

# Annual Report for White Crane Institute

**D**uring their tenures, Bob Barzan and Toby Johnson provided an annual accounting of the Journal in the Journal. Our rapid growth and expanding projects over the past three years since Dan Vera and Bo Young have taken on the stewardship of the magazine have moved this to a back burner. But in the interests of complete transparency we intend to continue this annual reporting; this will be the first.

White Crane Institute was incorporated as a nonprofit 501(c)(3) tax exempt, educational corporation in New York State in 2005 to protect the future of *White Crane*, with an interest in expanding the publishing and archival work that had been accomplished with the Journal. Formerly a newsletter through which the readers shared their lives and the history of queer people was reviewed with the explicit understanding that our stories, our histories, played a critical role in the development of life on Earth we have now created other avenues, other opportunities and other outlets that serve these same ends: books, collaborations with other community leaders and wise elders in the community, a refinement of the sophistication of the publishing we were already doing, and expansion and refinement of our e-publishing.

Where White Crane has come in a very brief time is nothing short of amazing. And when one considers that much of the accomplishment has been achieved through the unpaid work of a handful of devoted "staff" it is all the more impressive. *White Crane* has always been "reader-written" which has translated into "reader-supported" in recent years. While in the strictest of definitions (e.g. supporting staff salaries and benefits) *White Crane* cannot be said to be entirely self-sustaining it is, nonetheless, an organization that has functioned with fiscal responsibility while creatively achieving significant ends. The basic breakdown is as follows:

Cash accounting for the Fiscal year, starting in July 2006 to June 30, 2007 (through Issue #73).

Income		Expenses:	
Subscriptions	\$ 6,617.61	White Crane Journal	\$12,085.56
Donations	\$14,050.00	White Crane Books	\$4,600.00
Book sales	\$5,583.62	Leadership Academy	\$14,537.10
Foundation Grants	15,000.00	Bones of Our Ancestors	\$ .
		Queer Spirit	\$2,433.00
Total	<u>\$41,251.23</u>	Office/Computers	\$2,876.43
		Archive Materials	\$ 1,088.18
		General Operating	\$ 3,630.96
		Total	<u>\$41,251.23</u>

*White Crane* has always been reader-supported. And since our incorporation as a 501(c)(3) tax exempt, educational corporation, reader support has become both more necessary, more apparent and more financial. It is clear members of the community want *White Crane* to continue into its third decade of publishing. Individual donations range from the addition of a few extra dollars on a check for a subscription renewal, to quarterly appearances of money orders in the amount of \$1500 purchased at a local supermarket to a single donation of \$7,500 to foundations making initial, testing the waters grants ranging from \$2500 to \$10,000.

While cash flow has amounted to more than forty thousand dollars, at the highest point, the annual operating budget for White Crane Institute, i.e. the balance in the bank, has never been greater than the \$25,000 average benchmark reporting level required by the Internal Revenue Service. As a result, we have yet to submit a 990 tax return to the IRS. This has been a matter of practicality as much as a matter of benchmarks. Monies have never been used for salaries, and all tasks have been accomplished through volunteer services. We have yet to locate a volunteer accountant. That said, administrative costs (general operating costs) have amounted to less than 8% of the total budget.

## Donations and Contributions

Due to limited staff and increasing demands on individual time, we have had little in the way of grants outreach - or any active, focused fundraising outreach - as yet. Nevertheless, we have received both foundation and corporate support, major donor support, as well as individual support.

**Note:** There are two "Calamus" Foundations, one located in New York and one incorporated in Florida that share identical corporate names, though they are distinct and separate entities. For the purposes of this report, we will distinguish the Florida-based Calamus as **Calamus I**, since it was the first of the Calamus Foundations with which WCI came in contact, and **Calamus II** to indicate the NY-based Calamus).

White Crane received \$5000 grant-in-aid from the Calamus Foundation II in support of the Gay Men's Leadership Academy 2006 (some of which was applied to the West coast Academy, held prior in the year and before the start of FY 2006-07). In year-end (December) donations we received an additional \$2500 from Calamus II as well as a \$10,000 general operating grant from Calamus I. Additionally, on a quarterly basis, we received an anonymous individual donation of \$1500, amounting to \$6000 in contributions. Murray Edelman made an unrestricted contribution of \$7500.

