DEAREST FRIENDS,

Last year marked the 30th anniversary of the LGBT Bar and our Annual Conference and Career Fair, Lavender Law®. We reflect on 2018 to celebrate the successes of the past year while looking toward the hard work that still must be done to achieve equality.

We experienced a good number of victories in 2018. Our campaign against the so-called gay and trans “panic” defense continues to gain momentum. Rhode Island passed a bill banning its use, the third state to do so, and similar legislation was introduced in Minnesota, Pennsylvania and New York. In July, Representative Kennedy and Senator Markey introduced bills in the House and Senate that would ban, once and for all, these discriminatory courtroom tactics under federal law.

In January of 2018, the American Bar Association House of Delegates unanimously adopted Resolution 108D, which urges federal, state, local, territorial and tribal courts to extend Batson v. Kentucky to prohibit discrimination against jurors on the basis of sexual orientation or gender identity. In July, the LGBT Bar launched our “Commit to Inclusion” campaign, designed to build a strong coalition of legal professionals, law students, and other individuals committed to standing against anti-LGBTQ+ legal groups, such as the so-called Alliance Defending Freedom.

2018 also marked our most successful Lavender Law® Conference and Career Fair to date with more than 1,700 attendees and over 65 workshops.

We also saw defeats in 2018. In June, the Supreme Court delayed a decision on protection for our community with its ruling in Masterpiece Cakeshop v. Colorado Civil Rights Commision. In that case, our association was proud to file an amicus brief with new allies, Muslim Advocates and T’ruah: The Rabbinical Call for Human Rights, among others. The current administration has attempted, and succeeded, in rolling back protections for so many of us, especially our transgender and non-binary community members. Despite such challenges, the LGBT Bar is more dedicated than ever to preserving and expanding equality in and through the legal profession.

Your support of our organization is more important than ever, and I sincerely thank all of our sponsors and members for that support this past year. I look forward to our continued partnership in the ongoing struggle for LGBTQ+ equality.

Warmly,

D’Arcy Kemnitz, Esq.
Executive Director

“We reflect on 2018 to celebrate the successes of the past year while looking toward the hard work that still must be done to achieve equality.”
A Joint Message from
the President of the National LGBT Bar Association and
the President of the National LGBT Bar Foundation

DEAREST DONORS AND FRIENDS,

The National LGBT Bar Association and Foundation have always fostered a strong partnership founded upon our shared goals of strengthening protections for and bolstering the success of the LGBTQ+ community. We are proud to work closely together to achieve these goals through education and advocacy.

Our Annual Lavender Law® Conference and Career Fair is a shining example of this collaboration. The event brings together 1,700 legal professionals and law students for three days of legal education, conversation, and recruiting. This “family reunion” is far from our only event or educational program. We also host a series of Out & Proud Corporate Counsel award receptions that honor LGBTQ+ and ally leaders in the legal profession, informational call-ins on a wide-range of topics, and numerous advocacy and programmatic campaigns aimed at furthering LGBTQ+ equality.

This year, the LGBT Bar increased our programmatic and advocacy efforts in a plethora of ways. In July, we introduced the Gay and Trans Panic Defense Prohibition Act of 2018 in Congress; a bill that would ban Federal use of the gay and trans “panic” defense. We also significantly expanded our law student programs to better support the next generation of LGBTQ+ lawyers. This summer, the LGBT Bar also launched our Commit to Inclusion campaign, which asks individual lawyers to stand against anti-LGBT legal groups such as the Alliance Defending Freedom and Liberty Counsel by pledging to never give such groups pro-bono support.

These efforts and more could not be achieved without your generous support. As you read through this annual report, we hope you take pride in what your support has allowed us to accomplish.

Thank you,

Gregory Cheikhameguyaz
President, National LGBT Bar Association

and

Nancy Halas
President, National LGBT Bar Foundation
“Home is the place where you are nurtured, supported and advocated for. The National LGBT Bar provides this home for LGBTQ+ legal professionals. Through its stalwart advocacy for LGBTQ+ equality, Lavender Law® and as a vigilant steward of its resources, the National LGBT Bar is a home we can be proud of.”

