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Name: Trans Pride Initiative

EIN Number: 45-4469758

Part I, Identification of Applicant

Line 6 (continued from Form 1023)

The primary contact is identified as Steve (a.k.a. Nell) Gaither because Gaither has not yet filed for a legal name change. The dual identification is necessary to identify Gaither where mentioned on the corporation's website, social media, and corporation literature. This entry matches the Texas Certificate of Formation for a Nonprofit Corporation.

Part III, Required Provisions in Your Organizing Document

Line 1 (continued from Form 1023)

Reference is to Texas Form 202, Certificate of Formation – Nonprofit Corporation, page 7, Article 5, paragraph 2 (text entered on Form 202 in the text area provided for additional language or provisions). The exempt purposes are also specified in the Bylaws on page 1, paragraph 3, and Article VIII, Section 1.

Line 2 (continued from Form 1023)

Reference is to Texas Form 202, Certificate of Formation – Nonprofit Corporation, page 7, Article 5, paragraph 2 (text entered on Form 202 in the text area provided for additional language or provisions). The dissolution clause is also incorporated in the Bylaws in Article VIII, Section 3.

Part IV, Narrative Description of Activities

The organization's activities will consist primarily of support efforts for trans¹ persons with an emphasis on increasing empowerment and self-sufficiency. In addition to general support for trans persons, we will focus specific efforts on education, employment, housing and accommodations, and healthcare projects. We understand that it may be years before we can provide substantial services in all these areas.

Our initial focus is on healthcare. Since June 2011 (prior to formal organization), persons involved with the organization have been laying the foundation for the Health Care Outreach Project. Our initial healthcare work is intended to provide outreach and diversity training to physicians, clinics, counselors, and other healthcare providers in the Dallas/Fort Worth area regarding healthcare issues for trans persons. As an introductory project, we are also conceptualizing the effort broadly, incorporating healthcare issues for all in the lesbian, gay, bisexual, and transgender (LGBT) community, as well as information about all persons who are HIV-positive or at risk of contracting HIV. As all of these topics carry various levels of stigma, the project will focus on helping healthcare providers reduce the impact of stigma in healthcare settings. Data defining the effects of stigma on the health of persons in these communities will be presented, along with narratives of personal experiences, and information about how stigma and the perception of a stigmatized interaction can be reduced. These will be provided in various formats (such as digital presentations, website presentations, brochures, and fact sheets), and an emphasis will be placed on personal interaction with small groups of community members to convey their narratives of experiences. A searchable database of providers and services will also provide members of the communities with

¹ "Trans persons" is herein used broadly and inclusively to refer to all persons who identify as transgender, transsexual, or in any other gender nonconforming manner. Throughout these responses, the word "trans" should be read to be inclusive of all these persons.

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listings of providers we have visited and determined are “safe care” locations if those providers wish to be included in the database.

This effort is broadly designed in part because the need to reduce stigma in healthcare settings exists for all these communities, but also because through this effort Trans Pride Initiative hopes to establish a foundation with other local organizations that can be further developed in future projects.

In May, 2012, the organization produced a factsheet titled *What You Need to Know About Injecting Silicone* (available from <http://tpride.org/resources/health.php>), and in June, 2012, the organization made available *A Trans Health Overview for Healthcare Professionals* (also available at <http://tpride.org/resources/health.php>). We have also contacted a local breast screening clinic and hope to have a specific day this fall for breast exams open to transmen, transwomen, masculine identified female-assigned-at-birth women, and the general public who would like to attend. The search interface for the provider database may be viewed at <http://tpridehttp://tpride.org/projects/healthCareOutreach/search.php>. The organization also provides a Facebook page at <http://www.facebook.com/tprideinitiative>, where information about our efforts is also posted.

The cost of this effort will be minimal as brochures and fact sheets will be developed by volunteers, and they are expected to be printed on an as-needed basis. All research, writing, editing, design, production, presentations, and site visits will be conducted by volunteer officers of the corporation and other community volunteers. This project currently constitutes approximately 90 percent of the non-administrative work of the organization. (Print examples attached as Publication Examples Attachment.)

By approximately December 2012, we expect the Health Care Outreach Project to be in place and occupying only about 50 percent of the organization’s effort. The other 50 percent will be equally divided between efforts in education, employment, housing accommodations, and general support. As a new organization, we understand that the efforts outlined here are most likely more ambitious than practical, but the organization is developing ideas in several directions so we can better take advantages of opportunities when they arise to provide assistance to the community. We will look for opportunities to work for advancement of the rights and capabilities of the trans community in areas that work toward accomplishing our goals, as outlined in general below, in order of anticipated significance:

Education (approximately 15 percent effort)

- Collaborate with other local organizations to work with school officials in the development of non-discrimination policies.
- Help organize General Educational Development (GED) test preparation classes in trans friendly settings for youth who have left school (we do not intend to operate a school, only facilitate teaching opportunities).
- Encourage the “adult high school” (the John Leslie Patton Jr. Academic Center) in the Dallas Independent School District to provide a safe place for youth who wish to return to school and work toward a diploma, and work with the school to accomplish that goal.
- Identify or help develop trans friendly vocational education institutions and programs (we do not intend to operate a school, only facilitate teaching opportunities).
- Identify or help develop trans friendly tertiary educational institutions and programs (we do not intend to operate a school, only facilitate teaching opportunities).
- Identify potential sources of financial assistance for transgender students and potential students.

