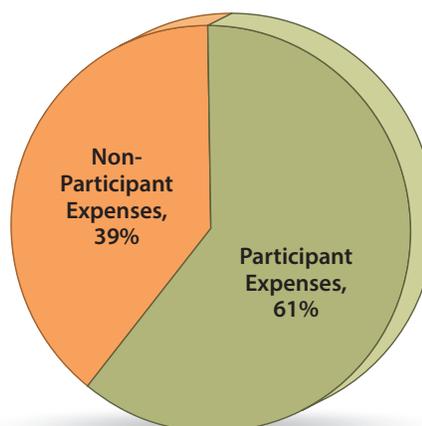


Figure 3b: Participant Expenses as a Percent of the Four Analyzed Categories

Combined Expenses, 100% = \$254.8 million



in revenue (excluding in-kind contributions) and eight reported an increase of 20% or more. However, 16 organizations noted a *decrease* in revenue (excluding in-kind) from 2011 to 2012. This wide range of financial experiences may account for the relatively low overall rate of revenue increase—especially given that 2012 was an election year and election years usually drive a substantial increase in revenue. The 4% aggregate growth is, however, slightly stronger than the national average of 3.19% growth reported by the top 100 nonprofit organizations.²

Revenue exceeded 2012 expenses by \$3.2 million (see *Figure 5*), a smaller margin than in 2011, but an indicator that the financial health of the movement is continuing to improve after the recession. However, revenue still has not reached 2008 levels—a year in which several participating organizations received substantial bequests totaling \$22.0 million. Total revenue for participating organizations with five-year data¹ was \$154.2 million in 2012 (excluding in-kind) compared to \$172.4 million in 2008 (see *Figure 4*). Factoring in in-kind contributions, revenue was \$186.2 million in 2012, compared to \$195.3 million in 2008.

Figure 6 shows the diversity of revenue sources reported by participating organizations for 2012. Of the \$186.2 million in revenue, 35% was from individual contributions. Foundations and in-kind contributions each accounted for one-sixth of revenue (18% and 17%, respectively). Fundraising events comprised 12% of revenue.

Table 2 on the next page contains multi-year revenue data for 35 participating organizations. Revenue from all sources except foundation contributions increased from 2011 to 2012. Foundation contributions dropped 8% or \$2.8 million. Government funding has increased most dramatically since 2010, with an almost 128% increase (\$3.7 million) in two years. This is largely due to a small number of organizations that have increased their government grants substantially since 2011. In-kind contributions made up 17% (\$32.0 million) of total 2012 revenues, an increase of \$1.7 million from 2011 to 2012. Despite this, only six participating organizations reported in-kind contributions of over \$1 million.

Revenue Concentration

Participants received, on average, 41% of their 2012 revenue from their 10 largest contributors, including individual donors, foundations, and/or corporate

Figure 4: 2008-2012 Revenue

Participants Combined, \$ Millions (n=35)

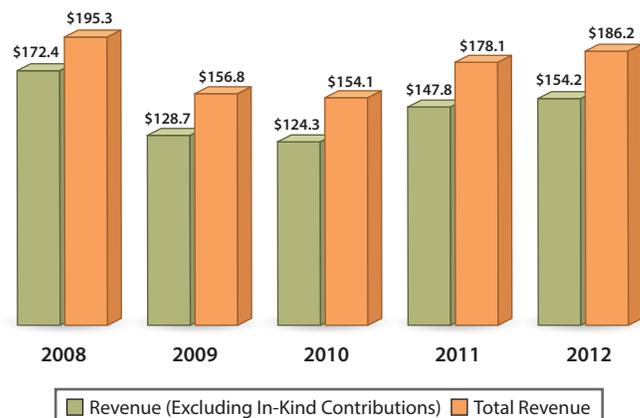


Figure 5: 2007-2011 Difference in Revenue and Expenses

Excluding In-Kind Expenses, Participants Combined, \$ Millions (n=35)

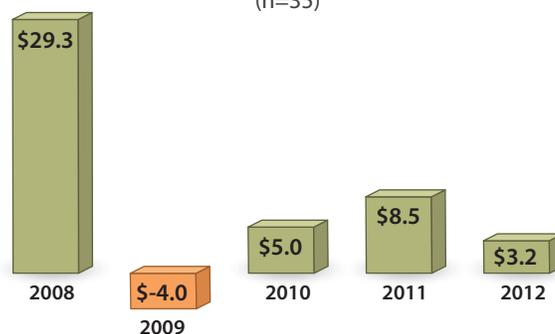
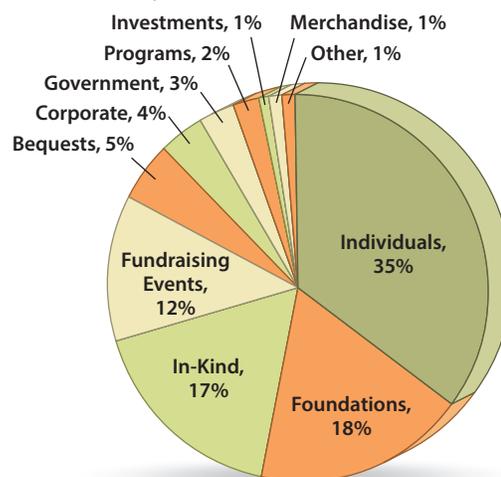


Figure 6: 2012 Revenue by Source

All Participants Combined, 100% = \$186.2 million



¹ These numbers do not include Equality Florida, which is participating in this analysis for the first time this year. We have used Equality Florida's data in totals for 2012, including for comparison to national data, but do not use the data when comparing year-to-year.

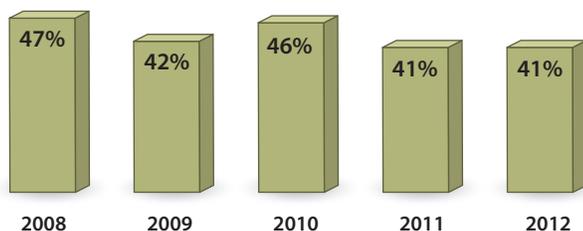
Table 2: 2010-2012 Detailed Revenue for Participating Organizations \$ Millions (n=35)

Revenue	2010	2011	2012
Individual Contributions	\$54.3	\$64.2	\$65.9
Foundation Contributions	28.3	35.8	32.9
Corporate Contributions	5.9	7.4	7.9
Government Funding	2.9	2.8	6.5
Bequests	7.0	8.1	9.5
Program Income	3.2	3.3	3.8
Fundraising Events (net)	17.3	21.0	21.5
Other	5.4	5.2	6.2
Total Revenue Excluding In-Kind Contributions	124.3	147.8	154.2
In-Kind Contributions	29.9	30.3	32.0
Total Revenue Including In-Kind Contributions	154.1	178.1	186.2

Note: Columns may not sum due to rounding.

