



HARMONY™

ANNUAL REPORT

2020

*An unprecedented year.
A year of firsts.*

P.O. Box 16973
Kansas City, MO 64133
U.S.A.

www.harmony.lgbt

01

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HARMONY PROVIDES ADVOCACY, EDUCATION, AND RESOURCES FOR QUEER VOICES* IN COMMUNITY OF CHRIST WITH A SHARED VISION OF FULL PARTICIPATION.

**THE TERM QUEER IS BEING RECLAIMED BY SOME WHO IDENTIFY AS LGBTQ+ AND IS USED AS AN UMBRELLA TERM FOR THE LGBTQ+ COMMUNITY. WE USE THE PHRASE "QUEER VOICES" TO DESCRIBE ALL PERSONS, REGARDLESS OF SEXUAL ORIENTATION OR GENDER IDENTITY (SOGI), WHO HAVE THE COURAGE TO USE THEIR VOICE TO SPEAK FOR JUSTICE FOR THE MARGINALIZED IN THE QUEER COMMUNITY.*

02 PRESIDENT'S REPORT

To our members, supporters, and contributors:

On behalf of the Harmony Board of Directors, I proudly present the 2020 Harmony Annual Report for your review. What follows is a comprehensive financial health report (past and projected) as well as news and accomplishments concerning programming, membership, and a variety of important organizational updates.

This could be an opportunity for me, as your president, to lean on the COVID-19 pandemic as a crutch, reporting that it hindered our performance over the past year. However, rather than leaning on the fact that this was an *unprecedented* year, I am delighted to publish an *unprecedented* annual report instead. Despite the constraints, barriers, and problems that operating a decentralized non-profit organization during a global pandemic, we have risen to the occasion together and surpassed every projected metric we have: *membership, fundraising, church leadership collaboration, member support, advocacy, educational programs, administrative upgrades, and more.*

WE OFFER OUR GRATITUDE

Thank you to all those who support our cause - you have and continue to make a major difference in the lives of Queer individuals associated with Community of Christ. Your presence, volunteerism, and financial support ensure that this important work can continue far into the future.

"IN AN UNPRECEDENTED YEAR, I AM PLEASED TO PUBLISH AN UNPRECEDENTED REPORT."

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PRESIDENT'S REPORT (cont'd)

WE LOOK FORWARD TO THE FUTURE

While 2020 has been an enormous success, we are projecting an *even bigger 2021* thanks to our incredible volunteers, talented board members, successful marketing, and regular and consistent programming. The foundation we have laid together will ensure a successful and sustainable future for the organization. Together, we are sowing seeds for a brighter, more inclusive future in Community of Christ.

WE SEEK YOUR CONTINUED SUPPORT

The new year brings with it new opportunities to support the mission of Harmony. We know people choose to support causes that are important to them, and Harmony's mission is one that clearly resonates with hundreds of people all over the world. But please, don't take my word for it - I ask that you let this document speak for itself. This year, consider volunteering, making a donation, and enrolling your congregation in our newly refreshed *Welcoming & Affirming Congregation Program*.

Respectfully submitted,

Parker Johnson (*he/him/his*)
Harmony President

"THE NEW YEAR BRINGS WITH IT NEW
OPPORTUNITIES TO SUPPORT THE MISSION
OF HARMONY."

04 VP'S REPORT

As Harmony's first Vice President I want to thank you for your faith in me. I've been a part of this organization in one way or the other since 2000 and although I stepped away for a time coming back was very purposeful. Working with Parker and Jerry during this huge transition was exactly where I wanted to be and hopefully, where my skills have been best suited.

The Vice Presidency holds no specific duties except for whatever the President asks of them. And during this time of transition it has meant helping with member support ideas and stepping in wherever needed. Branding, communication, support and advocacy – this is what Harmony is up to this first couple of years until we are all clear about what is most needed by our members.

Saundra Merth (*she/her/hers*)
Harmony Vice President

"AS HARMONY'S FIRST VICE PRESIDENT I
WANT TO THANK YOU FOR YOUR
FAITH IN ME."