Bendita Cynthia Malakia
Inclusion Manager, Americas,
Hogan Lovells (US) LLP
At-Large Board Member,
National LGBT Bar Association

A YEAR OF ADVOCACY

GAY AND TRANS ‘PANIC’

1. US Congress, Bicameral, Bipartisan Bill
2. Rhode Island Passed Legislation, Signed into Law
3. Pennsylvania State Senate Bill
4. Mass Media Coverage

COMMIT TO INCLUSION

1. Educational Video
2. Anti-LGBTQ+ Legal Group Fact Sheet
3. Individual Pledge

VOIR DIRE

1. American Bar Association House of Delegates Passage of Resolution 108D
STRENGTH IN NUMBERS 2018

631,649 Reach
Facebook Posts

11,480
Social Media

198 Sponsors
Of the LGBT Bar’s Annual Conference & Career Fair
95 of the 2018 AmLaw 100 firms

30 Bipartisan
Co-sponsors for legislation against juror discrimination

8 STAFF MEMBERS
Bringing you unparalleled programming and content

1 AMAZING YEAR
Of raising the bar for our community and profession
2018 LAVENDER LAW® CONFERENCE & CAREER FAIR SPONSORS

Platinum - $75,000
Fried, Frank, Harris, Shriver & Jacobson LLP

Gold - $50,000
Association of Corporate Counsel Foundation

Silver - $40,000
Seyfarth Shaw LLP
White & Case LLP

Diamond - $30,000
BMW
Walmart Legal

Bronze - $15,000
Arnold & Porter
Boies Schiller & Flexner LLP
Fish & Richardson, P.C.
GlaxoSmithKline
NBCUniversal
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Reed Smith LLP
Sullivan & Cromwell LLP
Thomson Reuters

Supporter - $10,000
Altria Client Services LLC
American Airlines
Blank Rome LLP
Chapman and Cutler LLP
Cravath, Swaine & Moore LLP
Crowell & Moring LLP
Epstein Becker & Green, P.C.
Facebook
Fox Rothschild LLP
Hogan Lovells (US) LLP
Kirkland & Ellis LLP
Kramer Levin Naftalis & Frankel LLP
Liberty Mutual Insurance
Littler Mendelson P.C.
Lowenstein Sandler LLP
Manatt, Phelps & Phillips, LLP
Morrison & Foerster LLP
O’Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Perkins Coie LLP
Proskauer Rose LLP
Ropes & Gray LLP
Selendy & Gay PLLC
Skadden, Arps, Slate, Meagher & Flom LLP
T.Rowe Price
USAA
Verizon
Winston & Strawn LLP

