

Welcome

Executive Director's Message

Dear Friends,

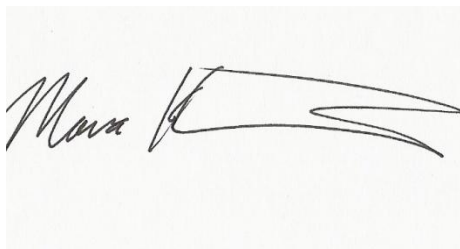
When the dust cleared on 2007 we looked back to realize what an incredible watershed year it had been for us. With a small staff team, an intrepid board of directors, and our thousands of members and allies around the country, we managed to seemingly grow in several directions at once. We brought on new staff, we launched our new Privacy & Documentation Project, our membership grew to over 3,000 individuals, our budget grew by 24%, and our presence in the national media grew with appearances on CSPAN, CNN, Newsweek, and hundreds of others



Although it was our fourth year, it was a year of firsts for us: our first religious roundtable in Oakland, CA in January bringing together over 60 transgender religious leaders; our first annual reception, *Moving Forward Together*, in Washington, DC in May; and, of course, the first national coalition to support a transgender-inclusive approach to community organizing legislation – UnitedENDA blossomed in October.

NCTE has spent significant energy since our beginning creating collaborative efforts with progressive allies, especially among LGBT organizations. The United ENDA effort of this past fall showed the success of those efforts and provided insight into how transgender and LGBT grassroots can and should happen in the future. Tens of thousands of LGBT people stepped up and spoke out for transgender rights. NCTE is proud to have been at the forefront of that effort.

And while 2007 was an incredible year for us, we expect 2008 to be no less dramatic. We will be celebrating our 5th Anniversary in December 2008 and preparing for a new era in NCTE operations. For our entire history we have been playing defense against a hostile administration. We will be using 2008 to grow further (we are projecting a 34% increase in our budget), to build the UnitedENDA base into a strong force for organizing, and to create NCTE's and our country's first Transgender Federal Policy Agenda. With those tools in place and a new administration to build a relationship with, we are looking forward to advancing transgender equality in significant ways.



Who We Are

Board of Directors

Meredith Bacon, Chairperson, Omaha, NE
 Marcus Waterbury, Treasurer, Minneapolis, MN
 Steve Glassman, Philadelphia, PA
 Donna Cartwright, Baltimore, MD
 Amanda Simpson, Tucson, AZ
 Dana Beyer, Chevy Chase, MD
 Mara Keisling (ex officio), Washington, DC

Staff Members

Mara Keisling, Executive Director
 Stephanie White, Managing Director
 John Otto, Privacy & Documentation Program Manager
 Justin Tanis, Program Manager

Mission

The National Center for Transgender Equality is a national social justice organization devoted to ending discrimination and violence against transgender people through education and advocacy on national issues of importance to transgender people.

By empowering transgender people and our allies to educate and influence policymakers and others, NCTE facilitates a strong and clear voice for transgender equality in our nation's capital and around the country.

Accomplishments

Organizing and Empowerment

Inherent in our mission of “ending discrimination and violence against transgender people through education and advocacy” is the need to build the political power to succeed. This year we had several accomplishments in the realm of organizing and empowerment:

- Assisted in the creation of organizing and policy efforts in several states including New Hampshire, Wisconsin and Nevada, where no organized transgender-specific policy efforts had existed;
- Conducted town hall meetings, policy briefings and workshops in over forty locations around the country;
- Co-convened the first annual transgender religious Leadership Summit with the Center for Gay and

“My internship with NCTE was a fantastic experience. I had the opportunity to be at the center of the LGBT movement, not only working, but listening to conversations among people from leading LGBT organizations, and seeing how their strategic thinking played out nationally.”

Jaan Williams, Bard College Summer Intern 2007

“NCTE puts the “T” in teamwork! They occupy a special place in the LGBT movement and we are stronger because of them.”

Shannon Minter, Legal Director, National Center for Lesbian Rights

Lesbian Studies at the Pacific School of Religion—the conference brought together more than 60 transgender and allied religious leaders to advance the discussion on working with people of faith to advance the cause of transgender equality; and

- Convened a roundtable on creating a transgender federal health agenda with the National Coalition for LGBT Health. Twenty transgender and allied health advocates met to begin creating a formalized (though dynamic) health agenda and the collaborative structures to implement it.