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Employment (approximately 15 percent effort)

- Work with local governmental organizations to help develop and implement non-discrimination policies, undertaking such efforts independently and in collaboration with other groups.
- Work with LGBT employee resource groups to help improve resources for trans persons at area employers.
- Work to identify and establish relationships with additional employers who would like to participate in trans employment programs, and help them set up such programs.
- Help with resume development and job search assistance to unemployed and under-employed trans persons.
- Provide information and training for job seekers such as resources identifying legal rights, recourse for discrimination, mock interview training, and personal presentation assistance.
- Provide speakers' training as a means of enhancing confidence and pride.
- Provide support for self-directed employment efforts by helping clients find micro-loans and by organizing mentors in areas such as the financial, managerial, and promotional aspects of running a small business.

Housing and Accommodations (approximately 10 percent effort)

- Work with local shelters and other human services organizations to help them better understand the needs and experiences of trans persons, as well as become more comfortable and accommodating to trans persons.
- Work to establish a network of persons able to provide emergency assistance or shelter for trans persons in need.
- Work with area shelters to ensure they provide safe accommodation for trans clients in need of transitional housing.
- Work with area governmental officials to better ensure fair accommodations standards are met.
- Collect documentation of instances of housing discrimination.
- Work with jails and prisons to improve accommodations for trans and gender nonconforming persons who are incarcerated.
- Establish an emergency shelter and temporary housing for transgender persons in need (if this project is undertaken, it will raise the percent of time and effort devoted to accommodations much higher).

General support (approximately 10 percent effort)

- Provide a welcoming community center specifically for trans persons, their families, and allies.
- Provide staffed point of contact and address for trans services and networking provided by the organization.
- Provide low-cost counseling services via referral for transgender persons in need.
- Work with service and benefit organizations in the metroplex to ensure that the rights and needs of transgender persons are being met, and find alternatives where they are not being addressed or met.
- Work with local law enforcement agencies and other human services agencies to identify at risk, high risk, and in trouble trans persons who are candidates for the services provided by this organization or by referral to other trans-safe organizations. The effort is expected to include working with the Dallas Police Department in an ongoing project they conduct to provide alternatives to sex workers.
- Provide mentors in personal life management, employment, presentation, and social skills that will help transgender persons build confidence and self-reliance.
- Work out relations with providers of services needed by trans persons so that persons meeting some to-be-specified level of poverty can access services they need to move forward with their lives at lower costs. This could range from legal services to surgeries.

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- Provide diversity training for suicide hotlines in the metroplex so they can better address callers whose gender identity or expression contributes to suicidal threats or actions.
- Document the perspectives and experiences of all persons who fit under the trans umbrella in an on-going Our Voices oral history project to define our diversity and foster pride in our strength in overcoming adversity.

Funding to cover minimal costs of the initial Health Care Outreach Project will be sought through donations from individuals, other community organizations, and through fund-raising activities such as the sale of tee shirts and stickers. Equipment and materials donations will also be sought. All directors and officers are volunteer at this time, all work is expected to be done in the beginning by volunteers. Trans Pride Initiative will also seek grants from local foundations, supportive corporations, and governmental agencies as such opportunities are identified.

In 2012, Trans Pride Initiative hopes to have at least one small grant covering minimal operational costs in place. The organization also expects to be able to participate in diversity training projects with other organizations, earning at least some compensation. Fund-raising activities and online solicitation of donations focused on the local community should increase individual and corporate donations to a sustaining level. A not insubstantial effort will go into developing the website as an information resource that is of value to members of the local and distant trans community, which also should help generate donations. The website will include convenient payment options such as the use of credit and debit cards through the Donor Bridge service or other services such as PayPal.

Part V, Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

Line 1a (continued from Form 1023)

Due to insufficient space on Form 1023, the full name of the Treasurer is provided here: Don (a.k.a. Simone Stevens) Runkel.

As per Article III, Section 5, of the corporation's bylaws (see the copy of the bylaws attached to this application), directors will receive no salary. They may be paid a reasonable fee for attending board meetings and may be allowed reasonable reimbursement or advancement for expenses incurred in the performance of their duties.

The compensation for each officer is given on Form 1023 as a maximum amount set in the event that funding during the first two years greatly exceeds expectations. The most likely amount of compensation will be \$0 for the first year, and a maximum of \$5,000 for each of up to three officers to devote a full-time effort to running the corporation.

Line 1b

This corporation is newly formed and has not yet hired employees nor determined the amount of compensation to pay employees it may hire. However, all compensation will be reasonable and will be paid to employees in return for furthering the exempt purposes of this nonprofit corporation.

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Line 1c

This newly formed nonprofit corporation has no current plans to contract for services with outside persons or companies. If and when it does, any such contracts will provide for payment in commercially reasonable amounts in return for services related to the exempt functions of this nonprofit.

