



# SOULFORCE

2022 STANDARD ANNUAL REPORT - PAGE 1

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

Presented by



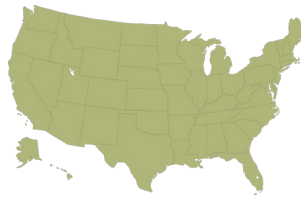
## SNAPSHOT

**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:  
**\$585,000**

### MISSION STATEMENT

Soulforce is a 23-year-old LGBTQI organization that works to sabotage Christian Supremacy and end the political and religious oppression of all marginalized people. With an ethic of relentless, nonviolent resistance, Soulforce sabotages Christian Supremacy through research and informed strategy; political and theological education; spiritual reclamation and community healing; and creative campaigns and direct action.

### LOCATIONS AND CONTACT INFORMATION

**Contact**

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

**Address**

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

**Additional Locations**

None

**Legal Names**

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



# SOULFORCE

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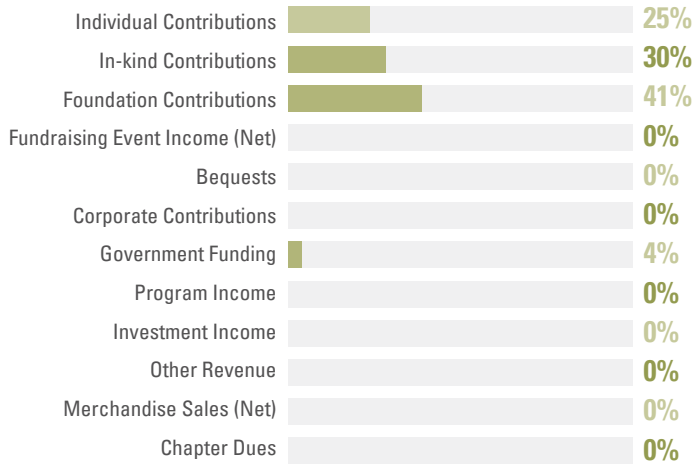
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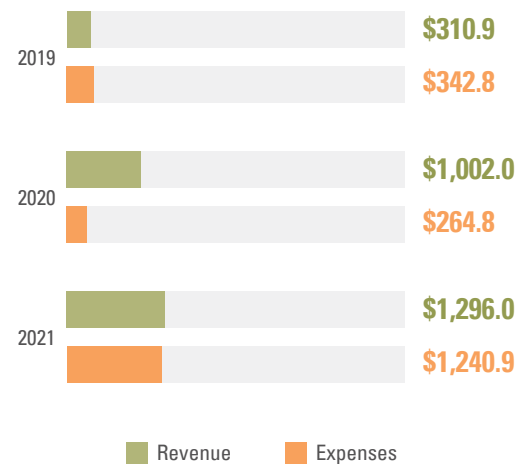


# REVENUE AND EXPENSES

### REVENUE PERCENTAGE BY SOURCE



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

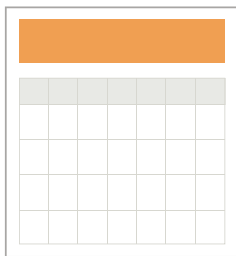


### PAYROLL PROTECTION PROGRAM OR EMPLOYER RETENTION TAX CREDITS

AMOUNT RECEIVED IN 2021: **\$47,600**

### INDICATORS OF FINANCIAL HEALTH & EFFICIENCY

#### 2021 DAYS OF WORKING CAPITAL



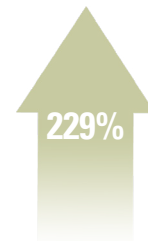
**422**

#### 2021 LIQUIDITY RATIO



**52.4**

#### 2021 DAILY CASH EXPENDITURES (\$000)



**\$2.3**

### RATIOS OF FINANCIAL HEALTH

For the Fiscal Year Ending December 31st

RATIOS OF FINANCIAL HEALTH	2019	2020	2021
Liquidity Ratio	8.9	38.2	52.4
Days of Working Capital	215	1,294	422
Working Capital (\$000)	\$201.5	\$939.0	\$988.5
Average Daily Cash Expense (\$000)	\$0.9	\$0.7	\$2.3

### 2021 EXPENSES

\$ Thousands

EXPENSES	2021	PERCENTAGE
Program Services Expense	\$1,129.9	91%
Fundraising Expense	\$47.0	4%
Management & General Expense	\$64.1	5%
Total Expenses	\$1,240.9	100%