Figure 7: 2008-2012 Percent of Revenue from Top Ten Contributors

Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

Figure 8: 2008-2013 Expenses
All Participants Combined, \$ Millions

donors (see *Figure 7*). Reliance on top 10 contributors has fluctuated 6 percentage points over the past five years, but remained steady at 41% in 2011 and 2012, down from a high of 47% in 2008. This lower percentage indicates that organizations are beginning to secure revenue from a greater diversity of sources.

EXPENSES AND 2012 BUDGETS

As organizations are better able to fundraise and increase revenue, they can better deploy financial resources to expand programs. Increased revenue is therefore reflected in increased expenses and budgets.

Cumulatively, the 35 organizations reporting budget data had combined 2013 budgets of \$165.6 million, a 10% increase from 2012 actual combined expenses of \$151.0 million (or \$182.2 million including in-kind expenses)^j as shown in *Figure 8*. Additionally, 2012 expenses increased 8% from 2011 (excluding in-kind expenses). These are slower increases than the 17% reported by participating organizations between 2010 and 2011, but compared to the expense decline between 2008 and 2010, the data indicate renewed growth for the movement. Nationally, 2012 nonprofit expenses grew only 4.1%, half the growth reported by participating LGBT organizations.³

While this growth in expenses means more funding for programs and services dedicated to LGBT equality, these resources are still significantly overshadowed by the resources of anti-LGBT opponents. The 10 largest groups working against LGBT equality reported combined 2012 expenses of \$321.5 million (excluding in-kind expenses), more than twice the total for all 36 participating LGBT organizations (see *Figure 9* on the next page).^k Despite the disparity in expenses between pro-LGBT and anti-LGBT organizations, it is important to note that anti-LGBT organizations reported an average 0.5% drop in expenses, comparing the two most recent years for which data are available.^l Revenue for these organizations increased 1% to \$307.5 million.

^j Examples of in-kind expenses include pro bono legal fees, donated computers, or donated food for events. While in-kind expenses are required to be reported by the Generally Accepted Accounting Principles (GAAP), which are the basis of the data used in this report, in-kind expenses are not reported on Form 990 tax returns. Accordingly, in order to be comparable, in-kind expenses are removed in this analysis. Additionally, 2013 budgets do not generally include estimates of in-kind expenses.

^k MAP analyzed the most recent 990 data for the following organizations: Focus on the Family/CitizenLink (2011 expenses \$104.4M), Heritage Foundation (2011 expenses \$80.0M), Alliance Defense Fund (2012 expenses \$41.2M), American Family Foundation (2012 expenses \$22.7M), Coral Ridge Ministries/Truth in Action (2012 expenses \$8.7M), Concerned Women for America (2012 expenses \$14.7M), Family Research Council (2012 expenses \$16.0M), American Center for Law & Justice (2012 expenses \$17.4M), Traditional Values Coalition (2011 expenses \$7.2M), National Organization for Marriage (2011 expenses \$9.3M).

^l For the majority of the organizations, we compare 2011 and 2012 revenue and expenses. However, for several organizations, the most recent data available is 2010 and 2011 revenue and expenses.

Figure 9: 2012 Expenses for Participating Organizations vs. Anti-LGBT Organizations

\$ Millions, Combined 501(c)(3) and 501(c)(4)/527 PAC expenses (excluding in-kind expenses)

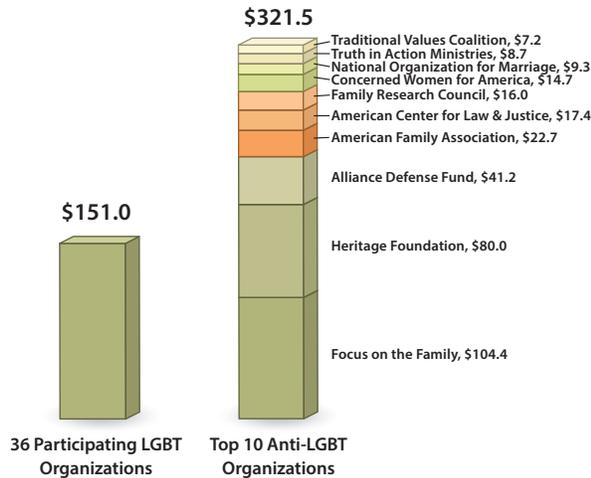
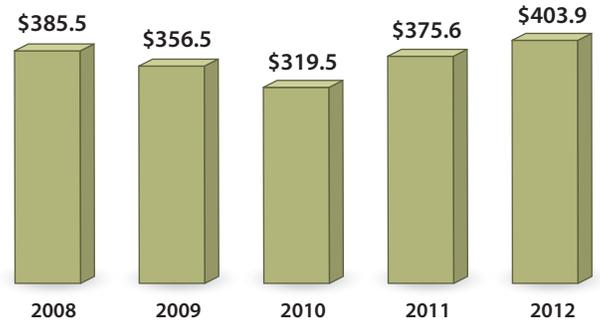


Figure 10: 2008-2012 Cumulative Average Daily Cash Expense

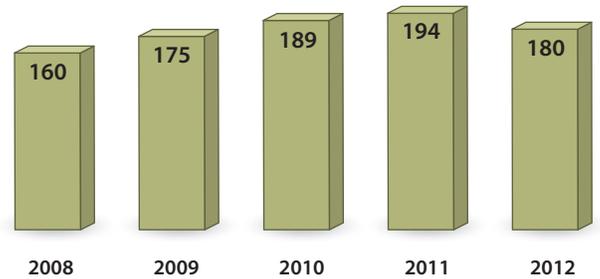
Participants, \$ Thousands (n=35)



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

Figure 11: 2008-2012 Average Days of Working Capital

Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

OTHER INDICATORS OF FINANCIAL HEALTH

Cash and Capital

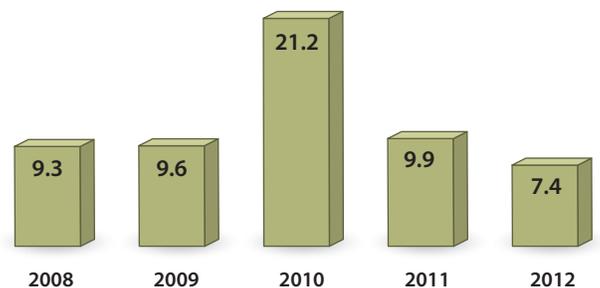
Daily cash expenditures for participating organizations continued to increase, reaching a 5-year high in 2012 with a cumulative average of \$403,900 per day (see *Figure 10*). This represents an 8% increase from the average daily cash expenditure reported by the participating organizations in 2011.