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SECRETARY'S REPORT

Hello Harmony!

As Secretary my role is to keep the records of the organization. This includes the Board of Directors meeting agendas and minutes, IRS and State of Missouri filings, and most recently, managing the transition to our new membership platform JoinIt. What I found most impressive about 2020 was Harmony's ability to pivot and provide even more opportunities to be together virtually, all while developing resources for our mission of Advocacy, Education, and Resources. Our 2021 is shaping up to be a very busy administrative and programmatic year for the organization, and I look forward to every moment.

I am always available to answer any questions you have. You may contact me directly at jerry@harmony.lgbt.

Sincerely,

Jerry Dale, Jr. (they/them)
Harmony Secretary

**"WHAT I FOUND MOST IMPRESSIVE ABOUT
2020 WAS HARMONY'S ABILITY TO PIVOT AND
PROVIDE EVEN MORE OPPORTUNITIES TO BE
TOGETHER VIRTUALLY, ALL WHILE
DEVELOPING RESOURCES FOR OUR MISSION
OF ADVOCACY, EDUCATION, AND
RESOURCES."**

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TREASURER'S REPORT

To our members:

This past year, we've all been pushed to change our lives in ways we never imagined. We've had to learn how to utilize ideas, talents, and tools we hadn't considered in order to push beyond the limitations of COVID-19. This includes Harmony and I'm so grateful to be part of an organization of planners, creators, and out-of-the-box thinkers. I echo Parker's words of gratitude for our supporters. Harmony's influence and impact on the world is only possible because of you and the love you have for the Queer/LGBTQIA2S+ individuals associated with Community of Christ.

As Treasurer for Harmony, I have witnessed the power of love and unity in diversity. The number of contributions and new memberships we've received this year is unprecedented. Through this generosity from our members and supporters we have been able to provide resources, programs, and educational opportunities that have improved the lives of our queer siblings.

The anticipation of events puts things into a new perspective. It heightens our awareness, incites excitement, and brings a lot of emotion. We are here, friends, at a horizon of possibilities and I look forward to the future we can build together.

With love and peace,

Mike Roberts (he/him/his)
Interim Harmony Treasurer

**"AS TREASURER FOR HARMONY, I HAVE
WITNESSED THE POWER OF LOVE AND UNITY
IN DIVERSITY."**

07

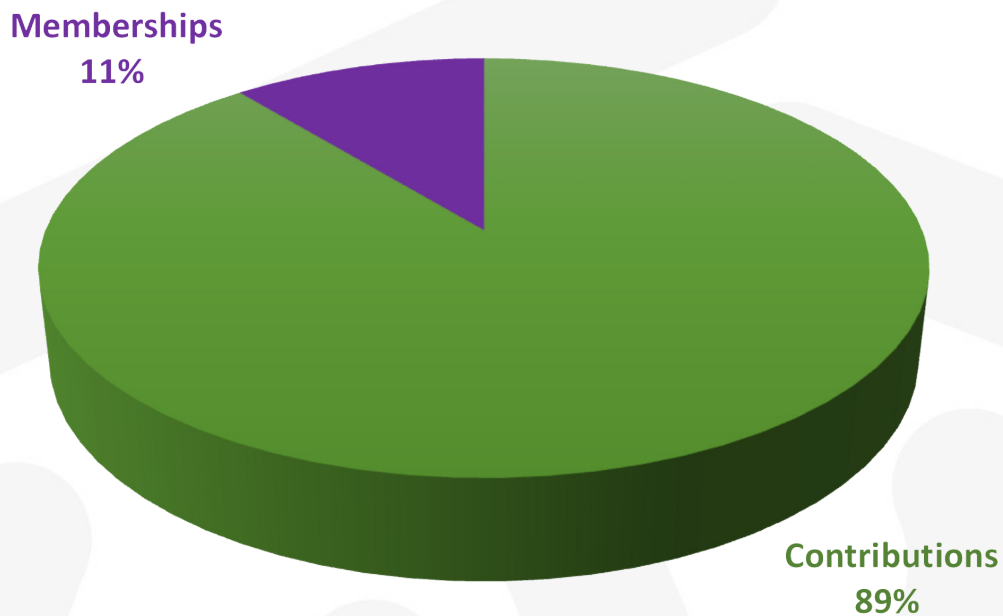
TREASURER'S REPORT (cont'd)

