DEAREST FRIENDS,

This year marks another year of triumphs for the National LGBT Bar Association, our Foundation, and the LGBTQ+ community—a feat you should take pride in. Throughout the year, we have succeeded in promoting LGBTQ+ equality across the legal profession, expanding the voices of LGBTQ+ people, and presenting inclusive programs.

At this year’s annual Lavender Law® Conference and Career Fair, the largest LGBTQ+ legal conference in the world, we welcomed just over 1,700 registered attendees from across the legal profession to participate in workshops and presentations, as well as a career fair featuring over 180 recruiters for more than 370 promising, top-tier law students. And while Lavender Law is our signature event, it’s also just one of the many facets of the transformative work we do to support law students and strengthen the presence of LGBTQ+ people in and through the legal profession.

During this year, we worked diligently to support LGBTQ+ law students across the nation and to transform the legal profession with respect to inclusion and equality. We launched our first annual law school campus climate survey and related toolkit to help law school administrators identify areas of strength and inclusion, as well as areas for improvement. The survey’s findings also help prospective law students understand how welcoming law schools are. Over 65 law schools responded to our survey in this inaugural year.

We also released our LGBTQ+ inclusion and consulting program, Lavender Law 365, a highly personalized program for law school communities, law firms, and corporations. Lavender Law 365 supports organizations committed to ensuring full LGBTQ+ inclusion.

In addition to these program launches, we held our first-ever Legal Equality and Diversity (LEAD) Academy, which provides LGBTQ+ and ally law students with an in-depth view of the underpinnings and history of LGBTQ+ law and advocacy.

Our campaign against LGBTQ+ panic defenses has also grown larger:

- Eight states have passed legislation banning the defense strategy, including California, Illinois, Rhode Island, Nevada, Connecticut, Maine, Hawaii, and New York.
- Eight jurisdictions have introduced legislation to ban the defense strategy: Massachusetts, Pennsylvania, New Jersey, Minnesota, Texas, New Mexico, Washington, D.C., and Washington state.
- On the federal level, we re-introduced legislation in Congress to ban the defense strategy.

Although our community continues to face setbacks engineered by this administration, we remain hopeful, dedicated, and inspired to succeed. Despite all of these challenges, we know that the work you and I do to preserve and expand equality in and through the legal profession makes a difference in the lives of everyday people, whether they’re lawyers, law students, advocates, parents, or defendants.

Your support for this organization is crucial as we continue our fights, venture into new fronts, and maintain a perpetually growing professional network for LGBTQ+ legal professionals. We at the LGBT Bar sincerely thank all of our sponsors and members for their support over the past year, and I look forward to our continued partnership in the ongoing struggle for LGBTQ+ equality.

Warmly,

D’Arcy Kemnitz, Esq.
Executive Director, National LGBT Bar Association
DEAREST DONORS AND FRIENDS,

We are so proud that the National LGBT Bar Association and its Foundation continue their strong partnership founded upon shared aspirations: Strengthening protections for the LGBTQ+ community and bolstering the success of LGBTQ+ attorneys, judges, law students, and other legal professionals. Even in the face of difficult and worrisome times for many in our community, the National LGBT Bar is effectuating necessary and positive change through outreach, education, and advocacy.

Our annual Lavender Law® Conference and Career Fair remains a highlight of the year for many in our profession and continues to be the largest LGBTQ+ legal conference in the world! This year’s event brought together close to 1,700 attendees, including over 370 law students and over 400 recruiters, exhibitors, and sponsors for three exciting days of legal education, networking, and recruiting. To build upon the learning environment fostered at the Lavender Law Conference, we have established Lavender Law 365 to help organizations foster the most LGBTQ+ inclusive, supportive, and welcoming schools and workplaces where everyone feels safe and included, and supported to succeed.

In addition, we produced over 70 programs to address the full range of issues facing our vibrant rainbow of a community, including our inaugural law school campus climate survey and the Legal Equality and Diversity (LEAD) Academy. We also brought back our successful Judiciary Nuts & Bolts Academy, hosted two Out & Proud Corporate Counsel Award Receptions, and honored amazing and inspirational leaders in our community.