Average days of working capital is the measure of an organization's cash reserves relative to its average daily cash expenses. As shown in *Figure 11*, between 2008 and 2012, average days of working capital have been relatively stable, rising from a low in 2008 to a high in 2011. From 2011 to 2012, average days of working capital declined 7% to 180 days, or six months.

Another indicator of financial health and stability is an organization's liquidity ratio. The liquidity ratio measures the cash and investments on hand to cover current financial obligations such as accounts payable and lines of credit. The average liquidity ratio for participating organizations dropped to 7.4 in 2012 (see *Figure 12*). The number of participating organizations whose liquidity ratio was below 1 (indicating greater obligations than cash and investments on hand) doubled from three in 2011 to six in 2012.

Figure 12: 2008-2012 Liquidity Ratio

Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

Table 3: 2008-2012 Statement of Financial Position for Organizations with Five-Year Trend Data \$ Millions (n=32)

	2008	2009	2010	2011	2012
Assets					
Cash and cash equivalents	\$22.3	\$20.7	\$19.3	\$26.0	\$26.7
Investments	24.1	26.2	36.5	40.7	44.7
Other current assets	19.7	20.6	19.5	20.2	22.4
Net fixed assets	26.6	25.3	24.2	27.2	29.3
Other long-term assets	33.0	29.6	25.7	22.0	18.6
Total Assets	\$125.6	\$122.5	\$125.1	\$136.1	\$141.7
Liabilities					
Current liabilities	10.8	11.3	11.4	12.0	14.7
Long-term debt	5.8	6.0	5.4	7.6	5.1
Other long-term liabilities	1.1	1.4	1.6	2.1	2.7
Total Liabilities	\$17.7	\$18.7	\$18.4	\$21.8	\$22.5
Net Assets					
Unrestricted	46.1	48.8	56.4	62.3	68.8
Temporarily restricted	48.3	41.4	35.8	34.1	32.2
Permanently restricted	13.5	13.5	14.6	17.9	18.2
Total Net Assets	\$107.9	\$103.8	\$106.7	\$114.4	\$119.2
Total Liabilities and Net Assets	\$125.6	\$122.5	\$125.1	\$136.1	\$141.7

Note: Columns may not sum due to rounding.

Assets and Liabilities

Total combined assets increased 4% from 2011 to 2012, reflecting a continued positive outlook for participating organizations. *Table 3* shows the combined Statement of Financial Position from 2008 to 2012 for the 32 organizations for which five-year data was available. Noteworthy data include:

- *Investments* continued to increase sharply, up another 10% in 2012, from \$40.7 million in 2011 to \$44.7 million in 2012. This is a five-year high.
- Adjusted for accumulated depreciation, these LGBT nonprofits have \$29.3 million in *net fixed assets*, including land, buildings, equipment, and furniture.
- *Unrestricted net assets* increased 10%, accompanied by a 6% decrease in *temporarily restricted net assets* and a 1% increase in *permanently restricted net assets*.

FUNDRAISING

Participating organizations continue to rely on fundraising to generate a significant portion of their revenue. This section examines the ways in which LGBT nonprofits fundraise, including an analysis of top contributor trends, fundraisings costs, fundraising from individual donors, and comparison with national trends. The data show a sustained positive trend, with increases in the number of donors at all giving levels for the past three years.

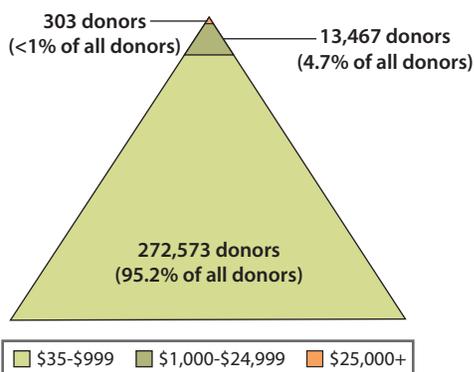
Individual Donors

As noted above and shown in *Figure 6* on page 6, individual donors represented 35% of the overall revenue for participating organizations (the largest source of revenue). Participating organizations reported a total of 286,343 donors who donated at least \$35. Of these, 272,573 donated between \$35 and \$999, 13,467 donated between \$1,000 and \$24,999, and 303 donated \$25,000 or more (see *Figure 13*).

The number of donors increased steadily over the last three years, but has not yet regained 2008 or 2009 levels (see *Figure 14* on the next page). Donors giving \$35 or more increased 6% in 2012, after a 5% increase in 2011, but stayed more than 30,000 donors short of the 307,632 donors reported in 2008. Donors giving \$1,000-24,999 increased 6% in 2012 and 8% in 2011, but are still only 80% of the level reported in 2008. For the second year, participants were asked to report on donors giving \$25,000 or more. After a sharp 21% increase from 2010-2011,

Figure 13: 2012 Donor Pyramid

Number and Percent of Total Donors Giving at Various Levels
Participants (n=35)



the number of these donors increased another 10% from 2011-2012. The 33 organizations reporting this data listed a total of 303 large donors.

As shown in Figure 14, the number of attendees at fundraising events has increased steadily since a dip in 2009 and has already far surpassed 2008 numbers; 59,876 people attended fundraising events in 2012, a 6% increase from 2011 and a 9% increase from 2008.

Another important measure of the ability of the participating LGBT organizations to engage donors is the rate of donor turnover. Donor turnover is measured as the percent of donors who contributed in the previous year but did not make a contribution in the current year (see *Figure 15*). Participating organizations reported an average turnover of 44% in 2012, marginally higher than the 42% reported in 2011, but holding fairly steady for the five-year period. This rate is considerably better than the 56.8% turnover found in a 2013 survey of over 2,500 organizations by the Association of Fundraising Professionals and the Urban Institute.⁴

LGBT organizations continue to rely on contributions from a small fraction of the LGBT community. As shown in *Figure 16* on the next page, conservative estimates find that only 3% of LGBT adults donated \$35 or more to a participating organization in 2012. This estimate counts every donor reported by a participating organization as a unique donor (assumes no duplication between lists) and also assumes that all donors identify as lesbian, gay, bisexual, or transgender. Given that the combined donor data almost certainly includes a significant number of non-LGBT allies and donors who contributed to multiple organizations, the actual percentage of LGBT adults who have donated \$35 or more to participating LGBT social justice organizations is likely lower than 3%. This suggests that the vast majority of LGBT adults in the U.S. do not currently financially support these leading LGBT organizations. Note that this analysis does not assess overall giving to *all* LGBT organizations by LGBT adults; this larger analysis would need to include LGBT adults who have donated to organizations not included in this report, as well as donors who have given under \$35.

