NBJC

Annual Report 2006-2007



LIFTING AS WE CLIMB

NBJC: Like No Other

NBJC sits at the intersection of two movements for social justice and change—the Gay Rights Liberation Movement and the Civil Rights Movement for Racial Justice. This unique position has allowed us to enter rooms previously off limits on both sides of the fence and to strategize about ways to create a progressive agenda that is inclusive and representative of the needs of Black LGBT and same gender loving individuals, communities, our families and allies. We are bridge builders across communities and a uniter of issues originally thought to be separate.

"As long as there is racism and homophobia in the world there is a need for NBJC. We understand the potent combination of racism and homophobia and how it affects the lives of Black LGBT, same-gender-loving people. We are here to be the bridge to close the gap of public understanding about our lives. We are here to become politically involved to represent our interests at all levels of government. And we are here to become the conduit of spiritual evolution and enlightenment in regards to our sexuality. We are NBJC!"
---- Donna Payne, NBJC Board Vice-Chair



From the Executive Director and the Board Chair

Dear Friends:

We bring you greetings, from the nation's premier Black lesbian, gay, bisexual and transgender (LGBT) civil rights organization.

Founded in December of 2003, the National Black Justice Coalition (NBJC) has mobilized Black same gender loving people, our families and allies in pursuit of our vision of a world where all people are safe to live openly and honestly in every aspect of their lives regardless of race, sexual orientation or gender identity.

In this ever-changing social, economic and political environment, NBJC continues to distinguish itself nationwide by providing quality and culturally competent programming and services to those most in need.

Building a more inclusive movement for the rights and empowerment of Black gay Americans is the groundbreaking mission of the National Black Justice Coalition. We do not take this responsibility and honor lightly.

NBJC has strategically worked at the intersection of race, culture, and sexuality to build formal coalitions and partnerships with mainstream and grassroots Black civil rights and labor leaders, Black LGBT and same gender loving organizations, progressive social justice organizations, and others to ensure that Black communities and individuals have a unified and visible voice in advocating against homophobia and racial discrimination.

This has been a remarkable year of firsts for NBJC. We developed our first comprehensive strategic plan and vision for the organization designed to help guide the direction of our work; galvanized African-American faith communities in support of gay civil rights and racial justice; founded NBJC Action, the country's first Black gay political action organization; and launched a national visibility campaign—The Power of Us™ .

Often we are the first and last resort for our constituencies' most vulnerable individuals. We are very proud of this important tradition of service. NBJC reaches out directly to Black LGBT and same gender loving individuals wherever they might be: in our neighborhoods, bars and streets, churches, clinics, and public forums.

Meeting the ever increasing challenges takes a great deal of time, effort, and monetary resources. NBJC is successfully broadening and diversifying both its programs and our network of supporters. We have engaged in an aggressive fundraising campaign to increase and diversify our institutional support through an enhanced individual giving program, expanded special events programming, and are systematically reaching out to corporations and foundations that share our vision of a safe and gay affirming nation.

As we move toward 2008, NBJC is now uniquely positioned to make sure that our voices will be heard and our concerns are addressed. We invite you to join us for NBJC's Power of Us™ Weekend April 24-26, 2008 at the Renaissance Harborplace Hotel in Baltimore, Maryland where we will host our 3rd Annual Black Church Summit, 2nd Leadership Summit, and a health, arts and cultural exposition. Collectively, the conference is our signature annual event with hundreds of participants from across the nation.

We deeply value your inspirational dedication as a supporter and stakeholder—we are truly building the strength and momentum we need to overcome challenges and maximize successes. Thank you again for uniting with over 10,000 other partners from around the country to fight for equality, civil rights and justice each and every day!

With your stalwart and generous support we are confident that NBJC will continue to make a difference, changing hearts and minds and we all will continue to "lift as we climb."

In brotherhood and faith,

Kylar Broadus, Esq. Chairman, Board of Directors

H. Alexander Robinson, Executive Director & CEO



Our Work:

Since our founding in 2003, NBJC has made great strides in our efforts to combat discrimination, promote dialogue, advance public policies and legislation, and raise the visibility of Black LGBT and same gender loving Americans in the media, in Black civil rights and racial justice communities, labor circles, faith communities and with everyday people in small towns and urban centers.