Line 3a

President Nell Gaither holds a bachelor's degree in English and a Master's of Library and Information Sciences. Gaither worked in the field of cultural resources for approximately 20 years before changing careers, and most recently worked at the Dallas Public Library. Past positions have included being self-employed as a researcher for cultural resources projects, and managing a small cultural resources department at an engineering and environmental services firm. Gaither served as treasurer of a transgender support group for a year; served on the steering committee of Gender Education, Advocacy, and Resources (GEAR, a program of Resource Center Dallas, a large nonprofit LGBT support center) for about two years; and for approximately the past three years has volunteered to help run the Transgender Wellness Program, which provides low-cost medical services to trans persons. Until June 1, 2012, Gaither worked at the Dallas Public Library full-time. Starting June 2, 2012, Gaither is working full-time at Trans Pride Initiative (approximately 50+ hours per week), and devotes about 15 hours per week to volunteer services for Resource Center Dallas. Gaither has put in hundreds of volunteer hours over the last several years, and was presented with the Bill Nelson Volunteer of the Year Award by the Nelson-Tebedo Community Clinic in 2010; and with the GEAR Katherine Walton Award "for exceptional leadership and devoted service to the transgender community" in 2012. Gaither has also developed client services databases for both the trans persons wellness program and for Resource Center Dallas' HIV services clients. Gaither's responsibilities include development and promotion of services, website design and social media promotions, document development, and serving as chair of the Board of Directors. Gaither is currently receiving no compensation from Trans Pride Initiative.

Secretary Jamila Davis is currently employed as the clinic supervisor at Resource Center Dallas' Nelson-Tebedo Community Clinic. This position entails coordinating a variety of programs that embrace the mission of serving the LGBT and HIV-positive community, including HIV research, transgender and general wellness clinics, and a support group for HIV-positive women. Prior to her role as a community advocate, Davis served in the US Navy as a Hospital Corpsman, after which she obtained an Associate of Applied Science degree in Medical Assisting. Her past and present professional affiliations include the American Association of Medical Assistants and the Society of Clinical Research Associates. Davis currently serves primarily as an adviser to Trans Pride Initiative in the organization's health-related efforts.

Treasurer Simone Stevens holds an associate degree in business and is retired from a career spanning 37 years in the petroleum industry. Stevens worked in the human resources field, having served in the management of ExxonMobil's corporate employee's savings plan, retirement plan, and medical plans. Stevens also was responsible for the approval of legal assignment of plan benefits under a Qualified Domestic Relations Order. Following retirement, Stevens has remained active, managing the website of a transgender support group for ten years and volunteering at Resource Center Dallas (the large LGBT support group in Dallas) for five years. Stevens is currently a volunteer at the Nelson-Tebedo Community Clinic, helps run the Transgender Wellness Program, and puts approximately 30 hours per week in for Trans Pride Initiative. Stevens' responsibilities include management of all financial and bookkeeping duties of the corporation, as well as participation in the development and promotion of services. Stevens also serves as the treasurer of the Board of Directors. Stevens is currently receiving no compensation from Trans Pride Initiative.

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Line 4a

This organization has adopted a conflict of interest policy that controls the approval of salaries to directors, officers, and other “disqualified persons” as defined in Section 4958 of the Internal Revenue Code. The conflict of interest policy is contained in Article IX of the corporate bylaws, attached to this application. The conflict of interest policy is specifically referenced related to compensation in Article III, Section 5, and Article IV, Section 10, of the bylaws. Also, Article IX, Section 5, of the bylaws applies additional conflict of interest requirements on the board and compensation committee when approving compensation arrangements.

Line 4b

Article IX, Section 3, of this organization’s bylaws requires the approval of compensation of directors, officers, and any “disqualified person” as defined in Section 4958 of the Internal Revenue Code in advance after full disclosure of the surrounding facts and approval by disinterested members of the governing board or committee and prior to entering into the compensation agreement or arrangement. Further, Article IX, Section 5(a), of this organization’s bylaws requires specific approval of compensation arrangements prior to the first payment of compensation under such arrangements.

Line 4c

Article IX, Section 4, of the organization’s bylaws, which are attached to this application, require the taking of written minutes of meetings at which compensation paid to any director, officer, or other “disqualified person” as defined in Section 4958 of the Internal Revenue Code, are approved. The minutes must include the date and the terms of the approved compensation arrangements. Further, and specifically with respect to the approval by the board or compensation committee of compensation arrangements, Article IX, Section 5(d), of the organization’s bylaws requires the recording of the terms of compensation arrangements as well as other specific information about the basis for the approval of compensation arrangements.

Line 4d

Article IX, Section 4, of the organization’s bylaws, attached to this application, requires the written recording of the approval of compensation and other financial arrangements between this organization and a director, officer, employee, contractor, and any other “disqualified person” as defined in Section 4958 of the Internal Revenue Code, including the names of the persons who vote on the arrangement and their votes. Further, and specifically with respect to the approval by the board or compensation committee of compensation arrangements, Article IX, Section 5(d), of the organization’s bylaws requires the recording of the board or committee members who were present during discussion of the approval of compensation arrangements, those who voted on it, and the votes cast by each board or committee member.

Line 4e

Article IX, Section 5(c), of the organization’s bylaws requires that the board or compensation committee considering the approval of a compensation arrangement obtain compensation levels paid by similarly situated organizations, both taxable and tax-exempt, for functionally comparable positions; the availability of similar services in the geographic area of this organization; current compensation surveys compiled by independent firms; and actual written offers from similar institutions competing for the services of the person who is the subject of the compensation arrangement. This article also provides that it is sufficient for these purposes to rely on compensation data obtained from three comparable

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organizations in the same or similar communities for similar services if this organization's three-years' average gross receipts are less than \$1 million (as allowed by IRS Regulation 53.4958-6).

