



# SOULFORCE

*Relentless Nonviolent Resistance*



# welcome to soulforce

# thank you

for reviewing the Soulforce  
2009-2010 Annual Report.



Soulforce is a non-profit, community-based, LGBTQ and allies justice organization. Our mission is simple: Relentless Nonviolent Resistance.

Soulforce is dedicated to increasing broad-based community awareness and engagement in nonviolent resistance to oppression at all of its intersections.

## the beginning

Soulforce was founded in 1998 by Rev. Mel White and his partner, Gary Nixon with a specific goal of improving protection, policy and polity in communities of faith for all people of varying gender expressions and sexual orientations (LGBTQ). Rev. White came to this goal out of his own experiences within fundamentalist evangelical religion and the painful process of being “cast out” when he came out as a gay man. Rev. White was the ghostwriter for both Jerry Falwell and Pat Robertson and out of that context, was able to interpret and confront the antihomosexual agenda of very well organized and powerful segments of organized religion. His best-selling books *Stranger at the Gate* and *Religion Gone Bad* have comforted and empowered hundreds of thousands of people through the world. Rev. White also developed a 17 step training model ([www.soulforce.org/article/530](http://www.soulforce.org/article/530)) for volunteers who want to practice nonviolent resistance. His methodology is based on his in-depth analysis of the work of Rev. Dr. Martin Luther King, Jr., Ghandi and Jesus Christ. Seven years after Soulforce was founded, he invited the next generation of spiritual activists to take what he had developed and enhance and expand it. Two young adults, Haven Herrin and Jake Reitan worked together to assemble a brilliant group of young people to collaborate about intersectional justice, anti-racism and intergenerational engagement. Out of that work came a new day and a new way for Soulforce called the Equality Ride.

## equality ride

More than 160 young adults have now completed the training developed by Rev. White, Jake Reitan and Haven Herrin. All of these individuals have participated in the Soulforce Equality Ride, a bus stop tour throughout the United States ([www.equalityu.org](http://www.equalityu.org)). The Riders engage college and university campus officials in dialogue about discriminatory policies that bring harm to the lives of students. The Ride has now visited 75 of the 200 institutions of higher learning that have openly discriminating policies against LGBTQ students and faculty. The next Ride is scheduled for Fall 2011. Between the time that this Report released (September 2010) and October 11, 2011, we must raise \$3888 per Ride participant (45) for a total of \$174,960. That’s \$13,458 per month. Approximately 1500 people helped support our last ride. If 1500 people give \$9 per month beginning now, we will meet our goal. We hope you will think about adding the Equality Ride to your monthly contributions. Just go to [www.soulforce.org/monthlydonor](http://www.soulforce.org/monthlydonor) to become a Rider Supporter. Your name will be listed on the Equality Ride Honorary Riders “wall” on our site.



## soulforce today

Today, Soulforce accomplishes its mission primarily through community organizing, education and training, advocacy for public and private institutional policy change and street-based nonviolent resistance to overt discrimination. We train our volunteers in all aspects of advocacy for a just society, including the time-tested method of civil disobedience. Over the last twelve years, we have deepened our understanding that patriarchy and the binary constructs of sexuality and gender are the primary sources of religious bigotry and oppression. This understanding has helped us refine the messaging and focus of our organization so that no one is left outside the gate when we advocate for change.

In spite of the amazing work accomplished by our co-founders and young adults, we know we have only just begun. And, we are in the midst of a major organization transition as Rev. Mel White and his partner enter retirement (effective January 2011). It is now up to the rest of us—the Board of Directors, staff, volunteers, allies and donors—to ensure a sustainable legacy and transformative organization that will continue to truly change the world.

The remainder of this Report gives an account of our work in 2009 and 2010 and it describes the strategic plan that is underway. We decided to name the intense change cycle that we are going through—“**recharging Soulforce.**” We hope you will join us in creating the kind of renewing energy and forward movement that Soulforce is known for. We need your help.

Thank you.