Fundraising Efficiency

Participating organizations are relatively efficient in their fundraising operations compared to national benchmarks. In 2012, an average of 81% of expenses were spent on programs and services, 11% on fundraising,

Figure 14: 2008-2012 Numbers of Individuals Donating at Various Levels or Attending Fundraising Events (n=33)

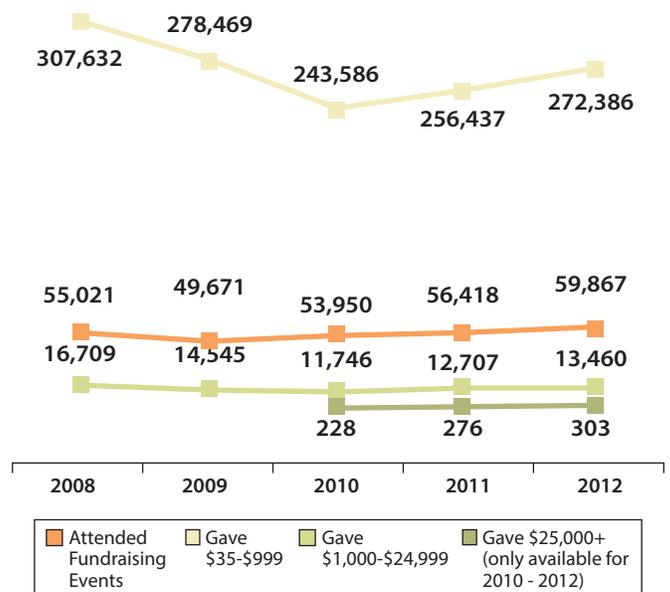
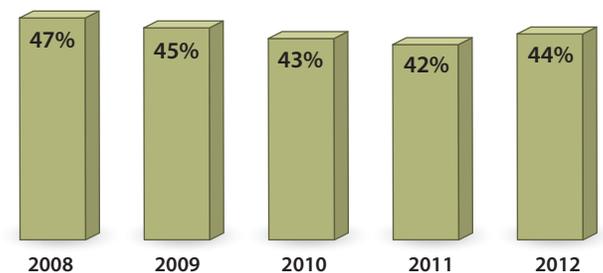


Figure 15: 2008-2012 Average Donor Turnover
Unweighted average % of donors in a given year who do not donate but donated in the previous year



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

Table 4: 2011-2012 Expenses for Participating Organizations \$ Millions (n=35)

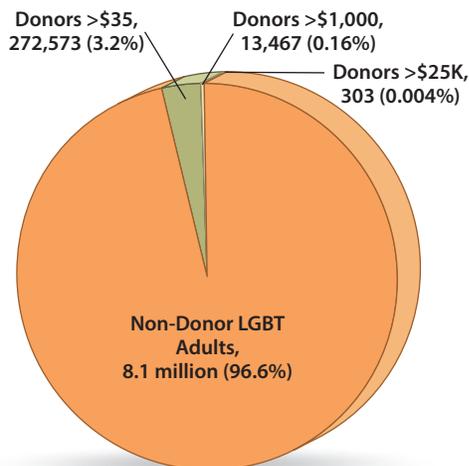
Expenses	2011	2012
Programs	\$135.0	\$146.4
Fundraising	20.5	19.9
Management & General	13.3	14.7
Total Expenses	\$168.9	\$181.0

Note: Columns may not sum due to rounding.

and 8% on management and general expenses (see *Figure 17* on the next page). These percentages exceed the efficiency benchmarks set by the Better Business Bureau Wise Giving Alliance.⁵ As shown in *Table 4*,

Figure 16: Combined 2012 Donors vs. LGBT Population

Participants Combined, 100% = Est'd 8.4 million LGBT Adults in US (n=35)



Source: The Williams Institute (LGBT population estimate).

fundraising expenses for organizations reporting two-year data declined slightly (3%) from 2011 to 2012, while program and management expenses increased 8% and 11%, respectively.

Participants spent an average of \$0.14 to raise each dollar of fundraising revenue in 2012 (see *Figure 18*). This cost has remained relatively constant over the past five years. It should be noted that fundraising is more difficult and costly for 501(c)(4) organizations and 527/PACs than for 501(c)(3) organizations. This is because donations to 501(c)(4) organizations and 527/PACs are not tax-deductible since the funds can be used for lobbying and other activities designed to impact legislation and elections. In part because of this more challenging fundraising burden, watchdogs like Charity Navigator do not rate or provide benchmarks for 501(c)(4) organizations and 527/PACs. While most 2012 revenue for organizations in this survey (76%, or \$143 million) is attributable to 501(c)(3) organizations, 22% of revenue is attributable to 501(c)(4) organizations, and the remaining 2% is attributable to 527/PACs (see *Figure 19*).

National Comparison

The reported 2.6% increase in revenue from individual contributions between 2011 and 2012 for participating organizations mirrors the national trend reported by Giving USA.⁶ Nationwide individual giving to nonprofits broadly increased 3.9% from 2011 to 2012. On the other hand, year-over-year

Figure 17: 2012 Expense Breakdown

All Participants Combined, 100% = \$182.2 million

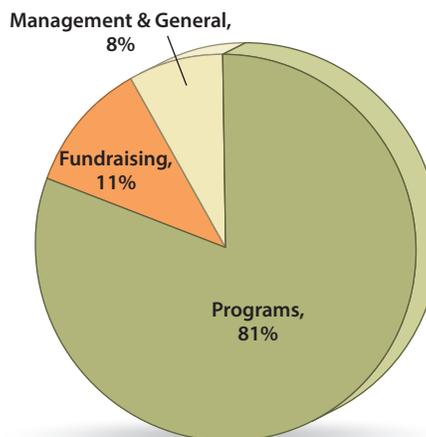
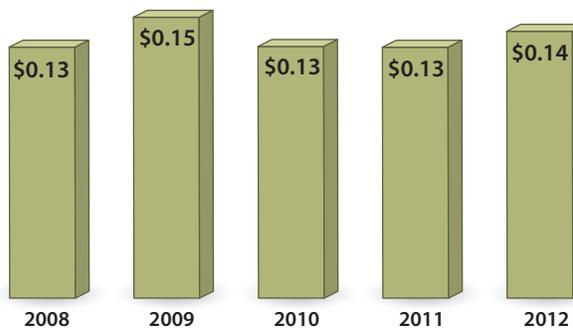