There have been numerous smaller donations and gifts under \$100. And one donation through a Matching Funds program through an employer. We encourage you to look into your own employer's donation policies to take advantage of similar programs.

## Key Personnel: Who Does This Work and Why?

We will review the goals, mission and accomplishments of White Crane Institute, and by extension, each of the programs and projects we have undertaken. But before we go much further, it is important to understand that the magazine you hold in your hands is produced through the daily - as in virtually seven days a week - efforts of a small handful of people. A *very* small handful; most of the time, it is the work of two people, Dan Vera and Bo Young. Neither takes a salary for their work, though both work virtually full time (and then some...our desks are both within feet of where we sleep) We are reimbursed for expenses related to work accomplished for *White Crane* and White Crane Institute, and we report those reimbursements to you here. And, it should be noted, the work is considerable. The magazine you hold in your hands is the final product of months of serious and occasionally overwhelming conversations, soliciting, writing, editing and layout.

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Soliciting, reading and reviewing submissions, editing of submissions, as well as the daily management of national and international reader inquiries, emails, letters, subscriptions, bookkeeping, and banking are just the beginning of the work. There are meetings (both in person and by phone) with authors, materials collection for book publishing, phone conferencing and meetings for production, retreats and conferences.

Dan and Bo spend many, if not most Mondays and Fridays on a speaker phone connection, augmented by online computer conferencing, going over as many details and issues as they can remember (thank goodness for DSL/Cable/Television bundling that makes all long distance phone calls no more than \$39 a month!) It is their vision and their friendship that produces these results. If there are occasional slip-ups, we hope this explains it a little better for you.

We continue to be honored by the participation and support of former publisher and now Board member, Toby Johnson. Toby's contributions and support cannot be overstated. He has committed time, money and energy without which we could not do what we do. His standing in the community is a reflection on us, and we are grateful to him for the work he does, particularly for the tireless reading and reviewing of books and other forms of media that you see in our Reviews and Recommendations section.

Additionally, Andrew Ramer, Eric Riley, Donald Engstrom and Sunfire, have produced and/or continue to produce their fine contributions to the content of the magazine. Andrew's column Praxis, Sunfire's regular reporting of his peregrinations, Donald Engstrom's representing of the multiverse world, and Eric Riley's excellent librarian skills that produce the re:Sources column, all add up to the create the White Crane Journal reading experience, of which we are so proud. We welcomed a new column with the latest two issues, Frank Talk, (a writer who wishes to remain mysteriously anonymous) and Gay men's health has brought us Jeff Huyett's *Owner's Manual* health column.

## How Our Projects Develop

When we approached Eric Rofes to write a special article for Issue 66, *Our Bodies, Our Selves*, we hardly realized how much this was going to be like plugging into a power socket! Eric was one of those people who brimmed over with ideas, and who shared a vision of what White Crane can and should be. It wasn't long before we discovered that his definition of the term "health" was virtually identical to our definition of "spirituality and culture" i.e., a fully integrated participation in your world.

This led to the development of the **Gay Men's Health Leadership Academy** as a sponsored project of White Crane

Institute. Within a very short time, the first two Academy retreats were planned, one on the west coast and one on the east so as to facilitate easy access from both areas of the country as well as in recognition of the networks in which these professionals moved. The idea was to bring together people from across a spectrum of disciplines...not just health providers, but social workers, young people elders and others...and create an on-going academy where ideas could be planted, nurtured and flourish.

It was not part of the plans that Eric died a few months after the first of the Academies, and a few months before the second. Nevertheless, with the able management of Chris Bartlett, including fundraising, curriculum development, staffing and marketing, the second of the Academies was held...with five more people attending than had come to the first one. Chris, Kevin Trimmel Jones, Scott Pegues and Fred Lopez continue to manage this White Crane Project. Foundation support enables scholarships to be offered, and has ensured a broad mix of age and race in attendance. Attendees also pay a \$750 for the weekend workshop that further covers the costs and fees for the facilitators.