Peace,

*Cynthia H. Love, Ed.D.*

Dr. Cindi Love  
*Executive Director*

# recharging soulforce

Significant progress has been made on many religious fronts for LGBT equality. And, there is so much yet to be done. Here are just a few of the reasons that we know we must continue to work so faithfully for justice:

-  The recent failure of the PC USA to include marriage equality for LGBT people in its community values. Soulforce was there in July 2010 and continues to work with the National Ratification efforts by PC USA LGBT affirming groups and allies. [www.soulforce.org/article/1645](http://www.soulforce.org/article/1645)
-  The 20-city anti-gay hate campaign launched by the National Organization for Marriage (NOM) in August 2010 in response to Judge Walker's ruling that PROP 8 in California is unconstitutional. Soulforce was there in Washington, D.C. in August 2010 and will continue to track and confront NOM actions. [www.soulforce.org/article/1647](http://www.soulforce.org/article/1647)
-  The reality that more than 80 nations still criminalize LGBT lives. The fact that Uganda attempted to establish the death penalty for LGBT people who "come out". Soulforce was there at the United Nations and continues its support of the team on the ground in Uganda. [www.soulforce.org/article/1640](http://www.soulforce.org/article/1640)
-  The continued and deepening oppression of LGBT people by the Mormon and Catholic churches. Soulforce was there and will continue to provide technical assistance to the Mormon LGBT affirming groups and allies. [www.soulforce.org/article/1124](http://www.soulforce.org/article/1124) [www.affirmation2010.com](http://www.affirmation2010.com)
-  The heresy trial of Janie Spahr. Soulforce was there in Napa, California in August 2010 and will continue to stand in solidarity with Rev. Spahr. [www.soulforce.org/blogs/free-janie-spahr](http://www.soulforce.org/blogs/free-janie-spahr)
-  The fact that we still do not have an employment non-discrimination act in the United States. Soulforce was there in August 2011 in solidarity with HRC as an official representative on the HRC Faith & Religion Council and at the Clergy Call May 22-24 2011.
-  The fact that "don't ask/don't tell" has not yet been repealed. Soulforce was there and continues in solidarity with the Servicemembers Legal Defense Network Freedom to Serve Roundtable. [www.sldn.org](http://www.sldn.org)
-  The fact that more than 200 institutions of higher learning still have policies that discriminate against GBT students and faculty. Soulforce was there on 75 campuses and will continue until we have created dialogue about safe space in all of these institutions. [www.soulforce.org/equalityride](http://www.soulforce.org/equalityride)
-  The fact that NARTH can still hold a conference and fill the room with people who believe that people can be cured of homosexuality. Soulforce was there in 2007 at the Ex-Gay Survivor's Conference and in 2009 at the Antiheterosexism Conference and continues today with our new Symposium. [www.soulforce.org/symposium](http://www.soulforce.org/symposium)
-  The fact that marriage equality is still a dream in most places. Soulforce was there and continues. [www.soulforce.org/blogs/category/right-to-marry-campaign/right-to-marry-arizona](http://www.soulforce.org/blogs/category/right-to-marry-campaign/right-to-marry-arizona)

Soulforce has been present and relentless in our pursuit of justice in all of these areas and many more. We hope you will take time to read about our work and then log on to [www.soulforce.org](http://www.soulforce.org) and find a way to get involved. Let's rid the world of discrimination based on religious belief once and for all.

## **We Are Recharging Soulforce And Need Your Help**

When an organization goes through a major transition like the retirement of a charismatic founder, there are always “break-down” and “break-through” moments. Soulforce is no exception. While the transition is underway, it is very important to “recharge” our batteries.

Our Board has done a great job of knowing how to help us “recharge” and in responding to the “typical” challenges of transition as well as the extraordinary impact of the economic crisis in the United States. For example, several of our long-tenured board members were scheduled to rotate off the board at the same time that our co-founders were retiring. Fortunately, these board members were willing to renew their terms until the strategic plan for Soulforce was completed and a new Executive Director was hired.

Further, the Board restructured the operating budget to reduce expenses and revenue projections. Most organizations that go through the retirement of a charismatic founder experience some attrition in donors. Soulforce did experience some attrition, however, the restructuring of the operating budget was made necessary when one of our largest grantors informed us that the final funding for the Equality Ride would arrive in the second quarter of 2010. During the last quarter of 2009, the Board trimmed the operating budget by 17 percent. This reduction was still not enough to avoid a deficit and the organization ended the year with a loss of \$217,000. Several board members and donors very generously granted funds to Soulforce for specific actions in 2009 and 2010 as well as extended bridge loans to help span the gap of time before the final grant payments were made in May 2010.

The board reduced the operating budget an additional 36 percent for 2010. This reduction was possible, in part, due to

- (1) the adoption of a new technology platform for all of our web services, including our on-line donation system;
- (2) utilizing contract services that can be flexibly scheduled to meet times of peak demand; and,
- (3) moving the Equality Ride to the Fall of 2011 rather than the Spring. In boxing terms, we now feel that we are at a good “fighting weight” in terms of budget.