Figure 18: 2008-2012 Overall Cost to Raise \$1

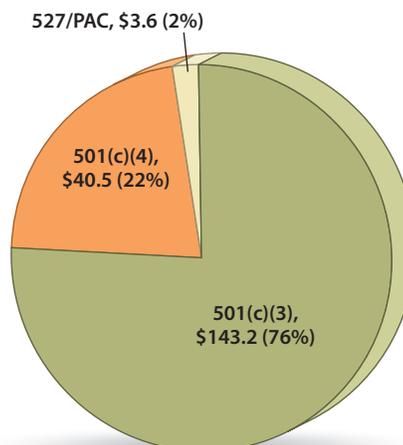
Unweighted Average for All Participants



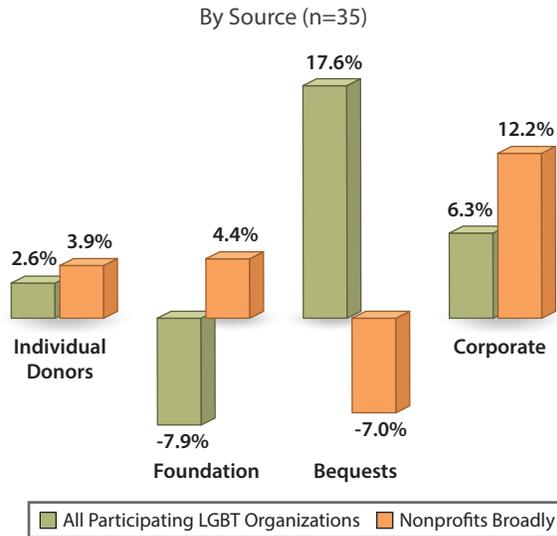
Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

Figure 19: 2012 Revenue by Legal Type

All Participants Combined, \$ Millions, 100% = \$187.4



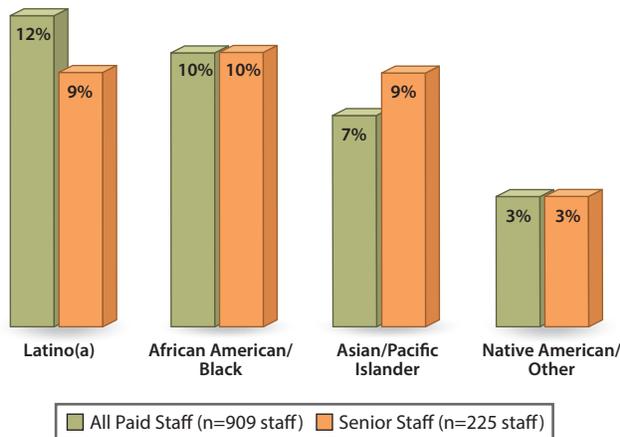
Note: May not total 100% due to rounding.

Figure 20: Percent Change in Revenue from 2011 to 2012

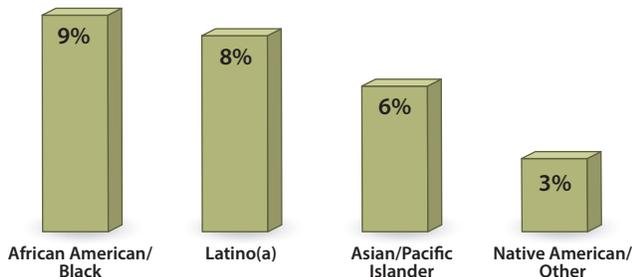
Source: MAP analysis; Giving USA and the Lilly Family School of Philanthropy, Indiana University, "Giving USA 2013: The Annual Report on Philanthropy for the Year 2012, Highlights," 2013.

Figure 21: Staff Race/Ethnicity

% of paid staff identifying as a person of color

**Figure 22: Board Member Race/Ethnicity**

Combined Board Members for All Participants (n=623)



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

changes in LGBT nonprofit revenue from foundations, bequests, and corporations from 2011 to 2012 differed significantly from the national averages (see *Figure 20*). The participating LGBT organizations reported an 8% decrease in foundation contributions, compared to a national 4% increase. Next, participating organizations reported a 6% increase in corporate funding compared to a 12% increase across the country. Conversely, LGBT organizations saw a significant 18% increase in bequests, compared to a 7% nationwide decrease. The substantial increase in bequests can be attributed to several large donations to a handful of participating organizations.

STAFF AND BOARD

Participating organizations provided information about staff and board gender identity and expression, identification as transgender, and race/ethnicity (with the option to choose more than one race/ethnicity for each employee and board member). They also provided data about staff age, tenure, and compensation. Participating organizations have diverse paid staff teams totaling 781 full-time and 146 part-time employees.

Racial and Ethnic Diversity

The percent of paid staff at participating organizations identifying as people of color is slightly lower than that of the overall population. As shown in *Figure 21*, 32% of paid staff identified as people of color: 12% identified as Latino/a, 10% as African-American, 7% as Asian/Pacific Islander, 68% as Caucasian, 1% as Native American, and 2% as another race. By comparison, 37% of the U.S. population identifies as people of color.⁷ Of the 34 organizations that reported such data, 13 reported that a greater percentage of their staff identified as people of color than the overall U.S. population.

Fewer senior staff at participating organizations identified as people of color than paid staff overall; 30% of senior staff identified as people of color. As shown in *Figure 21*, 10% of senior staff identified as African American, 9% as Asian/Pacific Islander, 70% as Caucasian, 9% as Latino/a, 2% as Native American, and 1% as another race. Only five of the 34 organizations reporting this data showed that a greater percentage of their senior staff identified as people of color than the overall U.S. population. Comparisons to the broader nonprofit sector provide mixed data. For example, a

2013 survey of 588 nonprofits found that 38% of staff identify as people of color.⁸ By contrast, a 2012 survey of 1,341 nonprofits found that only 7% of executive directors were people of color.⁹

Fewer board members than staff of participating LGBT organizations identified as people of color; 26% of board members at participating organizations reporting this data identified as people of color (see *Figure 22* on the previous page). Only five organizations reported that half or more of their board members identified as people of color. These data surpass the even-lower national averages for nonprofit boards, where 18% of board members identified as people of color.¹⁰

Gender Identity and Expression

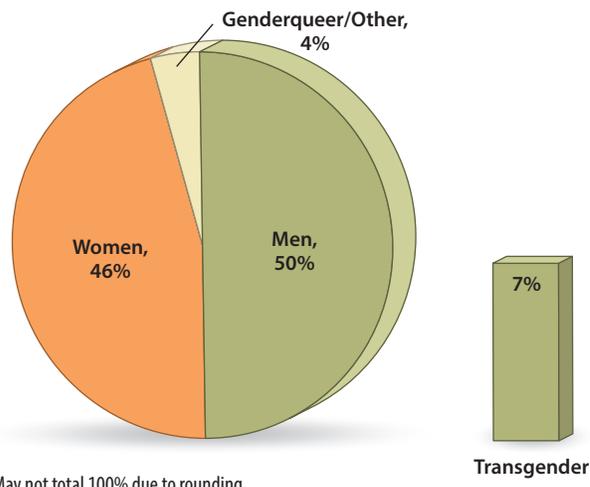
As *Figure 23* shows, slightly less than half (46%) of paid staff identified as women, 50% as men, and 4% as genderqueer/other. Participating organizations reported that 7% of their staff identified as transgender (note that transgender status is a separate identification from gender identity, and most of these staff will also identify as male, female, or gender queer). The number of transgender staff drops to 5% of total staff when trans-specific organizations are removed from the analysis.^m Of the 31 participating non-transgender specific organizations, only seven reported over 10% of their staff identifying as transgender.