Gay Men's Health Leadership Academy

We're proud to be working with Jerry Buie, an old friend of White Crane, who does Pride Counseling in Salt Lake City and has been doing social work with Gay men there. He and John Cottrell have developed a weekend retreat White Crane is sponsoring called **Queer Spirit**. You can see more about it at [www.queerspirit.org](http://www.queerspirit.org) By accessing ceremony, storytelling, movement, and expression they are creating a space that will facilitate friendship, (inter) connection, and improved self-esteem. They're unraveling "old stories" - belief systems that no longer serve - that often sabotage efforts in life. The retreat assists participants in creating "new stories" -

healthier belief systems - of empowerment as Gay men. Just as we have been doing in the pages of White Crane for 18 years, participants find the higher purpose of their lives by sharing personal stories. They incorporate the use of talking circle, group process and indigenous ceremony with the aim of honoring our paths as queer men.

The **White Crane website** has become one of the more important faces to the world. It is clearly the first and most accessible connection men - and anyone looking for "Gay spirituality" or "Gay culture" in a search engine make with us. The world is a mere click away from *White Crane* and [GayWisdom.org](http://GayWisdom.org), and the world does find us, resulting in our distribution and subscription in 22 countries, from Europe, to Southeast Asia, to South America. We use the web to maintain a more responsive connection to the world-wide community of Gay men; something that a quarterly publication alone, or a catalogue of books, or any particular workshop or retreat is unable to do. We have begun offering a daily **Gay Wisdom Yahoo! Group**, that has nearly as many subscribers as the magazine, with very little crossover.

Subscribers to **GayWisdom** (sign up at [www.gaywisdom.org](http://www.gaywisdom.org)) receive a daily mailing that is Gay Culture 101, as well as being a daily reminder of Gay history, accomplishments, and stimulating discussion of Queer theory and culture.

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And finally, documentary filmmaker Steven Solberg has brought his project *“Standing on the Bones of Our Ancestors: Exploring the Role of the Queer Tribal Elder”* to us. We look forward to assisting in the completion of this film.

## White Crane Mission Statement

**White Crane Institute** promotes the study of the role of Gay men, queer sexualities and gender variation and orientation in the evolution, psychology, sociology, and practice of spirituality, ritual, and religion.

**White Crane Institute's** goal is to foster the gathering and dissemination of information about the critical role sexuality and gender has played and continues to play in the development of cultural, spiritual and religious traditions and to provide a nurturing environment for the continuation and expansion of those explorations for the greater good of all society.

**White Crane Institute** is dedicated to researching, exploring and documenting the variety of manifestations of the spiritual search — both mainstream and individual — among contemporary GLBT men and women. To disseminate this information, we publish the quarterly, reader-written journal, *White Crane*.

Evolutionary theory posits that nothing endures in Nature that doesn't provide some kind of adaptive behavior for the good of Nature as a whole. There is ample historical, scientific and anthropological evidence to demonstrate that same-sex oriented people have been and are, critical components in the development of healthy, integrated societies concerned with deeper values and spiritual community.

To demonstrate the essential, unique gifts that the often marginalized GLBT community plays in the spiritual development of humankind, **White Crane Institute** seeks to reclaim, through self reflection, scholarly study, and research, the traditional and natural role of GLBT people in the holistic, spiritual evolution of contemporary society.

*White Crane* and **White Crane Institute** will therefore:

- Encourage self-reflection and examination through the writing and publishing of both scholarly and idiosyncratic spiritual, cultural and wisdom exploration in *White Crane* and other publishing enterprises.
- Conduct and support scientific and historical research to create a body of empirical knowledge.
- Provide venues for the individual voice of reflection in search of a deeper relationship with self, others, and the environment.
- Sponsor conferences, workshops and retreats to provide "time-out-of-time" and safe space for individuals of diverse paths to come together to share, learn and expand their choices.
- Maintain a resource center and archive dedicated to the diverse paths that lead to an enhancement of interconnected, holistic community.

- Provide support to other groups and individuals dedicated to these same concepts.

We are a Talking Circle, a Heart Circle, convened to share stories and create a community whose wisdom is greater than — a synergy — its individual parts. **White Crane** operates with the core belief that there is a certain, rational, definable and observable role that Gay people (and for the purposes of this discussion, we use the single term "Gay" to be inclusive of the GLBT community) play in the evolution of life on Earth. Further, we believe that Gay people make unique contributions to all culture, and represent a subculture of their own. This statement has been included in the masthead of the *White Crane Journal* since the very first issue, in one form or another.