Statement of Activities	
All numbers listed in USD	
Income	
Contributions	\$ 19,483
Memberships	2,395
Total income	21,878
Expenses	
Advocacy	989
Education	2,760
Resources	1,070
Connection, communication and worship	2,405
Administrative support	3,855
Total expenses	11,079
Net increase in unrestricted net assets	10,799
Unrestricted net assets, beginning of year	27,325
Unrestricted net assets, end of year	\$ 38,124
Statement of Financial Position	
Assets	
Cash	\$ 38,124
Net Assets (capital/equity)	
Unrestricted net assets	\$ 38,124

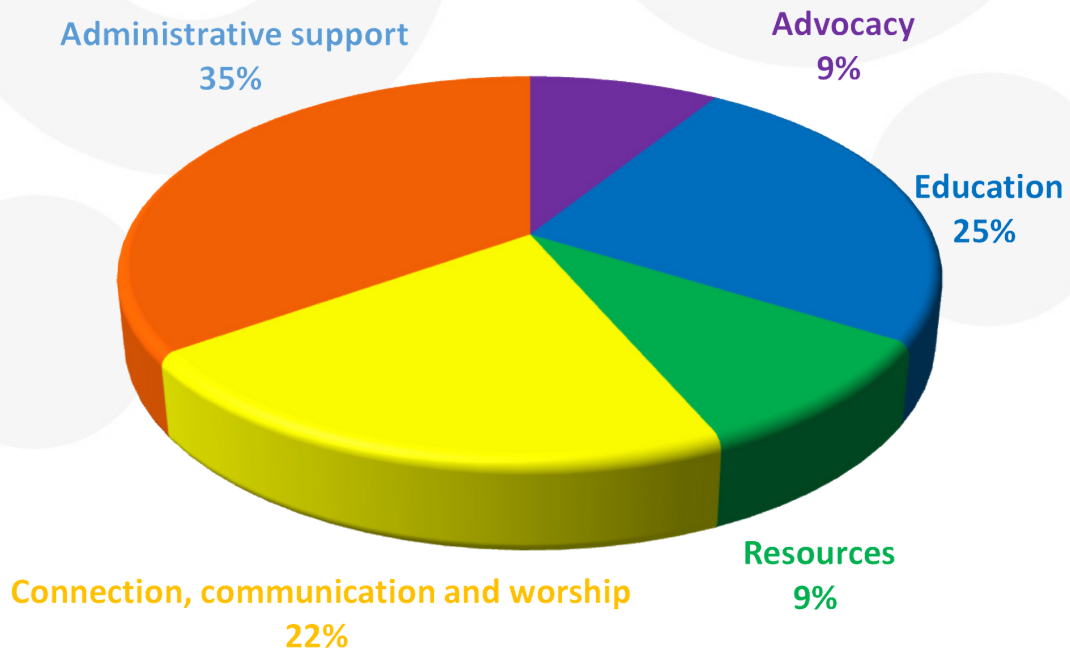
08

TREASURER'S REPORT (cont'd)

INCOME



EXPENSES



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CHAPLAIN'S REPORT

Beloved members and friends of Harmony,

It has been my honor to serve you as Chaplain in 2020. Despite loneliness, loss, grief, anxiety and tumult, this community has done what it always does best - support each other. Through Sacred Pause, Family Support Group and regular check-ins together, it has been amazing to watch you support one another. I have been moved by this community's ability to come alongside other marginalized people and begin to more fully embrace what diversity and affirmation really mean.

