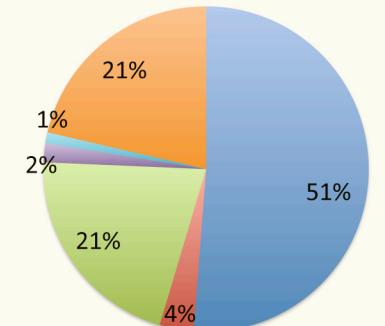
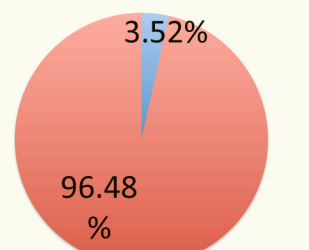
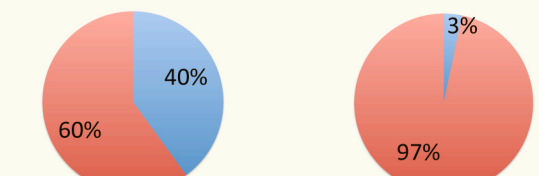

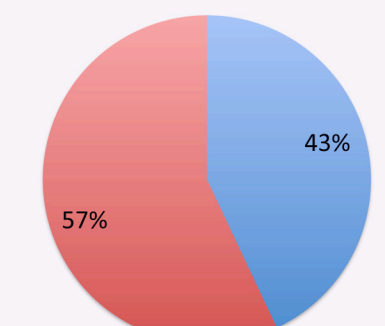
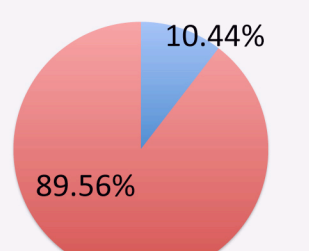
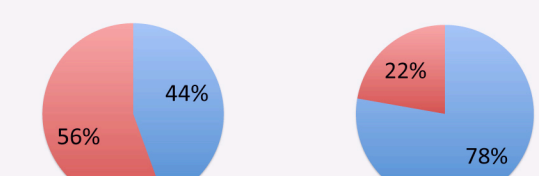
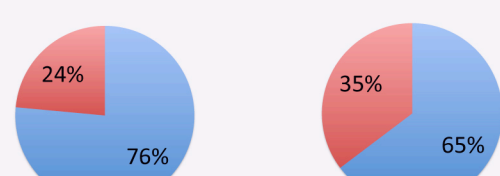
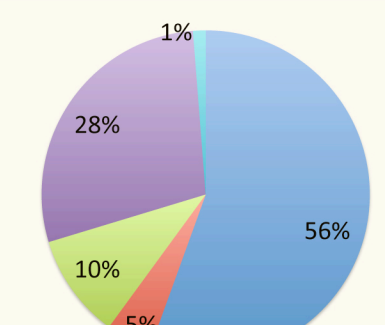
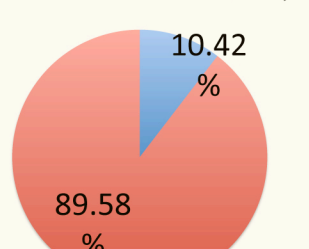
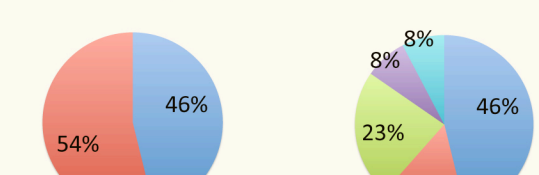