None of these efforts would be possible without your generous financial support. As you read through this annual report, please take pride in this work we’ve done together. With your continued—and increased—contributions and sponsorships, the National LGBT Bar will be able to further promote justice in and through the legal profession for the LGBTQ+ community. As each of you knows, such work is of paramount importance today as our community continues to be subject to hostile laws and shameless discrimination.

Thank you,

Wesley Bizzell  
President, National LGBT Bar Association

and

Nancy Halas  
President, National LGBT Bar Foundation

“Since its founding 30+ years ago, the National LGBT Bar has fiercely advocated for equality. It’s one of the many reasons the LGBT Bar is such a remarkable and successful organization. Today, I’m so proud that—because of our work—legislatures are banning the use of the LGBTQ+ panic defense, prohibiting the discriminatory exclusion of LGBTQ+ jurors, and repealing anti-LGBTQ+ parenting and adoption laws.”

— Wesley Bizzell, Senior Assistant General Counsel and Managing Director of Political Law & Ethics Programs, Altria Client Services LLC, LGBT Bar Association President, 2019
ADVOCACY & PROGRAMS

This year, the LGBT Bar expanded our campaign against the LGBTQ+ panic defense, bestowed nearly 50 awards, and hosted our biggest Lavender Law® Conference and Career Fair to date.

LGBTQ+ PANIC DEFENSE

The LGBT Bar is proud to be leading the effort to ban the LGBTQ+ panic defense.

As of November 1, 2019, the following states **passed** legislation to ban the defense strategy: California, Illinois, Rhode Island, Nevada, Connecticut, Maine, Hawaii, and New York.

As of November 1, 2019, the following jurisdictions **introduced** legislation to ban the defense strategy: Massachusetts, Pennsylvania, New Jersey, Minnesota, Texas, New Mexico, Washington, D.C., and Washington state.

AWARDS

This year, we celebrated LGBTQ+ and ally legal professionals and law students whose work has made a positive impact on the LGBTQ+ legal community through seven award categories:

- Dan Bradley Award
- Out & Proud Corporate Counsel Award
- Best LGBTQ+ Lawyers Under 40 Awards
- Frank Kameny Award
- Student Leadership Award
- Leading Practitioners Award
- Michael Greenberg Student Writing Competition

2019 LAVENDER LAW CONFERENCE AND CAREER FAIR

Our 2019 Lavender Law Conference & Career Fair was held in Philadelphia, Pennsylvania, with around 1,700 registered attendees, including over 370 law students from around the country. This year’s conference brought in over 200 sponsors and more than 180 recruiters, including law firms, government agencies, and nonprofits.
In 2019, the LGBT Bar’s advocacy and programming took on ambitious heights, including launching Lavender Law 365, our LGBTQ+ inclusion and consulting program, and holding our first-ever LEAD Academy for law students. We also expanded our programs for law school students, with the overall goal of supporting individual law student success, empowering our affiliate groups, and helping law schools improve their campus climate for LGBTQ+ students.

**Lavender Law 365**
Lavender Law 365 is an LGBTQ+ inclusion coaching and consulting program for law firms, law schools, and workplaces. This comprehensive program is personally tailored in discussions with organizational leadership to support implementation of best practice standards for LGBTQ+ equity.

**JUDICIAL NUTS & BOLTS ACADEMY**
Our Judicial Nuts & Bolts Academy provides legal professionals with the tools and networks they need to end up on the other side of the bench. This intensive workshop welcomes legal professionals from all backgrounds and parts of the country. This year’s Academy included a panel with Judge Tara M. Flanagan, Judge Mike Jacobs, Judge Larnzell Martin, Jr., and Judge G. Helen Whitener.

**LAW STUDENT CONGRESS**
Our Law Student Congress is the only national LGBTQ+ law student organization in the nation. It promotes regional and national interaction between LGBTQ+ law students and lawyers. The Congress also engages in activism of concern to law students and helps LGBTQ+ students build a network within the profession.

**LEAD ACADEMY**
Our LEAD (Legal Equality and Diversity) Academy provides LGBTQ+ and ally law students with the tools they need to create change in and through the legal profession. Expert legal professionals and academics give students an overview of LGBTQ+ history, legal developments in the ongoing LGBTQ+ rights movement, and ways to implement a commitment to LGBTQ+ equality in their legal career.

