



2017 ANNUAL REPORT

THE LGBT
BAR

Part &
PARCEL
Welcome
LGBT
BAR

THE LGBT
BAR



Having attended numerous Lavender Law Annual Conferences, I am inspired by the personal, progressive tone of the LGBT Bar Association. The commitment to professional development, as well as personal equality distinguishes the organization from other legal communities. I am honored to be a member of the Board of Directors of the National LGBT Bar Association, to be a resource to LGBTQ folks in the profession—wherever they are.

Jason Burch
Associate,
Sidley Austin LLP
At-Large Board Member,
National LGBT Bar Association





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THE EXECUTIVE
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DEAREST FRIENDS,

As we enter the 30th year of operation for the LGBT Bar and head toward our Annual Lavender Law® Conference & Career Fair's Diamond Anniversary, we celebrate the successes of the past, while never forgetting the march toward equality that we must continue to make.

We've encountered many challenges this year. Among the many attacks the community has faced, the Administration stripped away transgender protections under Title IX. Then, this summer, President Trump announced a ban on transgender military service putting at risk the livelihoods of more than 15,000 active duty service members. Shortly after, Attorney General Sessions announced new guidance on religious exemptions that effectively create a taxpayer funded license to discriminate. Our community was hit hard, but we're not giving up.

Over the last year, we've seen a number of victories. First, we passed a resolution through the American Bar Association calling for an end to the FDA's discriminatory "gay" blood ban. Then we introduced a bill into the District of Columbia Council that would effectively end the use of the gay and trans 'panic' defenses. This past summer, we saw the unanimous passage of a similar bill in Illinois. We also continued to work with our sister bar associations and other advocacy organizations in filing amici briefs to protect the rights of minority groups. We will remain vigilant and fight, day in and day out, to protect the rights we've fought so hard to win. This annual report addresses our work over the last year and the direction the LGBT Bar will take.

Your support of our organization is more important than ever, and I sincerely thank all of our sponsors, donors and members for your engagement this past year. I hope you will continue to work with us as we fight for equality.

Warmly,

D'Arcy Kemnitz, Esq.
Executive Director

“We will remain vigilant and fight, day in and day out, to protect the rights we’ve fought so hard to win.”

A Joint Message from
the **President** of the **National LGBT Bar Association** and
the **President** of the **National LGBT Bar Foundation**

DEAR FRIENDS,

The National LGBT Bar Foundation and Association have always partnered to strengthen protections for the LGBT community through education and advocacy.

Our best-known educational opportunity is our Annual Lavender Law® Conference & Career Fair, now heading into its 30th year, where we proudly feature a number of the most knowledgeable leaders in the movement. But Lavender Law® isn't all we do.

The LGBT Bar hosted informational call-ins throughout the year on topics ranging from DACA to *Masterpiece Cakeshop*. We also focused on increasing advocacy work through amicus brief participation. We filed a brief in *City of Houston v. Pidgeon* and worked with partners to expand our reach in other areas. In *Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission*, we joined Muslim Advocates and others in making a religious freedom argument. And we joined a brief in *Berthiaume v. Smith* in the Eleventh Circuit, arguing that potential jurors cannot be stricken solely on the basis of sexual orientation or gender identity or expression. The court in that case ruled that jurors may be asked about potential anti-LGBT bias and remitted the case to the lower court.

As you read the LGBT Bar's annual report, we hope you reflect on what your generosity has allowed us to accomplish. Your support made you an integral part of the LGBT Bar's success, and we look forward to moving forward with you.

Thank you for your generosity.



Kevin Kraham
President, National LGBT Bar Foundation

and



Dale Noll
President, National LGBT Bar Association



Kevin Kraham, Esq.
President,
National LGBT Bar Foundation



Dale Noll, Esq.
President,
National LGBT Bar Association



Home is the place where you are nurtured, supported and advocated for. The National LGBT Bar provides this home for LGBT+ legal professionals. Through its stalwart advocacy for LGBT+ 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
At-Large Board Member,
National LGBT Bar Association

A YEAR OF ADVOCACY

END THE 'GAY BLOOD BAN' CAMPAIGN

1. Law Student Congress campaign to end FDA Blood Ban
2. Protests at blood drives
3. Letter to Association of American Law Schools

AMICUS BRIEFS

1. *Berthiaume v. Smith et al*
2. *G.G., By His Next Friend and Mother, Deidre Grimm v. Gloucester County School Board*
3. *City of Houston v. Pidgeon*
4. *Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission*

VOIR DIRE

1. US Congress, Bicameral, Bipartisan Bill
2. New Jersey State, Bicameral Bill

GAY AND TRANS 'PANIC'