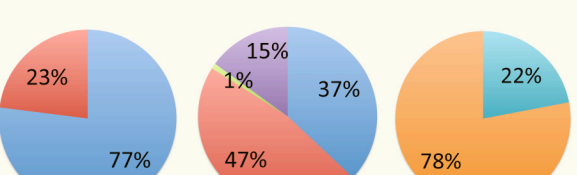
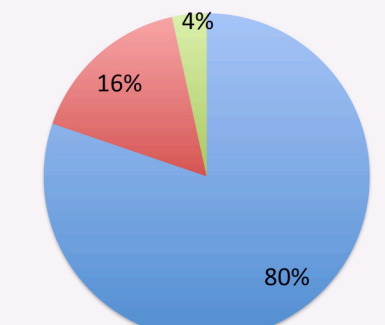
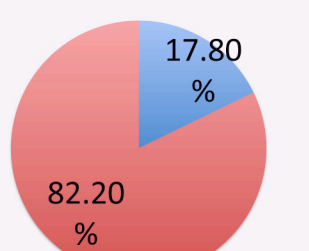
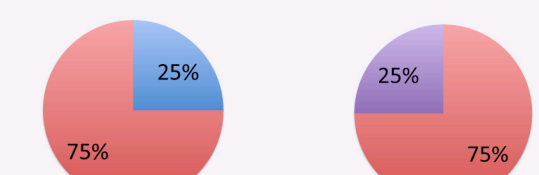
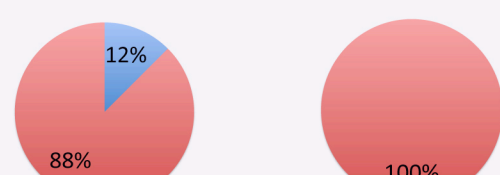
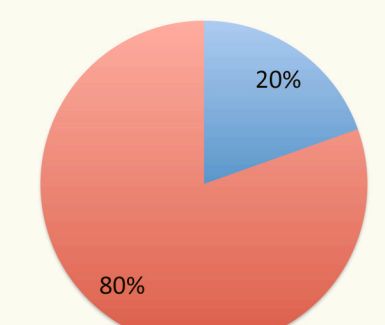
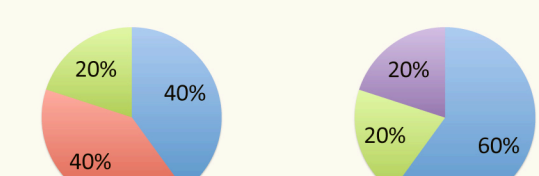
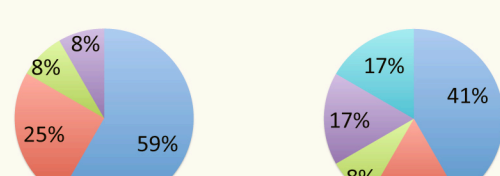

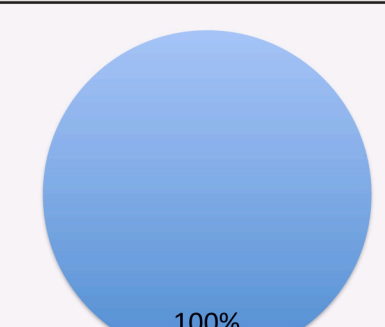
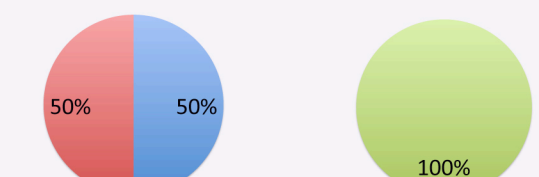
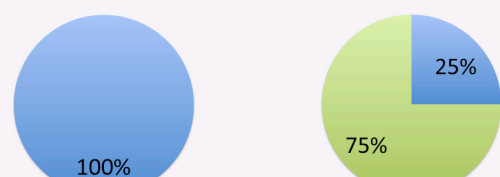