It is a very deliberate use of language starting with the reference to "evolution." Old Man Harry Hay used to tell anyone who would listen that from a purely scientific, evolutionary point of view, nothing survives in Nature that doesn't serve Nature.

In other words, there must be an evolutionary, adaptive role that same-sex people play that explains the survival of homosexuality across cultures, time and even species. Only recently have scientists even begun to see homosexuality in the animal world and we now have cutesy human-interest stories in daily newspapers about Gay penguins and the erotic play of Bonobo monkeys making the academic rounds in scientific journals.

Our operating belief — a belief that can be supported with history, reason and intuition — is that Gay people serve a balancing role between and among the sexes, as well as other observable and definable roles. The manifestations of these roles can be seen in different forms in the field anthropology: Mediator, Shaman, Teacher, Healer, Culture Carrier and Protocol Expert... but also the Jester, the Sacred Fool, the Clown and the Contrary. When we have this map as we look at stories of same-sex peoples in history, as well as just looking at modern culture, it isn't difficult to see the tendency among our people to fit into these various roles.

We seek to re-contextualize spirituality in our everyday lives. We define "spirituality" in the broadest possible terms, not to water it down but to reinsert it into every activity and occupation we have, to make it as inclusive an idea as possible. White Crane's definition of spirituality is *“that which provides a deeper relationship with yourself, your community and the world at large.”*

We intend to sanctify our lives and the world in which we live them.

## The White Crane Board of Directors:

Bo Young  
Dan Vera  
Pete Montgomery  
William J. Foote  
Toby Johnson  
Chris Bartlett.

The full listing of our Advisory Board is available on line at [www.gaywisdom.org](http://www.gaywisdom.org)

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## How We Spend the Money We Have

The accounting given at the beginning of this report is done in a Cash Accounting form. The narrative that follows is necessarily more of an accrual report, as projects, income and expenses more often begin and end before, during and after the actual 1-month span of the fiscal year. The broader categories that constitute the expenses for White Crane Institute include:

### Printing:

Because our major projects are publishing, printing is necessarily the largest expenses for White Crane Institute. Up until the winter 2006 issue all printing for the *Journal* had been handled by a small Texas printer who disappeared on us, necessitating a last minute scramble for the winter issue. Because of our small run, not many printers would even consider taking us on as a client, but an extensive search for a competitive printer for *White Crane* was conducted. The new printer we found enables us to upgrade in nearly every way, which we think is obvious in the product you hold in your hands. It makes photography and better graphics available to us that were not possible before. It comes, of course, at a cost, and printing costs have nearly doubled with this new printer. An increase would have been the case wherever we would have gone. Additionally, the fulfillment, which had been handled by the former printer needed to be separately managed (see below). Beginning with fall 2008, our twentieth year of publishing, we will need to increase subscription rates to account for these, and postal cost increases.

The greatest part of the printing costs is, of course, for the journal. There have been printing costs for both the Leadership Academies and for the Fellow Travelers exhibit and they are included in the total.

**Total printing expenses \$15,070.48**

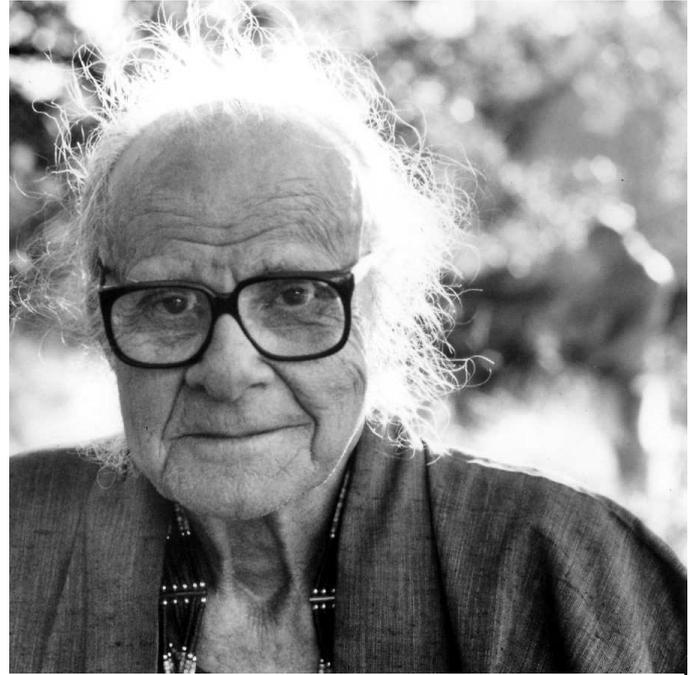
### Postage:

