



# SOULFORCE

## 2020 STANDARD ANNUAL REPORT - PAGE 1

Please see attached SAR Quick User's Guide and Separate LGBTQI Movement Financial and Operating Overview

Presented by



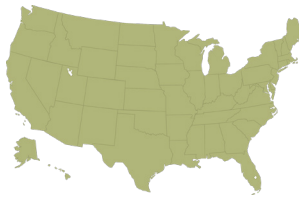
# SNAPSHOT

Founded:  
**1998**

Organizational Type  
**ISSUE**



Geographic Scope:  
**NATIONAL**



Fiscal Year:  
**JAN-DEC**

Paid Staff:  
**5**

Tax Status-% of revenue:  
**501(c)(3) 100%**

Operating Budget:  
**\$268,080**

## MISSION STATEMENT

Our mission is to end the religious and political oppression of LGBTQI people through relentless nonviolent resistance.

## LOCATIONS AND CONTACT INFORMATION

### Contact

Alba Onofrio & Yaz Mendez Nuñez  
Co-Executive Directors  
alba@soulforce.org  
yaz@soulforce.org

### Address

P.O. Box 2499  
Abilene, TX 79604  
(800) 810-9143  
www.soulforce.org

### Additional Locations

Burnsville, NC  
Durham, NC

### Legal Names

Soulforce, Inc. - 501(c)(3)



# SOULFORCE

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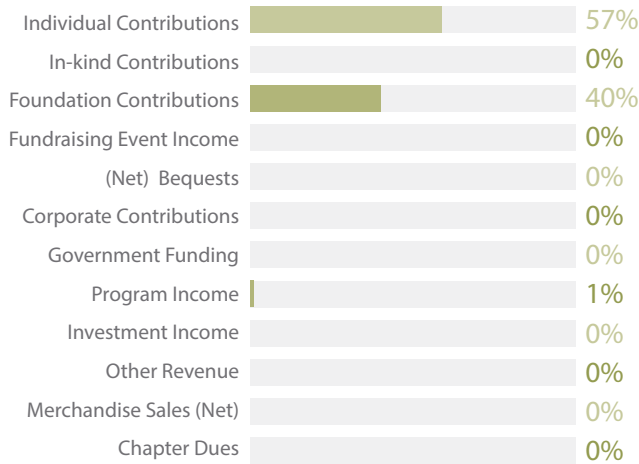
Please see attached SAR Quick User's Guide and Separate LGBTQIA Movement Financial and Operating Overview

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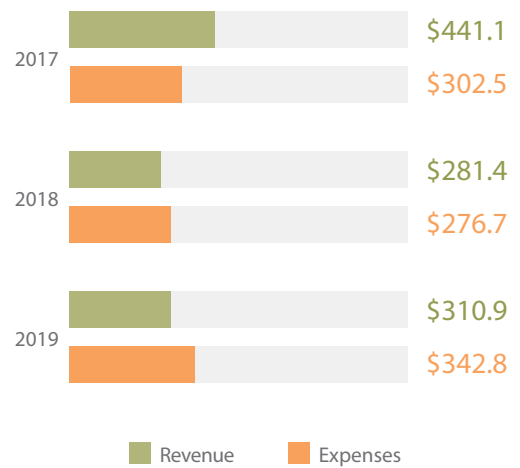
# REVENUE AND EXPENSES

### REVENUE PERCENTAGE BY SOURCE



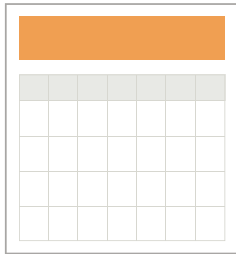
\*percentages may not total 100% due to rounding

### TOTAL REVENUE VS TOTAL EXPENSES (\$000)



## INDICATORS OF FINANCIAL HEALTH & EFFICIENCY

### 2019 DAYS OF WORKING CAPITAL



215

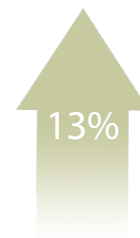
### 2019 LIQUIDITY RATIO



8.9

### 2019 DAILY CASH EXPENDITURES

(\$000)