# FUNDRAISING AND FUNDRAISING EFFICIENCY

### TOTAL REVENUE RAISED BY DEVELOPMENT

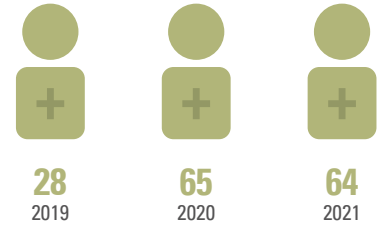


### CONTACTABLE NAMES



6,314

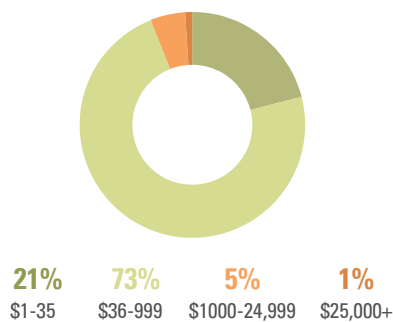
### NEW DONORS



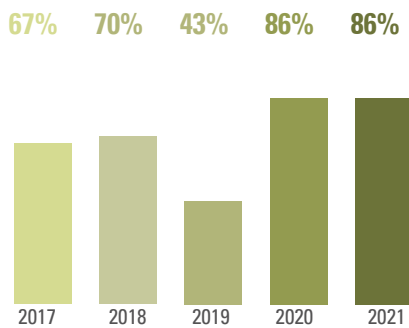
### ORGANIZATION DONORS

DONORS for the fiscal year ending December 31st	2019	2020	2021
Number of Individual Donors who gave \$1-\$35	59	60	206
Number of Individual Donors who gave between \$36-999	198	211	256
Number of Individual Donors who gave between \$1000-24,999	30	14	19
Number of Individual Donors who gave \$25,000 or higher	3	2	1
Number of individuals attending fundraising events (paid > \$100 per person)	n/a	0	0
<b>Amount of total revenue from top 10 contributors</b>	<b>43%</b>	<b>86%</b>	<b>86%</b>

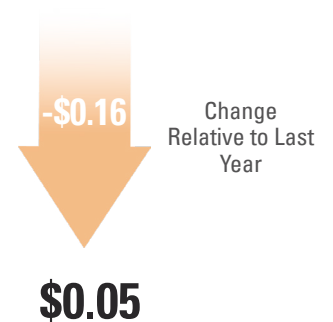
### INDIVIDUAL DONATIONS



### CONTRIBUTIONS FROM TOP 10 DONORS



### COST TO RAISE A DOLLAR

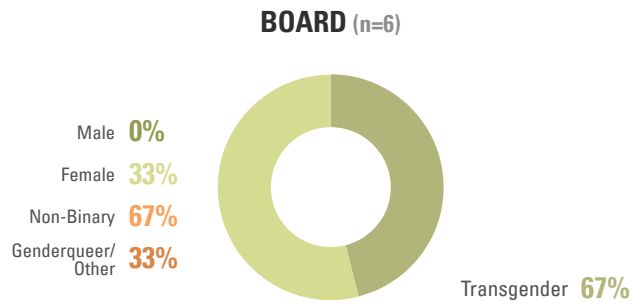
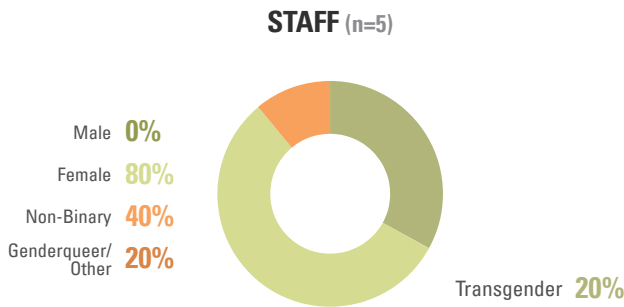