Benefactor - $5,000
3M Company
Akerman LLP
Akin Gump Strauss Hauer & Feld LLP
Allen & Overy LLP
Alston & Bird LLP
Amazon Legal
Arent Fox LLP
Axinn, Veltrop & Harkrider LLP
Baker & Hostetler LLP
Baker Botts L.L.P.
Baker McKenzie
Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.
Ballard Spahr LLP
Bank of America Corporation
Barnes & Thornburg LLP
Bass, Berry & Sims PLC
Blitzen & McMurtry LLP
Bond, Schoenbeck & King, PLLC
Bowman and Brooke LLP
Bradley Arant Boult Cummings LLP
Bricker & Eckler LLP
Brown Rudnick LLP
Bryan Cave Leighton Paisner LLP
Buchanan Ingersoll & Rooney PC
Burr & Forman LLP
Cadwalader, Wickersham & Taft LLP
Cahill Gordon & Reindel LLP
Carlton Fields Jorden Burt, P.A.
CBS Corporation/Showtime Networks Inc.
Cleary Gottlieb Steen & Hamilton LLP
Clifford Chance LLP
Clyde & Co US LLP
Cooley LLP
Covington & Burling LLP
Cozen O’Connor P.C.
Davis Polk & Wardwell LLP
Davis Wright Tremaine LLP
Debevoise & Plimpton LLP
Dechert LLP
Dentons
Dickinson Wright PLLC
Dinsmore & Shohl LLP
DLA Piper LLP (US)
Dorsey & Whitney LLP
Drinker Biddle & Reath LLP
Duane Morris LLP
Eversheds Sutherland (US) LLP
Exelon Corporation
Faegre Baker Daniels LLP
Fenwick & West LLP
Foley & Lardner LLP
Freddie Mac
Fredrikson & Byron, P.A.
Freshfields Bruckhaus Deringer LLP
Gibson, Dunn & Crutcher LLP
Goodwin Procter LLP
Goulston & Storrs PC
Greenberg Traurig, LLP
Haynes and Boone, LLP
Holwell Shuster & Goldberg LLP
Hughes Hubbard & Reed LLP
Hunton Andrews Kurth LLP
Husch Blackwell LLP
Ice Miller LLP
Jackson Lewis P.C.
Jenner & Block LLP
Jones Day
K&L Gates LLP
Katten Muchin Rosenman LLP
Kilpatrick Townsend & Stockton LLP
King & Spalding LLP
Kobre & Kim LLP
Latham & Watkins LLP
The LGBT Bar Association of Greater New York (LeGaL)
Linklaters LLP
Locke Lord LLP
Loeb & Loeb LLP
Major, Lindsey & Africa
Mayer Brown LLP
McDermott Will & Emery
McGuireWoods LLP
MetLife
Michael Best & Friedrich LLP
Milbank, Tweed, Hadley & McCloy LLP
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
Morgan, Lewis and Bockius LLP
Nationwide Mutual Insurance Company
Navigant Consulting, Inc.
Nelson Mullins Riley & Scarborough LLP
New York Life Insurance Company
Nixon Peabody LLP
Norton Rose Fulbright US LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Paul Hastings LLP
Pepper Hamilton LLP
Pillsbury Winthrop Shaw Pittman LLP
PNC Financial Services Group, Inc.
Polsinelli PC
Quarles & Brady LLP
Robins Kaplan LLP
Schiff Hardin LLP
Schulte Roth & Zabel LLP
Schwegman Lundberg & Woessner PA
Shearman & Sterling LLP
Sheppard, Mullin, Richter & Hampton LLP
Shipman & Goodwin LLP
Shook, Hardy & Bacon L.L.P
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Squire Patton Boggs
State Farm Mutual Automobile Insurance Company
Steptoe & Johnson LLP
Sterne, Kessler, Goldstein & Fox P.L.L.C.
Stinson Leonard Street LLP
Stradley Ronon Stevens & Young, LLP
Target Corporation
Thompson & Knight LLP
Thompson Coburn LLP
Thompson Hine
Troutman Sanders LLP
Venable LLP
Vinson & Elkins LLP
Vorys, Sater, Seymour and Pease LLP
Wachtell, Lipton, Rosen and Katz
Weil, Gotshal & Manges LLP
Wiggin and Dana LLP
Willkie Farr & Gallagher LLP
Wilmer Cutler Pickering Hale and Dorr LLP
Wilson Sonsini Goodrich & Rosati
Young Conaway Stargatt & Taylor, LLP

**Government/Nonprofit Recruiters**

AARP Foundation
ABA Retirement Funds
Bronx District Attorney’s Office
Brooklyn Defender Services
Cook County State’s Attorney’s Office
Federal Deposit Insurance Corporation
Human Rights Campaign (HRC)
King County Department of Public Defense
Kings County District Attorney’s Office
National Center for Transgender Equality
New York City Law Department
New York County District Attorney’s Office
Public Defender Service for the District of Columbia
South Texas Pro Bono Asylum Representation Project (ProBAR)
The Legal Aid Society - New York City
U.S. Air Force JAG Corps
U.S. Army JAG Corps
U.S. Attorney’s Office, Southern District of New York
U.S. Department of Housing and Urban Development
U.S. Department of Justice, Office of Attorney Recruitment and Management
U.S. Department of Treasury, Office of the Comptroller of the Currency
U.S. Navy JAG Corps
U.S. Patent and Trademark Office - Trademark Evaluation
U.S. Postal Service
Washington State Attorney General’s Office
2018 OUT & PROUD SPONSORS

MIA
Platinum - $10,000
Greenberg Traurig, LLP
Gold - $5,000
ACC Foundation
Bronze - $2,500
Akerman LLP
Anixter, Inc.
Frankfurt Kurnit Klein & Selz PC
Holland & Knight LLP
JAMS
JetBlue Airways Corporation
Leader & Berkon LLP
LGBT Bar Association of Greater New York (LeGal)
WASHINGTON, DC
Platinum - $10,000
Altria Client Services LLC
Arnold & Porter
Boies Schiller & Flexner LLP
Hunton & Williams LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Shook, Hardy & Bacon LLP
Winston & Strawn LLP
Gold - $5,000
ACC Foundation
Silver - $3,500
Carlton Fields
Mayer Brown
Quarles & Brady LLP
Bronze - $2,500
JAMS
LGBT Bar Association of DC
State and Federal Communications, Inc.