Our grant applications for 2010 and 2011 are underway and we are fully participating in the Movement Advancement Project (MAP) in order that we can effectively compete for new dollars within the LGBT and human rights funding community ([www.lgbtmap.org](http://www.lgbtmap.org)). Our financial statements are posted on our web site for your review at ([www.soulforce.org/financials](http://www.soulforce.org/financials)).

## **Programs for 2010-2011**

### *Equipping the Next Generation of Spiritual Activists*

For more than 12 years, Soulforce has stood in the gap for Lesbian, Gay, Bisexual and Transgender (LGBT) people in nonviolent relentless resistance to religion-based bigotry resulting in discrimination against LGBT persons and their allies.

No where is this discrimination felt more acutely than in the hearts and minds of vulnerable young adults coming out to their families and to their peers and to their teachers. The rejection that young people experience because they choose to live with integrity about their sexualities and/or gender expressions is so deeply felt that many of them leave their homes, leave their churches and, often, without choice, leave their schools. Indeed, some choose to end their lives rather than try to deal with the oppression and depression that comes with it.

Today, Soulforce is the leading human rights organization in offering intensive leadership training and field experiences in the principles and practice of nonviolence to young adults. No other U.S. based human rights organization has taken to the road and the streets in this way with such success. Soulforce now has a highly skilled cohort of professional facilitators and leaders who represent some of the best and brightest young adults in our nation. They understand the intersections of oppression and justice. They are thoroughly adept in addressing the negative impact on people and civil society of racism, classism, ageism, ableism, sexism, transphobia and homophobia. As Mel White likes to say, “we work on the roots, not the shoots.”

**soulforce is the leading human rights organization in offering intensive leadership training and field experiences in the principles and practice of nonviolence to young adults**

These young adults are entering the work force and the political arena and the pulpits of churches throughout our country. We believe that they will be largely responsible for helping people stop the hate, patriarchy and heterosexism that limit the opportunities for life, liberty and the pursuit of happiness for all citizens.

Soulforce is well-equipped to engage a generation of young people ready and hungry to create and support communities and organizations where their inclusive values are respected and they can live without the rigidity and exclusion of fundamentalism, patriarchy, heterosexism, ageism, ableism, mysoginy, bigotry and discrimination.

There is so much work to do. The culture in which we live is shifting, yet the mission of Soulforce has never been more important. People need the principles and practice of nonviolent relentless resistance to oppression more than any time in our recent history. They need to know about our work and they need to join us as part of their own spiritual transformation.



## We Need Your Help

Here is what you can do today to ensure that Soulforce continues to stand in the gap for people oppressed by religious bigotry.

1. Volunteer at an event or action.
2. Attend our first annual awards event in February 2011 in Washington, D.C. Purchase your ticket at [www.soulforce.org/annualawards](http://www.soulforce.org/annualawards).
3. Send a note of thanks for Rev. Mel White and Gary Nixon to be incorporated into the program for the event in February. (send these to [kara@soulforce.org](mailto:kara@soulforce.org))
4. Help us raise \$150,000 before the end of 2010. We cannot go forward with all of our planned programs without this support. Please send in your year-end gift of \$25, \$100, \$250, \$1000 or more as soon as you possibly can. All donors will be acknowledged in the program book for the Annual Awards Event. Those donors giving \$2500 or more will receive two VIP tickets to a reception preceding the event.
5. Help secure permanent funding for Soulforce with a designated gift from your estate. If you do not have a will, contact us for a free guide to estate planning. An anonymous donor has issued a matching grant challenge to help secure the future of the Institute. If we raise \$250,000 by February 22, 2011 for the formation of the Institute, we will receive a gift of \$250,000 for the Institute to be funded by the donor's estate upon death.

The amazing work of Mel White and Gary Nixon continues in so many ways—the Equality Ride, denominational actions, silent vigils/nonviolent protests at heresy trials, mega-churches and anti-gay organizations like the National Organization for Marriage (NOM), participation on national councils like the Servicemember Legal Defense Network and the Human Rights Campaign Faith & Religion Council, membership on the task force for decriminalization at the United Nations and educational programs. Choose the project that is most meaningful to you and please help us honor Mel's and Gary's legacy with your gift before the end of our fiscal year end 2010. Thank you!