**LAW SCHOOL AFFILIATE PROGRAM**
Our Law School Affiliate program provides LGBTQ+ law student groups within law schools around the country with an exclusive number of benefits for the groups themselves and their student members, including our new, comprehensive, 100-page Law Student Resource Guide.

**LAW SCHOOL CLIMATE SURVEY**
Our law school climate survey identified the policies and procedures specifically impacting LGBTQ+ populations in law schools. In this inaugural year, we gathered data from 67 law schools.
<table>
<thead>
<tr>
<th>Sponsors Category</th>
<th>Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leaders ($50,000)</td>
<td>Fried, Frank, Harris, Shriver &amp; Jacobson LLP</td>
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<tr>
<td>Partners ($40,000)</td>
<td>Association of Corporate Counsel Foundation, BMW, Seyfarth Shaw LLP, White &amp; Case LLP</td>
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<tr>
<td>Counsel ($30,000)</td>
<td>Walmart Inc</td>
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<tr>
<td>Patrons ($15,000)</td>
<td>Altria Client Services LLC, Arnold &amp; Porter Kaye Scholer LLP, Boies Schiller &amp; Flexner LLP, Cozen O’Connor PC, Fish &amp; Richardson PC, Fisher Phillips LLP, GlaxoSmithKline, Ogletree, Deakins, Nash, Smoak &amp; Stewart PC, Ropes &amp; Gray LLP</td>
</tr>
</tbody>
</table>
Hughes Hubbard & Reed LLP
Hunton Andrews Kurth LLP
Husch Blackwell LLP
Ice Miller LLP
Jackson Lewis PC
Jackson Walker LLP
Jenner & Block LLP
Jones Day
Katten Muchin Rosenman LLP
King & Spalding LLP
Kobre & Kim LLP
Latham & Watkins LLP
LawPay
Linklaters LLP
Loeb & Loeb LLP
Locke Lord LLP
Major, Lindsey & Africa
Manatt, Phelps & Phillips LLP
Mayer Brown LLP
McDermott Will & Emery LLP
McGuireWoods LLP
McKool Smith
MetLife
Microsoft
Milbank LLP
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo PC
Montgomery McCracken Walker & Rhoads LLP
Morgan, Lewis and Brodsky LLP
Morris, Manning & Martin LLP
Morris, Nichols, Arshe & Tunnell LLP
Nationwide Mutual Insurance Company
NBCUniversal
Nelson Mullins Riley & Scarborough LLP
New York Life Insurance Company
Nixon Peabody LLP
Norton Rose Fulbright US LLP
O’Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
PECO Energy
Pepper Hamilton LLP
Pillsbury Winthrop Shaw Pittman LLP
PNC Financial Services Group, Inc.
Polsinelli PC
Potter Anderson & Corroon LLP
Quarles & Brady LLP
Quinn Emanuel Urquhart & Sullivan LLP
Ray Quinney & Nebeker PC
Remlinger Co., LPA
Robins Kaplan LLP
Schiff Hardin LLP
Schulte Roth & Zabel LLP
Schweigman Lundberg & Woessner PA
Selendy & Gay PLLC
Shearman & Sterling LLP
Sheppard, Mullin, Richter & Hampton LLP
Shipman & Goodwin LLP
Shook, Hardy & Bacon LLP
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Squire Patton Boggs
State Farm Mutual Automobile Insurance Company
Sterne, Kessler, Goldstein & Fox PLLC
Stinson LLP
Stradley Ronon Stevens & Young LLP
Target Corporation
Thompson & Knight LLP
Thompson Coburn LLP
Thompson Hine
Troutman Sanders LLP
University of North Carolina, School of Government
Van Ness Feldman 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