Line 4f

Article IX, Section 5(d), of the organization's bylaws requires that the written minutes of the board or compensation committee meeting at which a compensation arrangement was discussed and approved include the terms of compensation and the basis for its approval. This bylaw provision includes a list of specific information that must be included in the required written minutes.

Line 5a

The board of directors of this organization has adopted bylaws that contain a conflict of interest policy. The policy is set out in Article IX of the attached bylaws. This policy is based on the sample conflict of interest policy contained in Appendix A of the official instructions to IRS Form 1023. The organization has added additional requirements in Article IX, Section 5, of its bylaws for the approval of compensation arrangements that are based on the additional requirements contained in IRS Regulation Section 53.4958-6 to help ensure that all compensation arrangements are made by disinterested members of the organization's board or a duly constituted compensation committee of the board and are fair, reasonable, and in furtherance of the tax-exempt purposes of this organization.

Line 8a

The organization has one loan from board member and officer Nell Gaither. The loan is for startup funding and has zero percent interest. The loan may be repaid at any time within 120 months from the date of execution, and there are no late charges or provisions for default on the repayment of the loan. A copy of the loan agreement is enclosed.

The organization may enter into a lease or contract with an individual who is not on the initial board or serving as an initial officer, but may serve on the board or as an officer in the future. This individual may purchase a small apartment or other multi-unit complex, part or all of which could eventually be purchased by the organization for office space and shelter/transitional housing space for clients. Initially, and if needed, a small office space would be provided to the organization, the rental price ranging from free of charge to market value. The other units may be operated by the individual as rental properties. As needed and available, units would be provided for sheltering homeless trans persons and trans persons in need of temporary shelter due to domestic issues such as violence, loss of housing, loss of employment, and other situations. The rental price paid by the organization for these units would range from free of charge to market value.

No written or oral arrangements have been made at the time of application. The parties have discussed this as one alternative to the organization obtaining an office space and shelter facilities in a flexible and cost-effective manner. The individual is a trans person who has owned and operated a successful company for many years.

Article IX, Section 3, of the organization's bylaws requires approval of conflict-of-interest transactions and arrangements such as the lease, contract, or other agreements between the organization and one of its directors, officers, or any other "disqualified person" as defined in Section 4958(f)(1) of the Internal Revenue Code and as amplified by Section 53.4958-3 of the IRS Regulations. Approval must be given by a vote of the majority of disinterested directors or members of a board committee only after a finding that a more advantageous transaction or arrangement is not available to the organization and that the proposed

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transaction or arrangement is in the organization's best interest, is for its own benefit, and is fair and reasonable.

Part VI, Your Members and Other Individuals and Organizations That Receive Benefits From You

Line 1a

Although this new organization currently provides no goods or services to individuals, there are several goods and services that the organization may provide to individuals in the future. Charges for the benefits, products, and services described below are at present undetermined, but will be reasonable and related to the cost of the service to be provided.

In the area of healthcare, individuals will be provided a searchable database of service providers, and use of that database will be free of charge and open to the public. Individuals also, we hope, will be provided improved healthcare experiences and services from providers as a result of our advocacy with providers.

In the area of education, individuals will benefit by GED test preparation classes in trans friendly settings that we host or arrange at other locations. If we charge for the classes, the cost will be kept at a minimum to be affordable by those who need it most. Individuals will also benefit through the organization's work to identify trans friendly vocational education institutions and programs, identify tertiary educational institutions and programs, and identify potential sources of financial assistance for trans students and potential students. These activities will be provided at no cost to individuals or at a minimal costs based on the cost of the services to be provided.

In the area of employment, individuals will benefit from projects where the organization works with local governmental and non-governmental organizations in the development and implementation of non-discrimination policies, as well as projects that work with LGBT employee resource groups and identify potential employers. Individuals will directly benefit through services that help persons write or improve resumes, learn skills to help find jobs, and acquire new skills that help them become self-sufficient. Most of these services will be provided free of charge; any charges will be reasonable and based on the cost of the service to the organization.

Assistance for housing will be provided to individuals indirectly through education and training for shelter providers to help them better provide services to trans persons. Individuals may also benefit through access to a network of persons able to provide emergency assistance or shelter. These services to individuals will be free of charge. In the more long-range future, Trans Pride Initiative may provide emergency shelter and transitional housing. Some of these services will be free of charge, while others will incur charges based on the cost of the service to the organization.

In terms of general support, Trans Pride Initiative will provide a community center that could include meeting spaces and other services available for free or for rent at a nominal charge. Similarly, mentors working through the community center and the organization may be provided for free or at a nominal charge. The community center oral history project will make equipment and space for interviews and oral documentation available for free.

In addition to these activities that help move Trans Pride Initiative toward the goals we envision, the organization will provide goods and services to individuals that will include the sale of items such as

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bumper stickers, tee shirts, coffee mugs, and other items for fund-raising purposes, but this activity will be limited.

Line 1b

Although Trans Pride Initiative is a new organization that currently provides no goods or services to organizations, there are several goods and services that the organization may provide to other organizations in the future; many or most of the organizations provided with such goods or services will be other non-profit organizations. Charges for the benefits, products, and services described below are at present undetermined, but will be reasonable and related to the cost of the service to be provided.