# january-june 2010



## Equality Ride 2010

The Equality Ride is a two-month social justice bus tour, bringing young adult activists on a sustained journey to ignite change. The fourth Ride was planned over a nine-month period spanning 2009 and first quarter of 2010 and went on the road in April 2010, with 25 justice-seekers on board. For 8-weeks, they initiated dialogue at 15 institutions of higher learning where discrimination against lesbian, gay, bisexual, transgender, and queer students is engrained in school policy. To each community the Ride visited, they brought a message of justice and inclusion, examining carefully the intersections wherein faith meets gender identity and sexual orientation. They collaborated with student activists and allies, and encouraged administrators to consider the value of inclusive policies for the sake of their students' wellbeing.

The fourth Equality Ride placed a special emphasis on community engagement, partnering with community members in efforts to make a sustainable impact. In a change of course from previous Rides, this year the Ride was permitted entry onto nearly all of the campuses it visited. Riders elected meaningful alternatives to civil disobedience at the few schools that barred their access. The 2010 team prepared to address injustice wherever they saw it, recognizing the importance of an intersectional approach and the need to discuss oppression in all its forms—whether it be transphobia, homophobia, racism, classism, ableism, sexism, or xenophobia. The Equality Ride adheres to the 17-step process developed by Rev. Mel White that embraces the idea that honest exchange about social justice and inclusion leads to sincere understanding and positive transformation for all.

These are the colleges and universities that they visited.