When Sacred Pause first began, I didn't know we'd still be facing this level of isolation and fear so many months later. Like many of you, this time in sacred community has become a cornerstone of my coping. I thank each of you who participated in some way by offering a prayer or reading, or by ministering to one another through your presence and vulnerability in discussions and spiritual practice. I especially extend my thanks to Tyler Marz for his creativity and goodness, he has added so much to Sacred Pause and to the chaplain efforts of Harmony. My thanks, also, to Parker Johnson, for his efforts on the administrative side of Sacred Pause.

As we move into 2021 for Harmony, and especially for Sacred Pause, I look forward to additional growth and opportunities to learn more about each of you and how I can best serve you. Our Harmony community has experienced so many blessings in 2020 and I look forward to God's unfolding blessings in the new year.

May you always be reminded that you are a beloved child of God,

Linda Stanbridge (she/her/hers)
Harmony Chaplain

**"IT HAS BEEN A GREAT EXPERIENCE HELPING
FORMULATE THE FOUNDATION OF AN
ORGANIZATION THAT HAS AMAZING
POTENTIAL..."**

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2020 BOARD OF DIRECTORS

President

Parker Johnson

parker@harmony.lgbt

Vice President

Saundra Merth

saundra@harmony.lgbt

Treasurer

John Billings *(through May 2020)*

Michael Roberts *(May - Dec. 2020)*

treasurer@harmony.lgbt

Secretary

Jerry Dale, Jr.

jerry@harmony.lgbt

Congregation Support Coordinator

Greg Mashburn *(through Mar. 2020)*

Tammie Lay *(April 2020 - present)*

tammie@harmony.lgbt

Member Support Coordinator

Stephanie Gustave *(through July 2020)*

At Large

Maggie Fout

maggie@harmony.lgbt

Crystal Hazelwood *(through Jan. 2020)*

Tyler Marz

tyler@harmony.lgbt

Val Sundell

val@harmony.lgbt

SPECIAL THANKS TO OUR 2020 HARMONY
BOARD OF DIRECTORS FOR ALL THEIR
HARD WORK!

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BOARD UPDATE

New/Returning Board of Directors Members Beginning January 1, 2021:

- Tyler Marz, *Member-at-Large (returning)*
- Michele McGrath, *Treasurer*
- Sandra Merth, *Vice President*
- Dylan Weaver, *Member-at-Large*

Board of Directors Members Terms Concluding December 31, 2020

- Mike Roberts (*Interim Treasurer*)

Board of Directors Resigned/Removed

- John Billings
- Stephanie Gustave
- Crystal Hazelwood
- Gregory Mashburn

12 TEMPLE PLANTING

When the Temple in Independence was built, large flower pots were placed around the circle drive, just off the World Plaza, at the end of the ramps from the roof, and at the corner of Lexington and River. For many years, they were filled with plants paid for through the World Church budget.

As members of the LGBTQ+ community began to consider ways their presence and their gifts could be shared more fully with Community of Christ, consideration arose about providing the plantings for the pots. In 2009, then-President David Howard had discussions with the leadership of Community of Christ regarding how GALA (now Harmony) could connect with and journey with the church. As part of that journey, the organization received permission to provide the flowers for those planters, a project that has continued since then.

The project was initially spearheaded by Chuck and Mike Hewitt in conjunction with David Howard. Later, Charlie and Pam Robison took over that responsibility and have continued it to the present. Through the years, there have been different configurations, but each configuration has provided beauty for those coming to visit.

Providing these plantings has been a quiet, persistent way that has allowed members of the LGBTQIA2S+ community and their families to say, “We are here; we are not going away; we are part of this community”—a visible reminder of their presence.

The volunteers who plant the pots each spring have come from the LGBTQIA2S+ community in Independence and the surrounding area and have varied widely in ages. There have been several who have been involved on a regular basis, while others have assisted when and as they are able. Planting has taken place in hot weather, cold weather, rain, and the middle of a pandemic (which resulted in us limiting the call for volunteers)...but whatever the conditions, those involved have enjoyed the fellowship and the creation of something beautiful.

