



Investing in **bold** leaders & **thriving** LGBTQ communities

LGBTQI Organizations

Emergency Summit Summary

Monday-Tuesday, Nov. 21-22, 2016



PFund Foundation, as the regional lesbian, gay, bisexual, transgender and queer grassroots community foundation, serving the upper Midwest states of Iowa, Minnesota, North Dakota, South Dakota and Wisconsin, responded to the unsurprising but unexpected 2016 election results by holding an emergency summit for local and regional LGBTQI organizations over a two-day period.

Local organizations were hosted at PFund Foundation offices on Monday, Nov. 21 and regional organizations joined a conference call on Tuesday, Nov. 22. Given the previous election cycle where racism, misogyny, homophobia, transphobia and xenophobia were not only on full display, but guided the platform of one of the major political parties, it was a time to convene LGBTQI leaders and organizations that have had to endure such discriminatory and violent rhetoric. Of the organizations that took part, we heard a great deal from leaders on the front lines of progress for LGBTQI issues in public policy, healthcare, housing, mental health services and community-building.

As the regional community foundation, PFund Foundation is of, by and for the LGBTQI community, raising and directing funds to where they're needed most. As a philanthropic advocate, it is also our role to gather the most recent information on leaders and organizations and their efforts to build community throughout the upper Midwest where LGBTQI people are celebrated and live free from discrimination, violence, invisibility and isolation. We do this so to provide as much information as possible to other funders in the philanthropic and business sectors and wherever LGBTQI allies are prepared to offer their support.

The response from those organizations in the region was

honest and uncomplicated: LGBTQI progress has been threatened over the course of the latest campaign season and with the accession of the most anti-LGBTQI leaders in recent memory, the struggle for our issues has become more relevant than ever.

We offer just a few perspectives from the region:

“How do we make the pie bigger?” When we look at some of the larger foundations, they are not funding the Midwest. Even good corporate citizens who fund LGBT [issues] on a national level or in California, Massachusetts or New York ... when we go to them here in Iowa, we are told that ‘LGBT issues are too controversial.’ After 30 years of doing this work I am more afraid than I have ever been. We have seen statewide groups and local groups just dry up and go away. We need to be more robust than ever. What do we do that we haven’t already been doing? And how do we hold some philanthropic feet to the fire? The world does not begin and end in what I like to call the parentheses states.”

– Donna Red Wing, Onelowa, Des Moines, Iowa

“Their landlord told them now that Trump is president, now they don’t have to follow fair housing rules and rent to transgender people. We have an increase in people calling to say they are being harassed in the work place. There’s

been a greater instance of LGBT harassment that the police department is hearing about from people. We know there are a lot of people who aren’t even reporting to the police, so it’s greater than we think.”

– Karen Gotzler, Milwaukee LGBT Community Center, Milwaukee, Wis.

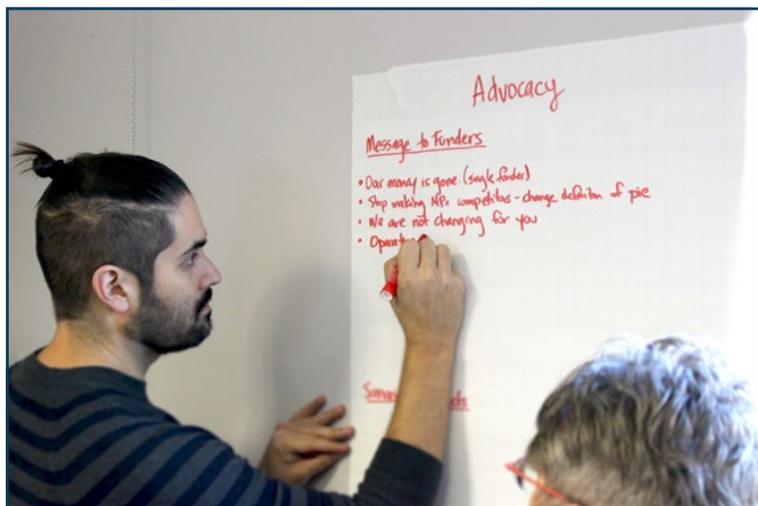
“Parents are scared. I’ve taken calls from parents who say I talk them off a ledge, which scares me because I’m not a therapist, but they have a heightened sense of fear for their children. Therapists have been calling who feel unqualified to deal with the level of concerns coming from LGBTQ youth seeking their services. And they want references to other therapists in the area who are better prepared and there’s not many to turn to here. At the same time, I think some of the kids we work with are not scared enough. A few of our kid are very world-aware and are afraid, but a lot of our kids don’t stay on top of current events and I think that means we—as caring adults—need to be more mindful than ever and have their backs. They aren’t as aware of subtle and sometimes very imminent dangers that are out there for them as young people. The best and the worst is bubbling up.”