- Provided leadership in the creation and management of the UnitedENDA coalition which brought together almost 400 local, state and national LGBT organizations to advance transgender and LGBT human rights.

Public Education

As the only staffed national organization focused specifically on transgender equality, NCTE is in high demand from the media to help provide education and context on many related topics. We conducted hundreds of background and on-the-record media interviews related to a broad range of transgender topics. These interviews generated thousands of media stories on the airwaves, the Internet and in print, including a Newsweek magazine cover story on transgender people, and virtually every major television talk show. Additionally we consulted on and/or managed the media related to the coming out of several high profile transgender people.

In addition to public education through the media, we have also provided more direct education in a few venues. We provided training for several corporations around transgender people in the workplace including conversations with leadership of both Target and WalMart. Additionally, through town hall meetings and workshops, we’ve spoken with about 3,000 people in the past twelve months.

Finally, by producing publications and information guides, we educate many more people. This year, we have created and distributed the following manuals and guides:

- Overcoming Voting Obstacles
- Social Security Administration “No-Match Letter” Guide for Lawmakers
- Making Your Voice Heard: A Transgender Guide to Educating Congress

Collaboration

Throughout our history, NCTE has had a strong practice of collaboration and this year we have particularly excelled in that arena. NCTE took a leadership role in the creation and building of several significant collaboration structures within the LGBT movement. Those include a biweekly LGBT policy directors meeting and “United ENDA,” a 350+ organization collaborative organizing effort aimed at leveraging grassroots power to accomplish mutual policy goals.

The impact of our work in creating and leading “United ENDA,” has two elements. First, we successfully worked together to influence federal policy from the grassroots for the first time.

More importantly, we have established a new model for the LGBT movement to work together and secured the commitment from key leaders of the coalition to formalize our relationship and expand the work for the future.

Working in collaboration directly with scores of LGBT and other progressive organizations and indirectly with many others, we collaborated on impacting policy, issuing needed publications, convening important meetings and developing policy and public education agendas.

Public Policy Impact

After four plus years of building our organization and strengthening the movement, we are now in position to have regular impact on public policies that affect transgender people. We took a big step forward in our organizational development this year with the launch of our Privacy & Documentation Project in July. In just the past six months, NCTE has been able to successfully influence the federal rulemaking policy at the Department of Homeland Security around implementation of the Real ID Act. By doing so, we have spared transgender people onerous federal guidelines for gender and name changes on state driver licenses.

We consulted on organizing and legislative strategy in several local and state efforts to protect transgender employment. In Indiana we worked with the state Bureau of Motor Vehicles (BMV) to reverse a gender change policy that threatened the revocation of approximately 10,000 transgender driver licenses.

Future Goals

Looking towards the next year and beyond, we plan to: focus on strengthening and formalizing the United ENDA network so that we are positioned for the next round of discussions; create a Federal Policy Agenda for Transgender Americans to influence the agenda of the new Administration; continue to educate and engage policy decision-makers; initiate a new transgender policy conference for grassroots leaders around the country; continue our annual reception *Moving Forward Together* to honor our allies; and improve our internal operations to handle our continued growth. Finally, to help fund all this, we are launching a major fundraising initiative around our five-year anniversary in December, 2008.