Government and Nonprofits
AARP Foundation
American Constitution Society
Bronx District Attorney’s Office
California Department of Justice, Office of the Attorney General
Cook County State’s Attorney’s Office
Earthjustice
Equal Justice Works
Federal Deposit Insurance Corporation
FINRA, Office of Dispute Resolution
Kings County District Attorney’s Office
New Jersey Office of the Attorney General
New York City Law Department
New York County District Attorney’s Office
Peace Corps
Public Defender Service for the District of Columbia
The Legal Aid Society - New York City
U.S. Air Force JAG Corps
U.S. Army JAG Corps
U.S. Attorney’s Offices, Northern District of Illinois and Southern District of New York
U.S. Department of Justice, Office of Attorney Recruitment and Management
U.S. Intelligence Community Offices of General Counsel
U.S. Navy JAG Corps
U.S. Securities & Exchange Commission
Washington State Attorney General’s Office

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T-Mobile
VERMEG
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Platinum - $10,000
Bowman and Brooke LLP
King & Spalding LLP
Nelson Mullins Riley & Scarborough LLP

Gold - $5,000
Association of Corporate Counsel Foundation
Arnold & Porter Kaye Scholer LLP
Barnes & Thornburg LLP
Gibson, Dunn & Crutcher LLP
Latham & Watkins LLP
Mayer Brown LLP
Morgan, Lewis and Bockius LLP
Norton Rose Fullbright US LLP
Shook, Hardy & Bacon LLP
Toyota Motor North America Inc

Silver - $3,500
Alston & Bird LLP
Campbell Conroy & O’Neil PC
Dinsmore & Shohl LLP
Dykema Gossett PLLC
Eckert Seamans Cherin & Mellott LLC
Haynes and Boone LLP

Bronze - $2,500
Baker Botts LLP
Dallas LGBT Bar Association
Fish & Richardson PC
Gibson, McAskill & Crosby LLP
JAMS
Jones Day
Van Ness Feldman LLP
Wilson Turner Kosmo LLP

MINNEAPOLIS
Platinum - $10,000
Dorsey & Whitney LLP
Jackson Lewis PC
Jones Day

Diamond - $7,500
Drinker Biddle & Reath LLP
Stinson LLP

Gold - $5,000
Association of Corporate Counsel Foundation
Faegre Baker Daniels LLP
Foley & Lardner LLP
Goldberg Kohn
Minnesota Lavender Bar Association
Morrison & Foerster LLP
Sullivan & Cromwell LLP
U.S. Bank

Silver - $3,500
Ballard Spahr LLP
Littler Mendelson PC
Nixon Peabody LLP
Sheppard, Mullin, Richter, & Hampton LLP
Winston & Strawn LLP

Bronze - $2,500
Briggs and Morgan
Chapman and Cutler LLP
Frost Brown Todd LLC
Maslon LLP
Miller Nash Graham & Dunn LLP
Nilan Johnson Lewis PA
Seyfarth Shaw LLP
Thompson Coburn LLP

2019 LEADERSHIP CELEBRATION SPONSORS

WASHINGTON, DC
Platinum - $10,000
Altria Client Services LLC
Arnold & Porter Kaye Scholer LLP
Eversheds Sutherland (US) LLP
Hunton Andrews Kurth LLP
Shook, Hardy & Bacon LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Wachtell, Lipton, Rosen and Katz
Williams & Connolly LLP

Diamond - $7,500
Latham & Watkins LLP

Gold - $5,000
Covington & Burling LLP
RAI Services Company

Silver - $3,500
Mayer Brown LLP

Bronze - $2,500
Carlson Fields PA
JAMS
Quarles & Brady LLP
Ray Quinney & Nebeker PC
Winston & Strawn LLP

2019 DONORS - July 1, 2018 through June 30, 2019

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James Campodonico
Barry Grant
Sharra Greer
Nancy Halas
Danielle Joy Healey
Randall Katz
D’Arcy Kemnitz
Malik Lewis
Jesse Ryan Loffler
Bendita Cynthia Malakia
Ryan Nelson
Judi and Chuck O’Kelley
Randall S. Arndt

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Christopher R. Bowen
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Kristin Campanelli
Kenneth Coleman
Eduardo Juarez
Mark Kollasch
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Glenn Stover
The Sym Family Charitable Fund
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Emily Wendel
John Westfall-Kwong

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THE NATIONAL LGBT BAR ASSOCIATION

BOARD OF DIRECTORS

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THE NATIONAL LGBT BAR FOUNDATION

BOARD OF DIRECTORS

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Jesse Ryan Loffler President-elect
Elizabeth Davis Secretary
Travis Torrence Treasurer

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Norma Barnes-Eurest
Adeel Mangi
Mark “Rick” Richardson

William S. Singer General Counsel
The Lavender Law Conference and Career Fair is an essential part of building national and international unity between LGBTQ+ legal professionals. Only together, by taking the time to appreciate and support one another, can we all succeed in uplifting the next generation of LGBTQ+ legal professionals and their allies.