In the area of healthcare, organizations will be provided diversity training and education services concerning the needs, experiences, and perspectives of trans persons. Organizations will also be provided with print and digital materials such as brochures, fact sheets, digital video and slide presentations, and references to additional information. Both for-profit and nonprofit organizations will be provided access to these. These services and products will be provided free of charge in the beginning, and if we charge for this service in the future, it will be a nominal charge based on cost.

In education, organizations that provide GED test preparation classes and other educational programs, and who wish to include trans persons in their programs, will benefit from the promotion of their services by Trans Pride Initiative. These services will be provided at no cost to the other organizations, or at a nominal cost based on the cost of providing our services.

In the area of employment, employment rights organizations (primarily nonprofit organizations) will benefit from Trans Pride Initiative's participation in their efforts to extend employee rights to trans persons. For-profit organizations will also benefit by the organization's participation in their development of non-discrimination policies covering trans persons. Most of these services will be provided free of charge; any charges will be reasonable and based on the cost of the service to the organization.

In the area of housing, local providers of shelter space and other accommodations will benefit from the participation of Trans Pride Initiative through the organization's help in the development of non-discriminatory guidelines and procedures that better provide for the specific needs of trans persons. Prisons and jails will also benefit by having access to the organization's input on dealing with incarcerated trans persons, as well as from the organization's input on how to better accommodate trans inmates. These services will be provided free of charge or at nominal rates based on the cost of the service to the organization.

General support projects of Trans Pride Initiative will benefit other organizations through efforts to educate and provide diversity training to other non-profit organizations to help them better understand and serve the needs of trans persons. Assistance to the Dallas Police Department and other law enforcement entities who would wish for input concerning trans persons in their systems or in the communities they serve will also be a benefit to those agencies. These services too will be provided free of charge or at nominal rates based on the cost of the service to the organization.

Line 2

Although many programs will be available to any person or organization, others will be limited to persons who identify as trans or in some way gender nonconforming. This segment of the population is at a disadvantage in several ways due to the stigma and discrimination based on gender identity, and we feel it is reasonable to focus our efforts on this community. The recently published study *Injustice at Every*

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*Turn*² for the first time has quantified many of the effects of anti-trans bias. Some findings of the report include:

- Trans persons live below the poverty level at more than four times the rate of the general population. In 2008, fifteen percent reported earning less than \$10,000 per year. (Grant, et al.:22). This figure is likely much worse in today's economy.
- Over 40 percent of trans persons report having attempted suicide, opposed to an estimated 1.6 percent of the general population (Grant, et al.:82).
- For students, 78 percent have experienced harassment and discrimination in elementary and secondary education settings, and 35 percent have been subjected to physical assault. Twelve percent have experienced sexual violence. About 15 percent leave school due to harassment and discrimination (Grant, et al.:36, 40).
- Trans persons experience unemployment at twice the rate of the general population, with approximately 90 percent having experienced harassment, mistreatment, or discrimination at work, and over one-quarter reported having lost a job due to gender identity or expression (30 percent in the South). Sixteen percent have been compelled to work in the underground economy at some point to survive. Unemployment rates for the overall trans community were about 14 percent in 2008, and African American trans persons were unemployed at a rate of about 28 percent (Grant, et al.:53, 56, 64). These numbers are very likely much higher in today's economy.
- In accommodations, about 19 percent of trans persons are refused accommodations due to gender identity or expression, and 11 percent reported being evicted due to the same reasons. Of those who have experienced homelessness, 55 percent report having been harassed by shelter staff or residents, 29 percent have been turned away from shelters, and 22 percent have experienced sexual assault when seeking shelter (Grant, et al.:112, 113, 116, 117).
- In healthcare, 19 percent of trans persons have been refused care, 50 percent report having to provide information to their doctors about transgender care, over one-quarter report putting off necessary care due to anxiety about discrimination, and 33 percent report avoiding preventive care due to the same reasons. Twenty-eight percent report verbal harassment in a healthcare setting, and two percent report physical attacks in a doctor's office (Grant, et al.:73, 74, 76).

Because Trans Pride Initiative is a new organization, specific criteria and selection guidelines for programs limited to recipients who are trans have not yet been developed. To some degree, the selection of recipients for programs specifically targeting trans persons will be based on self-description by the prospective recipients as provided to intake personnel who are trans or have significant experience working with the trans community and can make such assessments fairly and competently.

Part VIII, Your Specific Activities

Line 4a

Mail Solicitations

Trans Pride Initiative expects to do limited amounts of mail solicitations, and proceeds are expected to be less than \$150 per year. Staff and volunteers will handle the mailings, and there is no intent to use an

² Jamie M. Grant, Lisa A. Mottet, and Justin Tanis. *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey* (Washington, D.C.: National Center for Transgender Equality and National Gay and Lesbian Task Force), 2011. Available at http://transequality.org/PDFs/NTDS_Report.pdf.

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outside party, agent, or individual for such efforts. Funds will go toward general operations and toward specific projects as needed.