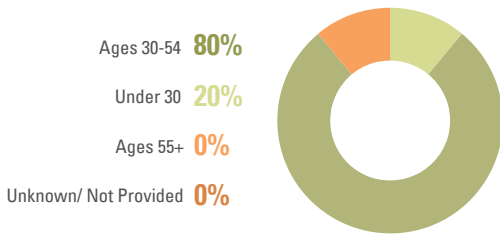
# STAFF AND BOARDS

**4 FULL-TIME EMPLOYEES, 1 PART-TIME EMPLOYEES, AND 6 BOARD MEMBERS**

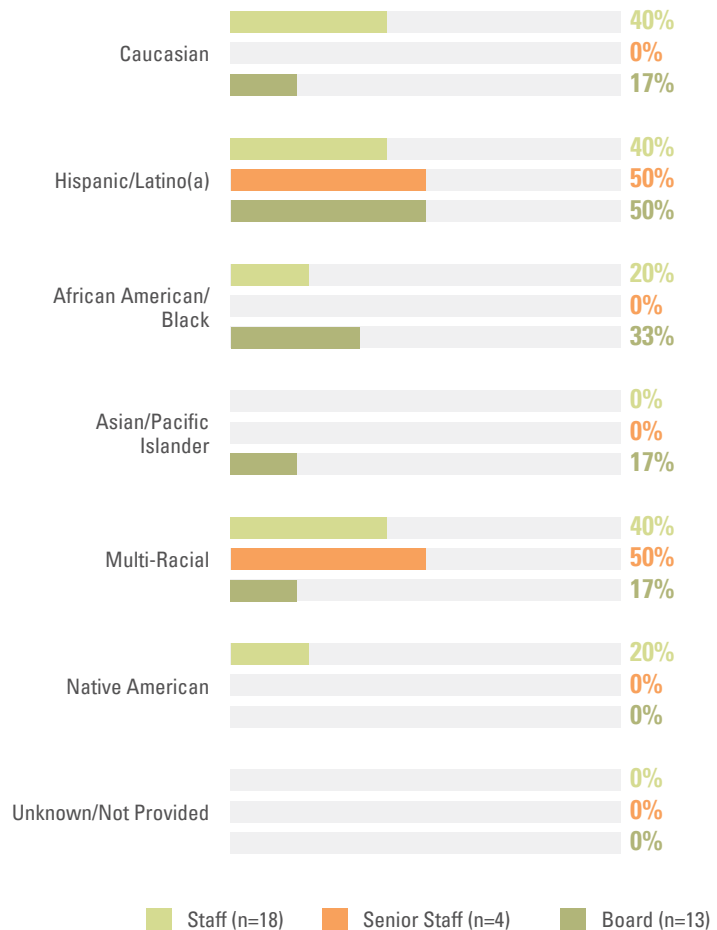
### GENDER OF STAFF/BOARD



### STAFF AGE (n=5)

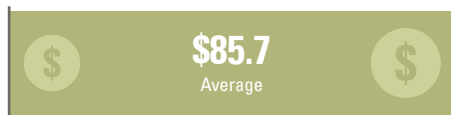


### RACE/ETHNICITY OF STAFF/SENIOR STAFF/BOARD



### BROAD AVERAGE SALARY RANGE FOR SENIOR STAFF

Compensation for Senior Staff (\$000)



### TENURE OF SENIOR STAFF



### BOARD FUNDRAISING REQUIREMENTS





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STATEMENT OF FINANCIAL POSITION (\$000)			
	UNAUDITED 2019	UNAUDITED 2020	AUDITED 2021
<b>Assets</b>			
Cash and cash equivalents	\$222.2	\$952.2	\$894.5
Investments	\$0.0	\$0.0	\$0.0
Other current assets	\$4.2	\$11.7	\$111.1
Net fixed assets	\$0.7	\$0.5	\$15.6
Other long-term assets	\$0.0	\$0.0	\$143.7
<b>Total Assets</b>	<b>\$227.1</b>	<b>\$964.3</b>	<b>\$1,164.8</b>
<b>Liabilities</b>			
Current liabilities	\$24.9	\$24.9	\$17.1
Long-term debt	\$0.0	\$0.0	\$0.0
Other long-term liabilities	\$0.0	\$0.0	\$91.0
<b>Total Liabilities</b>	<b>\$40.2</b>	<b>\$24.9</b>	<b>\$108.1</b>
<b>Net Assets</b>			
Without donor restrictions	\$184.0	\$270.1	\$471.6
With donor restrictions	\$18.3	\$669.3	\$585.2
<b>Total Net Assets</b>	<b>\$202.3</b>	<b>\$939.4</b>	<b>\$1,056.7</b>
<b>Total Liabilities and Net Assets</b>	<b>\$227.1</b>	<b>\$964.3</b>	<b>\$1,164.8</b>