> *"We are a civil rights organization dedicated to empowering Black same-gender-loving, lesbian, gay, bisexual, and transgender people. NBJC works with our communities and our allies for racial and social justice, equality, and an end to homophobia. Get active, get involved, get NBJC!!"*
> *– H. Alexander Robinson, NBJC Executive Director and Chief Executive Officer*

- Over the past two years, we have made groundbreaking strides in increasing the visibility and engagement of openly gay African-Americans; building the organizational infrastructure of NBJC; initiating innovative programs and outreach efforts in Black LGBT and same gender loving communities to increase civic participation and engagement on issues of marriage equality and civil rights; building formal coalitions and alliances with mainstream and grassroots Black civil rights and labor leaders; and working to ensure that Black LGBT communities and individuals have an independent and self-determined voice on public policies and legislation enacted at the local, state, and national levels.
- We published and widely disseminated "Jumping the Broom," a publication, which answers questions and provides information on issues related to marriage equality in Maryland. To date, we have distributed 3,000 copies to individuals, community-based organizations, civil rights organizations, LGBT organizations, and others. We have completed the research and text for a California version of the publication and are in the process of developing one for the state of Florida. We have recently completed the Massachusetts version and are now working on a strategic outreach plan for the state.
- We strengthened key partnerships and alliances with civil rights, human rights, and labor organizations. We have attended and had a presence at 20 conferences and gatherings. These organizations include the NAACP, Congressional Black Caucus Foundation, National Urban League, the Black Leadership Forum, SEIU, A. Phillip Randolph Institute, National Black Journalists Association, and the Coalition of Black Trade Unionist. We have rented booth and table spaces at conferences; distributed NBJC pamphlets and publications; and participated in panels, roundtables, and discussions. Additionally, NBJC was a co-convener of the Millions More Movement march.

> *"I am proud to state that the National Black Justice Coalition was the first nationwide LGBT organization to speak up in support of the Jena 6."*
> *–Rev. Irene Monroe, Advocate.com 9/28/07*

- We were invited to join the Black Leadership Forum where we have been active supporters of the Voting Rights Act reauthorization campaign. As a result, NBJC's membership in this coalition of African American organizations, the Leadership Forum took a position in opposition to the Federal Marriage Amendment. We were also instrumental in moving the California Conference of the NAACP to fully support marriage equality for California residents.
- With regard to religious affairs, NBJC hosted two Black Church Summits that combined attracted over 400 participants. The Summits were held in Atlanta, Georgia and Philadelphia, Pennsylvania. The first summit was held at the First Iconium Baptist Church in Atlanta, Georgia. Over 40 African American clergy and over 60 faith leaders attended the first conference. Our keynote speakers were the Rev. Al Sharpton and Bishop Yvette Flunder.

> *"Powerful ministers, singers, prophets and preachers, living in a waste land of 'don't ask, don't tell,' particularly if they choose to stay connected in an atmosphere of homophobia and homo-hatred, and the fact that we don't tell even when we're asked doesn't change our reality. It just compromises our integrity."*
> *–Bishop Yvette Flunder, First Annual Black Church Summit, January 2006*

NBJC next held its 2nd Annual Black Church Summit in Philadelphia, Pennsylvania at the historic Bethel AME Church bringing together over 200 faith leaders, community advocates, and thought leaders to discuss the role of religion and faith in Black LGBT and same gender loving communities. Keynote



Our Work:

speakers included Rev. Dr. Michael Eric Dyson, Rev. Deborah L. Johnson and the controversial anti-gay Bishop Harry Jackson. We produced a DVD of the two events that can be used as an educational and outreach tool in the community. If you would like to purchase, please go to our website: www.nbjc.org.

> *"Well, after all, look at the two major places of homophobia in black America right now, hip hop culture, and in the black church. Homophobic and homoerotic at the same time."*
> *–Michael Eric Dyson, Black Church Summit, Philadelphia, March 9, 2007 NBJC Religious Advisory Committee Member*

- In commemoration of the 40th anniversary of *Loving v. Virginia*, the landmark case in which the United States Supreme Court declared unconstitutional Virginia's anti-miscegenation statute, the "Racial Integrity Act of 1924." NBJC in partnership with Faith in America created a video featuring Julian Bond, Chair of the National Association for the Advancement of Colored People (NAACP), in support of gay marriage and equality. The message in the video was loud and clear—the struggle to achieve LGBT equality is in line with other historic struggles for rights and the freedom to love whomever you choose.

