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- 1 more by the addition of; increased by
- 2 a surplus or gain
- 3 positive

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- 1 greater than
- 2 moving forward

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- 1 to separate into parts, groups, sections, etc.
- 2 become divided or separated

+ > ÷

*Bringing together is greater than dividing*

GLSEN brings individuals, organizations and communities together to advance our vision of a world in which every child learns to accept and respect all people, regardless of sexual orientation or gender identity/expression. We are developing the awareness, policies and leadership necessary to overcome division. With your support, we increase our ability to ensure that schools are safe, inclusive and effective learning environments for all students.



*Kevin Jennings, GLSEN's Founder and Executive Director, started the first Gay-Straight Alliance (GSA) in 1988 along with a student while he was a history teacher at Concord Academy in Massachusetts.*



*Arevalo is a recent graduate of GLSEN's National Jump-Start Student Leadership Team from Piqua, Ohio. Coincidentally, she was born the year Kevin founded the first GSA.*



*What binds us is truly greater than what divides us. This is a truth that we have recognized from the very beginning. When I, a gay teacher, and one of my students, a straight daughter of lesbian moms, founded the very first Gay-Straight Alliance at Concord Academy in 1988, we did it to bring different people together around a common vision for our community. Our vision was a school where every student felt safe and respected. Our belief was that every student deserved an education free of bullying and harassment, regardless of their sexual orientation or gender identity, or that of their friends, family or loved ones.*

*It turned out that our beliefs are shared by many. Our vision for our school community is shared by students and parents, educators and administrators across the country. Gay-Straight Alliances, and other student clubs working on LGBT issues, are now present in over 3,000 high schools across the country, bringing together allies in those communities to create the safe and inclusive learning environments we all envision.*

*I'm glad to report that our efforts are working. As GLSEN and our allies promote awareness of the issues, develop policies to address them, and build the leadership to create change, we are seeing results. Our 2005 *National School Climate Survey* found that LGBT students in schools with GSAs were less likely to feel unsafe at school and less likely to miss school because of a lack of safety. LGBT Students who could identify supportive teachers had higher GPAs and were more likely to plan on attending college. And, as we reported in *From Teasing to Torment: School Climate in America*, when schools have anti-harassment policies that include categories like sexual orientation,*

*not only does harassment based on sexual orientation and gender identity decrease, so does the incidence of other forms of harassment. In fact, students at schools with an inclusive anti-harassment policy are less likely than other students to report that harassment of any kind is a serious problem at their school (33% vs. 44%). Coming together around our shared vision truly makes school better for everyone.*

*There is still much work to be done. In the coming years, GLSEN is committed to developing the awareness, policies and leadership necessary to ensure that schools are safe and supportive learning environments for all students, regardless of sexual orientation or gender identity/expression. We remain mindful that there are those who do not share our vision who will try to divide us into opposing camps. But we stand strong in the knowledge that what we are doing works. We are confident that bringing people together will change the world. And we are steadfast in our commitment that, by coming together, we will all play a part in creating a better future for America's students.*

*Thank you for coming together with GLSEN to create this vision for the future that we all share. I know that with our continued efforts and your continued support, we will make this vision reality.*

*Kevin Jennings*

Kevin Jennings  
Founder & Executive Director



## awareness

Last year, members of GLSEN's Jump-Start National Student Leadership Team created an event to identify and recognize allies who step up and stand out to address anti-LGBT bullying and harassment in America's schools. In its first two years, GLSEN's Ally Week, celebrated in October, has been more popular than our student leaders ever imagined, testifying to the power and popularity of the idea that all students should be safe and respected at school.

North Carolina student leader Kimberly Krieg reported that she and her fellow students "sat in front of the cafeteria before school and during all four lunch periods. When someone signed an Ally pledge, we gave them a handout and an Ally Week sticker. We tallied up our allies on one big poster board so people could see how much it was building up. We were originally hoping just to break 100, but we ended up with 267 signed pledges."