Figure 24 shows the gender breakdown for board members: 56% identified as men, 42% as women, and 2% as genderqueer/other. This coincides with national statistics showing that in the broader nonprofit world, 55% of board members identify as men and 45% as women.¹¹ Participating LGBT organizations reported that 9% of their board members identified as transgender. When the transgender-specific organizations are removed from this analysis, the number drops to 6%. Only six of the 31 participating non-transgender specific organizations reported 10% or more transgender board members.

Staff Age and Tenure

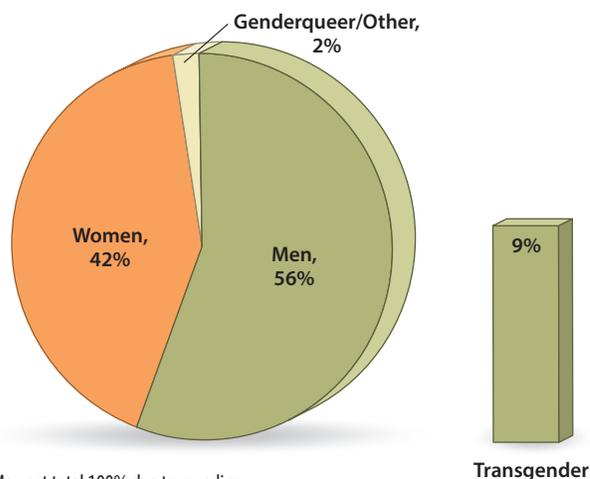
Participating organizations reported 56% of their staff were between the ages of 30 and 54, 35% were under 30, and 9% were 55 or older (see *Figure 25* on the next page). This compares to 19% of the American workforce who are 55 or older, projected to grow to 25% in 2020.¹²

Figure 23: Staff Gender
Combined Staff for All Participants (n=867)



Note: May not total 100% due to rounding.

Figure 24: Board Member Gender
Combined Board Members for All Participants (n=623)



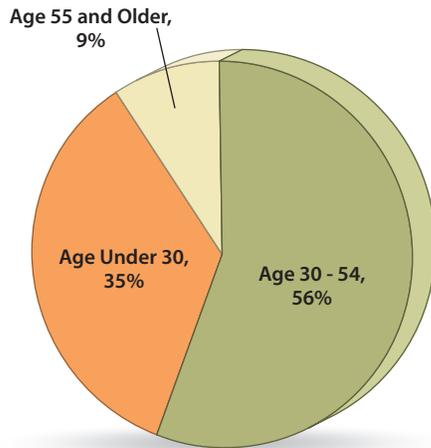
Note: May not total 100% due to rounding.

^m Three organizations were excluded from this analysis because their work focuses primarily on advancing transgender equality: National Center for Transgender Equality, Sylvia Rivera Law Project, and Transgender Law Center.

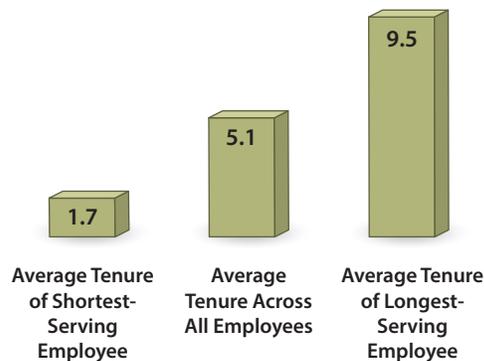
The average tenure for the longest-serving senior manager at participating organizations was 9.5 years, with the average overall tenure reported at just over five years, as shown in *Figure 26*. This is slightly under the average for the broader nonprofit world, where 34% of executives and CEOs have served 11 years or more, 26% have served 6-10 years, and 31% have served 2-5 years.¹³ Participating LGBT organizations reported an average senior management salary of \$113,000, with a median pay for these managers of \$103,000.

Figure 25: Staff Age

Combined Average for Participating Organizations (n=34)

**Figure 26: Staff Tenure**

Combined Average for Participating Organizations (n= 35)



CONCLUSION

After significant financial improvements in 2011, revenue and expenses among LGBT organizations appear to have settled back to more modest increases in 2012. Fundraising and individual donations continued to increase, with a notable spike in government funding due to several organizations receiving large grants, perhaps in part thanks to the Obama administration's growing awareness of and attention to LGBT issues.

Liabilities increased and participant organizations' liquidity ratios decreased, potentially indicating a willingness to take on greater financial risks with two years of revenue growth behind the movement. Staffs and boards remained relatively diverse compared to the greater nonprofit community, although diversity was still less than that seen in the general population.

With the remarkable policy wins of the last few years, including the U.S. Supreme Court's striking down of Section 3 of the Defense of Marriage Act (DOMA) and the expansion of the freedom to marry across the country, the LGBT movement is well-positioned to leverage these victories to continue to drive positive change.

But challenges remain. Organizations must continue to diversify funding to maintain financial stability. Diversified funds may spring from diversified agendas. And there is still a high level of inequality for LGBT individuals across the United States.

The advent of the Affordable Care Act will allow thousands of previously uninsured LGBT people and their families to purchase health insurance, but health disparities, particularly for bisexual and transgender people, remain pervasive. HIV infection rates are skyrocketing among LGBT people of color. Dozens of states still ban relationship recognition for same-sex couples and between LGBT parents and children, preventing families from accessing crucial safety nets. Poverty remains high for LGBT individuals, and while the Supreme Court's decision regarding DOMA allows same-sex spouses to sponsor one another for immigration status, the lack of comprehensive immigration reform is continuing to harm thousands of LGBT immigrants and their families.

Continued growth and financial support of the LGBT movement has been a critical component of the LGBT movement's success. There is still much left to accomplish, and strong support of LGBT movement organizations (both those that participated in this report, as well as key local and state organizations) will continue to help drive that change forward.