> *"If for some religious reason you don't want me to marry in your church, that's ok, in your church, but don't bring your religious bigotry against me into city hall. Everyone has a right to marry the person of their choice."*
> *–Julian Bond, NAACP Chair, commenting on Loving v. Virginia case in June 2007 on www.YouTube.com*

- In this multi-media digital age, NBJC has launched *NBJC TV* to better connect with Black LGBT and same gender loving youth and to give more visibility to the lives and experiences of Black LGBT and same gender loving individuals, communities, and families. Webisodes focus on topics such as religion and sexuality; what it is like to be Black and gay; and marriage equality. So far this year, NBJC TV has received over 10,000 hits and views. We have also published *NYANSAPO*, NBJC's quarterly newsmagazine and distributed more than 20,000 copies at conferences, events, and to LGBT community centers.

- In 2007, NBJC launched the country's first public awareness campaign—The Power of Us™ designed to provide affirming and positive images of Black LGBT and same gender loving communities and Individuals. Launched in Washington, D.C. with subsequent events in Los Angeles and New York City, the Campaign features LGBT and same gender loving families, couples, and friends with an empowering message of strength and unity. For more information on how you can become more involved and support these events visit us at www.nbjc.org

- NBJC's rapid response communications strategy enabled us to respond to conservative Black clergy claiming that the federal hate crimes legislation silenced ministers by speaking truth to power: taking on the opposition to ensure Black LGBT and same gender loving individuals and communities had a unified and amplified voice when the opposition to gay rights and liberties speak out proclaiming to speak for the entire Black Community.

> *"We live in a society that is determined to categorize and force people into a box, assigning them with a ratings value of good or bad based upon their race, class, culture and sexual identification."*
> *–Keith Boykin, NBJC Co-Founder*

- In the area of constituency development and mobilization, NBJC has participated in numerous Black Gay Prides around the country. In addition, NBJC provided financial support to 10 Black Gay Prides in 2005 and 20 in 2006. As a result of NBJC's participation, each Pride added public policy components—specifically HIV/AIDS, LGBT rights and religion, gay family recognition and marriage equality, Coming Out pledges and the encouragement of civic participation.

> *"The efforts of antigay preachers and their supporters are not the way to create the Rev. Martin Luther King Jr.'s vision of a 'Beloved Community' - where we all strive to treat each other with respect and compassion."*
> *–Drs. Cornel West and Sylvia Rhue, Director of NBJC Religious Affairs, Boston Globe 9/25/2007*





- In the state of **Maryland**, NBJC created a state-wide coalition of local and state-level Black LGBT activists and advocates. We held convenings, gatherings, and symposiums on issues of marriage equality, affirmative action, HIV/AIDS, religion, and identity. We also participated in Equality Maryland's Lobby Day at the State House in Annapolis, Maryland. In addition, the Director of Religious Affairs testified in the MD Senate and Assembly on the issue of marriage equality. We also met with Black statewide candidates for elected office to ask for their support of LGBT civil rights including marriage.
- In the state of **California**, NBJC was instrumental in moving the California Conference of the NAACP to fully support marriage equality for California residents. We also met with Black statewide candidates for elected office to ask for their support of LGBT civil rights including marriage. In California, all of the candidates with one exception pledged their full support. Furthermore, in June 2007 NBJC hosted and facilitated an educational forum in conjunction with the annual conference sponsored by the Legislative Black Caucus Foundation. In addition, in early 2007 our Religious Affairs Director conducted a media-specific training for nearly 100 faith-based leaders.
- In the state of **Illinois**, NBJC's Director of Communications conducted a media training for nearly 50 Black LGBT activists in Chicago.
- In the state of **Michigan**, NBJC actively supported the NAACP's 2007 Conference in Detroit, hosting 3 prominent and well attended events: a booth in the convention hall, church service, and awards reception.
- In the state of **Florida**, NBJC hosted 4 town halls entitled, "In Spirit and In Truth" focused on homosexuality, religion in the church and Florida-specific legislation around marriage organizing efforts. In addition, in October 2007 the Executive Director spoke at the Ujaama Men's Collective conference sponsored by the C.L. Brumback Health Center.
- In the state of **New Jersey**, NBJC has been active on the issue of marriage and supportive of numerous events, public forums and public testimony with state legislators in Trenton held in collaboration with Garden State Equality.