Postage is the next largest expense we take on, with postage and fulfillment fees being included in the category. Up until winter 2006 printing and fulfillment was managed through the printer Toby Johnson had used in Texas. In addition to finding a new printer for the winter issue (and thereafter) we needed to find a fulfillment house that would manage mailing of each issue. Both of these were accomplished at increased expense. Postage expenses are also incurred for back issue fulfillment, mailing of books and materials to writers and reviewers, general correspondence and new subscriptions that come in between mailings. With the assistance of our new fulfillment house, Citipost, we are now qualified for nonprofit postage rates and this should represent a savings in the mailing of the magazine. Other postal increases still apply.

**Total postage \$ 6,413.75**

### White Crane Books:

We have a management partnership agreement with Steve Berman who manages the production of books that are printed under these imprints with Lethe Press: White Crane Books, White Crane



Portrait of Harry Hay from Mark Thompson's Fellow Travelers Exhibit of Portraits

Spirituality Series, White Crane Wisdom Series. The arrangement pays Lightning Source a fee for service and each participant, (i.e., White Crane Institute, Lethe Press and the author) a 1/3 net royalty, or about 10% of the cover price of each book. Additionally, White Crane made a \$3500 (+8% interest = \$3780.) loan to Lethe Press that was repaid in full by direct deposit from Lightning Press who does the physical Print On Demand printing for the books.

**Total cost for WC Books \$ 4,600.00**

**Surplus for WC Books \$ 2,205.62**

### Sponsorships:

White Crane Institute has grown through partnering with individuals who do projects that are in concert with our mission. Each project fundraises for itself and White Crane Institute provides organizational support. Providing fiscal sponsorship, at an 8% sponsorship fee, enables us, for example, to partner with Eric Rofes (originally) in the development of the **White Crane Gay Men's Health Leadership Academy**. After Eric's sudden death in mid-2006, we made the difficult decision to continue, and under the management of Chris Bartlett and his team (Kevin Trimmel Jones, Scott Pegues, Fred Lopez) and are now in the second year of planning for this important work in Gay Men's Health. This involvement has also provided White Crane with a role in the biannual LGBTI Health Summits. The Gay Men's Leadership Academies are held on the west coast and the east coast at Wildwood and Easton Mountain respectively, to enable easier access and post-Academy networking.

We also sponsor Queer Spirit community development retreats in Salt Lake City in partnership with Pride Counseling and Jerry Buie. Sponsorships include fees and rentals for retreat leaders and facilities and the expenses and travel associated with all of these workshops and retreats.

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We sponsor the Fellow Travelers photography exhibit by artist photographer, Mark Thompson. We are currently touring the fifteen photos to various LGBT Community Centers around the country. **The Fellow Travelers Exhibit** hung in New York's LGBT Center from April to September of 2007. From there it will go on to Philadelphia, Washington, D.C. Salt Lake City and Modesto CA. We are also looking to book it into Chicago and Cleveland. And we have recently signed a sponsorship agreement with filmmaker Steven Solberg to assist him with the film *Standing on the Bones of Our Elders*, a documentary examining elderhood in the Gay men's community.

**Sponsorships: \$14,022.92**

## Travel and Entertainment:

Both Dan and Bo travel, alternately, between Brookland (Washington D.C.) and Brooklyn (NYC), respectively, quarterly when possible, to work together on the final layout of each issue of the Journal as well as to conduct Board business. Both traveled for various White Crane business-related purposes over the past year. Bo went to Los Angeles for the Rise Up & Shout! benefit in September (where a \$1500 donation was received from the Gay Men's Medicine Circle); In November both Dan and Bo traveled to San Francisco to meet with James Van Buskirk at the Hormel Center of the San Francisco Public Library, White Crane founder, Bob Barzan and various writers with whom we are working, as well as attending John Burnside's 90<sup>th</sup> birthday event.