These 267 new student allies from one school in North Carolina joined the tens of thousands of young people, gay and straight alike, who know that anti-LGBT name-calling, bullying and harassment have no place in America's schools. That knowledge is spurring action, as these allies intervene to stop name-calling, address bias and prevent anti-LGBT attacks.

GLSEN's Ally Week and our Jump-Start National Student Leadership Team are nurturing the awareness necessary to ensure that schools are safe and supportive environments for every child, regardless of their sexual orientation or gender identity/expression.

Their efforts are part of our overall work to convince administrators and policymakers of the urgent need to address anti-LGBT behavior and bias in our schools. Our groundbreaking national report, *From Teasing to Torment: School Climate in America* examined all forms of harassment and revealed that educators and students see anti-LGBT bullying, specifically, as a serious problem in America's schools. GLSEN is working to make the stewards of our education systems aware of the educational impact of this issue, so that they will implement the measures, programs and solutions that our research has proven effective.

At the National Press Club in Washington, DC, in coordination with GLSEN's 10th National Day of Silence, we released results from our groundbreaking *2005 National School Climate Survey* to an audience of media and national education organizations. The largest national study on the experiences of LGBT students in America's schools, the study found that more than 3 out of 4 LGBT students report being verbally, sexually or physically harassed frequently because of their sexual orientation or gender identity/expression. Nearly 20% were physically assaulted.

Clearly Kimberly needs each and every one of those 267 allies to come together to solve the problem of anti-LGBT bias at her school. And we pledge to our student leaders, the thousands of Gay-Straight Alliances and student clubs we serve, and to every other American student, that we will keep bringing allies to our movement; allies who together will address the serious problem of anti-LGBT name-calling, bullying and harassment in America's schools.



*Antonio Locus* is a member of GLSEN's National Jump-Start Student Leadership Team from Durham, North Carolina. He founded the GSA at the Durham High School for the Arts.



*Zach Lundin* is a member of GLSEN's National Jump-Start Student Leadership Team from Kenmore, Washington. He is also president of the Lakeside Upper School GSA.



*Kim Lundin* is Zach's mom. Kim is one of a group of parents GLSEN brought to our nation's capital to lobby members of Congress to pass safe schools legislation that would protect millions of American students, like her son, from bullying, harassment and discrimination.

## *policies*

GLSEN is protecting students by advancing comprehensive and effective safe schools laws and policies.

In today's highly political and polarized society, it is often difficult for policymakers and school board members to do the right thing when it comes to public schools and issues of sexual orientation and gender identity/expression. In an historic move, GLSEN and the Christian Educators Association International (CEAI) came together in support of consensus guidelines created by the First Amendment Center to help school officials see past divisive emotional debates and advance our common goal of safer schools for every child. This groundbreaking document, endorsed by GLSEN, CEAI, the American Association of School Administrators and the Association for Supervision and Curriculum Development, provides a critical framework for constructive policymaking.

Our policy efforts center on a legislative agenda that builds on that common ground with proven policy solutions. Our *National School Climate Survey* reports that comprehensive anti-bullying policies that include enumerated categories, such as sexual orientation and gender identity, lead to significantly lower incidence of homophobic

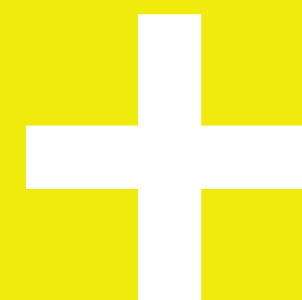
remarks and harassment. With national partners like the National Association of School Psychologists, the National Education Association, and the National Association of Secondary School Principals, we are working to promote policies and legislation that will protect all students from bullying and harassment.

We've continued our push on House Resolution 284, working with Republicans and Democrats in the U.S. Congress on this federal legislation to address all forms of bullying and harassment in America's schools. And in several states, including Iowa, Michigan, Florida, New York, Texas, Nebraska and Ohio, we are working in coalition with local legislators, community leaders and organizations, to pass and implement statewide safer schools laws.