"Having the right to live your life openly and honestly with your partner is a right many in mainstream society take for granted. But for the LGBT community there are still real political hurdles where discrimination on all levels is still allowable with very little legal recourse for us to stand upon. Being denied the civil right of marriage is one of the most egregious of these political hurdles as we are stripped of over 1,000 crucial federal benefits that would protect our loved ones and families."
–Nadine Smith, NBJC Action Fund Board member

- NBJC hosted its first bi-annual summit that convened Black LGBT leadership to discuss debate and develop strategies to address the needs and policy priorities for Black LGBT people. The Black Leaders Summit was held in Washington, DC in 2005. This gathering will again re-convene during the *Power of Us™ Weekend* which will be held April 24-26, 2008 at the Renaissance Harborplace Hotel in Baltimore, Maryland.
- We also partnered with the Gay & Lesbian Leadership Institute to host Candidate and Campaign Trainings specifically designed for prospective Black LGBT candidates and community activists. Our on-going goal is to build a cadre of individuals with expertise in campaign strategies and who are prepared to engage in issue and candidate campaigns.

"The NBJC Action Fund is a 501c4. It is the political organizing arm of the National Black Justice Coalition. NBJC Action conducts lobbying and fundraising efforts on Capitol Hill and in State Legislatures across the country. Our focus is you! We represent the interests of ***Black LGBT and same gender loving*** *men, women and youth. NBJC Action is also dedicated to increasing the total pool of Black and openly LGBT men and women in politics. We prepare them to successfully run for office through a series of trainings, mentoring, and fundraising efforts."*
–Honorable-Darryl Moore, Councilmember City of Berkeley, NBJC Action Board of Directors

NBJC's growth has been tremendous. Our success is due in large part to your support and has enabled us to initiate ground breaking programs and move from a small upstart organization to a full-fledged institution.



LIFTING AS WE CLIMB

Fundraising and Development

NBJC's donor program continues to contribute to the long-term growth, stability and diversity of the organization's funding structure. NBJC would like to take this opportunity to thank all the many individuals and other entities listed below for their on-going support.

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Organizations

Black Pride, Washington DC
Equality Maryland
Equality Virginia
Gay Men's Health Crisis
LGBTA Student Resource Center
Log Cabin Republicans
Metropolitan Community Church of New York
National Center For Lesbian Rights
People of Color in Crisis
Service Employees International Union

2006 Financial Statement

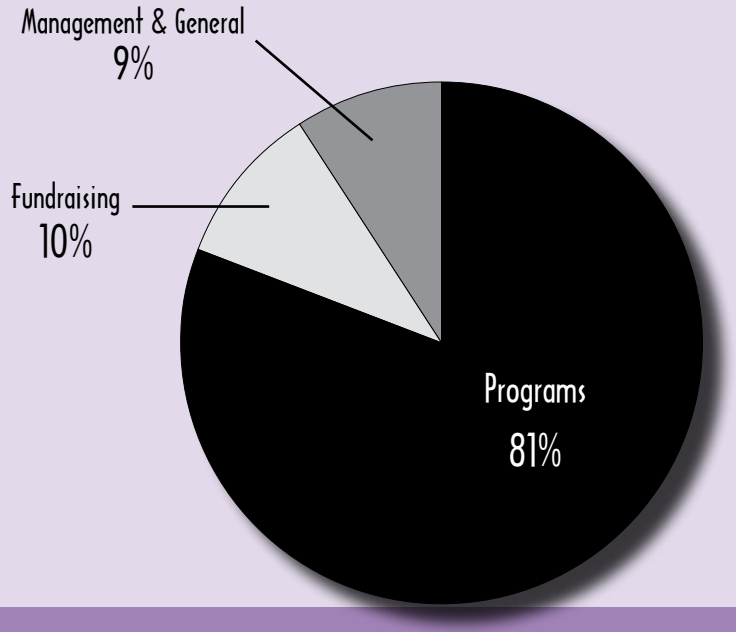
Revenue

Individual	
Total Individual	$284,960.00
Private Foundations	
Total Foundations	$597,500.00
Program Income	
Total Program	$ 1300.00
Total Funds to be Raised	**$883,760.00**

Expenses

Program Services	$631,371.00
Fundraising	$73,863.00
Management and General	$71,883.00
Total	**$ 777,117.00**

Functional Expenses as a Percentage of Total Expenses



NBJC Board Members and Founders

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(Founder and Member Emeritus)

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Sonya Shields, Alan Bell, Meredith Moise and Sian Lewis.

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