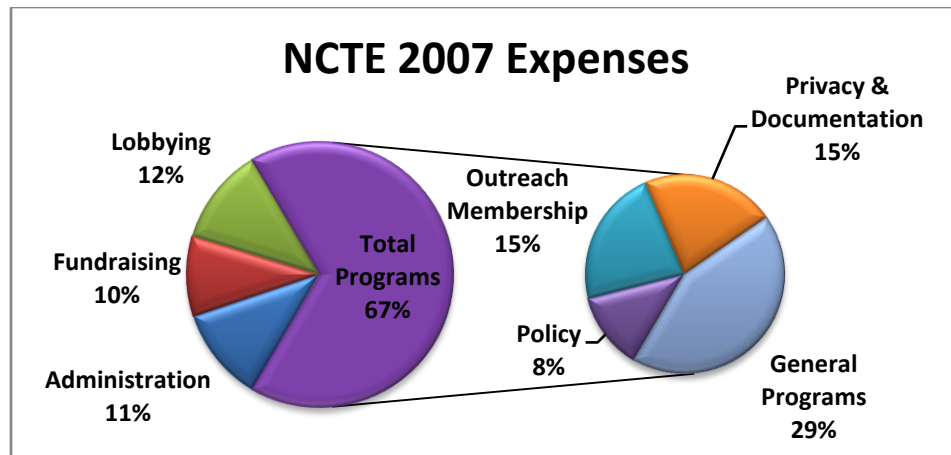
Treasurer's Report

Balance Sheet FY 2007

	Dec 31, 07
ASSETS	
Current Assets	
Checking/Savings	
1000 · Checking	67,791.58
1020 · Petty Cash	296.81
Total Checking/Savings	68,088.39
Other Current Assets	
1340 · Grants Receivables	40,000.00
1350 · Contribution Receivables	2,000.00
Total Other Current Assets	42,000.00
Total Current Assets	110,088.39
Fixed Assets	
1500 · Fixed assets	
1502 · Equipment	9,011.58
1590 · Accumulated depreciation	-3,666.96
Total 1500 · Fixed assets	5,344.62
Total Fixed Assets	5,344.62
Other Assets	
1400 · Prepaid	5,803.20
Total Other Assets	5,803.20
TOTAL ASSETS	121,236.21
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts payable	1,701.12
Total Accounts Payable	1,701.12
Total Current Liabilities	1,701.12
Total Liabilities	1,701.12
Equity	
3900 · Retained Earnings	27,903.27
Net Income	91,631.82
Total Equity	119,535.09
TOTAL LIABILITIES & EQUITY	121,236.21

Income and Expense FY 2007

Income	
4000 · Individual contributions	87,408.91
4110 · Restricted Contribution	1,200.00
4150 · Foundation contributions	7,071.32
42000 · Grants	243,525.00
4400 · Event Income	5,275.00
4700 · Misc Income	94.73
Total Income	344,574.96
Expense	
5010 · Salary	131,473.12
5100 · Payroll Taxes	11,557.19
5200 · Employee Benefits	15,248.72
6000 · Advertising Expense	200.00
6010 · Bank charges/CC fees	1,254.27
6020 · Conference fees	420.00
6030 · Consultants	23,617.99
6040 · Interns	3,000.00
6100 · Food-NCTE meetings/trainings	5,791.63
6210 · Honararium	750.00
6220 · Insurance	203.49
6260 · Office equipment-small	300.00
6270 · Payroll fees	1,869.94
6280 · Postage	916.86
6290 · Publications	13.69
6300 · Printing-Program services	2,928.58
6320 · Professional Fees	7,910.50
7010 · Rent	20,801.03
7030 · Supplies	2,204.16
7050 · Staff recruitment	25.00
7120 · Telecommunications	6,636.15
7130 · Temporary hire	1,479.26
7200 · Travel & Meals	13,881.64
7220 · Website	459.92
Total Expense	252,943.14
Net Income	91,631.82



Budget for Fiscal Year 2008

	Personnel	Professional Services	Communications	Conferences & Travel	Printing & Mailing	Base Office Operations	Contingency Fund	Total
Administration	\$32,804	\$4,082	\$918	\$3,959	\$1,131	\$6,287	\$492	\$49,673
Fundraising	\$35,328	\$4,396	\$988	\$4,263	\$1,218	\$6,771	\$530	\$53,494
Lobbying	\$35,328	\$4,396	\$988	\$4,263	\$1,218	\$6,771	\$530	\$53,494
Policy	\$30,281	\$3,768	\$847	\$3,654	\$1,044	\$5,804	\$454	\$45,852
Outreach & Membership	\$30,281	\$3,768	\$847	\$3,654	\$1,044	\$5,804	\$454	\$45,852
Privacy & Documentation	\$30,281	\$3,768	\$847	\$3,654	\$1,044	\$5,804	\$454	\$45,852
Health Access	\$7,570	\$942	\$212	\$914	\$261	\$1,451	\$113	\$11,463
General Programs	\$50,468	\$6,280	\$1,412	\$6,090	\$1,740	\$9,673	\$757	\$76,419
Totals	\$252,340	\$31,400	\$7,060	\$30,450	\$8,700	\$48,364	\$3,783	\$382,097