



OUTFRONT
MINNESOTA

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2007 ANNUAL REPORT

Leading Minnesota Toward GLBT Equality



Dear Friends,

In 2007, OutFront Minnesota celebrated 20 years of making a better life for gay, lesbian, bisexual and transgender people in Minnesota. We've succeeded by changing laws, building a strong network of GLBT allies across the state, shifting public opinion and being a powerful public voice for our community in the media and on the state capitol floor.

Since its inception in 1987, OutFront Minnesota has followed a simple principle: sustainable societal change is accomplished only through action at the state *and* community levels.

In the year 2007, OutFront Minnesota moved ahead on positive legislation at the state capitol including passage of a bill to allow local governments to offer domestic partner benefits, conducted a successful Lobby Day with 3,000 participants, launched an important discrimination lawsuit using a provision of the Minnesota Human Rights Act, conducted educational trainings around the state including Bible Self Defense classes, made hundreds of legal referrals for community members and provided crime and domestic violence services to victims within our community.

In early 2008, OutFront Minnesota experienced one of the greatest changes in its history with the departure of founding executive director Ann DeGroot. Since then, the Board and staff have reached out to the community to invite conversation and opinion about where we should be going and what kind of leader we should seek to carry out our political, social and educational action.

OutFront Minnesota's work is far from over. New leadership and vision, along with community involvement and support, will power us forward.

The past twenty years of service and action are fuel for the next twenty. OutFront Minnesota will continue to lead the way to greater victories on behalf of GLBT equality in our state, never ceasing in our mission: *To make our state a place where GLBT Minnesotans have the freedom, power and confidence to make the best choices for their own lives.*

Michael Robins

Board Chair

Jane Eastwood

Board Vice Chair

OutFront Minnesota's Work at the Capitol

2007 marked a turning point for our community. It was no longer battling an anti-marriage constitutional amendment and other anti-GLBT legislation was easily dismissed. A fair-minded majority elected the previous fall meant the legislature could finally turn its attention to the legitimate needs of our community: hospital visitation rights, local and state government domestic partner benefits and sick leave for GLBT families.

Nearly 60 lawmakers supported these important bills. Unfortunately, they were vetoed or otherwise blocked by the governor.

But the political tide in the state has clearly changed. It has become less threatening for lawmakers to stand with our community on these issues.

OutFront Minnesota's 2007 *justFair* Lobby Day was attended by 3,000 people who rallied for fairness, met with their lawmakers, attended educational sessions and coalesced with their fellow equality supporters from all over the state.

OutFront Minnesota's *justFair* Lobby Day remains the largest GLBT lobby day in the country; and the number of supportive lawmakers taking a stand for GLBT equality is a testament to the cumulative effect that supporters of justice for GLBT issues have at the capitol and in communities across the state.

OutFront Minnesota's 20th Anniversary

OutFront Minnesota celebrated two decades of work this year. Opening its doors in 1987, the agency focused on direct services to the community - providing coming out resources and help for people victimized by hate and bias crimes. By the early '90's, the organization expanded into public policy including leading the successful campaign to amend the Minnesota Human Rights Act to include all GLBT people.

OutFront Minnesota then embarked on a path of even more statewide training, education and community organizing, in addition to becoming more connected to the national GLBT movement, helping stage the 2000 March on Washington. Since the passage of the 1993 GLBT nondiscrimination law, OutFront Minnesota has worked with elected officials and their constituents around the state to stop efforts to both repeal protections and enshrine discrimination against GLBT people into our state laws. From 2004-2006 OutFront Minnesota led the successful effort to defeat the anti-marriage constitutional amendment at the state legislature.

Twenty years after its founding, OutFront Minnesota remains the leading voice of GLBT equality in our state.



Programs and Services which Enhance Life for the GLBT Community

OutFront Minnesota Community Services helps promote systems throughout our society that are inclusive of GLBT people. As the 501(c)(3) arm of the organization, it works statewide to influence the legal system, engage local activists, and bring about improvements in social services for those in the GLBT community.