\$0.9

### RATIOS OF FINANCIAL HEALTH

For the Fiscal Year Ending December 31st

RATIOS OF FINANCIAL HEALTH	2017	2018	2019
Liquidity Ratio	8.1	9.0	8.9
Days of Working Capital	305	324	215
Working Capital (\$000)	\$251.8	\$245.5	\$201.5
Average Daily Cash Expense (\$000)	\$0.8	\$0.8	\$0.9

### 2019 EXPENSES

\$ Thousands

EXPENSES	2019	PERCENTAGE
Program Services Expense	\$235.2	69%
Fundraising Expense	\$60.1	18%
Management & General Expense	\$47.5	13%
Total Expenses	\$342.8	100%



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# FUNDRAISING AND FUNDRAISING EFFICIENCY

### TOTAL REVENUE RAISED BY DEVELOPMENT



### CONTACTABLE NAMES



4,810

### NEW DONORS



103  
2017

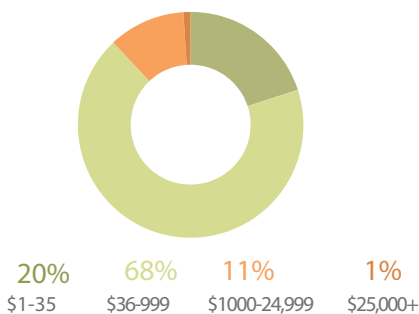
88  
2018

28  
2019

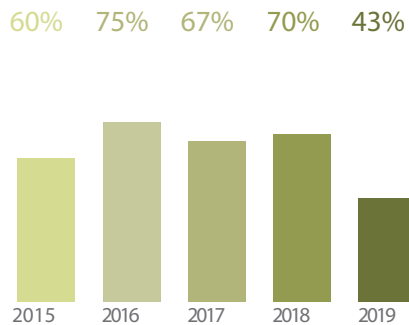
### ORGANIZATION DONORS

DONORS for the fiscal year ending December 31st	2017	2018	2019
Number of Individual Donors who gave \$1-\$35	0	125	59
Number of Individual Donors who gave between \$36-999	288	269	198
Number of Individual Donors who gave between \$1000-24,999	26	23	30
Number of Individual Donors who gave \$25,000 or higher	0	0	3
Number of individuals attending fundraising events (paid > \$100 per person)	0	n/a	n/a
Amount of total revenue from top 10 contributors	67%	70%	43%