As of November 21st, 2018

DONORS - July 1, 2017 - September 1, 2018

JUSTICE COUNCIL
$2,500+ Level
Wesley Bizzell
Bernadette Harrigan
Jesse Ryan Loffler

$1,200 - $2,499 Level
James Campodonico
Sharra Greer
Nancy Halas
Danielle Joy Healey
Lousene Hoppe Schwarz
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D’Arcy Kemnitz
Deb L. Kinney
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Malik K Lewis
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Adeel Mangi
Ryan Nelson
Judi O’Kelley
Jennifer Protas
Rick Richardson
Seth Rosen
Sean Spivey
Charles M. Sprock
Paul Thaler
Travis Torrence
John Westfall-Kwong
Joseph White
Alfred Zaher

GENERAL FUND
$2,500
Wesley Bizzell

$1,000
Ambassador James C. Hormel
Shell Oil Company (Intersectionality Project)
Thomas Stahl
In honor of Ara Babaian, Esq.

$250 - $499
Glenn Gordon
Mark Kollasch
Suzanne Seubert

Up To $249
Deborah M. Benson
Elizabeth Black
Jennifer Brophy
Julie Browning
Kevin Coy
Holly Drougas
Nadia Firozvi
Susanne Hiegel
Donna Jackson
Richard Jaime-Bettan
Eduardo Juarez
Coby Kibrick
Kathryn Kovacs
Steven Likes
Patrick McGlone
Jamey Mentzer
Paula Neira

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Mitchell Plave
Christina Plum
R. A. Reese
Peter Stuart Reichertz
Hon. Rosalyn Richter
Katharine Saunders
Jacob Schultz
William Singer
Glenn Stover
Frederick Sultan
Matthew Tabakman
John Taber
Alice Walsh
Valerie Waltz
Maya Wilson

Christopher R. Bowen
Julie Browning
Daria Chalupa
Victoria Ferrara
Bryce Hurst
Kimberly Kim
Steven Likes
Charles Thompson
THE NATIONAL LGBT BAR ASSOCIATION
BOARD EXECUTIVE COMMITTEE

Greg Cheikhameguyaz - President
Wesley Bizzell - President Elect
Dale Noll - Past President
Lousene Hoppe Schwarz - Treasurer
Kylie Byron - Secretary

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R. Jason Burch
Sherman Helenese
    Randy Katz
    Deb Kinney
    Bendita Cynthia Malakia
    Jennifer Protas
    Jason Prussman
    Frederick Sultan
    Joseph White
    Alfred Zaher

John Stephens - ABA Delegate
William S. Singer - General Counsel
Gavin Alexander - Affiliate Representative
Ben Aguilar - Affiliate Representative

THE NATIONAL LGBT BAR FOUNDATION
BOARD EXECUTIVE COMMITTEE

Nancy Halas - President
Kevin Kraham - Past President
Jesse Ryan Loffler - Treasurer

AT-LARGE BOARD MEMBERS

Norma Barnes-Euresti
    Elizabeth Davis
    Adeel Mangi
    Rick Richardson
    Travis Torrence
“Not only has the National LGBT Bar been a longtime thought leader on issues of concern to LGBTQ judges, lawyers, and legal professionals, but it is also a prominent voice in ensuring the legal process respects and protects all LGBTQ individuals. From the Bar’s work to prohibiting the discriminatory exclusion of LGBTQ jurors to encouraging the repeal of anti-LGBTQ parenting and adoption laws, the National LGBT Bar is vigorously fighting for equality for all, and that makes me immensely proud to be part of this remarkable organization.”

Wesley Bizzell, Senior Assistant General Counsel and Managing Director of Political Law & Ethics Programs, Altria Client Services LLC, President-Elect, National LGBT Bar Association

The LGBT Bar is best known for our Annual Lavender Law® Conference and Career Fair, but we also provide educational programming through the year. Below are examples of programs we continued to offer our members and the larger LGBTQ+ legal community in 2018.