# valley forge christian college

*Phoenixville, Pennsylvania*

# houghton college

*Wesleyan, New York*

# the city of knoxville

*Tennessee*



# southeastern baptist theological seminary

*Raleigh, North Carolina*



# oakwood university

*Huntsville, Alabama*



# campbell college

*Buies Creek, North Carolina*



# the city of daytona beach

Florida

# morehouse college

Atlanta, Georgia



# baylor university

Waco, Texas

# hardin simmons university

Abilene, Texas

# bellhaven college

Jackson, Mississippi



# abilene christian college

Abilene, Texas

# mississippi college

Clinton, Mississippi

# bethel college

Mishawaka, Indiana



# union college

Lincoln, Nebraska

# malone university

Canton, Ohio

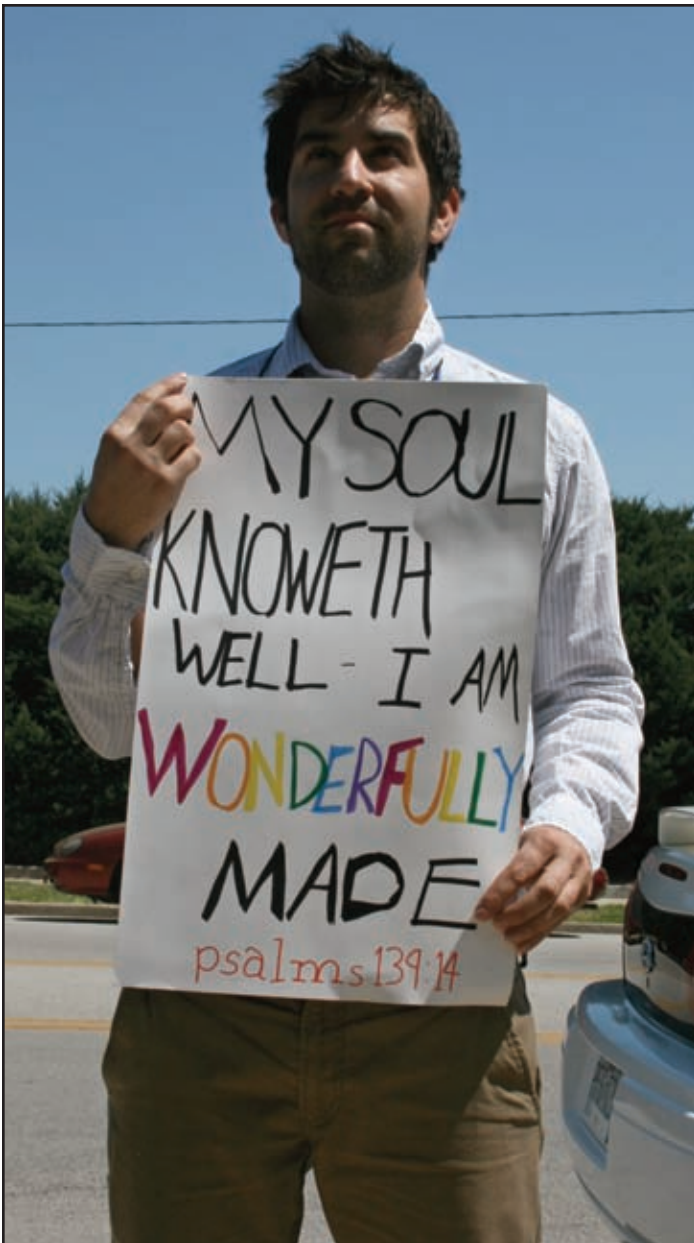


# southwest baptist theological seminary

Bolivar, Missouri

# and direct action at assemblies of god headquarters

Springfield, Missouri



# july 2010

Soulforce collaborated with four internal affirming LGBT groups of the Presbyterian USA denomination to engage in dialogue with the General Commissioners and Assembly on four issues involving our community. A core group of Soulforce Presbyterians assisted five Presbyterian groups already working on LGBTQ equality issues (Covenant Network, More Light Presbyterians, Presbyterian Promise, Presbyterian Welcome, and That All May Freely Serve). Dr. Stephen Sprinkle at Brite Divinity School likes to say that we are "walking systemic interventions" when we enter into dialogue face-to-face with those who discriminate against us. This was our moment in time to stand for our own liberation and be part of changing the world for our community.



Soulforce is continuing to work with these internal groups on a national ratification campaign. [www.soulforce.org/article/1645](http://www.soulforce.org/article/1645)

# august 2010

Direct action in Washington, D.C. on the steps of the Capitol, August 15 from 2-3 o'clock. We stood in silent vigil to protest the National Organization for Marriage (NOM) anti-gay campaign. Founder Mel White, Board Chair Chuck Phelan, Executive Director Dr. Cindi Love and Heather Shuttleworth, Equality Rider, then joined with HRC, GetEqual and other local agencies at a separate action at Freedom Plaza in solidarity. Soulforce was acknowledged by the hosts of the events for our role in nonviolent resistance. [www.soulforce.org/article/1647](http://www.soulforce.org/article/1647)



Dr. Cindi Love joined the Human Rights Campaign Faith & Religion Council in Washington, D.C. for the 2010 Retreat of the Council. Soulforce now holds an official seat on the Council.

Standing in solidarity with Janie Spahr at her heresy trial in Napa, CA August 24, 25-26, 2010. Janie has been at the forefront of advocacy for LGBT people within the PC USA and paid a huge price for her loving and fully including life of ministry. Rev. Mel White and Bill Carpenter were there with her.



[www.soulforce.org/blogs/free-janie-spahr](http://www.soulforce.org/blogs/free-janie-spahr)

# september 2010

## *Fall Development Campaign*

During September, the Board of Soulforce conduct a Fall Development Campaign with calls to sustaining donors of Soulforce.

# october 2010

Affirmation (Affirming Mormons) Conference (Oct 8th-10th 2010) in San Francisco.

Soulforce will serve in a training and advisory role, providing technical assistance to the internal action by Affirmation focused on the LDS (Mormon) Church, known for extremely oppressive silence regarding it's LGBTQ members.

# november 2010

## *Soulforce Symposium*

The Soulforce Symposium Philadelphia, Pennsylvania November 5-7, 2010.

Soulforce offers an educational symposium about the intersections of faith, science, and what it means to be LGBTQ. Some of the best trainers in the country will be on hand to share the latest science behind what it means to be LGBTQ, and also to educate about the 'false science' perpetuated by some very misguided organizations. We will also be discussing the harmful effects of "ex-gay" or Reparative Therapy, and ways to cope as a survivor.



# december 2010

**Launching of The Soulforce Delegates Program:** This program will allow us to spread our programs and presence to all fifty states in a way that is effective, and will not overstretch our resources. The basic idea is that throughout December 2010 we will be asking people to nominate themselves or others they think would be qualified to represent Soulforce in their state. We will provide the role definition for a delegate.

The concept is that these delegates will be our 'on the ground eyes and ears and logistics coordinators.' People in local communities can seek out these delegates to report political and spiritual injustice in their home states, and these delegates will act as liaisons for our centralized Soulforce leadership. Initially we will have two delegates per state, with the intent that one will be representative of our under-30 constituents, and the other representative of our over-30 constituents. These delegates will be trained in non-violence and our Soulforce methods through conference call courses and/or web based discussions and classes. This delegate program will give us people trained in the principles of non-violence on the ground in all fifty states, and allow us to be a participating force in hundreds of conversations across the country simultaneously.

# january- february 2011

## *Annual Awards Ceremony and Banquet*

You are invited to be our honored guest at the first annual awards ceremony and banquet in February 2011.