### INDIVIDUAL DONATIONS



### CONTRIBUTIONS FROM TOP 10 DONORS



### COST TO RAISE A DOLLAR



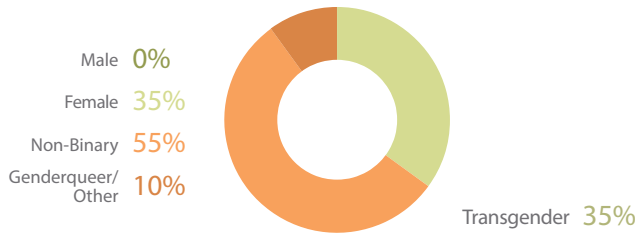


# STAFF AND BOARDS

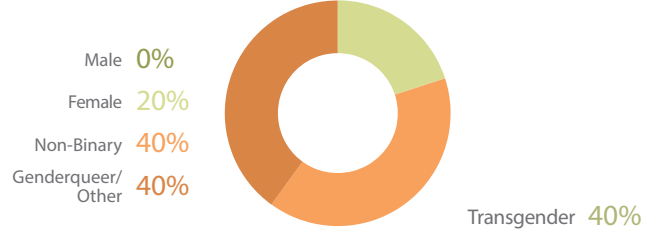
**3 FULL-TIME EMPLOYEES, 2 PART-TIME EMPLOYEES, AND 5 BOARD MEMBERS**

### GENDER OF STAFF/BOARD

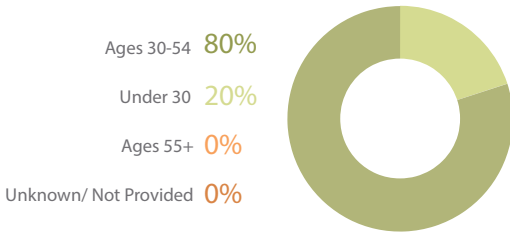
**STAFF (n=5)**



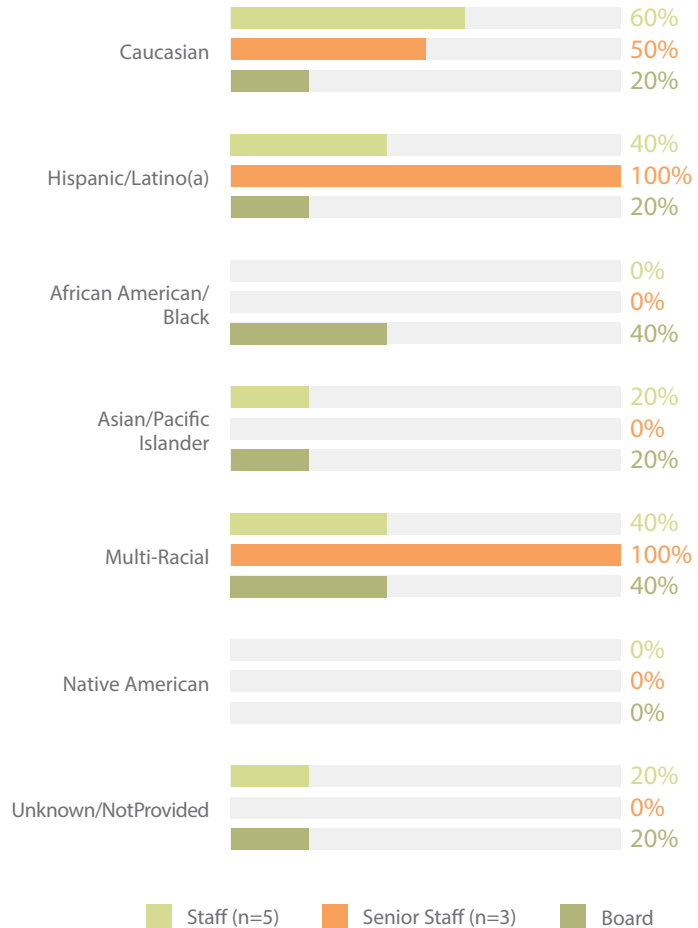
**BOARD (n=5)**



**STAFF AGE (n=5)**



**RACE/ETHNICITY OF STAFF/SENIOR STAFF/BOARD**



### BROAD AVERAGE SALARY RANGE FOR SENIOR STAFF

Compensation for Senior Staff (\$000)



### TENURE OF SENIOR STAFF



### BOARD FUNDRAISING REQUIREMENTS



\* race/ethnicity percentages may exceed 100% because individuals may identify with more than one demographic group



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STATEMENT OF FINANCIAL POSITION (\$000)			
	UNAUDITED 2017	UNAUDITED 2018	UNAUDITED 2019
<b>Assets</b>			
Cash and cash equivalents	\$158.1	\$258.5	\$222.2
Investments	\$96.0	\$0.0	\$0.0
Other current assets	\$29.0	\$15.8	\$4.2
Net fixed assets	\$0.0	\$0.0	\$0.7
Other long-term assets	\$0.0	\$0.0	\$0.0
<b>Total Assets</b>	<b>\$283.1</b>	<b>\$274.3</b>	<b>\$227.1</b>
<b>Liabilities</b>			
Current liabilities	\$31.3	\$28.8	\$24.9
Long-term debt	\$0.0	\$0.0	\$0.0
Other long-term liabilities	\$22.4	\$11.4	\$0.0
<b>Total Liabilities</b>	<b>\$53.7</b>	<b>\$40.2</b>	<b>\$24.9</b>
<b>Net Assets</b>			
Without donor restrictions	\$203.2	\$215.9	\$184.0
With donor restrictions	\$26.3	\$18.3	\$18.3
<b>Total Net Assets</b>	<b>\$229.4</b>	<b>\$234.1</b>	<b>\$202.3</b>
<b>Total Liabilities and Net Assets</b>	<b>\$283.1</b>	<b>\$274.3</b>	<b>\$227.1</b>