Pam Robison (she/her/hers)
Harmony Member/Volunteer

"PROVIDING THESE PLANTINGS HAS BEEN A QUIET, PERSISTENT WAY THAT HAS ALLOWED MEMBERS OF THE LGBTQIA2S+ COMMUNITY & THEIR FAMILIES TO SAY, 'WE ARE HERE; WE ARE NOT GOING AWAY; WE ARE PART OF THIS COMMUNITY' — A VISIBLE REMINDER OF THEIR PRESENCE."

13 TEMPLE PLANTING (cont'd)

WATCH OUR 2020 TEMPLE PLANTING VOLUNTEERS IN ACTION



HARMONY'S LABOR OF LOVE IN FULL BOOM



14 CONGREGATION SUPPORT

Harmony's 2020 was a dynamic year for our Welcoming and Affirming Program (W&A Program) restructure and launch. We are ecstatic with the trajectory of this program that aligns the ministerial needs of the LGBTQIA2S+ Community within Community of Christ. Creating a fresh program that provides ongoing education for congregations, support for fully inclusive church life, and congregational communities as spaces for sacred refuge was and continues to be the focused agenda. I am proud of the work that has been accomplished in 2020 and the work that continues into 2021. Please view bulleted items below for an overall capture of our progress thus far:

GOALS REACHED

- Congregational Questionnaire updated and accessible to Core Teams
- Congregational Questionnaire Overview aligned to updated questionnaire
- Three Tracks of Education (Phase I, II, and III) defined
- W&A Committee formed with Members At Large Maggie Fout and Tyler Marz, Secretary Jerry Dale, and Welcoming and Affirming Coordinator Tammie Lay
- Complete group of Alumni Congregations (29 congregations who have completed the W&A Program before 2020) have been contacted, requesting updates to contact information

GOALS IN PROGRESS

- Updated information for Alumni Congregations will continue to be collected
- Development of a committee to create a platform for Alumni Congregations to receive ongoing education/support/connection
- Curriculum for Phases I, II, and III must be defined (W&A full committee led by Tammie Lay responsible)
- Program Coordinator engaged in ongoing communication with ten congregations and three mission centers, each at different stages with implementation of the W&A process
- All Board Members to complete facilitator training by mid-2021
- Recruitment of/training for ten Facilitators who will guide congregations through the W&A program

Tammie J. Lay (*she/her/hers*)

Harmony Welcoming and Affirming Congregational Program Coordinator

"WE ARE ECSTATIC WITH THE TRAJECTORY OF THIS PROGRAM THAT ALIGNS THE MINISTERIAL NEEDS OF THE LGBTQIA2S+ COMMUNITY WITHIN COMMUNITY OF CHRIST."

15 SACRED PAUSE UPDATE

Reflecting on the last year, I can only respond with awe at the way that this program has grown and the ways that God has used so many of you as ministers to one another. We have loved and grieved and been inspired together over the last year. This program has been deeply filling and connecting for many as we have joined, the last Monday of each month, in expectation of an encounter with something sacred in ourselves and others.