STATEMENT OF CASH FLOWS (\$000)			
	UNAUDITED 2019	UNAUDITED 2020	AUDITED 2021
<b>Cash Flow</b>			
Cash and cash equivalent balance at beginning of year	\$258.5	\$222.2	\$952.2
Net cash provided (used) by operating activities	(\$36.3)	\$730.0	(\$57.7)
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	(\$36.3)	\$730.0	(\$57.7)
<b>Cash and Cash Equivalent Balances at End of Year</b>	<b>\$222.2</b>	<b>\$952.2</b>	<b>\$894.5</b>



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STATEMENT OF ACTIVITIES (\$000)			
	UNAUDITED 2019	UNAUDITED 2020	AUDITED 2021
<b>Support &amp; Revenue</b>			
Individual contributions	\$180.2	\$815.7	\$324.5
Foundation contributions	\$125.5	\$131.2	\$535.5
Corporate contributions/Non-event sponsorships	\$0.0	\$0.4	\$0.0
Government funding	\$0.0	\$0.0	\$47.6
Bequests	\$0.0	\$0.0	\$0.0
In-kind contributions	\$0.0	\$0.0	\$386.8
Program income	\$4.3	\$1.7	\$0.0
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)	\$0.9	\$0.1	\$0.0
Investment income	\$0.0	\$0.0	\$0.0
Other revenue	\$0.0	\$52.9	\$1.6
<b>Total Revenue</b>	<b>\$310.9</b>	<b>\$1,002.0</b>	<b>\$1,296.0</b>
<b>Expenses</b>			
Program services	\$235.2	\$192.3	\$743.1
Fundraising	\$60.1	\$38.6	\$47.0
Management and general	\$47.5	\$33.9	\$64.1
Total cash expenses	\$342.8	\$0.0	\$854.2
Non-cash expenses			
In-kind	\$0.0	\$0.0	\$386.8
Depreciation	\$0.0	\$0.0	\$0.0
Total non-cash expenses	\$0.0	\$0.0	\$386.8
<b>Total Expenses</b>	<b>\$342.8</b>	<b>\$264.8</b>	<b>\$1,240.9</b>
Capital campaign net revenue	\$0.0	\$0.0	\$0.0
<b>Change in Net Assets</b>	<b>(\$31.9)</b>	<b>\$737.1</b>	<b>\$55.1</b>



## ORGANIZATION'S NOTES AND ADVISORIES

FY2021 was a challenging one, as the financial effects of the pandemic have been felt across our donor base. Individual donations declined, and a number of major donors, who contributed a large percentage of our individual giving, passed away. We weathered the hardships of this fiscal year through temporarily reducing staffing hours and applying for federal and foundation grants. After four tough months, we were able to return to previous staff levels, and our development efforts yielded new relationships with foundations that are excited to see our capacity grow. We ended the year expanding our staff and growing our programs.

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

## KEY PLANNED ACCOMPLISHMENTS

**We will conduct deep research on the connections among Christian supremacist ideologies and institutions that reinforce oppression, and offer analysis and strategies on how to transform spiritual and physical violence and seek liberation.**

- To improve the exchange of information and transnational collaborations regarding the individual and community-wide effects of spiritual violence, we will establish the Institute on Spiritual Violence, Healing, and Social Change.
- We will engage in direct advocacy and serve as experts on the widespread harms of spiritual violence, religious abuse, and spiritual terrorism with key decision-makers and elected representatives in Latin America.
- We will publish our newest theological resource, *Breaking Open Gender Diversity in the Bible*.

**We will create content delivered via writing, resources, workshops, and briefings that weave together political analysis, theological research, and activist praxis.**

- We will write and publish our first book titled *Violencia Espiritual y Fenómenos Religiosos Que Abusan De La Fe (Spiritual Violence, Religious Phenomena That Abuse Faith)*. This book is originally written in Spanish and will be later adapted for a U.S. English-speaking audience.
- Through a partnership with Vanderbilt University's Public Theology and Racial Justice Collaborative, we will facilitate a course on Spiritual Violence, specifically for Spanish-speaking people in the U.S. and Latin America.
- We will travel to share life-affirming resources with community partners in Argentina, Costa Rica, Cuba, Kenya, Mexico, South Africa, and Uganda.
- Our fourth season of the Teología sin Vergüenza podcast will be filmed and released in late 2022.