Despite efforts to create division among us, we stand strong in our conviction that pursuing laws and policies that ensure safe schools for each and every student reflects a core commitment to a shared American value — schools that prepare each and every student to be successful and productive members of their communities.



*Frankie Martinez* is a graduate of GLSEN's Jump-Start Student Leadership Team from Fresno, California, and a GLSEN Respect Award winner. He is now attending Brown University in Rhode Island.



## *leadership*

GLSEN is empowering school and community leaders, youth and adult, by providing them with the information, training and resources they need to work for safer schools in communities around the country.

As leaders of their individual schools, principals can have the greatest impact on school climate. GLSEN has forged strong partnerships with the National Association of Elementary School Principals and the National Association of Secondary School Principals to ensure that principals across the country have the knowledge and tools to make their schools safe and effective learning environments for every student. Both organizations have endorsed and supported GLSEN efforts and programs, including *No Name-Calling Week*, our hugely popular annual event that calls on school communities to recognize and address the harmful effects of bullying and name-calling in their hallways.

Using resources developed by GLSEN, the National Education Association is training their 2.4 million strong membership of educators to be effective advocates for school safety. Members of Metropolitan Community Churches are taking part in GLSEN's Lunchbox training series for educators to better address anti-LGBT bias in the classroom. These partnerships make our highly effective educator trainings available to more participants than ever before, inspiring educators to become leaders in ensuring school safety in every corner of the nation.

GLSEN's chapter network and student organizing program are fostering grassroots leadership in every state in the nation. From among the more than 3,000 Gay-Straight Alliances registered with GLSEN, we select 50 youth leaders to work with us more closely through the Jump-Start National Student Leadership Team. These Jump-Start Team members become leaders in their communities, supporting other students, Gay-Straight Alliances, educators and administrators. The nearly 40 local GLSEN chapters are on the ground in their communities every day, working with local students, clubs, parents, policymakers and community organizers to ensure a local voice is moving GLSEN's vision of respect forward in every corner of the nation.

With these partners, chapters and student leaders, GLSEN is investing in and building the right leaders to ensure that schools are safe and effective for every child.

*A Message from the Board Chairs*

As GLSEN looks back on another year of accomplishments, a few of which we've presented in this report, we also must look towards the future and ask how we can expand and build upon the progress this organization has made.

In the months and years ahead, GLSEN will continue to bring stakeholders together to create lasting change in our nation's classrooms. We will accomplish this by developing the awareness, policies and leadership necessary to ensure that schools are safe and supportive learning environments for all students, regardless of sexual orientation or gender identity/expression.

As we move forward, GLSEN is focused on specific goals that we are confident will expand the impact of our efforts. We will work to convince education leaders and policy-makers of the urgent need to address anti-LGBT behavior and bias in our schools. We will protect students by advancing comprehensive and effective safe schools law and policies. We will reach out to and empower principals to make their schools safe places to learn. And we will build the skills of educators to teach respect for all people.

As parents and educators, we are proud of the progress that has been made by the many staff and volunteers who have worked with GLSEN in years past. We became board leaders — forming our very own Gay-Straight

Alliance — because we are determined to grow this organization and increase its impact. We know that our programs work and that these strategies and goals will allow us to accomplish our mission.

We also know we couldn't do any of this without your generous support. There is no better example of a whole being greater than the sum of its parts than you, our many individual ambassadors, Honor Society members, Dean's List donors, Summa Society members, foundations and corporations, who have come together to make the work of GLSEN possible.

We thank you, wholeheartedly, for your investment in GLSEN. We promise to deliver returns on that investment in the years to come.



James M. Johnson  
*Board Chair*



Gail R. Lopes  
*Board Vice-Chair*



*GLSEN Vision*

GLSEN envisions a world in which every child learns to accept and respect all people, regardless of sexual orientation or gender identity/expression.