In 2007 OutFront Minnesota Community Services:

- Led almost 30 anti-violence related trainings, meetings, and other events with about 1,500 participants – the sessions included law enforcement officials on how to best serve GLBT victims of hate and bias crimes, and social service agencies on how to best serve GLBT clients
- Provided an estimated 300 people with legal referrals and information on issues including wills, adoption and potential cases of discrimination
- Co-represented a Rochester lesbian couple in a discrimination lawsuit against an athletic club
- Conducted 26 education and training engagements attended by 3,353 people on topics like basic introductory information about sexual identity and gender expression, how to talk to your lawmaker, legal cases and issues, and how to be a good ally
- Delivered an online center for community information and engagement, serving almost 1,000 people per day on our website, and communicating with 10,000 weekly E-news subscribers
- Co-sponsored Bible Self Defense Classes, attended by 200 participants, in collaboration with the Faith Family Fairness Alliance and Soul Force, providing education on how to have constructive conversations about religion and sexual orientation
- Conducted 83 community organizing meetings and events for 10,349 individuals across the state at places of worship, workplaces, and community centers

OutFront Minnesota Community Services serves as a focal point for local groups to get information and support for continuing their own organizing efforts. OutFront Minnesota Community Services also helps institutions in our state such as police, social service agencies and educational settings become better informed and better equipped to become more inclusive of gay, lesbian, bisexual and transgender people.

Foundations and Workplace Giving Programs Support OutFront Minnesota

The work of OutFront Minnesota Community Services receives significant support from private and public foundations and from individual donors. We gratefully acknowledge their generosity in helping to further the vision of GLBT equality in our state.

In 2007, several workplaces matched employees' contributions to OutFront Minnesota Community Services. Thank you to our supporters and the generous workplace giving programs for multiplying their contributions to OutFront Minnesota Community Services.

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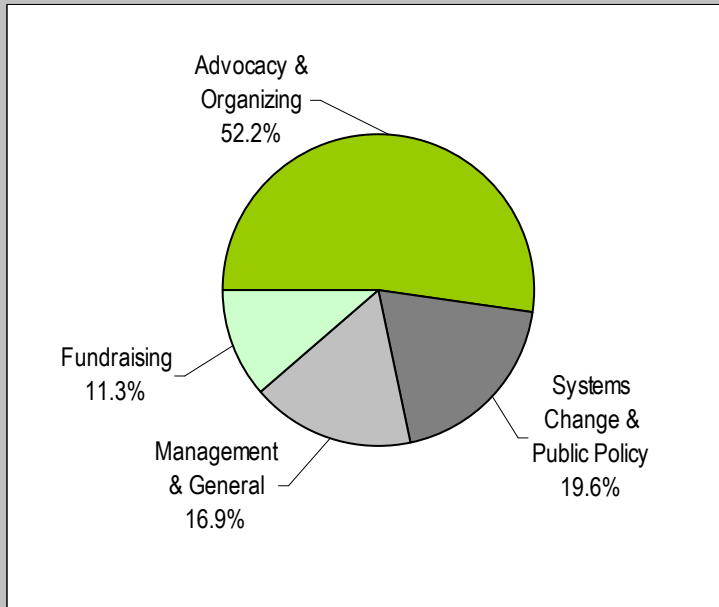
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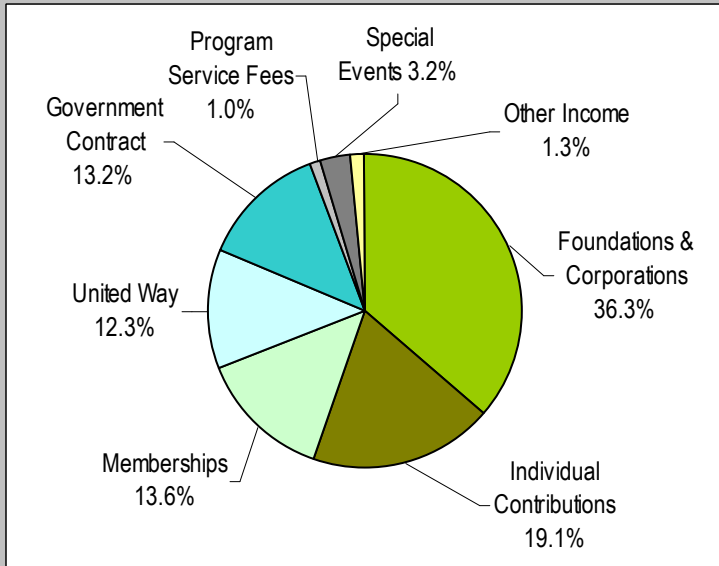
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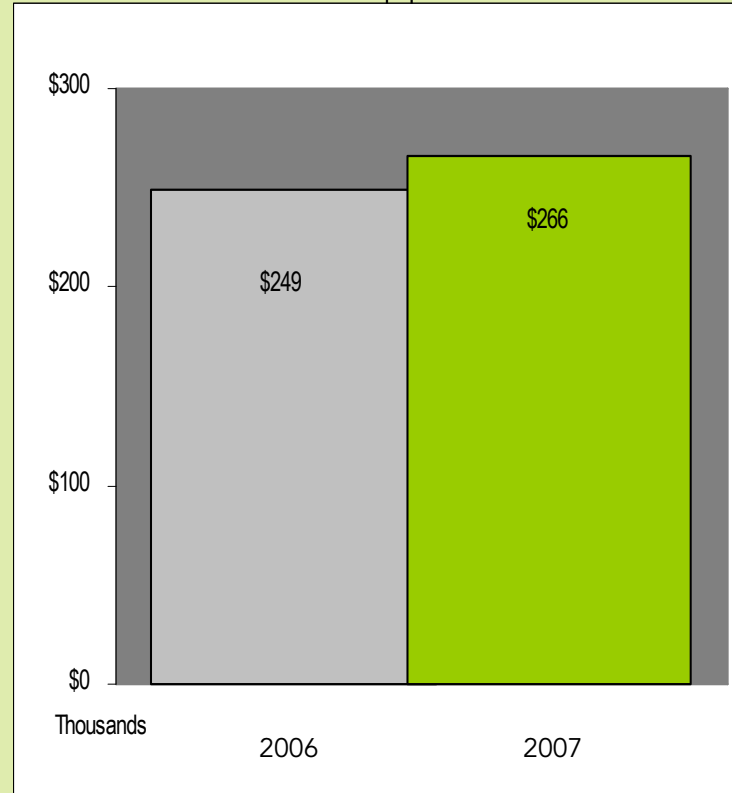
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In 2007, OutFront Minnesota and OutFront Minnesota Community Services received contributions from nearly 1,400 individuals and families. Membership dues and contributions from these households make up almost one third of OutFront Minnesota's operating budget. We acknowledge these contributions to OutFront Minnesota's work on behalf of GLBT equality with profound gratitude.