Bo and Dan attended the Gay Spirituality Summit at Easton Mountain in October, 2006 and attended and presented at the LGBTI Health Conference in Philadelphia in April 2007. Some business entertainment and travel costs included reimbursement to Mark Thompson for his travel, for the Fellow Travelers closing event, and catering for this event, provided by Housing Works. Additionally, there were fees and events in connection with the Triangle Publishing Awards and the Lammy awards, the latter for which White Crane Books was a nominee with *Charmed Lives*.

**Total Travel & Entertainment: \$ 3,925.54**

## Professional Fees and Conferences:

As mentioned above, Bo and Dan have attended conferences, trainings, award ceremonies, all with entry fees. Additionally, we are members of various professional organizations, and maintain subscriptions to appropriate journals and publications.

**Professional Fees/Conferences: \$ 2,643.89**

## Public Relations and Advertising:

For the first time, we have been able to buy advertising and create materials for press packages, banners for events and conferences. These have included: regular ads for White Crane Books in *The Lesbian & Gay Review*; ad pages in *Creating Change* conference program book; ad pages in SF Pride program book and others.

**PR/Advertising expenses: \$ 1,597.43.**

## Archive Materials:

One of the missions of the Institute is the gathering and maintaining of archival materials (books, films, CDs, DVDs etc) that either document Gay spirituality, culture and wisdom, or are developed in the production of the magazine and books. Some reference materials are also maintained. Additionally, we are in the

process of creating a searchable DVD of the entire 18 years of the published materials of White Crane Journal. This will be available to individuals and institutional collectors for a fee.

**Archive materials expenses: \$1,101.11.**

## Donor Premiums:

We have purchased modestly priced pewter wing key chains and porcelain origami White Crane statuettes to give as premiums to friends of and donors to White Crane Institute.

**Total Donor Premium expenses: \$172.18**

## Office Materials/Computer Hardware/Software:

Office materials include envelopes, paper, storage for archival materials, check printing, pens and notebooks, CD/DVD for storage, as well as computers and the hardware needed to produce the Journal, books and maintain records. We replaced the 4-year old computer (that had been owned by Bo Young) as well as replacing a borrowed laptop that was stolen on a business trip to San Francisco. Additionally there are various software packages for both Dan and Bo that have been required, e.g. QuickBooks, Corel, and computer security as well as the purchase of type fonts for the magazine.

**Total Office Materials etc.: \$ 2,876.43**

## Phone/Electric/Internet:

White Crane has no offices, and operates out of private homes and apartments. White Crane makes reimbursements to cover some of the phone, electric, and Internet expenses related to WCI work. Until June of this year, Bo paid the monthly fee of \$25.90 + a premium fee to maintain the White Crane AOL address. White Crane remains with AOL, now because it is on a free use basis, and because of the overall difficulty in switching email addresses.

**Phone/Electric/Internet costs: \$ 1,646.79**

## White Crane Program and Project Financial Narrative

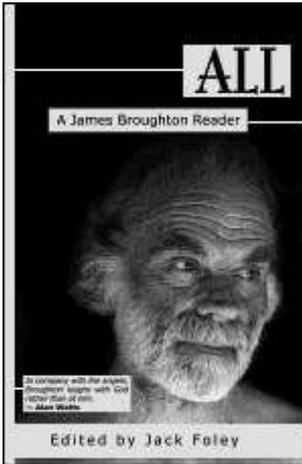
Donations and subscription income were spent in largest part on the production, printing and mailing of *White Crane*. After the disappearance in December 2006 of the longtime printer who also managed our fulfillment (mailing), *White Crane* printing was moved to Canadian printer. This was a necessary move, and an expensive one. If we are to continue to publish the journal, it needs to become more "magazine rack friendly" i.e. more graphic and colorful.

Our new printer offers us capabilities that were not available to us before, but these come at a price. The cost of printing *White Crane* has gone from an average of \$1750 per issue to an average of \$3800 per issue now. Increased postal rates have added to this greater overall per-piece production expense. But through the new fulfillment house, we are now in a position to take advantage, finally, of bulk nonprofit postal rates which should result in a savings in the near future. Nonetheless, postage has remained at an average of \$1750 per issue, for a total average cost per issue of \$5500. We print 1200 pieces of each issue, currently, for a per-piece cost of \$4.58. Newsstand price is \$6.00. Subscribers pay \$5.50.