1. District of Columbia, Council Bill
2. New Jersey State, Senate Bill
3. Illinois State Unanimously Passed Legislation, Signed into Law

STRENGTH IN NUMBERS 2017



489,292 REACH

On our Facebook Posts



9,852 FOLLOWERS

On Social Media



183 SPONSORS

of LGBT Bar's Annual
Conference & Career Fair



48 BIPARTISAN

Co-sponsors for legislation
against juror discrimination



7 STAFF MEMBERS

Bringing you unparalleled
programming and content



1 AMAZING YEAR

Of raising the bar for our
community and our profession

2017 LAVENDER LAW® CONFERENCE & CAREER FAIR SPONSORS

Gold - \$50,000

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Silver - \$30,000

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Bronze - \$15,000

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Fenwick & West LLP
Foley & Lardner LLP
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Greenberg Traurig
Haynes and Boone, LLP
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Hunton & Williams LLP
Husch Blackwell LLP
Ice Miller LLP
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King & Spalding
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Locke Lord LLP
Loeb & Loeb LLP
Manatt, Phelps & Phillips

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 WilmerHale
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Government/Nonprofit Recruiters - \$500

ABA Forum on Construction Law
 The Brooklyn District Attorney's Office
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 Cook County State Attorney's Office
 DC Public Defender Service
 Defender Association of Philadelphia
 Federal Deposit Insurance Corporation
 FINRA
 Human Rights Campaign
 National Center for Transgender Equality
 New York City Law Department
 New York County District Attorney's Office
 Outserve - SLDN
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 The Legal Aid Society
 U.S. Air Force JAG
 U.S. Army Force JAG
 U.S. Consumer Financial Protection Bureau
 U.S. Department of Justice, Office of Attorney Recruitment and Management
 U.S. Department of Treasury, Office of the Comptroller of the Currency
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Association of Corporate Counsel

Bronze - \$2,500

Jackson Lewis
 Husch Blackwell LLP

SAN FRANCISCO

Gold - \$5,000

Association of Corporate Counsel
 Seyfarth Shaw LLP
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Silver - \$3,500

Morgan, Lewis and Bockius

Bronze - \$2,500

Caldwell Leslie & Proctor, PC
 DLA Piper LLP (US)
 Gibson, Dunn & Crutcher LLP
 Hoge Fenton
 JAMS
 Morrison & Foerster LLP
 Walmart Legal

CHICAGO

Platinum - \$10,000

Association of Corporate Counsel

Gold - \$5,000

Seyfarth Shaw LLP

Silver - \$3,500

Jenner & Block LLP

Bronze - \$2,500

Bryan Cave LLP
 DLA Piper LLP (US)
 Walmart Legal

LONDON

Platinum - \$10,000

Goldman Sachs Engineering
 White & Case LLP

Gold - \$5,000

Association of Corporate Counsel

Silver - \$3,500

Interlaw Diversity Forum

Bronze - \$2,500

Jones Day

As of November 21st, 2017

DONORS - July 1st, 2016 through November 21st, 2017

JUSTICE COUNCIL

\$2,500+ Level

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\$1,200-\$2,499 Level

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\$1,000

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Dale Noll
Misty Priest
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As of November 21st, 2017



THE NATIONAL LGBT BAR ASSOCIATION
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THE NATIONAL LGBT BAR FOUNDATION
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At-Large Board Member

Travis Torrence
At-Large Board Meeting

Mark "Rick" Richardson
At-Large Board Member

Norma Barnes-Euresti
At-Large Board Member



EDUCATIONAL PROGRAMMING

The LGBT Bar is best known for our Annual Conference & Career Fair, Lavender Law®, but we also provide educational programming throughout the year. Below is a sampling of our lecture series, where some of the best legal minds in the country gather to inform and advise.

The LGBT Bar's dual focus on advancing diversity within our profession as well as providing a forum for LGBT and ally lawyers to share best practices for advancing diversity within society as a whole is a unique and important one – one I proudly support and encourage others to as well.

Mark "Rick" Richardson
*Vice President and Associate
General Counsel,
Global Litigation,
GlaxoSmithKline (GSK)
At-Large Board Member,
National LGBT Bar Foundation*

DISCRIMINATION BASED ON RELIGIOUS CONVICTION:

*Masterpiece Cakeshop
and the Supreme Court*

PROTECTING OUR CONSTITUTIONAL RIGHTS:

Gill v. Whitford

SO YOU WANT TO BE A JUDGE?