— Jason Burch, Legal Counsel, Uber, LGBT Bar At-Large Board Member, 2019
NATIONAL LGBT BAR ASSOCIATION
STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets
June 30, 2019  June 30, 2018
Cash and cash equivalents $138,439  $110,136
Accounts receivable $5,694  $1,709
Dues from Foundation $77,973  $53,935
Prepaid expenses $3,558  $3,391
TOTAL CURRENT ASSETS $225,664  $169,171
INVESTMENTS $155,095  $148,220
INVESTMENTS, DEFERRED COMPENSATION $20,050  $16,368

Property and Equipment
Furniture and equipment $3,075  $2,775
Less accumulated depreciation ($2,473) ($2,102)
Net Property and Equipment $602  $673
Securit Deposit $887  $788
TOTAL ASSETS $402,298  $335,220

LIABILITY AND NET ASSETS

Current liabilities
Dues to the Foundation $0  $0
Deferred revenue $82,961  $56,579
Accrued salaries $8,202  $13,370
TOTAL CURRENT LIABILITIES $91,163  $69,949
DEFERRED COMPENSATION PAYABLE $20,050  $16,368
Net Assets
Unrestricted $291,085  $248,903
TOTAL NET ASSETS $291,085  $248,903
TOTAL LIABILITIES AND NET ASSETS $402,298  $335,220

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF
ACTIVITIES FOR THE YEAR ENDED
JUNE 30, 2019 V. YEAR ENDED JUNE 30, 2018

REVENUE

June 30, 2019  June 30, 2018
Membership dues $122,219  35.0% $113,874  47.4%
Licensing agreement revenue $190,306  54.5% $103,389  43.0%
Investment and Dividends, net of fees $5,935  1.7% $4,338  1.8%
Investment Gain $2,235  0.6% $260  0.1%
Other Income $28,479  8.2% $18,573  7.7%
TOTAL REVENUE $349,174  100% $240,434  100%

EXPENSES

Program Services
"Representative to the American Bar Association" $15,978  5.2% $19,850  7.7%
Member services $132,723  43.2% $115,967  44.7%
Outreach Services $57,846  18.8% $58,668  22.6%
Advocacy $10,572  3.4% $12,078  4.7%
TOTAL PROGRAM SERVICES $217,119  70.7% $206,563  79.7%
Management and General $89,873  29.3% $52,763  20.3%
TOTAL EXPENSES $306,992  100% $259,326  100%
Change in Net Assets $42,182  $(18,892)

NET ASSETS,
BEGINNING OF YEAR $248,903  $267,795
NET ASSETS, END OF YEAR $291,085  $248,903
NATIONAL LGBT BAR FOUNDATION
STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
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<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,152,645</td>
<td>$1,140,349</td>
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<tr>
<td>Accounts receivable</td>
<td>$350,200</td>
<td>$87,725</td>
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<td>Due from Association</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Prepaid expenses</td>
<td>$92,618</td>
<td>$31,708</td>
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<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>$1,595,463</strong></td>
<td><strong>$1,259,782</strong></td>
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INVESTMENTS

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<th>June 30, 2019</th>
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<tbody>
<tr>
<td>Investments</td>
<td>$983,765</td>
<td>$940,686</td>
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<tr>
<td>Investments, Deferred Compensation</td>
<td>$60,150</td>
<td>$49,104</td>
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Property and Equipment

<p>| | | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Furniture and equipment</td>
<td>$11,900</td>
<td>$11,000</td>
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<tr>
<td>Less accumulated depreciation</td>
<td>($10,094)</td>
<td>($8,981)</td>
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<tr>
<td>Net Property and Equipment</td>
<td>$1,806</td>
<td>$2,019</td>
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<tr>
<td>Securit Deposit</td>
<td>$3,525</td>
<td>$3,225</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$2,644,709</strong></td>
<td><strong>$2,254,816</strong></td>
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</table>

