
APPENDIX H

FINANCIAL REPORT TO THE COMMUNITY

Welcome to ICTLEP's first financial report to the community. In the past, there wasn't enough money to get excited about, and since there was no legal requirement to report to the community (we did report to IRS), we didn't. Now that we have significant contributions (though far less than we need), it's appropriate to give you a good faith understanding of how ICTLEP is spending those contributions.

ICTLEP FINANCIAL BEGINNINGS

ICTLEP began in late 1991 as a committee of the Gulf Coast Transgender Community, and seed money for the first conference came from GCTC and the Winslow Street Foundation. For the first three years, through most of 1994, about all we did was hold the annual transgender law and employment policy conferences and publish a bound and transcribed Proceedings from each conference. The conferences pretty well met expenses, although they were financed by my personal credit card, and we netted enough on donations for Proceedings to pay the phone bill and a few other costs. I spoke at several conferences around the US and England, and I led a number of legal seminars and workshops, but a large part of those costs were paid by the host conferences. Everything else ICTLEP did was through volunteer effort, and mostly at the personal expense of our Directors, Editors and Moderators.

We also received some contributions during that time – from Winslow Street, Boulton & Park, several generous individuals – but by February of 1995, ICTLEP was financially stalled and essentially out of cash. Even so, requests for ICTLEP services were increasing steadily, because the transgender community had begun to realize that there was someone out there who might be able to help them. We needed to do so much, and we had no money to do it.

FINANCIAL REPORT: JANUARY 1995 THROUGH MID AUGUST 1996

With the help of the Texas T-Party in February of 1995, we tried a new strategy for raising operating funds. We asked for monthly pledges of \$10 or more per month, whatever a person felt comfortable with. We would accept somebody's check or debit their VISA or MasterCard credit card each month. (We don't do the other cards yet because that entails still another collection fee.) It worked, and it saved ICTLEP financially. At this time, we have roughly 80 monthly contributors, with an average monthly donation of a little over \$23. Not only does that add up over a year, but the regular monthly income lets us do some serious budgetary planning.

Over the last twenty months, ICTLEP has had a total income of almost \$58,000, and has paid expenses of slightly more than \$49,000, leaving a cash balance of not quite \$9,000. A large part of this cash balance is allocated to publishing the Proceedings V volumes in the coming months. The bar chart shows how this breaks down on a monthly basis since January of 1995.

Where has the money come from during the last twenty months?

- (a) We have seen about \$13,500 in monthly check and monthly VISA/MasterCard debits.
- (b) We have seen over \$23,300 in large onetime donations ranging from \$200 to \$3,000, and in donations given for Proceedings or "It's Time America" t-shirts or "Transgender Menace,

Texas, Lone Star State" t-shirts with the cost of those three items of about \$6,700 for a net donation gain of \$16,600.

(c) We have seen registrations for the 4th and 5th annual conferences total almost \$11,500, but the costs of those two conferences were over \$10,100 to average out at less than \$700 gain per conference. (ICTLEP really endeavors to keep its conference costs low so that they are more affordable to more people.)

Where has the money gone in the last twenty months? The previous paragraph indicates the costs of publishing Proceedings, the printing costs of t-shirts, and the costs of the annual conferences. ICTLEP has endeavored to pick up more of the costs of travel although it still has to impose from time to time on the host conference to bring me or another ICTLEP speaker in for a keynote speech or a transgender legal workshop. And as you have read there has been a lot of travel to Washington DC during the past twenty months. Much of this is averaged out in the bar chart since events and travel occurs randomly with the best pricing for airline tickets being found three months ahead of time and hotel bills paid two months later. Two of the three spikes are around both of the July-August dates for the two conferences.

The third spike is more complicated. ICTLEP opened an office in February of this year to handle the increasing flood of requests for help. The rent runs \$600 per month, plus utilities, and we pay our Secretary, Dee McKellar, \$500 per month. She lives at the office rent free (we rented a house) so we're not as cheap as we look. Add in telephones, start-up costs for office equipment, and you have a significant spike on the bar chart. That is why the monthly pledges are so important.

WHAT DOES THE TRANSGENDER COMMUNITY GET FROM ICTLEP?

Plenty. The requests for assistance have become a flood. There is so much to do that it overwhelmed my private law practice. For me to continue doing it all would have meant quitting my professional career and giving up my livelihood. Totally! So we had to open the office and shift the load to a paid staff person, poorly paid, but paid nonetheless.

It is incredible, the requests that come in every day. The transgender community knows about us now, and people in trouble ask for help. They've lost their jobs, their children are being taken away, their insurance companies are refusing payment for each and every illness by claiming them all to be gender related, the courts are being unreasonable, military concerns, prison issues, and so forth. It is a flood of need and despair coming in on a daily basis. Not only is it time consuming, but it is very depressing.