– Kathy Hermes, Lutheran Social Services of Minnesota, Duluth, Minn.

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By the Numbers:

A brief assessment of revenue streams for LGBTI Organizations



PFund Foundation Board of Directors member Luciano Patiño records the input of organizations involved in LGBTIQ advocacy work. Among the first messages to funders were: “Our money is gone (single funder); Stop making nonprofits competitors—change definition of [the] pie; and We are not changing for you.”

RESPONDING IN UNIQUE WAYS

Among the more common responses to the funding revenue assessment, organizations are aware of the need to diversify their sources of funding, particularly organizations that rely on government funding for a majority of their revenue.

While the realities of funding for LGBTIQ organizations may seem stark for the time being, PFund Foundation has begun the work of responding to the changing nature of philanthropic need by looking at innovative ways at diversifying our giving models and encouraging new LGBTIQ funders.

Board & Staff Scholarship

The Board & Staff of PFund Foundation decided in 2016 to lead by example on how best to raise the funds needed to support a leadership award. With the financial resources of 18 people, PFund Foundation will start the Board & Staff Scholarship for individual leaders. Whether a board member or staffer’s giving capacity is \$25 or \$2,500 a month, we will be working to ensure their part in sustaining the LGBTIQ community and movement in the challenging times ahead.

Continued Philanthropic Advocacy

After the success of Funding Forward in Minneapolis last spring, the Minnesota LGBTQ Funders Network, which PFund Foundation chairs, is preparing to adopt a joint strategy to respond to the funding gap for the LGBTIQ community in the next year.

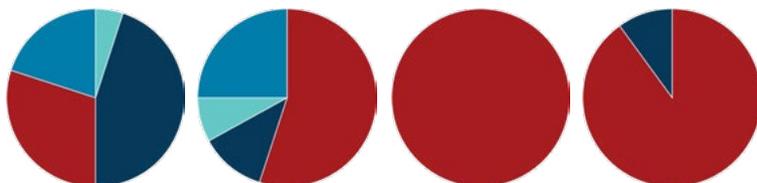
Business Advisors Cabinet

Our approach in recruiting LGBTIQ allied businesses in a new venture. With LGBTIQ business support, we look forward to investing in more regional leaders and organizations as well as using leading business voices to change the funding climate for LGBTIQ people.

During our emergency summit one of the things we asked participants to do was graph how they achieve their revenue goals now and how they anticipate that may change given the funding climate that is now very much in flux. You will notice that different organizations look very differently. Some of the proportions of government, business and individual funding might surprise you. Two participants summed up the feeling in the room that day very well:

“We do not have diverse revenue. Feels vulnerable.”

“Most local funding, some regional and national funding. Our revenue is not diverse, not stable.”



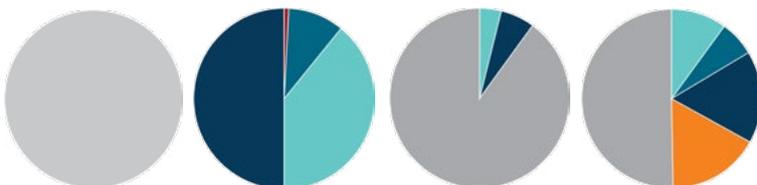
Example 1:
 Current Revenue (left): Individual donors (5%); Foundations (45%); Government funding (30%); Corporate contracts (20%)
 Anticipated Revenue (right): Government funding (55%); Foundations (12%); Individual donors (8%); Corporate contracts (25%)

Example 2:
 Current Revenue (left): Government funding (100%)
 Anticipated Revenue (right): Government funding (90%); Foundations (10%)



Example 3:
 Current Revenue (left): Individual donors (80%); Businesses (6.6%); Other (6.6%); Foundations (6.6%)
 Anticipated Revenue (right): Individual donors (90%); Businesses (5%); Foundations (5%)

Example 4:
 Current Revenue (left): Individual donors (60%); Foundations (40%)
 Anticipated Revenue (right): Individual donors (50%); Foundations (50%)



Example 5:
 Current Revenue (left): Starting organization (no budget, no funding)
 Anticipated Revenue (right): Foundations (50%); Individual donors (39%); Businesses (10%); Government funding (1%)

Example 6:
 Current Revenue (left): Case settlements/judgments (90%); Individual donors (5%); Foundations (5%)
 Anticipated Revenue (right): Case settlements/judgments (50%); Debt-financing/Loans (16.6%); Foundations (16.6%); Businesses (6%); Individual donors (10%)