**We will model a diversity of engagement strategies that decloak oppression, provide meaningful opportunities for participation in nonviolent activism to our members, and seek accountability from systems and institutions.**

- We will revise our organization's communications strategies to better respond to the needs and interests of our community members.
- We will strategically uplift, participate, and coordinate online campaigns to shed light on the various ways that the parasitic relationship between white supremacy and religious institutions has been reinforced through institutions and policy.
- We will continue to fiscally sponsor the groundbreaking work of the Religious Exemption Accountability Project (REAP), which empowers queer, trans, and non-binary students at faith-based colleges and universities across the



U.S. through civil rights litigation, documentary film, oral history, research, and public policy.

**We will develop language, tools, and spaces that center spiritual reclamation as an act of political sovereignty at the crux of our activism and movements.**

- We will facilitate workshops and learning opportunities specifically for survivors of spiritual abuse to connect with peers and access healing tools.
- We will offer learning and networking opportunities for queer and feminist activists across the U.S. South, Latin America, the Caribbean, and Southern and Eastern Africa.
- Our podcast, *Go With Grace*, will release new interviews with queer activists involved in different individual and community-wide liberation work.
- We will host monthly online spaces, called *Soulforce Sunday School*, for individuals to engage with peers and new material.

**We will ensure organizational wellness and the sustainability of our work.**

- We will better track and build relationships with community members and donors through the overhaul of our relationship management system.
- We will complete a financial audit for the 2021 calendar year.
- We will expand our geographical and cultural reach through the hiring of four new team members, all of whom live in Latin America.

## KEY ACCOMPLISHMENTS

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

- Developed greater 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.
- Hired a new team member for communications support.
- Onboarded one new board member.
- Developed a beginning communications strategy for the organization, including launching a monthly newsletter and creating a regular rhythm for posting on social media to grow our reach.

**Provided training resources, messaging, and gatherings to expose and challenge the prevailing ideological concepts and rhetorical strategies on the Right.**

- Began our first fiscal sponsorship relationship with the Religious Exemption Accountability Project, a project that empowers queer, trans, and non-binary students at more than 200 taxpayer-funded religious schools that actively discriminate on the basis of sexual orientation and gender identity/expression. Through civil rights litigation, documentary film, oral history, research, and public policy, REAP works towards a world where LGBTQ students on all campuses are treated equally, with safety and respect.

**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.**

- Published and distributed two new theological resources that challenge the pervasive myths of consent and reproductive justice as based in Christianity.





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- Convened an advisory board for said resources, consisting of human rights experts, reproductive justice activists, LGBTQI professionals in education, and a medical doctor, to review the resources and ensure they are useful to a variety of audiences.

**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.**

- Distributed 2,991 politicized theological resources to activists and people of faith in all 50 states and 45 countries to date.
- Provided several workshops and trainings on Christian Supremacy, Spiritual Violence, and Bible-based attacks to activists in the US and Latin America.

**Debuted our queer feminist Spanish-language media project, *Teología Sin Vergüenza*, to support activists and people of faith combatting harmful Christian Right narratives in Spanish-speaking contexts and healing from Spiritual Violence.**

- We have aired three seasons of 49 episodes with 42 theologians, who have roots in 16 countries and territories. Our episodes rapidly grew a large following, reaching over 60,000 views on Facebook and YouTube without advertising. The heart of this project is our community of 2,000 Facebook followers who are watching and listening from 45 countries, including every Spanish-speaking country in Latin America and the Caribbean.
- Hosted a live Spanish-language forum, El Descaro de Decidir, co-hosted by Catholics for Choice U.S., Mexico, and Argentina, and Ecuménicas por el Derecho a Decidir in Honduras. This panel featured two leading Latin American feminist theologians and activists who discussed faith, abortion, and the right to freely choose pregnancy and/or motherhood in honor of the National Day for the Decriminalization of Abortion. Viewers watched and participated in this 90-minute digital forum from 13 countries across the Americas.

**Strengthened collaborations where Soulforce can offer political analysis and rhetorical tools to activists working against the Right Wing in human rights arenas.**

- Collaborated with 48 partner organizations and groups to support our collective efforts towards ending religion-based violence against marginalized people.

### 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.