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We are distributed in 22 countries through both individual subscriptions (at national and international rates) and bookstore sales. We have had a contractual arrangement with an international distributor to manage bookstore distribution for us, but now managing in house again.

We have been able to fundraise around specific programs and projects, specifically the Gay Men's Leadership Academy, formerly in partnership with Eric Rofes, and now under the management of Chris Bartlett. One complete cycle of the Academy (two separate retreats, one east coast, one west coast) have been successfully accomplished. Year Two is now underway, with enrollments already coming in and a second grant from Calamus II in the amount of \$10,000 towards this project. Expenses for these include facility rentals (room and board) fees and travel expenses for the three facilitators, amounting to approximately \$28,210 for the first year's two retreats. It continues to pay for itself through grants and participant fees.



In addition, we sponsor community development retreats under the management of and in partnership with Jerry Buie of Pride Counseling in Salt Lake City. The second year of this community development retreat is underway. Donations in the amount of \$2850 were solicited and received for the specific support of Queer Spirit Retreats. White Crane Institute provided initial seed funds of \$500 and further fundraising is underway for the second and third years of this on-going project.

White Crane Books has produced a total of seven books, three of them since the beginning of FY 2006-07. Our objective is to produce a catalogue of respected books of Gay culture and spirituality, both original and maintaining out of print classics availability for wider readership. Our catalogue now includes: *All: A James Broughton Reader*, a reprint of the out-of-print 'coming out' memoir of Rev. Canon Malcolm Boyd, *Take Off The Masks*, and an anthology of Gay spirit stories edited by Toby Johnson and Steve Berman, *Charmed Lives*. The latter was a Lammy Finalist, and has been nominated for the American Library Association's Stonewall Awards. We are also planning a second Malcolm Boyd book, *A Malcolm Boyd Reader* for spring, 2008. Each book costs approximately \$500 to produce, and the complete White Crane Books series has generated approximately \$5240 in gross proceeds. Additional contracts were signed with Randy P. Conner for his landmark book, *Blossom of Bone* and his subsequent book with partner David Sparks *The Encyclopedia of Queer Spirituality*, to be re-released as *The White Crane Encyclopedia of Queer Spirituality*.

## Conclusion

The financial records of the organization have not, as we would prefer, been audited. And while it may be obvious, neither Dan nor I are accountants. If you or anyone knows of an accountant who would be interested in helping us in the future, we would welcome the professional support of a financial expert with nonprofit experience.

Nevertheless, we hope that this report gives you some idea of the work we have accomplished. Our goal is, as we stated at the beginning, to secure the continued future of the Journal, and now the other projects, to advance the standing of Gay people in our society. The best way the only way, really to assure this is to ensure that these positions, at some point in time - and better sooner than later - offer qualified individuals the possibility of "right livelihood," in other words: a paying job. We project that there are two full time jobs associated with this and one part-time financial officer. Currently all three of these are being performed pro bono by Bo Young and Dan Vera. The fundraising goal is to secure full-time salaries for an Executive Director and a Managing Editor, respectively and a part-time salary or consulting budget line item for a nonprofit accountant to do necessary reporting.

We will continue to partner with foundations in the achievement of our goals, but donations from you - readers - are as important to securing the future of this undertaking as any other source.

Check with your employer to see if they offer a donor matching benefit. Many employers do.

Consider donating stocks or making White Crane Institute the beneficiary of your year-end giving for tax purposes.

White Crane doesn't accept advertising. People, goods and services you see in the pages of White Crane are chosen because they are in concert with the educational mission of the organization. These may result in a suggested donation, but not necessarily.

We turn to our readers each year to ask for your support. Your tax-deductible donation, as a Friend of White Crane, will help us keep the magazine independent and free of advertising in this age of media consolidation and market niches. It will allow us to continue sending free subscriptions every year to LGBT community centers. It will also help us to withstand unexpected financial losses and fluctuations of postal rates and printing costs. White Crane has weathered many storms during nearly than two decades; given the nature of independent publishing, we expect there will be more to come. If it weren't for the generosity of loyal readers, White Crane wouldn't be here today.