Three awards/recognitions will be given annually. The first award will be named for our founder(s), and in the first year will be used as a tool to honor our founder(s), and in subsequent years to honor those who have given considerable time and resources to our organization. The other award would be to honor a young adult who has contributed time and resources to our organization as well as to the general pursuit of equality. This award will be accompanied by a grant or award to help offset the cost of education. (ex: \$5,000 to pay for future education or to assist with existing student loans) Finally, there will be an award honoring another organization or group that has contributed to help move our work forward.

# march- september 2011

We will be working on the launch of the Fall 2011 Equality Ride and EQ CAMP (Young Adult Social Justice Camp (Summer 2011): The long term goal is to host 10 camps (ranging from 3-7 days) training the social justice leaders of tomorrow in major markets across the country. Our initial goal for each camp would be 30 participants. Our market testing for the broader goal would begin in the summer of 2011 when we would hold camps in 2-3 cities. The camps would focus on using non-violence principles while working to undo injustice with an intersectional lens. The information would be presented in a fun and empowering way.

# september- december 2011

The Equality Ride 2011 is scheduled pending funding allocations. We are planning to link it with a Town Hall meeting in each community and a celebration concert by our new official spokesperson, Ray Boltz.



Ray Boltz, born 1953 in Muncie, Indiana, United States, is a singer songwriter that first came to wide notice in contemporary Christian music, many of his songs tell stories of faith and inspiration. He was raised by his parents William and Ruth Boltz, and was married to his wife Carol Boltz for over 30 years prior to coming out as gay in 2008. They have four children.

Ray wrote *Thank You*, which won the Song of the Year prize at the 1990 GMA Dove Awards. After the release of *Songs from the Potter's Field* in 2002, and his last tour in 2004, Boltz retired from the music industry and moved to Fort Lauderdale, Florida.

In a September 2008 interview with the *Washington Blade*, Boltz came out of the closet and announced he was gay. Since then, Boltz has performed at several churches of the Metropolitan Community Church, a gay-affirming Christian denomination.

In 2010, he released the album *True*.

In his capacity as Honorary Spokesperson, Ray will introduce Soulforce to concert audiences around the world and encourage attendees to volunteer and contribute to the mission of Soulforce. In addition, he will assist with the promotion of the Soulforce Equality Ride 2011 which has been expanded to include a Town Hall meeting in the cities where college campuses are visited by the Ride. Ray will host a celebration concert in selected cities along the route. His opening act, Azariah Southworth, was the host of a popular Christian TV series before coming out and went on to be a rider on the 2008 Equality Ride.

Soulforce has been a voluntary participant in the Movement Advancement Project ([www.lgbtmap.org](http://www.lgbtmap.org)) since 2007. Our financials (unaudited) are prepared in accordance with GAP standards as well as those delineated by MAP. The Movement Advancement Project (MAP) was founded in February 2006 by a group of committed, long-term donors to the Lesbian, Gay, Bisexual and Transgender (LGBT) movement.

The idea for MAP originated at the June 2005 OutGiving Conference in Aspen, Colorado. At that conference, donors responded enthusiastically to a plenary presentation of a diagnosis of the LGBT movement's challenges and opportunities (sponsored as a one-time project by the Gill Foundation). The donors indicated in a workshop and via a survey that they would greatly value additional independent, strategic analysis of the movement. Nearly 80 percent of survey respondents (who at the time gave just 56 percent of their charitable dollars to the movement, on average) indicated that they would increase their giving to LGBT organizations if the impact of their funding were clearer.

MAP serves two constituencies with information and analysis:

- \* Major donors to the LGBT movement—because an increase or change in their giving can have quick and substantial positive impact. They have extensive influence on organizations.
- \* Executive Directors, senior staff and board members of LGBT organizations—because this is where the rubber meets the road. Their participation is needed for effective change.

We want to thank the Gill Foundation and MAP for their generous support of the MAP project at Soulforce during the last three years with special thanks to Jack Ziegler, the consultant assigned to our organization. We also want to express our deep appreciation to Alan Landis, CPA of Birnbrey, Minsk & Minsk in Atlanta, Georgia who provided more than 100 hours of pro bono assistance to us in 2010. And, finally, last but not least, thank you to Leah Bono, Gary Nixon and Thekla Simmons who did so much to help us with this project.