STATEMENT OF CASH FLOWS (\$000)			
	UNAUDITED 2017	UNAUDITED 2018	UNAUDITED 2019
<b>Cash Flow</b>			
Cash and cash equivalent balance at beginning of year	\$135.9	\$158.1	\$258.5
Net cash provided (used) by operating activities	\$22.1	\$100.4	(\$36.3)
Net cash provided (used) by investing activities	\$0.0	\$0.0	\$0.0
Net cash provided (used) by financing activities	\$0.0	\$0.0	\$0.0
Net increase (decrease) in cash	\$22.1	\$100.4	(\$36.3)
<b>Cash and Cash Equivalent Balances at End of Year</b>	<b>\$158.1</b>	<b>\$258.5</b>	<b>\$222.2</b>



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STATEMENT OF CASH ACTIVITIES (\$000)			
	UNAUDITED 2017	UNAUDITED 2018	UNAUDITED 2019
<b>Support &amp; Revenue</b>			
Individual contributions	\$159.2	\$128.1	\$180.2
Foundation contributions	\$262.1	\$147.5	\$125.5
Corporate contributions/Non-event sponsorships	\$0.6	\$0.0	\$0.0
Government funding	\$0.0	\$0.0	\$0.0
Bequests	\$0.0	\$0.0	\$0.0
In-kind contributions	\$0.7	\$0.2	\$0.0
Program income	\$0.0	\$5.4	\$4.3
Dues	\$0.0	\$0.0	\$0.0
Fundraising event income	\$0.0	\$0.0	\$0.0
Less costs of direct benefit to donors	\$0.0	\$0.0	\$0.0
Net fundraising event income	\$0.0	\$0.0	\$0.0
Merchandise sales (net of cost of goods sold)	\$0.2	\$0.2	\$0.9
Investment income	\$0.0	\$0.0	\$0.0
Other revenue	\$18.3	\$0.0	\$0.0
<b>Total Revenue</b>	<b>\$441.1</b>	<b>\$281.4</b>	<b>\$310.9</b>
<b>Expenses</b>			
Program services	\$171.4	\$174.3	\$235.2
Fundraising	\$55.9	\$49.9	\$60.1
Management and general	\$74.5	\$52.2	\$47.5
<b>Total cash expenses</b>	<b>\$301.8</b>	<b>\$276.4</b>	<b>\$342.8</b>
Non-cash expenses			
In-kind	\$0.7	\$0.2	\$0.0
Depreciation	\$0.0	\$0.0	\$0.0
<b>Total non-cash expenses</b>	<b>\$0.7</b>	<b>\$0.2</b>	<b>\$0.0</b>
<b>Total Expenses</b>	<b>\$302.5</b>	<b>\$276.7</b>	<b>\$342.8</b>
Capital campaign net revenue	\$0.0	\$0.0	\$0.0
<b>Change in Net Assets</b>	<b>\$138.6</b>	<b>\$4.7</b>	<b>(\$31.9)</b>



### ORGANIZATION'S NOTES AND ADVISORIES

FY2019 was a unique year for the organization because Soulforce experienced a leadership transition into our first Co-Executive Director team -- and first Executive Directors of Color.

We are proud to shepherd long-term individual donor relationships that constituted 57% of our organizational income in 2019.

For additional information, please contact Soulforce or visit our website at [www.soulforce.org](http://www.soulforce.org).

### KEY PLANNED ACCOMPLISHMENTS

FY2020 key planned accomplishments:

**Craft and deliver politically-relevant, timely content that draws through lines between political systems, weaponized religion, and spiritual violence to support LGBTQI communities and our allies in their political analysis and to grow moral courage and indomitable spirits.**

- Draft a new theological resource that leverages the power of Christian scripture to support LGBTQI justice and gender justice activists on the frontlines of fundamentalist contexts.
- Offer consultations on Christian Supremacy, Bible-based violence, and spiritual violence to activist organizations and community groups looking to strengthen their own programming and campaigns.
- Train groups of social justice activists on Christian Supremacy, Bible-based violence, and spiritual violence via conferences, webinars, and other means.
- Collaborate with groups and coalitions in social justice movements, nonprofits, higher education, and human rights spheres who are moving social justice work in hostile contexts wherever Christianity is being used to degrade or deny equal human rights.