Learn How to Navigate
the Process of Getting
on the Bench

DACA AND OUR COMMUNITIES:

What You Need to Know

THE IMPORTANCE OF ALLYSHIP:

A Discussion of the
LGBT Bar's
Ally Initiative

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2017	June 30, 2016
Cash and cash equivalents	\$89,197	\$72,457
Account receivable	2,793	2,202
Dues from Foundation	80,900	
Prepaid expenses	7,128	3,499
TOTAL CURRENT ASSETS	180,018	78,158
Investments	144,762	139,821
Investments, Deferred Compensation	12,706	9,250
Property and Equipment		
Furniture and equipment	2,380	1,842
Less accumulated depreciation	(1,707)	(1,605)
Net Property and Equipment	673	237
Security Deposit	863	750
TOTAL ASSETS	\$339,022	\$228,216

LIABILITY AND NET ASSETS

Current liabilities

Dues to the Foundation		\$19,912
Deferred revenue	51,576	43,979
Accrued salaries	6,945	7,488
TOTAL CURRENT LIABILITIES	58,521	71,379
Deferred compensation payable	12,706	9,250

Net Assets

Unrestricted	267,795	147,587
TOTAL NET ASSETS	267,795	147,587
TOTAL LIABILITIES AND NET ASSETS	\$339,022	\$228,216

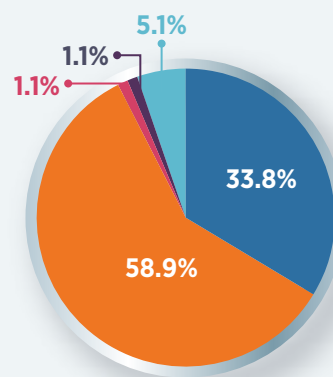
NATIONAL LGBT BAR ASSOCIATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2017 V. YEAR ENDED JUNE 30, 2016

REVENUE	June 30, 2017		June 30, 2016	
Membership dues	\$97,398	33.8%	\$96,006	50.6%
Licensing agreement revenue	169,851	58.9%	73,231	38.6%
Donated office space			5,260	2.8%
Investment and Dividends	3,308	1.1%	1,095	0.6%
Investment Gain	3,101	1.1%	1,315	0.7%
Other income	14,600	5.1%	12,926	6.8%
TOTAL REVENUE	288,258	100%	189,833	100%

EXPENSES

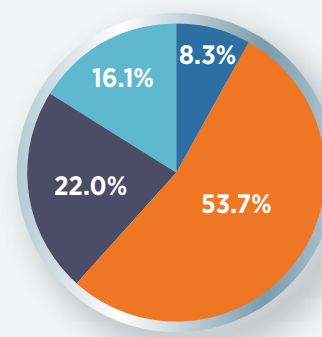
Program Services

Representative to the American Bar Association	13,866	8.3%	12,731	7.8%
Member Services	90,183	53.7%	69,711	42.8%
Outreach Services	37,026	22.0%	39,092	24.0%
TOTAL PROGRAM SERVICES	141,075	84.0%	121,534	74.7%
Management and General	26,975	16.1%	41,154	25.3%
TOTAL EXPENSES	168,050	100%	162,688	100%
Change in Net Assets	120,208		37,145	
Net Assets, Beginning of Year	147,587		120,442	
Net Assets, End of Year	267,795		147,587	



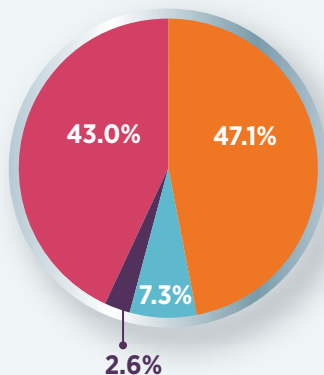
ASSOCIATION REVENUE

Membership dues	33.8%	\$97,398
Licensing agreement revenue	58.9%	\$169,851
Investment and Dividends	1.1%	\$3,308
Investment Gain	1.1%	\$3,101
Other income	5.1%	\$14,600



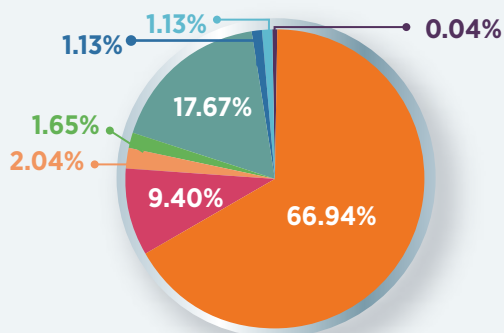
ASSOCIATION EXPENSES

Representative to the American Bar Association	8.3%	\$13,866
Member Services	53.7%	\$90,183
Outreach Services	22.0%	\$37,026
Management and General	16.1%	\$26,975