### Soulforce Statement of Cash Flows

	Audited 2006	Audited 2007	Audited 2008	Audited 2009
Cash and Cash Equivalent balance at beginning of year	128,102.00	167,318.00	229,056.00	60,558.00
Net Cash provided (used) by operationing activities	27,574.00	74,499.0	-170,115.00	-35,963.00
Net Cash provided (used) by investing activities	11,642.00	-12,761.00	1,617.00	4,050.00
Net Cash provided (used) by financing activities	0.00	0.00	0.00	32,000.00
Net increase (decrease) in cash	39,216.00	611,738.00	-168,498.00	87.00
Cash and Cash Equivalent Balances at end of year	167,318.00	229,056.00	60,558.00	60,645.00

**Soulforce Statement of Financial Position**

as of December 31, 2009

	Dec 31, 09	Dec 31, 08	\$ Change	% Change
<b>ASSETS</b>				
Current Assets				
Checking/Savings				
General Operating - 3001	18,690.10	34,842.90	-16,152.80	-46.36%
Payroll Account-2506	1,719.88	3,422.70	-1,702.82	-49.75%
Savings -3640	552.82	1,181.24	-628.42	-53.20%
Equality Ride Account - 2638	266.89	292.89	-26.00	-8.88%
Youth & Young Adult -2409	39,414.87	20,818.75	18,596.12	89.32%
Total Checking/Savings	60,644.56	60,558.48	86.08	0.14%
Other Current Assets				
Morgan Stanley	8,856.31	8,856.31	0.00	0.00%
CD	9,201.12	0.00	9,201.12	100.00%
Inventories	13,021.00	13,021.00	0.00	0.00%
Undeposited Funds	-15,020.00	0.00	-15,020.00	-100.00%
Total Other Current Assets	16,058.43	21,877.31	-5,818.88	-26.60%
Total Current Assets	76,702.99	82,435.79	-5,732.80	-6.95%
Fixed Assets				
Vehicles	15,673.00	15,673.00	0.00	0.00%
Machinery & Equipment	32,867.29	32,867.29	0.00	0.00%
Furniture and Equipment	8,175.22	4,907.00	3,268.22	66.60%
Accumulated Depreciation	-51,039.00	-51,039.00	0.00	0.00%
Total Fixed Assets	5,676.51	2,408.29	3,268.22	135.71%
<b>TOTAL ASSETS</b>	82,379.50	84,844.08	-2,464.58	-2.91%
<b>LIABILITIES &amp; EQUITY</b>				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts payable	20,237.17	20,237.17	0.00	0.00%
Total Accounts Payable	20,237.17	20,237.17	0.00	0.00%
Credit Cards				
Credit Lines-BOA	10,903.18	13,445.59	-2,542.41	-18.91%
Total Credit Cards	10,903.18	13,445.59	-2,542.41	-18.91%
Other Current Liabilities				
Loan from Director	16,000.00	0.00	16,000.00	100.00%
Loan from Director	16,000.00	0.00	16,000.00	100.00%
Payroll Taxes--payable	7,864.64	6,635.47	1,229.17	18.52%
Total Other Current Liabilities	39,864.64	6,635.47	33,229.17	500.78%
Total Current Liabilities	71,004.99	40,318.23	30,686.76	76.11%
Total Liabilities	71,004.99	40,318.23	30,686.76	76.11%
Equity				
Unrestricted Net Assets	44,525.85	234,553.25	-190,027.40	-81.02%
Net Income	-33,151.34	-190,027.40	156,876.06	-82.55%
Total Equity	11,374.51	44,525.85	-33,151.34	-74.45%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	82,379.50	84,844.08	-2,464.58	-2.91%

## Soulforce Statement of Activities

as of December 31, 2009

	<u>Total</u>
Ordinary Income/Expense	
Income	
Corporate Contributions	173.22
Unrestricted Donations	337,502.92
Equality Ride Donations	9,221.00
Foundation Contributions	193,042.30
Fundraising Event Revenue	1,043.00
Individual Contributions	14,377.52
Interest Income	182.98
Merchandise Sale Rev. net	248.19
Total Income	2,030.79
Returns & Allowances	-2,150.79
Deposit Returned Income	5,850.00
Total Income	<u>561,521.13</u>
Gross Profit	561,521.13
Expense	
Fundraising Expense	15,630.75
Equality Ride Expenses	32,431.35
Auto Expense	782.97
Program Expense	36,312.84
Advertising Expenses	1,098.63
Bank Fees	9,354.81
Books, Subscriptions, Refs	749.68
Conferences, Conventions & Meetings	4,213.04
Consulting & Outside Services	16,604.99
Contract Services	
Accounting Fees	1,945.71
Legal Fees	315.00
Professional fees	12,900.00
Total Contract Services	<u>15,160.71</u>
Equipment Rental & Maintenance	3,090.14
Fines, Penalties, Judgements	1,708.77
Insurance - Liability, D and O	699.55
Interest - general	800.12
Meals	1,088.62
Misc. Expenses	2,666.37
Office Supplies	595.58
Outside Computer Services	23,045.53
Postage & Shipping	6,003.90
Printing & Copying	13,274.47
Rent, Parking, Occupancy	5,563.61
Salaries & Related Expenses	
Employee Benefits - Not Pension	35,906.36
Officers & Directors Salaries	81,818.70
Payroll Fees	2,217.18
Payroll Taxes	23,110.11
Salaries & Wages	185,363.83
Total Salaries & Related Expenses	<u>328,416.18</u>
Staff Development	749.45
Supplies	11,762.71
Telephone & Communications	7,349.01
Travel	29,118.96
Website	26,399.73
Total Expense	<u>-33,151.34</u>
Net Ordinary Income	<u>-33,151.34</u>
Net Income	<u>-33,151.34</u>