Email Solicitations

Trans Pride Initiative expects to do regular email solicitations in that emails and newsletters will all have a link to a website where donations may be made and wording indicating the link is for donations. These donations may be used for specific purposes or for general operations, as needed. Some emails may be sent for specific projects to help raise funds for those projects, and those funds will be restricted to the stated purposes. Proceeds are expected to be between \$50 and \$1,600 per year. Staff and volunteers are expected to prepare the wording for all emails and to take care of sending them, and there is no expectation to use an outside agency or individual for any such work, or to pay any outside party for such solicitations.

Personal Solicitations

Trans Pride Initiative expects to ask for donations from individuals and organizations. Staff and volunteers will make the solicitations, with staff responsible for most such efforts. There is no expectation to use an outside agency or individual for such work, or to pay any outside party for this type of solicitation. Donations will be used for general operations or specific projects, as needed, and between \$125 and \$2,000 in funding is expected to be raised annually through such efforts.

Vehicle, Boat, Plane, or Similar Donations

Trans Pride Initiative will accept donations of vehicles, boats, planes, and other items. Items so donated may be used by the organization or sold to raise money for the organization. Staff and volunteers will handle collection and sales, and there is no expectation to use an outside agency or individual for such work, or to pay any outside party to handle this type of donation. Items used by the organization will be used for general Trans Pride Initiative operations or specific projects, as needed. The organization is not expecting any donations of this kind during the first years of operation.

Foundation Grant Solicitations

Trans Pride Initiative expects to solicit grant funding from foundations as funding sources are identified. Staff and volunteers will prepare grant proposals in most cases, although there is a small chance a professional grant writer could be hired on occasion. The amount we can expect to raise through grants is thought to be rather minimal as there are few grants specifically supporting trans services, but some foundations and other grant makers may be open to applications because of the types of services we offer and the community we serve. Funds from grants will be used for general operations or specific projects, as needed and specified by restrictions placed on the various grants. Trans Pride Initiative will also seek teaming arrangements with other nonprofit groups in seeking grants. Between \$500 and \$6,000 in funding is expected to be raised annually through foundation grant solicitations.

Phone Solicitations

Trans Pride Initiative expects to do very limited amounts of phone solicitations, and proceeds are expected to be no more than \$200 per year. Staff and volunteers will make all phone calls, and there is no expectation of using any outside agency, party, or individual to make the phone solicitations. Funds will go toward general operations and toward specific projects as needed.

Accept Donations on Your Website

Trans Pride Initiative expects to accept donations via the organization's website. For security reasons, the organization will probably not directly handle processing of sensitive information, but will work through a third party system such as PayPal or the Community Foundation of Texas' Donor Bridge system (<http://www.cftexas.org/NetCommunity/Page.aspx?pid=706>), so a third party may be involved in that

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way. However, the organization does not expect to ever use or pay a third-party outside agency, individual, or other entity to solicit funds for Trans Pride Initiative through our website or any other website. Staff and volunteers will maintain the website. Donations, both of money and in-kind goods, will be used for general operations or specific projects, as needed, and between \$100 and \$3,500 in funding is expected to be raised annually through such efforts.

Receive Donations from Another Organization's Website

Trans Pride Initiative may accept donations from other organization's websites on projects where Trans Pride Initiative and other organizations are collaborating on a project. In nearly every case, the collaborating organization is expected to be another tax-exempt entity. Trans Pride Initiative does not expect to ever use or pay a third-party outside agency, individual, or other entity to solicit funds through an outside website unless it is through an advertising arrangement, which would almost certainly direct potential donors back to Trans Pride Initiative's donation page rather than the outside party's page. Donations will be used for general operations or specific projects, as needed, and less than \$100 per year is expected to be raised in this way.

Government Grant Solicitations

Trans Pride Initiative expects to solicit grant funding from government entities as funding sources are identified. Staff and volunteers will prepare grant proposals in most cases, although there is a small chance a professional grant writer could be hired on occasion. Funds from government grants will be used for general operations or specific projects, as needed and specified by restrictions placed on the various grants. Between \$200 and \$1,000 in funding is expected to be raised annually through foundation grant solicitations.

Other

Trans Pride Initiative expects to raise funds through a variety of activities that may include hosting fundraising events such as performances, food-related social events, auctions, and other activities to bring in funding. Total funds raised from such events are expected to be fairly minimal, likely ranging from \$0 to \$1,500 per year. Staff and volunteers will take care of all organization and hosting activities, and there is no expectation of using any outside agency, party, or individual other than for limited contract work (for example, setting up a rented tent or sound equipment). Funds will go toward general operations and toward specific projects as needed.

Line 4d

Trans Pride Initiative expects to raise the majority of its funds in the Dallas/Fort Worth metroplex, which is mostly located in Dallas and Tarrant counties, Texas. The website presence means that at some level, the organization will have a worldwide presence and raise funds at locations around the globe, but the base of operations for the website is the City of Dallas.

The list of local jurisdictions in which Trans Pride Initiative may conduct fundraising includes the following, and may include other nearby local jurisdictions. For all locations, Trans Pride Initiative will be raising our own funds, and there is no expectation that another organization will be raising funds for the organization.