**Strengthen the power of local, national, and regional responses to globalized Christian fundamentalism by establishing relationships with LGBTQI and feminist activists in Latin America and the Caribbean.**

- Deliver workshops on spiritual violence, Bible-based violence, and Christian Supremacy to communities in Costa Rica and Mexico in support of activists organizing legislative and cultural campaigns against anti-LGBTQI fundamentalist Christian political power.
- Launch Teología Sin Vergüenza, a Spanish-language video podcast series that combats regressive Right-wing Christian ideologies and anti-rights rhetoric in Spanish-speaking contexts by spotlighting feminist and/or queer theologians from across the Americas.
- Build trusting cross-border relationships with LGBTQI Latinx spiritual communities in Cuba and Mexico by developing and offering spiritually reclamatory workshops, sermons, and resources.

**Disseminate programming and messaging that fosters resilience for communities impacted by Christian Supremacy and spiritual trauma.**

- Deliver radical queer- and trans-affirming sermons and meditations to church groups and spiritual communities in order to strengthen their core commitments to social justice.
- Deepen relationships with Soulforce members by piloting a variety of exploratory digital programming designed to engage Soulforcers in matters of spiritual reclamation and healing.



## KEY ACCOMPLISHMENTS

**Crafted politically-relevant, timely content that draws through lines between political systems, weaponized religion, and spiritual violence to support LGBTQI communities and our allies in their political analysis and to grow moral courage and indomitable spirits.**

- Trained over 500 activists about Christian Supremacy, Bible-based violence, and spiritual violence via 17 workshops.
- Published and distributed, nationally and globally, a new theological resource that challenges the pervasive myth of male supremacy in Creation and the Bible verses most often deployed by the Religious Right against Transgender civil rights and the equality of women.
- Captioned and distributed the recordings of our widely requested Bible Self-Defense course for greater dissemination of the theological and religion-astute tools via accessible digital download.
- Developed and piloted new content in our first "spiritual diaspora" conversation where participants examined the connections between Christian Supremacy, spiritual violence, migration, and developing spiritual fortitude as peoples displaced from our countries of origin.

**Deepened our role as a capacity-building organization, by strengthening distribution networks for free trainings and accessible political and theological resources with partners in the U.S. and the Global South who work to support LGBTQI activists on the ground.**

- Collaborated with nine organizational partners to disseminate strategy and research on the ideologies of Christian Supremacy to infuse various social justice movements.
- Distributed more than 1,600 booklets on justice-centered theology to activists around the world.
- Partnered with the Fellowship of Affirming Ministries (TFAM) to provide training and spiritual support to their three two-day Wawa Aba Conferences on womanist theology, and to distribute Soulforce resources to gender justice and LGBTQI justice activists in Uganda, Rwanda, and Kenya.
- Partnered with queer community groups in Cuba to deliver a training on Christian Supremacy and spiritual violence to Cuban LGBTQI activists, alongside Latinx theologians from across Latin America.
- Developed Spanish-language infrastructure to support relationships with Global South activists in Latin America and the Caribbean who are confronting religion-based violence in their own hostile contexts.
- Drafted a resource to equip human rights activists working at national, regional, and international levels with faith-sensitive tools and arguments to combat the global Christian Right Wing agenda playing out at the United Nations and other intergovernmental bodies (in collaboration with the Observatory on the Universality of Rights Working Group).

**Strengthened the infrastructure of the organization, with an eye for strategic vision and organizational sustainability.**

- Enacted our Co-Executive Director model and on-boarded two new board members, a decisive shift for the organization to be led by queer and trans people of color.
- Published the organization's first strategy report to highlight the organization's theory of change, our decision-making structures, and the commitments and values to which members and supporters can hold Soulforce accountable.

## IMPORTANT NOTE TO THE READER

Standard Annual Reports help donors understand LGBT organizations' effectiveness and efficiency; give organizations comparative information to fine tune their own performance; and track movement finances to inform actions to improve the movement's financial capacity and health. The organizations supply all data, mostly from audited financials.

Please DO use these reports for a quick glimpse of each organization's goals, priorities, staying power, and financial needs. Please DO NOT use these reports as a sole basis for funding decisions.