*Financial Report* + *Donor Report* >

At the conclusion of each fiscal year on June 30th, GLSEN conducts an independent audit of our financial position in accordance with Generally Accepted Accounting Principles (GAAP) commonly accepted in the United States of America. The audit is performed to obtain reasonable and objective assurance about our financial statements.

GLSEN is in receipt of a report and letter from Marks Paneth & Shron, LLP, stating that our financial statements present fairly, in all material respects, the changes in net assets and cash flows for GLSEN in the year ended June 30, 2006, and are in conformity with GAAP standards. All sections and the complete notes contained in the independent auditors' report can be obtained by web download at [www.glsen.org/about](http://www.glsen.org/about) or by contacting our national headquarters in New York.

What follows is a summary position of the current fiscal statement in comparison with the two most recently preceding fiscal years. Some noteworthy aspects of our financial growth over the past three years include:

In the **Individual** income category, which includes Major Donors who give at least \$1,200 per annum in non-event income, GLSEN has shown tremendous growth of 40% since FY 2004. There is also a significant and unusual increase in FY 2005 in the **Foundation** category when compared to FY 2004, and what appears as a subsequent drop in FY 2006. This is the result of an unusual number of multi-year pledges to GLSEN in FY 2005, the largest of which was a generous \$1,000,000 grant from the Arcus Foundation, GLSEN's first seven-figure gift, to be paid over three years. These pledges are paid over multiple years, but are recorded in their entirety in the year pledged. As a result you will see what appears to be a reduction in Foundation income in FY 2006 versus FY 2005. **Special Event** income is an area of relatively new but sizable growth at GLSEN. Our New York Respect Awards event was first introduced in FY 2004. In FY 2006, a Los Angeles gala was added to our event portfolio, and the Respect Awards dinners are the most notable factor behind the increase in Special Event income in the last three years.

With regard to expenses, an increase in fundraising costs in FY 2006 is due primarily to the addition of the Respect Awards event in Los Angeles. GLSEN is committed to keeping its cost of fundraising and administrative overhead at an absolute minimum so that the majority of income can be spent on programmatic work to fulfill our mission. GLSEN benchmarks itself against the Better Business Bureau's Wise Giving Alliance guidelines ([www.give.org](http://www.give.org)), which set a standard that 65% or more of an organization's income should be spent on programmatic purposes. We are pleased to report that, at 71%, our programmatic expenses in FY 2006 continue to exceed this standard, as they have in each year of GLSEN's existence.

In summary, GLSEN's is in a sound financial position thanks primarily to generous multi-year gifts of our institutional supporters, sustaining yearly generosity of many individuals, and prudent management of our resources for maximum program use.

For a complete audit and letter from Marks Paneth & Shron, LLP, please visit [www.glsen.org/about](http://www.glsen.org/about) or contact me at 212.727.0135.