- City of Addison
- City of Allen
- City of Arlington
- City of Azle
- City of Balch Springs
- City of Bedford
- City of Benbrook
- City of Carrollton
- City of Cedar Hill
- City of Colleyville
- City of Coppell
- City of Corinth

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- City of Crowley
- City of Dallas
- City of Dalworthington Gardens
- City of Denton
- City of DeSoto
- City of Duncanville
- City of Ellis
- City of Ennis
- City of Euless
- City of Everman
- City of Farmers Branch
- City of Fort Worth
- City of Frisco
- City of Garland
- City of Grand Prairie
- City of Grapevine
- City of Haltom City
- City of Highland Village
- City of Hurst
- City of Irving
- City of Keller
- City of Kennedale
- City of Krum
- City of Lake Worth
- City of Lancaster
- City of Lewisville
- City of Lowry Crossing
- City of Lucas
- City of Mansfield
- City of McKinney
- City of Mesquite
- City of Midlothian
- City of Murphy
- City of North Richland Hills
- City of Plano
- City of Red Oak
- City of Richardson
- City of Richland Hills
- City of River Oaks
- City of Rockwall
- City of Rowlett
- City of Royse City
- City of Sachse
- City of Saginaw
- City of Southlake
- City of Terrell
- City of The Colony
- City of University Park
- City of Watauga
- City of Waxahachie
- City of White Settlement
- City of Wylie
- Collin County
- Denton County
- Ellis County
- Haltom City
- Kaufman County
- Rockwall County
- Tarrant County
- Town of Argyle
- Town of Double Oak
- Town of Fairview
- Town of Flower Mound
- Town of Highland Park
- Town of Pantego
- Town of Prosper
- Town of Shady Shores
- Town of Sunnyvale
- Town of Trophy Club
- Town of Westlake

Line 11

Trans Pride Initiative may accept donations of real property, automobiles, boats, planes or other vehicles. Trans Pride Initiative is unlikely to find it feasible to accept donations of conservation easements, securities, intellectual property, works of art licenses, royalties, or collectibles. Any of these that are accepted will be used by the organization or sold to raise money for the organization. Staff and volunteers will handle collection and sales, and there is no expectation to use an outside agency or individual for such work, or to pay any outside party to handle this type of donation. Items used by the organization will be used for general Trans Pride Initiative operations or specific projects, as needed. The organization is not expecting any donations of this kind during the first years of operation.

Line 15

The definition of “close connection” includes situations where “persons who exercise substantial influence over you also exercise substantial influence over the other organization and (1) you either conduct activities in common or (2) have a financial relationship.” One member of the Trans Pride Initiative Board of Directors also serves on the steering committee of Gender Education, Advocacy, and Resources (GEAR), the trans program operated under the 501(c)(3) LGBT support organization Resource Center Dallas. As such, our board member has voting rights on the board of Trans Pride Initiative, and can influence actions taken by GEAR. GEAR is a small program at Resource Center Dallas, focusing for the most part on organizing social events. All actions taken by Trans Pride Initiative board members will be subject to the conflict of interest policy as described in Article IX of the corporate bylaws (a copy of which is submitted with this application).

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Part IX, Financial Data

Part A, Statement of Revenues and Expenses (continued from Form 1023)

As per instructions on the revised Form 1023 (November 2010) for organizations in existence less than five years, we have completed this section with actual revenue and expenses for the first year of operation (August 12, 2011 to December 31, 2011) and projections for the current year (2012) and next two years (2013-2014) based on reasonable and good faith estimates.

Line 1: Gifts, grants, and contributions received

Type	2011 Actual	2012	2013	2014
Direct Mailings	\$0	\$0	\$25	\$50
Email Solicitations	\$0	\$50	\$200	\$600
Personal Solicitations	\$0	\$125	\$300	\$800
Foundation Grants	\$0	\$500	\$1,000	\$4,000
Phone Solicitations	\$0	\$0	\$80	\$125
Website Donations	\$0	\$100	\$750	\$2,000
Government Grants	\$0	\$200	\$500	\$1,000
Other (Annual Benefit)	\$0	\$0	\$500	\$1,000
Totals	\$0	\$975	\$3,355	\$9,575

Line 7: Revenue Not Otherwise Listed

Type	2011 Actual	2012	2013	2014
Startup Loan (0% interest)*	\$1,000	\$0	\$0	\$0
Totals	\$1,000	\$0	\$0	\$0

* Loan provided by board member Gaither, at 0% interest.

Line 9: Gross receipts from admissions, merchandise sold, or services performed

Type	2011 Actual	2012	2013	2014
Clothing Sales (i.e. t-shirts)	\$0	\$0	\$500	\$1,000
Small Item Sales (i.e. stickers)	\$0	\$0	\$120	\$240
Health Care Services	\$0	\$0	\$250	\$500
Education Class Hosting	\$0	\$0	\$100	\$250
Employer Training	\$0	\$0	\$100	\$250
Housing Services	\$0	\$0	\$50	\$100
Totals	\$0	\$0	\$1,120	\$2,340

Line 14: Fundraising Expenses

Type	2011 Actual	2012	2013	2014
Direct Mailings	\$0	\$0	\$11	\$24
Foundation Grant Solicitations	\$0	\$50	\$100	\$150
Government Grant Solicitations	\$0	\$0	\$200	\$600
Other (Annual Benefit)	\$0	\$0	\$100	\$200
Totals	\$0	\$50	\$411	\$974

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Line 17: Compensation of Officers, Directors and Trustees

Type	Current Year	2012	2013	2014
Officer compensation (president)	\$0	\$0	\$1,500	\$4,800
Officer compensation (employees)	\$0	\$0	\$0	\$0
Contract work	\$0	\$0	\$0	\$0
Totals	\$0	\$0	\$1,500	\$4,800

Line 20: Occupancy Expenses

Type	2011 Actual	2012	2013	2014
Utilities	\$0	\$0	\$0	\$2,400*
Post Office Box	\$0	\$70	\$80	\$90
Web Services	\$0	\$108	\$120	\$132
Totals	\$0	\$178	\$200	\$2,622

* The organization is hoping to have space donated for a small office by the beginning of 2014. Trans Pride Initiative is expecting to cover the utilities for any donated space.