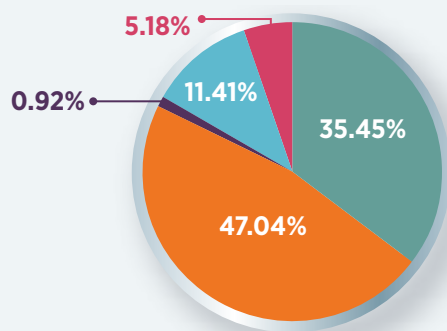
FOUNDATION ASSETS

Cash and Cash Equivalents	47.1%	\$1,003,087
Accounts Receivable	7.3%	156,160
Prepaid Expenses	2.6%	54,420
Investments	43.0%	916,158



FOUNDATION REVENUE

Sponsorships	66.94%	\$1,135,260
Conference Registration	9.40%	159,438
Corporate Counsel Events	2.04%	34,845
Individual Contributions	1.65%	27,870
Donated Space & Legal Services	17.67%	299,672
Interest and Dividends	1.13%	19,084
Investment Gain	1.13%	19,145
Other Income	0.04%	610



FOUNDATION EXPENSES

Speaking/Outreach Services	35.45%	569,599
Annual Conference & Career Fair	47.04%	755,825
Advocacy	0.92%	14,855
Fundraising	11.41%	183,341
Management and General	5.18%	83,212

NATIONAL LGBT BAR FOUNDATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2017	June 30, 2016
Cash and Cash Equivalents	\$1,003,087	\$619,136
Accounts Receivable	156,160	274,000
Due from LGBT Bar		19,912
Prepaid Expenses	54,420	52,104
TOTAL CURRENT ASSETS	1,213,667	965,152
Investments	916,158	882,056
Investments, Deferred Compensation	38,118	27,749

PROPERTY AND EQUIPMENT

Furniture and Equipment	9,813	8,201
Less Accumulated Depreciation	(7,796)	(7,489)
Net Property and Equipment	2,017	712
Security Deposit	3,450	2,250
TOTAL ASSETS	\$2,173,410	\$1,877,919

LIABILITIES AND NET ASSETS

Current Liabilities

Accounts Payable and Accrued Liabilities	\$44,771	\$40,246
Dues to Foundation	\$80,900	
Deferred Revenue	1,041,539	930,935
TOTAL CURRENT LIABILITIES	1,167,210	971,181
Deferred Compensation Payable	38,118	27,749

Net Assets

Unrestricted	968,082	878,989
TOTAL NET ASSETS	968,082	878,989
TOTAL LIABILITIES AND NET ASSETS	\$2,173,410	\$1,877,919

NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2017 V. YEAR ENDED JUNE 30, 2016

REVENUE	June 30, 2017	June 30, 2016
Sponsorships	\$1,135,260 66.94%	\$825,750 73.17%
Conference Registration	159,438 9.40%	175,118 15.52%
Corporate Counsel Events	34,845 2.05%	61,767 5.47%
Individual Contributions	27,870 1.64%	23,598 2.09%
Donated Space and Legal Services	299,672 17.67%	20,915 1.85%
Interest and Dividends	19,084 1.13%	8,001 0.71%
Investment Gain	19,145 1.13%	12,914 1.14%
Other Income	610 0.04%	423 0.04%
TOTAL REVENUE	1,695,924 100%	1,128,486 100%

EXPENSES

Program Services

Speaking/Outreach Services	569,599 35.45%	134,484 13.56%
Annual Conference & Career Fair	755,825 47.04%	741,190 74.73%
Advocacy	14,855 0.92%	
TOTAL PROGRAM SERVICES	1,340,278 83.41%	875,674 88.29%

Supporting Services

Fundraising	183,341 11.41%	25,749 2.60%
Management and General	83,212 5.18%	90,338 9.11%
Total Supporting Services	266,553 16.59%	116,087 11.71%
Total Expenses	1,606,831 100%	991,761 100%
Change in Net Assets	89,093	136,725
Net Assets, Beginning of Year	878,989	742,264
Net Assets, End of Year	\$968,082	\$878,989



The LGBT Bar has been essential to my professional success, from providing professional education to pushing the envelope on legal issues as they affect the LGBTQ community to the promotion of diversity and inclusion in law schools and the workplace. Hoge Fenton 100% supports the mission of the LGBT Bar and my active involvement in it – but, unfortunately, not all attorneys enjoy the same support from their firms or companies. This makes even more critical the work of the LGBT Bar in creating a community of strong allies, for the LGBTQ community and beyond.

Jenn Protas
Shareholder,
Hoge Fenton Jones & Appel
At-Large Board Member,
National LGBT Bar Association



THE NATIONAL LGBT BAR ASSOCIATION

1200 18th Street NW | Suite 700 | Washington, DC 20036

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