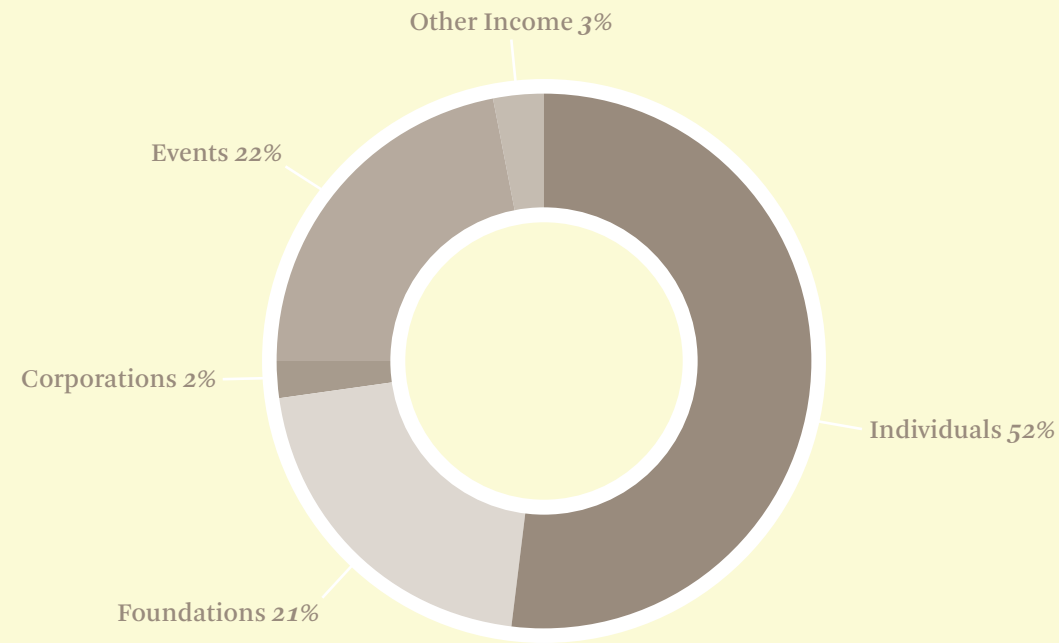


Douglas Flores  
Operations Director & Treasurer

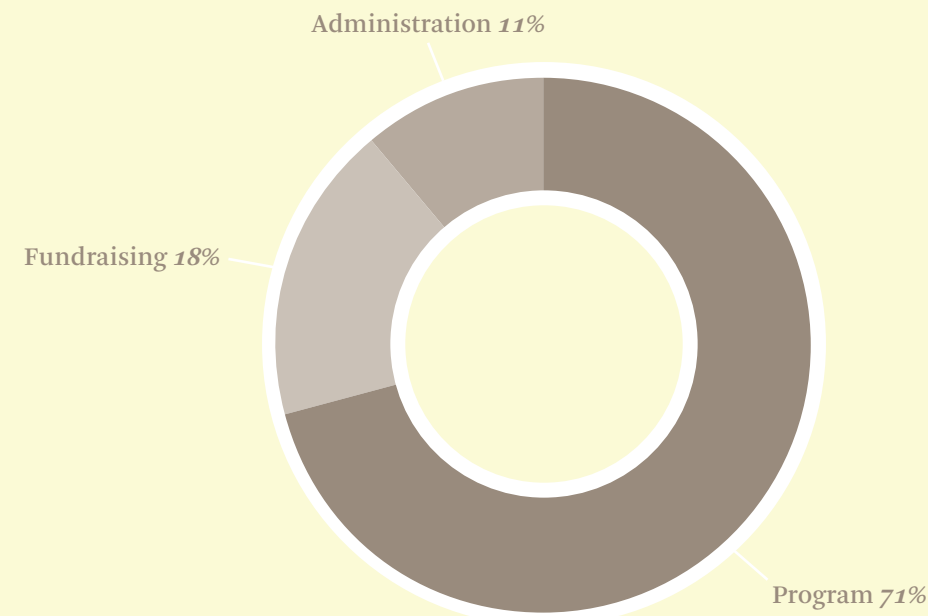
	FY2006	FY2005	FY2004
<b>Revenues and other support</b>			
<b>Contributed Income</b>			
Events (net)	\$1,048,493	\$ 645,684	\$ 705,535
Individuals	2,516,006	2,080,490	1,785,438
Foundations	990,352	2,732,500	1,632,868
Corporations (non-event)	81,959	97,035	99,506
Contributions In-Kind	9,068	54,385	50,895
<b>Contributed Income Subtotal</b>	<b>\$4,645,878</b>	<b>\$5,610,094</b>	<b>\$4,274,242</b>
<b>Earned Income</b>	<b>155,702</b>	<b>144,333</b>	<b>245,824</b>
<b>Total Revenues and Other Support</b>	<b>\$4,801,580</b>	<b>\$5,754,427</b>	<b>\$4,520,066</b>
<b>Expenses</b>			
Program	\$3,651,402	\$3,788,255	\$3,054,115
Fundraising	935,777	723,125	816,245
Administration	542,302	471,748	379,849
<b>Total Expenses</b>	<b>\$5,129,481</b>	<b>\$4,983,128</b>	<b>\$4,250,209</b>
Change in Net Assets	(327,901)	771,299	\$269,857
Net Assets Beginning	2,717,724	1,946,425	1,676,568
Net Assets End	\$2,389,823	\$2,717,724	\$1,946,425

A complete Independent Auditor's Report may be obtained online at [www.glsen.org/about](http://www.glsen.org/about) or by phoning 212.727.0135.