ORGANIZATION	BUDGET BREAKDOWN	SALARY	STAFF	BOARD	CLIENTS
<p>South Side Help Center Incorporated 1987 Fiscal Year: Jan 1-Dec 31 The community organization provides prevention, counseling and support services; assists fellow nonprofits. 2011 Income: \$2,135,324 2011 Expense: \$2,135,324</p>	 <ul style="list-style-type: none"> Federal grants State grants City grants Private foundations Fundraising Foundation grants 	<p>■ Executive Director: \$78,000 ■ Total NGO Income: \$2,135,324</p>  <p>Top Five Salaries: \$78,000 \$65,000 \$62,000 \$55,000 \$54,000</p>	<p>South Side Help Center (cont.) 30 full-time employees ■ Male 12 ■ Female 18 ■ White 1 ■ Black 29</p> 	<p>12 board members ■ Male 6 ■ Female 6 ■ White 1 ■ Black 11</p> 	<p>South Side Help Center serves 4,000-5,000 clients in Chicago and the southern suburbs annually.</p> <p>Clients are male and female. Most clients are Black. (No further breakdown provided).</p>
<p>Equality Illinois Incorporated 1991 Fiscal Year: July 1-June 30 Promotes LGBT-friendly legislation in the Illinois General Assembly; works for LGBT equality statewide. 2011 Income: \$1,012,422 2011 Expense: \$963,446</p>	 <ul style="list-style-type: none"> Private foundations Fundraising 	<p>■ Executive Director: \$118,000 ■ Total NGO Income: \$1,012,422</p>  <p>Top Five Salaries: Not provided.</p>	<p>Equality Illinois (cont.) 9 full-time employees ■ Male 4 ■ Female 5 ■ White 7 ■ People of color 2</p> 	<p>17 board members ■ Male 13 ■ Female 4 ■ White 11 ■ People of color 6</p> 	<p>Equality Illinois has statewide impact. It does not track race or gender. (No further breakdown provided).</p>
<p>AIDS Legal Council of Chicago Incorporated 1987 Fiscal Year: July 1-June 30 Preserves, promotes and protects the rights of those living with HIV/AIDS. Provides direct legal service, education. 2011 Income: \$886,829 2011 Expense: \$922,755</p>	 <ul style="list-style-type: none"> Federal grants State grants Private foundations Fundraising Other 	<p>■ Executive Director: \$103,204 ■ Total NGO Income: \$886,829</p>  <p>Top Five Salaries: \$103,204 \$87,750 \$63,860 \$60,610 \$52,874</p>	<p>AIDS Legal Council of Chicago (cont.) 9 full and 4 part-time employees ■ Male 6 ■ Female 7 ■ White 6 ■ Black 2 ■ Latino 3 ■ Asian 1 ■ Biracial 1</p> 	<p>16 board members ■ Male 13 ■ Female 3 ■ White 12 ■ Black 2 ■ Latino 2 ■ Asian 1</p> 	<p>860 unduplicated clients; 1,500 legal cases ■ Male 77% ■ Female 23% ■ White 37% ■ Black 47% ■ Multiracial 15% ■ Asian 1% ■ Latino 22% ■ Not Latino 78%</p> 
<p>Affinity Incorporated 1996 Fiscal Year: Jan 1-Dec 31 Social justice organization that works with LGBT communities of color. Creates safe spaces; organizes leadership training. 2011 Income: \$214,035 2011 Expense: \$169,829</p>	 <ul style="list-style-type: none"> Private foundations Fundraising Other 	<p>■ Executive Director: \$46,334 ■ Total NGO Income: \$214,035</p>  <p>Top Five Salaries: \$46,334 \$29,000 \$26,000 \$9,600 N/A (4 paid staffers)</p>	<p>Affinity (cont.) 3 full- and 1 part-time employees ■ Male (trans) 1 ■ Female 3 ■ Black 3 ■ Asian 1</p> 	<p>8 board members ■ Male 1 ■ Female 7 ■ Black 8</p> 	<p>Affinity reaches 2,695 clients in Chicago and the surrounding suburbs.</p> <p>Clients are mostly female and Black. (No further breakdown provided).</p>
<p>The Civil Rights Agenda (TCRA) Incorporated 2010 Fiscal Year: Jan 1-Dec 31 Works for LGBT equality through state-wide education, advocacy and community and organizational coalition-building. 2011 Income: \$20,001 2011 Expense: \$18,458</p>	 <ul style="list-style-type: none"> Private foundations Fundraising 	<p>■ Executive Director: \$0 (Volunteer)** Budgeted for 2012: \$48,500</p> <p>Not applicable.</p> <p>Top Five Salaries: N/A*</p> <p>*TCRA's 2011 staff is all-volunteer.</p>	<p>The Civil Rights Agenda*** (cont.) 5 full- and part-time employees in 2011 ■ Male 2 ■ Female 2 ■ White 3 ■ Black 2 ■ Latino 1 ■ Other 1</p> 	<p>12 board members ■ Male 7 ■ Unidentified 1 ■ White 5 ■ Black 2 ■ Female 3 ■ Queer 1 ■ Latino 1 ■ Other 2 ■ Mixed Race 2</p> 	<p>208 clients in Workplace Project (TCRA also reaches thousands through advocacy.) ■ Male 50% ■ Female 50% ■ White 57% ■ Black 30% ■ Latino 10% ■ Asian 3%</p> 
<p>Association of Latino Men for Action (ALMA) Founded early 1990s; Incorporated 2003 Fiscal Year: Jan 1-Dec 31 Empowers Latino LGBT men through support, advocacy, cultural programming and leadership opportunities. 2011 Income: \$81,000 2011 Expense: Not provided.</p>	 <ul style="list-style-type: none"> Fundraising and foundation grants 	<p>■ Executive Director: \$0 (Volunteer)</p> <p>Not applicable.</p> <p>Top Five Salaries: One paid employee (grant position) earned \$51,000 in 2011. Other staffers were volunteers.</p>	<p>Association of Latino Men for Action (cont.) 1 full-time and 1 part-time employee ■ Male 1 ■ Female 1 ■ Latino 2</p> 	<p>8 board members ■ Male 8 ■ White 2 ■ Latino 6</p> 	<p>ALMA is primarily an advocacy organization. It does not provide direct service. (No further breakdown provided.)</p>

**TCRA: "Reasonable expenses incurred by the director are reimbursed, but we do not allow nor budget a discretionary expense fund for any employee or Governing Board member."

***TCRA: "The Civil Rights Agenda does not believe in identifying racial or gender categories as a way to measure or qualify an organization or any social institution. We will reluctantly answer these questions for reasons of transparency, and based on stated self-identification from each individual."