LIABILITY AND NET ASSETS

Current Liabilities

<p>| | | |</p>
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable &amp; Accrued Liabilities</td>
<td>$77,048</td>
<td>$45,058</td>
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<tr>
<td>Due to Association</td>
<td>$77,973</td>
<td>$55,935</td>
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<tr>
<td>Deferred Revenue</td>
<td>$1,416,082</td>
<td>$1,226,202</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>$1,571,103</strong></td>
<td><strong>$1,325,195</strong></td>
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Deferred Compensation Payable

<table>
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<td><strong>$60,150</strong></td>
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Net Assets

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<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
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<tbody>
<tr>
<td>Unrestricted</td>
<td>$1,013,456</td>
<td>$865,211</td>
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<tr>
<td>Temporarily Restricted</td>
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<td>$15,306</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$2,644,709</strong></td>
<td><strong>$2,254,816</strong></td>
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</tbody>
</table>

NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2019 V. YEAR ENDED JUNE 30, 2018

REVENUE

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Sponsorships</td>
<td>$1,588,050</td>
<td>$1,283,425</td>
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<tr>
<td>Conference Registrations</td>
<td>$205,393</td>
<td>$169,166</td>
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<tr>
<td>Corporation Counsel Ticket Sales</td>
<td>$8,425</td>
<td>$21,500</td>
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<tr>
<td>Grants and Contributions</td>
<td>$40,836</td>
<td>$144,688</td>
</tr>
<tr>
<td>Donated Space and Legal Services</td>
<td>$145,543</td>
<td>$231,612</td>
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<tr>
<td>Interest and Dividends, net of fees</td>
<td>$36,036</td>
<td>$25,611</td>
</tr>
<tr>
<td>Investment Gain</td>
<td>$36,036</td>
<td>$25,611</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$2,035,438</strong></td>
<td><strong>$1,878,927</strong></td>
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EXPENSES

Program Services

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<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
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</thead>
<tbody>
<tr>
<td>Speaking/Oureach Services</td>
<td>$272,092</td>
<td>$351,479</td>
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<tr>
<td>Annual Conference &amp; Career Fair</td>
<td>$938,294</td>
<td>$169,166</td>
</tr>
<tr>
<td>Gill Foundation Project</td>
<td>$21,500</td>
<td>$59,694</td>
</tr>
<tr>
<td>Other Programs</td>
<td>$229,470</td>
<td>$186,401</td>
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<tr>
<td>Advocacy</td>
<td>$13,278</td>
<td>$15,579</td>
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<tr>
<td><strong>TOTAL PROGRAM SERVICES</strong></td>
<td><strong>$1,474,634</strong></td>
<td><strong>$1,605,077</strong></td>
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Fundraising

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<tr>
<td><strong>$272,997</strong></td>
<td><strong>$307,029</strong></td>
<td><strong>$54,386</strong></td>
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Management and General

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</tr>
</thead>
<tbody>
<tr>
<td><strong>$154,868</strong></td>
<td><strong>$54,386</strong></td>
<td><strong>$231,612</strong></td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES**

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$1,902,499</strong></td>
<td><strong>$1,966,492</strong></td>
<td><strong>$1,966,492</strong></td>
</tr>
</tbody>
</table>

Change in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>$132,939</td>
<td>($87,565)</td>
<td>($87,565)</td>
</tr>
</tbody>
</table>

NET ASSETS, BEGINNING OF YEAR

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$880,517</strong></td>
<td><strong>$968,082</strong></td>
<td><strong>$968,082</strong></td>
</tr>
</tbody>
</table>

NET ASSETS, END OF YEAR

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2019</th>
<th>June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$1,013,456</strong></td>
<td><strong>$880,517</strong></td>
<td><strong>$880,517</strong></td>
</tr>
</tbody>
</table>
“I’ve developed personal connections with judges, in-house counsel, government lawyers, activists and talented students, all of whom have helped me develop as a professional.”

— Norma Barnes-Euresti
Chief Counsel for Labor, Employment, Ethics and Compliance, Kellogg Company, LGBT Bar At-Large Board Member, 2019