Line 21: Depreciation and Depletion

Type	2011 Actual	2012	2013	2014
General Office Equipment	\$0	\$20	\$50	\$100
Totals	\$0	\$20	\$50	\$100

Line 23: Any Expense Not Otherwise Classified

Type	2011 Actual	2012	2013	2014
Gross Receipts Expenses	\$0	\$0	\$100	\$225
Advertising	\$0	\$0	\$500	\$1,000
Printing	\$0	\$200	\$400	\$500
Office Equipment and Supplies	\$0	\$250	\$300	\$350
Payroll Taxes	\$0	\$0	\$150	\$480
Repay Startup Loan*	\$0	\$0	\$0	\$1,000
Totals	\$0	\$450	\$1,450	\$3,555

* Loan may be repaid in 2014 or at any time that the Board of Directors determines it is feasible for the organization to repay.

Part B, Balance Sheet

Line 15: Other Liabilities

Loan from board member Gaither in the amount of \$1,000 as startup funding for general and administrative costs and operations. The loan is provided at 0% interest, and has flexible terms for repayment, but is expected to be repaid in 2014.

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Schedule F

Section I

Line 1

Trans Pride Initiative does not currently provide housing, but will seek opportunities and may be able to do so within the next two years. The nature of housing provided would be low-income housing for trans persons who are homeless. The type of facility would most likely be an apartment unit or a small apartment complex that includes one or more dorm type emergency housing unit (for four to eight persons) and later low-income rental studio, one-bedroom, and two-bedroom units available for longer term rental (up to one year).

Line 2

Application forms have not been developed at this time. Application will likely be based on a tier system related to the type of assistance being requested and length of stay. Short-term emergency shelter will likely be provided on request via a brief intake form documenting need (qualifying needs would include applicant being a victim of violence or the threat of violence, or the applicant being suddenly without shelter) and payment of a minimal fee that may be waived on a case-by-case basis. Longer term residency will require an intake assessment based on income and disability as documented by IRS filings, Supplemental Security Income disability status and income records, agreement to residency rules of behavior, and participation in programs to help clients become self-sufficient. Permanent residence units will not be provided, but Trans Pride Initiative will seek opportunities to collaborate with providers of permanent subsidized housing for clients.

Line 3

The public will be made aware of the housing and shelter program through notices on the Trans Pride Initiative website, social networking sites, and free brochures describing services. We will also work through state and national organizations such as Transgender Education Network of Texas and National Center for Transgender Equality to make sure awareness of the program is as broad as possible. Information will be provided to area agencies and governmental units such as Resource Center Dallas (Dallas' largest LGBT support organization, and one of the largest in the United States), the Metroplex Dallas Homeless Alliance, and the Dallas Police Department (including the Crisis Intervention Unit) so they can refer clients to Trans Pride Initiative services (preliminary discussion has already taken place with the Services Manager at The Bridge, Dallas' largest shelter and continuum-of-care provider).

Line 4

Currently we have no facilities, but we expect to start with a single apartment unit that can accommodate up to four individuals and grow as needed. All units are expected to be provided free of charge or rented rather than sold.

Line 5

The residency agreement has not been developed yet.

Line 9

Trans Pride Initiative does not currently participate in any government housing programs, but will seek opportunities to do so. Programs that Trans Pride Initiative may apply for include Housing and Urban Development's Supportive Housing Program, Emergency Shelter Grants Program, Homelessness Prevention and Rapid Re-Housing Program, Housing Opportunities for Persons with AIDS Program, and state and local programs for which the organization may qualify.

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Line 10

Trans Pride Initiative is unlikely to have sufficient funds to own its own facility for many years. Instead, Trans Pride Initiative will seek to lease a housing facility or facilities at cost effective rates. Lease agreements will clearly state the purposes for which the lease is made.

Section III

Line 1

As Trans Pride Initiative does not currently provide low-income housing, specific qualifications have not yet been developed. Application will be limited to persons who identify as transgender, transsexual, or in some other way as gender nonconforming. Qualifications will be tied to the federal poverty level and current conditions (for example, trans victims of violence who request short-term or emergency shelter may not need to meet income qualifications, or may need to meet more lax income qualifications).

Line 2

Trans Pride Initiative does not expect to charge any periodic or maintenance fees beyond rent payments.

Line 3

Trans Pride Initiative expects to make housing it provides affordable to low-income residents by restricting rents to no more than 30 percent of resident incomes, or by applying other rent restrictions as defined in government programs providing funding for housing provided by the organization.

Line 4

Trans Pride Initiative expects to provide other social services to residents, as described elsewhere in this application. These services include education assistance, employment assistance, healthcare assistance and referrals, and general support.