Income



Expenses



GLSEN is pleased to honor the following individuals, corporations and foundations who have provided financial support in the amount of \$1,000 or more during our last fiscal year (July 1, 2005 to June 30, 2006). Every effort was made to ensure a complete and accurate listing.

**\$250,000 and over**

Arcus Foundation  
Evelyn and Walter Haas, Jr. Fund  
Gill Foundation  
Ric Weiland

**\$100,000-\$249,999**

Anonymous (2)  
Cisco Systems, Inc.  
David Dechman and Michel Mercure  
Ford Foundation  
Niki and Joseph Gregory  
Johnson Family Foundation  
Kevin J. Mossier Foundation  
David Maltz  
Adam R. Rose and Peter R. McQuillan

**\$50,000-\$99,999**

Citigroup  
Anthony Collerton and Galen Sherer  
John Eckel  
George Gund Foundation  
Goldman, Sachs & Co.  
IBM Corporation  
David Henry Jacobs  
JPMorgan Chase Foundation  
Joyce Koons  
Lehman Brothers  
The Overbrook Foundation  
The Robert V. Hauff & John F. Dreeland Foundation  
Tides Foundation  
Dotty Wade

**\$25,000-\$49,999**

Christopher Browne and Andrew Gordon  
Citigroup Foundation  
Jeff Davis and Kevin Jennings  
Brandon Fradd  
Blake T. Franklin and Tom Getgood  
Frederick R. Haas and Daniel K. Meyer  
Henry van Ameringen Foundation  
Thomas D. Kraemer, Ph.D.  
Stephen Mack and Robert Monteleone  
Roger Marsly and F. Elliot Leonard

Merck & Co, Inc  
Merrill Lynch  
Morgan Stanley  
MTV Networks  
Daniel Renberg and Eugene Kapaloski  
UBS  
Ruth and David Waterbury  
Reid Williams

**\$10,000-\$24,999**

Anonymous (2)  
ABC/Disney  
Altria, Inc.  
Anita May Rosenstein Foundation  
Charles Blochberger  
California Teachers Association  
Estate of Stephen Czerwinski  
DaimlerChrysler Corporation Fund  
Dart Group Foundation  
David Geffen Foundation  
Robert P. Denny  
Deutsche Bank  
Scott and Katie Eichel  
John Feinblatt and Jonathon Mintz  
Fox  
Gatewood Family Foundation  
Esmond Harmsworth and Jim Richardson  
Yashar Hedayat  
Mitch Heller and Jim Morrison  
David Hish and Adam Keplinger  
James Hormel  
James M. Johnson and Paul L. Hokemeyer  
J. Kevin Jones and Tony DeSousa  
JPMorgan Chase Bank  
Kodak  
Steven and Gale Kohlhagen  
Amy Lai and Carrie Borows  
Louise Crane Foundation  
Ellen and George Lovejoy  
Peter McKown and Kenneth Heng  
Eric Nilson and Jeffrey Mostade  
Nixon Peabody LLP  
Rosie and Kelli O'Donnell

**\$5,000-\$9,999**

Anonymous (3)  
Jehan Agrama  
Ameriquest  
Joseph Arena  
Michael Balaban and Jeff Boncher  
Dan Berendsen and Kevin Brockman  
Tracy Binkley  
Thomas Blount  
Waverly Cole and John Cook  
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Anne and Chad Gifford  
Rufus Gifford  
Cody Gillette-Kirkham  
Judy and Steven Gluckstern  
David and Sharon Goldfarb  
The Helene Foundation  
Michael Huffington  
Eileen F. Keenan  
Phil Kleweno