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About OutFront Minnesota's Financial Information



The year 2007 is an illustration of the continuing challenges facing the nonprofit sector, particularly those organizations working for social change. Positive news for OutFront Minnesota is that 2007 revenue grew 7% and expenses were reduced by 10%. Individual support grew for the second year in a row and now accounts for one-third of the organization's revenue.

Despite these positive trends, revenues – the resources we gather to pay for the work – did not keep pace with the organizational costs needed to continue to meet the challenges to GLBT equality. As a result, we incurred an operating deficit for 2007 and our net asset balances fell.

Financial information is provided for all three organizations which, together, make up OutFront Minnesota and Subsidiaries. OutFront Minnesota is tax-exempt under section 501(c)(4) of the Internal Revenue Code, and OutFront Minnesota Community Services is tax-exempt under section 501(c)(3). OutFront Minnesota Action is a state political action committee under section 527 of the Internal Revenue Code. Any financial information marked "consolidated" consists of the accounts of all three organizations after the elimination of all inter-organizational transactions and accounts.

All financial information shown is taken from our audited financial statements. Our audited financial statements can be found at our website on the "About Us" page, and the audited statements and IRS Form 990 reports for 2007 and prior years are available for inspection at our office.

OutFront Minnesota and Subsidiaries

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
YEAR ENDED DECEMBER 31, 2007 (with comparative totals for 2005 & 2006)

ASSETS	2007	2006	2005
Current Assets			
Cash & equivalents	\$100,418	\$84,409	\$ 71,514
Contributions Receivable	130,040	168,453	328,299
Contracts and other receivables	20,523	7,705	20,471
Prepaid expenses and inventory	10,147	9,594	13,862
Investments	1,020	961	8,520
Total Current Assets	262,148	271,122	442,666
Contributions Receivable	9,490	7,080	7,225
Net Furniture & Equipment	3,850	10,384	17,030
TOTAL ASSETS	\$275,488	\$288,586	\$ 466,921
LIABILITIES and NET ASSETS			
Current Liabilities			
Accounts payable	\$60,133	\$80,810	\$ 48,754
Accrued expenses	45,702	39,207	24,102
Loan payable	75,000	-	-
Current maturities of lease payable	3,183	4,330	3,853
Total Current Liabilities	184,018	124,347	76,709
Long-term Lease Payable		3,183	7,510
Total Liabilities	184,018	127,530	84,219
Net Assets			
Unrestricted	(139,745)	(95,568)	(2,890)
Temporarily Restricted	231,215	256,624	385,592
Total Net Assets	91,470	161,056	382,702
TOTAL LIABILITIES and NET ASSETS	\$275,488	\$288,586	\$ 466,921

Source: 2007 Auditor's Reports

OutFront Minnesota and Subsidiaries

CONSOLIDATED STATEMENTS OF ACTIVITIES YEAR ENDED DECEMBER 31, 2007

	OutFront Minnesota 501c(4)	OutFront Minnesota Community Services 501c(3)	OutFront Minnesota Action (PAC)	Eliminations	Total
Support and Revenue					
Foundations & Corporations	\$ 8,223	\$ 288,273	\$ -	\$ -	\$ 296,496
Individual Contributions	7,881	147,313	100	-	155,294
Memberships	110,866	-	-	-	110,866
United Way	-	99,888	-	-	99,888
Government Contract	-	108,576	-	-	108,576
Program Service Fees	644,470	65,000	-	(703,922)	5,548
Special Events	-	26,244	-	-	26,244
Other Income	10,238	1,081	-	-	11,319
Total Support and Revenue	781,678	736,375	100	(703,922)	814,231
Program and Other Expenses					
Program Services					
Advocacy & Organizing	474,289	398,779	-	(428,977)	444,091
Systems Change & Public Policy	144,176	48,010	773	(54,865)	138,094
	618,465	446,789	773	(483,842)	582,185
Supporting Services					
Management & General	156,438	119,993	25	(115,518)	160,938
Fundraising	133,108	112,098	50	(104,562)	140,694
Total Supporting Services	289,546	232,091	75	(220,080)	301,632
Total Expenses	908,011	678,880	848	(703,922)	883,817
Net Increase (Decrease) in Net Assets	(126,333)	57,495	(748)	-	(69,586)
Net assets, beginning of year	214,814	(47,296)	(6,462)	-	161,056
Net assets, end of year	\$ 88,481	\$ 10,199	\$ (7,210)	\$ -	\$ 91,470



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Jane Eastwood—Vice President of Advancement, Scholarship America

Secretary:

Brad Froslee—Pastor, St. Luke's Presbyterian Church

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Fabian Hoffner—Attorney in Private Practice

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Robert Lilligren—Member, Minneapolis City Council

John Moore—Co-owner, The Saloon

Eileen Scallen—Professor, William Mitchell College of Law

Paul Tuchman—President, Outsmart Marketing

Memberships and Affiliations

aMaze
 America Votes
 Coalition for Responsible Sex Ed
 ColorCoordinATIOn
 Faith Family Fairness Alliance
 Democracy Project
 Equality Federation
 Hennepin County Domestic Violence
 Fatality Review Team
 Hennepin County Family Violence
 Coordinating Council
 Minneapolis Police Community Relations
 Council

Minnesota Association for Volunteer
 Administration
 Minnesota Civic Engagement Table
 Minnesota Coalition Against Sexual Assault
 Minnesota Coalition For Battered Women
 Minnesota Council of Nonprofits Advisory
 Council
 Minnesota Gender Advocates
 Minnesota Lavender Bar Association
 Minnesota School OUTreach Coalition
 Minnesota State Bar Association
 MSOP Resident Advisory Councils

Minnesota Supreme Court Gender Fairness
 Implementation Committee
 Minnesota Voter Project
 National Coalition of Anti-Violence Programs
 National Association of LGBT Community
 Centers
 Ramsey County Sexual Assault Protocol Team
 TakeAction Minnesota
 United ENDA
 University of Minnesota Commission on
 GLBT Concerns
 University of Minnesota Transgender
 Commission