Many of these callers expect us to drop whatever we're doing and jump to their defense and solve all of their problems. Few offer any kind of donation, apparently feeling that we are under some obligation to any transperson who might need help. We've even been asked to review appellate briefs for people who lost in trial because they didn't hire an attorney. There isn't much we can do for these folks, not yet, but telling them that takes a lot of time per each inquiry. What we often offer is a shoulder to cry on, a little common sense advice, some general legal knowledge, references to where much of their problem is addressed in the Proceedings, and reference to a T-friendly attorney in their area, if we have one in our data bank. Sometimes a caller will then bad mouth us and make their problems seem to be our fault because our resources are still so few. As I stated before, it is time consuming and very depressing. There is a huge need out there, and it isn't being fully met.

But imagine along with me my dream of the huge need being met. As I stated, ICTLEP currently has fewer than a hundred regular monthly contributors. This newsletter is mailed to over a

thousand ICTLEP interested people who each know several transgendered folks, who in turn know several others. My dream, if you will imagine with me, is that 4,000 folks will consistently contribute at least \$10 per month. Do the math, and you will see that ICTLEP could kick some serious butt.

If we had 4000 transgenders and tg friendly folks and T-friendly attorneys who gave at least \$10 each and every month by check mailing, check draft or credit card debit, we could do the following:

- respond quicker and better to inquiries with a larger office and a larger, paid professional staff;

- respond quicker and better to inquiries by dissecting the five Proceedings to send the selected pages to the inquirer for a nominal postage and handling fee;

- travel to many, many more transgender conferences (without having to ask for them to pay for our travel) and present more transgender legal workshops;

- develop and present transgender legal workshops at judicial conferences;

- get the Proceedings into WestLaw and Lexis and other legal citation systems;

- develop a more extensive attorney referral network;

- assist in legal reform with amicus briefs on winnable and relevant appellate cases;

- assist with cash grants to attorneys who will take on difficult but winnable and precedent setting trail cases;

- continue to educate and update through an expanded “ICTLEP Reporter”

- testify at local, state and federal levels as to the effects of present and proposed transgender legislation;

- hire a part-time DC lobbyist to monitor transgender legal issues;

- expand the presently small but effective working relationship with lesbian, gay, bisexual, feminist, people of color and other legal organizations for the inclusion of transgender issues in planning and moving towards greater freedom; and

- so much more as the need arises.

Consider that \$10 per month is less than 35 cents per day, less than the cost of a can of soda. Could you give up one of you sodas per day to help your transgendered sisters and brothers? Would you still enjoy that daily can of soda if you don't?

We hope that this gives you a better view of ICTLEP and that you come to see that (1) ICTLEP is not the rich, fully staffed organization that some people think we are, (2) ICTLEP is working very hard to get the biggest bang for your donation, (3) the generous donors and the less than 100 monthly pledgers have their money spent wisely, and (4) ICTLEP has some big plans if 4000 of you will just help with \$10 or more per month.

ICTLEP can accept donations via cash, check, money order or VISA/MasterCard mailed to PO Drawer 35477, Houston, Texas 77035-5515 USA, 713/777-TGLC (8452), ictlep@aol.com. See the form on the next page.

ICTLEP can also do a monthly check que or a monthly VISA/MasterCard debit.

Thank you, the soon to be, 4000 monthly pledgers of \$10+/month,

Phyllis Randolph Frye

FORM: MONTHLY CHECKING QUEUE

(complete and mail with start-up contribution or voided check to ICTLEP at PO Drawer 35477, Houston, Texas 77035-5515 USA)

To My Below Named and Addressed Bank,

Please pay ICTLEP the amount indicated below in accordance with the terms and conditions indicated on the bottom of this form.

Amount per month: \$ _____

My name is _____

My address is _____

My City _____ State _____ Zip _____

Name of my Bank is _____

Address of my Bank is _____

Bank City _____ State _____ Zip _____

My Account # with My Bank _____

Signature _____ Date _____

The authorization to charge the Contributor's account at Bank shall be the same as if Contributor had personally signed a check to ICTLEP. This authority is to remain in full force and effect until Bank has received written notification from Contributor of its termination and Bank has had reasonable opportunity to act on it or until Bank has sent Contributor ten (10) written days' notice of Bank's termination of this agreement.

A record of charge will be included in Contributor's bank statement. This record will serve as Contributor's receipt.

Contributor has the right to authorize Bank to reverse any charge. This must be done within fifteen (15) days of the date of the bank statement or within forty-five (45) days after the charge was made.

It is understood and agreed that Bank shall have no responsibility for the correctness of any charge contemplated and that any dispute involving the amount thereof shall be handled by the Contributor directly with ICTLEP.