EDUCATIONAL PROGRAMMING

The 30th Annual Lavender Law® Conference and Career Fair

- Over 60 workshops on cutting-edge LGBTQ+ and legal issues
- Over 1700 attendees sharing expertise and networking
- Multiple institutes addressing key practice areas in the legal profession

LAW STUDENTS
- Law School Affiliate Program
- Action Item Toolkit
- Law Student Congress

POLICY
- Gay and Trans "Panic" Defense
- Jury Non-Discrimination
- Commit to Inclusion

JUDICIAL NUTS AND BOLTS
- Academy for Aspiring LGBTQ Judges
- Masterpiece Cakeshop: What Does It Mean?
- Employment Law Post Evans

LECTURE SERIES
- Brett Kavanaugh and the Future of the Supreme Court
- Gill v. Whitford: What Comes Next?
- Masterpiece Cakeshop: What Does It Mean?

ADVOCATING FOR LGBTQ+ FAMILIES
- Organizational Plaintiff in Marouf v. Azar

ADVOCATING FOR LGBTQ+ FAMILIES
- Family Law Institute

ADVOCATING FOR LGBTQ+ FAMILIES
- Organizational Plaintiff in Marouf v. Azar
NATIONAL LGBT BAR ASSOCIATION
STATEMENT OF FINANCIAL POSITION

ASSETS
Current Assets
Cash and cash equivalents $110,136 $89,197
Accounts receivable $1,709 $2,793
Dues from Foundation $53,935 $80,900
Prepaid expenses $3,391 $7,128
TOTAL CURRENT ASSETS $169,171 $180,018
Investments $148,220 $144,762
Investments, Deferred Compensation $16,368 $12,706
Property and Equipment
Furniture and equipment $2,775 $2,380
Less accumulated depreciation $(2,102) $(1,707)
Net Property and Equipment $673 $673
Security Deposit $788 $863
TOTAL ASSETS $335,220 $339,022

LIABILITY AND NET ASSETS
Current liabilities
Dues to the Foundation - -
Deferred revenue $56,579 $51,576
Accrued salaries $13,370 $6,945
TOTAL CURRENT LIABILITIES $69,949 $58,521
Deferred compensation payable $16,368 $12,706
Net Assets
Unrestricted $248,903 $267,795
TOTAL NET ASSETS $248,903 $267,795
TOTAL LIABILITIES AND NET ASSETS $335,220 $339,022

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018 V. YEAR ENDED JUNE 30, 2017

REVENUE
Membership dues $113,874 47.4% $97,398 33.8%
Licensing agreement revenue $103,389 43.0% $169,851 58.9%
Investment and Dividends $4,338 1.8% $3,308 1.1%
Investment Gain $260 0.1% $3,101 1.1%
Other income $18,573 7.7% $14,600 5.1%
TOTAL REVENUE $240,434 100% $288,258 100%

EXPENSES
Program Services:
Representative to the American Bar Association $19,850 7.7% $13,866 8.3%
Member Services $115,967 44.7% $90,183 53.7%
Outreach Services $58,668 22.6% $37,026 22.0%
Advocacy $12,078 4.7% - -
TOTAL PROGRAM SERVICES $206,563 79.7% $141,075 84.0%
Management and General $52,763 20.3% $26,975 16.1%
TOTAL EXPENSES $259,326 100.0% $168,050 100%
Change in Net Assets $(18,892) - $120,208 -
Net Assets, Beginning of Year $267,795 - $147,587 -
Net Assets, End of Year $248,903 - $267,795 -
NATIONAL LGBT BAR FOUNDATION STATEMENT OF
FINANCIAL POSITION

**ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2018</th>
<th>June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,140,349</td>
<td>$1,003,087</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>87,725</td>
<td>156,160</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>31,708</td>
<td>54,420</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>1,259,782</strong></td>
<td><strong>1,213,667</strong></td>
</tr>
<tr>
<td>Investments</td>
<td>940,686</td>
<td>916,158</td>
</tr>
<tr>
<td>Investments, Deferred Compensation</td>
<td>49,104</td>
<td>38,118</td>
</tr>
<tr>
<td><strong>PROPERTY AND EQUIPMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>11,000</td>
<td>9,813</td>
</tr>
<tr>
<td>Less Accumulated Depreciation</td>
<td>(8,981)</td>
<td>(7,796)</td>
</tr>
<tr>
<td><strong>Net Property and Equipment</strong></td>
<td><strong>2,019</strong></td>
<td><strong>2,017</strong></td>
</tr>
<tr>
<td>Security Deposit</td>
<td>3,225</td>
<td>5,450</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$2,254,816</strong></td>
<td><strong>$2,173,410</strong></td>
</tr>
</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2018</th>
<th>June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$45,058</td>
<td>$44,771</td>
</tr>
<tr>
<td>Dues to Foundation</td>
<td>53,935</td>
<td>80,900</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>1,226,202</td>
<td>1,041,539</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>1,325,195</strong></td>
<td><strong>1,167,210</strong></td>
</tr>
<tr>
<td>Deferred Compensation Payable</td>
<td>49,104</td>
<td>38,118</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>865,211</td>
<td>968,082</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>15,306</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>880,517</strong></td>
<td><strong>968,082</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$2,254,816</strong></td>
<td><strong>$2,173,410</strong></td>
</tr>
</tbody>
</table>

NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018 V. YEAR ENDED JUNE 30, 2017

**REVENUE**

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2018</th>
<th>June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorships</td>
<td>$1,283,425</td>
<td>$1,135,260</td>
</tr>
<tr>
<td>Conference Registration</td>
<td>169,166</td>
<td>159,438</td>
</tr>
<tr>
<td>Corporate Counsel Events</td>
<td>21,500</td>
<td>34,845</td>
</tr>
<tr>
<td>Grants and Contributions</td>
<td>144,688</td>
<td>27,870</td>
</tr>
<tr>
<td>Donated Space and Legal Services</td>
<td>231,612</td>
<td>299,672</td>
</tr>
<tr>
<td>Interest and Dividends</td>
<td>25,611</td>
<td>19,084</td>
</tr>
<tr>
<td>Investment Gain</td>
<td>2,310</td>
<td>19,145</td>
</tr>
<tr>
<td>Other Income</td>
<td>615</td>
<td>610</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>1,878,927</strong></td>
<td><strong>1,695,924</strong></td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2018</th>
<th>June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaking/Outreach Services</td>
<td>351,479</td>
<td>569,599</td>
</tr>
<tr>
<td>Annual Conference &amp; Career Fair</td>
<td>169,166</td>
<td>755,825</td>
</tr>
<tr>
<td>Gill Foundation Project</td>
<td>59,694</td>
<td>19,084</td>
</tr>
<tr>
<td>Other Programs</td>
<td>11,000</td>
<td>19,145</td>
</tr>
<tr>
<td>Advocacy</td>
<td>15,579</td>
<td>14,855</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM SERVICES</strong></td>
<td><strong>1,605,077</strong></td>
<td><strong>1,340,278</strong></td>
</tr>
</tbody>
</table>

**Supporting Services**

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2018</th>
<th>June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>307,029</td>
<td>183,341</td>
</tr>
<tr>
<td>Management and General</td>
<td>54,386</td>
<td>83,212</td>
</tr>
<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>361,415</strong></td>
<td><strong>266,553</strong></td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>1,966,492</strong></td>
<td><strong>1,606,831</strong></td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>($87,565)</td>
<td>89,093</td>
</tr>
</tbody>
</table>

**Net Assets, Beginning of Year** 968,082 878,989

**Net Assets, End of Year** $880,517 $968,082
“The LGBT Bar has embraced and empowered me as a transgender lawyer and a person. As a lawyer, the LGBT Bar has given me opportunities to advocate for LGBT rights and to network with other members. As a person, the LGBT Bar has given me enormous support on my journey and brought me many new friends and allies in our community. Authoring an amicus brief for the LGBT Bar in the Supreme Court in *Pidgeon v. Texas* allowed us to shine a light on the anti-LGBT bias that infects parts of Texas government. Speaking at Lavendar Law with other transgender lawyers allowed me to share my experiences with a broad audience as well as meet many other accomplished LGBT colleagues. This organization is invaluable to our society, to the profession and to me.”

Danielle Healey, Senior Principal, Fish & Richardson PC, Justice Council Member.