Paul, Weiss, Rifkin & Wharton, LLP  
The Peter and Carmen Lucia Buck Foundation  
Rainbow Endowment  
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Bethann Rudofker  
Susie Scher  
Martin Seldman, Ph.D. and Kelly Rae Reineke, Ph.D.  
Ted Snowdon Foundation  
Andrew Tobias and Charles Nolan  
Wachovia  
Terry K. Watanabe  
Susan J. Webb  
Weil, Gotshal & Manges LLP  
Wells Fargo  
C. Dana White  
Wunderman

**\$1,000-\$4,999**

Anonymous  
Elliot Carlen  
Brian Tobin and Bill Short  
Robin A. van der Molen  
Daryl Wickstrom and Steve Cunningham  
Alvin H. Baum, Jr.  
Philanthropic Fund  
Richard Anderman  
Gustavo Antonioni  
Aon Foundation  
Armin and Esther Hirsch Foundation  
Jeffrey Arnstein and Michael Field  
Frank Aversa  
Michael Badger and Joe McMillan  
David Barrineau  
Hugh A. Barton  
Michael Barton  
Marc Baum  
Tim Bause and Martin Checov  
Sam Becker  
Paul Beirne

Dr. Glenn Ledesma and Jonathan Ledesma  
Gail and James Lopes  
H. Gwen Marcus and Nancy Alpert  
Dee May-Baker  
John McDonald and Rob Wright  
National Education Association  
NEA Health Information Network  
Brian Offutt  
Open Society Institute  
Dean Pitchford and Michael Mealiffe  
Thomas Polgreen and Mel Rushton  
Gregory Richard  
Gregg Schoen and Craig Sinel  
Marcy Shaffer and Russell Meyer  
John Silberman and Elliot Carlen  
Brian Tobin and Bill Short  
Robin A. van der Molen  
Daryl Wickstrom and Steve Cunningham

**\$1,000-\$4,999**

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David Alexander  
Christine Alloro  
Ralph Alpert  
Alvin H. Baum, Jr.  
Philanthropic Fund  
Richard Anderman  
Gustavo Antonioni  
Aon Foundation  
Armin and Esther Hirsch Foundation  
Jeffrey Arnstein and Michael Field  
Frank Aversa  
Michael Badger and Joe McMillan  
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Michael Barton  
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Elizabeth and  
Harold Janeway

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Keesal Young & Logan  
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Stacey Koff  
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Carter Bravmann  
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Larry Luig  
Bruce MacAffer  
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Michael Manthei  
Frederick Marek  
David Marshall  
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Newmark & Company  
John Niblock  
David Noble  
Mark A. Nowlan  
Sylvia and  
Elizabeth O'Connor  
James O'Donnell  
John Olsen and  
Michael Orringe  
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Orlando Reece and  
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GLSEN's Honor Society is made up of individuals who have shown their commitment to GLSEN by making an annual gift of \$1,200 or more in non-event-related income. By coming together in support of GLSEN, this community provides crucial resources needed for the accomplishment of our mission.

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To GLSEN, Inc., The Gay, Lesbian and Straight Education Network, a Massachusetts non profit corporation and a 501(c)3 tax exempt organization (IRS Employer Identification Number 04-3234202), with its headquarters currently located at 90 Broad Street, 2nd Floor, New York, NY 10004, I hereby give and bequeath \_\_\_\_\_ for GLSEN, Inc.'s general purposes.

For more information on how to include GLSEN in your will or other planned giving vehicle, please contact the Development Director at 646.388.6590, or development@glsen.org.

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Members of GLSEN's Dean's List are sustaining donors who give an automatic monthly contribution of \$5 to \$99. If you are interested in joining GLSEN's Dean's List please email development@glsen.org.

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