## Soulforce Statement of Functional Expensed

January 1 through December 31, 2009

	Total Fundraising	Management & General	Outreach General	Programs	Web Sales	TOTAL	
Unrestricted Net Assets	0.00	683.29	0.00	0.00	0.00	683.29	
Fundraising Expense	11,839.08	3,791.67	0.00	0.00	0.00	15,630.75	
Equality Ride Expenses	0.00	0.00	0.00	32431.35	0.00	32,431.35	
Auto Expense	0.00	0.00	0.00	782.97	0.00	782.97	
Program Expense	476.50	5,800.00	120.00	29916.34	0.00	36,312.84	
Advertising expenses	758.63	40.00	300.00	0.00	0.00	1,098.63	
Bank fees	7,956.44	1,398.37	0.00	0.00	0.00	9,354.81	
Books, subscriptions, refs	0.00	464.23	0.00	285.45	0.00	749.68	
Conf, conv, & meetings	0.00	2,888.04	800.00	525.00	0.00	4,213.04	
Consulting & Outside Services	0.00	6,604.98	0.00	10000.00	0.00	16,604.98	
Contract Services	0.00	4,910.72	0.00	10000.00	0.00	14,910.72	
Equipment rental & maintenance	0.00	1,460.14	0.00	1630.00	0.00	3,090.14	
Fines, penalties, judgements	0.00	0.00	0.00	1371.51	0.00	1,371.51	
Insurance - Liability, D and O	0.00	699.55	0.00	0.00	0.00	699.55	
Interest - general	0.00	800.12	0.00	0.00	0.00	800.12	
Meals	0.00	1,088.62	0.00	0.00	0.00	1,088.62	
Misc. Expenses	0.00	2,666.37	0.00	0.00	0.00	2,666.37	
Office Supplies	0.00	595.58	0.00	0.00	0.00	595.58	
Outside computer services	0.00	3,656.00	19,389.53	0.00	0.00	23,045.53	
Postage & shipping	4,250.60	511.10	18.78	1223.42	0.00	6,003.90	
Printing & copying	5,550.25	295.67	0.00	7428.55	0.00	13,274.47	
Rent, parking, occupancy	0.00	5,563.61	0.00	0.00	0.00	5,563.61	
Salaries & related expenses	0.00	178,319.18	0.00	150000.97	0.00	328,320.15	
Staff development	0.00	349.45	0.00	400.00	0.00	749.45	
Supplies	676.62	7,442.51	63.71	3579.87	0.00	11,762.71	
Telephone & Communications	30.00	7,319.01	0.00	0.00	0.00	7,349.01	
Travel	0.00	1,312.93	184.21	27621.82	0.00	29,118.96	
Website	0.00	11,836.63	1,550.00	71.64	12,941.46	26,399.73	
<b>TOTAL</b>	<b>TOTAL</b>	<b>31,538.12</b>	<b>250,497.77</b>	<b>22,426.23</b>	<b>277,268.89</b>	<b>12,941.46</b>	<b>594,672.47</b>
Less unallocated portion of website							-12,941.46
Total Expenses before unallocated portion of website							581,731.01
Percent by functional expense category	5.4%	43.1%		51.5%			100.0%
Allocation of previously unallocated website	701.61	5,572.69		6,667.16			12,941.46
Total allocated expenses	32,239.73	256,070.46		306,362.28			594,672.47

Note: MAP added the above adjustment to allocate the \$12,941 in website expense across the functional expense categories based on the distribution of total expense before these website expenses.



**SOULFORCE**

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