APPENDIX: ADDITIONAL INFORMATION ABOUT PARTICIPATING ORGANIZATIONS

The following is a list of the participating organizations, their focus areas, and websites. One organization preferred not to be listed in this table.

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
ACLU LGBT & AIDS Project	Create a society in which LGBT people and people with HIV enjoy the basic rights of equality, privacy, personal autonomy and freedom of expression and association. This means an America where people can live openly without discrimination, where there's respect for our identities, relationships and families, and where there's fair treatment in employment, schools, housing, public places, healthcare and government programs.	Legal – LGBT and HIV Legal Advocacy	www.aclu.org/LGBT	
Basic Rights Oregon	Basic Rights Oregon will ensure that all lesbian, gay, bisexual and transgender Oregonians experience equality by building a broad and inclusive politically powerful movement, shifting public opinion, and achieving policy victories.	Advocacy – Oregon	www.basicrights.org	
CenterLink: The Community of LGBT Centers	CenterLink exists to support the development of strong, sustainable LGBT community centers and to build a unified center movement.	Issue – LGBT Community Centers	www.lgbtcenters.org	
Empire State Pride Agenda	Win equality and justice for LGBT New Yorkers and our families through education, organizing and advocacy programs. We work to create a broadly diverse alliance of LGBT people and allies in government, communities of faith, labor, the workforce and other social justice movements to achieve equality for LGBT New Yorkers and broader social, racial and economic justice.	Advocacy – New York	www.prideagenda.org	
Equality California	Achieve full and fair equality for LGBT Californians.	Advocacy - California	www.eqca.org	
Equality Federation	The Equality Federation works to advance equality for LGBT people in every state by building a strong and sustainable state-based movement.	Advocacy – State-based Equality Groups	www.equalityfederation.org	
Family Equality Council	Family Equality Council connects, supports, and represents the three million parents who are lesbian, gay, bisexual, and transgender in this country and their six million children. We are changing attitudes and policies to ensure that all families are respected, loved, and celebrated—including families with parents who are LGBT.	Advocacy – LGBT Families	www.familyequality.org	<i>Family Equality Council made strategic spending decisions that were designed to grow its supporter base and fortify its operating infrastructure. These investments aim to provide lasting returns including increased giving and engagement, enhanced policy and programmatic work, and an expanded reach of FEC's advocacy and community building presence in underserved communities.</i>

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
Freedom to Marry	Freedom to Marry is the campaign to win marriage nationwide. By pursuing our Roadmap to Victory, we're working to win the freedom to marry in more states, grow the national majority for marriage and end federal marriage discrimination. We partner with individuals and organizations across the country to end the exclusion of same-sex couples from marriage and the protections, responsibilities and commitment that marriage brings.	Issue – The freedom to marry	www.freedomtomarry.org	
Funders for LGBTQ Issues	Funders for LGBTQ Issues seeks to mobilize philanthropic resources that enhance the well-being of lesbian, gay, bisexual, transgender and queer (LGBTQ) communities, promote equity and advance racial, economic and gender justice.	Research and Public Education - Philanthropy	www.lgbtfunders.org	<i>Funders for LGBTQ Issues did not meet AIP benchmarks in 2012 because it underwent an executive transition. In particular, the costs of an executive search and an interim director temporarily inflated administrative costs. With its transition completed in December 2012, the organization anticipates meeting AIP benchmarks in 2013.</i>
Gay & Lesbian Advocates & Defenders (GLAD)	Through strategic litigation, public policy advocacy, and education, Gay & Lesbian Advocates & Defenders works in New England and nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation.	Legal – LGBT and HIV Legal Advocacy in New England	www.glad.org	
Gay & Lesbian Victory Fund and Leadership Institute	Gay & Lesbian Victory Fund: To change the face and voice of America's politics and achieve equality for LGBT Americans by increasing the number of openly LGBT officials at all levels of government. Gay & Lesbian Leadership Institute: To achieve full equality for LGBT people by building, supporting and advancing a diverse network of LGBT public leaders.	Advocacy – Elected Officials	www.victoryfund.org www.glli.org	
Gay, Lesbian and Straight Education Network (GLSEN)	The Gay, Lesbian & Straight Education Network strives to assure that each member of every school community is valued and respected, regardless of sexual orientation or gender identity/expression.	Issue – Schools	www.glsen.org	
Gay-Straight Alliance Network (GSA Network)	Empower youth activists to fight homophobia and transphobia in schools.	Issue – Schools	www.gsanetwork.org	
GLAAD	GLAAD amplifies the voice of the LGBT community by empowering real people to share their stories, holding the media accountable for the words and images they present, and helping grassroots organizations communicate effectively. By ensuring that the stories of LGBT people are heard through the media, GLAAD promotes understanding, increases acceptance, and advances equality.	Issue – Media	www.glaad.org	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
Human Rights Campaign and Foundation (HRC)	The Human Rights Campaign is organized and operated for the promotion of the social welfare of the lesbian, gay, bisexual and transgender community. By inspiring and engaging people from around the globe, HRC strives to end discrimination against LGBT people and realize a world that achieves fundamental fairness and equality for all. The Human Rights Campaign Foundation is organized for the charitable and educational purposes of promoting public education and welfare for the lesbian, gay, bisexual and transgender community. HRC Foundation envisions a world where lesbian, gay, bisexual and transgender people are ensured equality and embraced as full members of society at home, at work and in every community.	Advocacy - Nationwide	www.hrc.org	
Immigration Equality & Immigration Equality Action Fund	End discrimination in US immigration law, reduce its negative impact on the lives of LGBT and HIV-positive people and help obtain asylum for those persecuted in their home countries based on their sexual orientation, transgender identity or HIV-status. Through education, outreach, advocacy and by maintaining a nationwide network of resources, we provide information and support to advocates, attorneys, politicians and those threatened by persecution or the discriminatory impact of the law.	Issue – Immigration	www.immigrationequality.org www.immigrationequality-actionfund.org	
Keshet	Keshet is a national grassroots organization that works for the full inclusion of lesbian, gay, bisexual, and transgender (LGBT) Jews in Jewish life. Led and supported by LGBT Jews and straight allies, Keshet offers resources, trainings, and technical assistance to create inclusive Jewish communities nationwide.	Advocacy – Jewish Community	www.keshetonline.org	
Lambda Legal Defense	Achieve full recognition of the civil rights of LGBT people and those with HIV through impact litigation, education and public-policy work.	Legal – LGBT and HIV Legal Advocacy	www.lambdalegal.org	
Log Cabin Republicans & and Liberty Education Forum	Log Cabin Republicans (LCR) works within the Republican Party to advocate for equal rights for gay and lesbian Americans. We emphasize how our principles of limited government, individual liberty, personal responsibility, free markets and a strong national defense—and the moral values on which they stand—are consistent with the pursuit of equal treatment under the law for gay and lesbian Americans. Liberty Education Forum (LEF) uses the power of ideas to educate people about the importance of achieving freedom and fairness for all Americans, regardless of sexual orientation or gender identity. LEF conducts educational programs, grassroots training and research on key issues that impact the LGBT population.	Advocacy – Republican Party	www.logcabin.org www.libertyeducationforum.org	
MassEquality	MassEquality works to ensure that everyone across Massachusetts can thrive from cradle to grave without oppression and discrimination based on sexual orientation, gender identity, or gender expression. We do this by partnering across identities, issues and communities to build a broad, inclusive and politically powerful movement that changes hearts and minds and achieves policy and electoral victories.	Advocacy – Massachusetts	www.massequality.org	
National Black Justice Coalition (NBJC)	The National Black Justice Coalition (NBJC) is a civil rights organization dedicated to empowering Black lesbian, gay, bisexual and transgender (LGBT) people. NBJC's mission is to end racism and homophobia.	Advocacy – Black LGBT Community	www.nbjc.org	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
National Center for Lesbian Rights (NCLR)	Advance the civil and human rights of LGBT people and families through litigation, policy advocacy and public education.	Legal – LGBT Legal Advocacy	www.nclrights.org	
National Center for Transgender Equality (NCTE)	End discrimination and violence against transgender people through education and advocacy on national issues of importance to transgender people. By empowering transgender people and our allies to educate and influence policymakers and others, NCTE facilitates a strong and clear voice for transgender equality in our nation's capital and around the country.	Advocacy – Transgender Rights	www.transequality.org	
National Queer Asian Pacific Islander Alliance (NQAPIA)	The National Queer Asian Pacific Islander Alliance is a federation of LGBTQ Asian American, South Asian, Southeast Asian and Pacific Islander organizations. NQAPIA seeks to build the capacity of local LGBT AAPI organizations, invigorate grassroots organizing, develop leadership, and challenge homophobia, racism, and anti-immigrant bias.	Advocacy – Asian Pacific Islander LGBT Community	http://www.nqapia.org	
New York City Gay and Lesbian Anti-Violence Project	We empower lesbian, gay, bisexual, transgender, queer, and HIV-affected communities and allies to end all forms of violence through organizing and education, and support survivors through counseling and advocacy.	Issue – Anti-Violence, Domestic Violence, Sexual Violence, and Hate Violence	www.avp.org	
Out & Equal Workplace Advocates	Out & Equal Workplace Advocates educates and empowers organizations, human resources professionals, employee resource groups and individual employees through programs and services that result in equal workplace policies, opportunities, practice and benefits, and which include all sexual orientations, gender identities, expressions and characteristics.	Issue – Workplace Equality	www.outandequal.org	
PFLAG National (Parents, Families & Friends of Lesbians and Gays)	Promote the health and well-being of LGBT persons, their families and friends through support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. PFLAG provides opportunity for dialogue and acts to create a society that is healthy and respectful of human diversity.	Advocacy – Families of LGBT People	www.pflag.org	
Point Foundation	Point Foundation empowers promising LGBTQ students to achieve their full academic and leadership potential – despite the obstacles often put before them – to make a significant impact on society.	Issue – Education	www.pointfoundation.org	
Services and Advocacy for GLBT Elders (SAGE)	The mission of Services & Advocacy for GLBT Elders (SAGE) is to lead in addressing issues related to lesbian, gay, bisexual and transgender (LGBT) aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older adults, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.	Advocacy – LGBT Older Adults	www.sageusa.org	
Soulforce – Home of the Equality Ride	End religion-based discrimination against the LGBTQ community through relentless, nonviolent resistance.	Issue – Religion	www.soulforce.org	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
Sylvia Rivera Law Project (SRLP)	Work to guarantee that all people are free to self-determine their gender identity and expression, regardless of income or race and without harassment, discrimination or violence. SRLP is a collective organization founded on the understanding that gender self-determination is inextricably intertwined with racial, social and economic justice. We seek to increase the political voice and visibility of people of color (POC) and low-income people who are transgender, intersex or gender non-conforming.	Legal – Low Income Transgender Rights and Legal Advocacy	www.srlp.org	
The Task Force	Build political power in the LGBT community from the ground up by training activists, organizing broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the movement's organizational capacity. Via the Task Force Policy Institute, the LGBT movement's premier think tank, provide research and policy analysis to support the struggle for complete equality and to counter right-wing lies. We work within a broader social justice movement to create a nation that respects the diversity of human expression and identity and that fosters opportunities for all.	Advocacy – Nationwide	www.thetaskforce.org	
Transgender Law Center	Transgender Law Center changes law, policy and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression. In partnership with constituents and allies, Transgender Law Center works to realize a future where gender self-determination and expression are seen as basic rights and matters of common human dignity. TLC's programs include litigation; legal information and referrals; and policy advocacy and movement building to advance rights, health and economic security of diverse transgender communities.	Legal – Transgender Rights and Legal Advocacy	www.transgenderlawcenter.org	
The Trevor Project	Founded in 1998 by the creators of the Academy Award®-winning short film TREVOR, The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13-24.	Issue – LGBT Youth and Mental Health	www.thetrevorproject.org	

ENDNOTES

¹ The NonProfit Times, "The NPT 2013 Top 100: An In-Depth Study of America's Largest Nonprofits," November 1, 2013.

² Id. (NonProfit Times).

³ Id. (NonProfit Times).

⁴ Association of Fundraising Professionals and the Urban Institute, "Fundraising Effectiveness Project: 2013 Fundraising Effectiveness Survey Report," 2013.

⁵ Better Business Bureau Wise Giving Alliance, "Standards for Charitable Accountability," 2003. <http://www.bbb.org/us/standards-for-charity-accountability/>

⁶ Giving USA and the Lilly Family School of Philanthropy, Indiana University, "Giving USA 2013: The Annual Report on Philanthropy for the Year 2012, Highlights," 2013.

⁷ United States Census, State and County Quick Facts, June 27, 2013 <http://quickfacts.census.gov/qfd/states/00000.html>.

⁸ Nonprofit HR Solutions, "Nonprofit Employment Trends Survey," 2013.

⁹ BoardSource, "Nonprofit Governance Index," 2012.

¹⁰ Id. (BoardSource).

¹¹ Id. (BoardSource).

¹² Bureau of Labor Statistics, "Employment Outlook: 2010-2020, Labor force projections to 2020: a more slowly growing workforce," January 2012.

¹³ Supra note 9. (BoardSource).



movement advancement project ▶

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www.lgbtmap.org