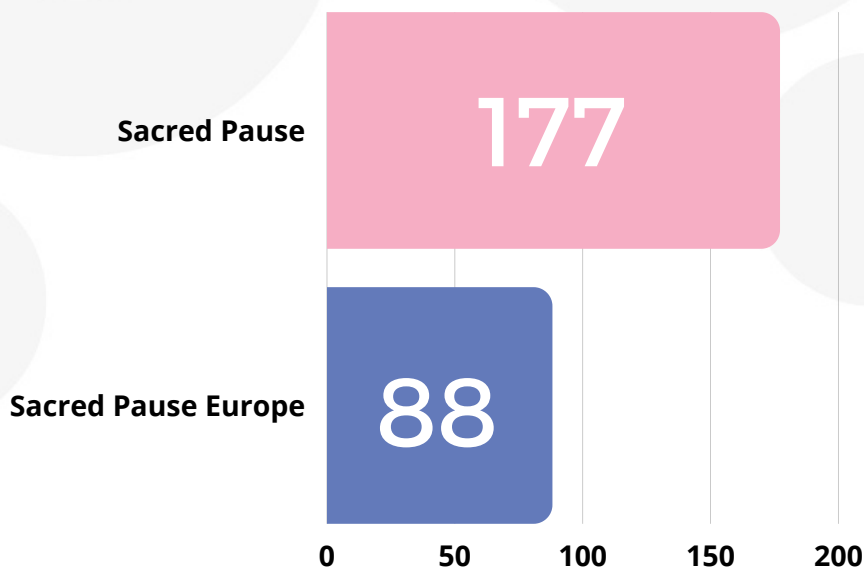
We look forward to another year of Queer-centered worship with ministry from a diversity of voices and continuing to connect Harmony across the miles. We also hope to grow the Sacred Pause Europe program as we seek to engage more voices and to provide ministry that is created especially for LGBTQIA2S+ folks and their allies in their own context and form.

A special thank you to each person who has participated in any way over the last amazing year. If you haven't yet joined us, we can't wait to share with you.

Linda Stanbridge (*she/her/hers*)
Harmony Chaplain

Tyler Marz (*he/him/his*)
Harmony Member-At-Large

TOTAL 2020 PARTICIPATION



"WE LOOK FORWARD TO ANOTHER YEAR OF QUEER-CENTERED WORSHIP WITH MINISTRY FROM A DIVERSITY OF VOICES AND CONTINUING TO CONNECT HARMONY ACROSS THE MILES."

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SACRED PAUSE UPDATE (cont'd)

With the addition of Sacred Pause Europe, Harmony has entered into new territory with the need for translation services into the church's three official languages (English, French, Spanish). Harmony is grateful to those who have donated their language skills. An example of the promotional materials used for Sacred Pause Europe can be found below.



Sacred Pause Europe
3 DECEMBER 2020 | 6 p.m. GMT / 7 p.m. CET

**CELEBRATING A MILESTONE:
ON THE ROAD TO AN
LGBTQIA+ AFFIRMING
COMMUNITY**

HARMONY.
Many Voices. One Mission.

Community of Christ



Pause Sacré Europe
3 DECEMBRE 2020 | 19H (heure de Paris - Bruxelles)

**CÉLÉBRONS UNE ÉTAPE
IMPORTANTE:
SUR LA VOIE D'UNE
COMMUNAUTÉ
D'AFFIRMATION LGBTQIA+**

HARMONY.
Many Voices. One Mission.

Communauté du Christ



Pausa Sagrada Europa
3 DICIEMBRE 2020 | A LAS 19:00 CET (MADRID)

**CELEBRANDO UN HITO:
EN EL CAMINO HACIA UNA
COMUNIDAD DE AFIRMACIÓN
LGBTQ+**

HARMONY.
Many Voices. One Mission.

Comunidad de Cristo

17 MEMBER SUPPORT UPDATE

Our membership is incredible! Thank you for your continued support. We had some amazing membership milestones this year. For the first time in our history, we maintained over 100 members year over year, you helped raise more money in one year than we have ever raised before, you attended Sacred Pause and Dr. Jill's sessions, and you gave us great ideas for future programming. YOU ARE ALL THE BEST!

Thanks to such successful fundraising campaigns in 2020, we were able to invest in a new membership management software called JointIt. We updated our membership types for more flexibility, changed our membership expiration schedule to be 12 months from joining, allowing for automatic annual renewal and so much more. Thank you for being patient with us as we go through growing pains.

One of the great joys this year was Community of Christ Apostle Robin Linkhart sharing her favorite pandemic recipes on Facebook Live. If you missed it, you can find it on our Harmony Table Facebook group dated May 6, 2020...you won't regret it.

Another first for Harmony was our holiday gift to each member household. It was powerful to see the joy that the pride flags brought to you.

This past year was definitely one for the record books. Please let us know what else we can be doing to help you. You can always contact us at info@harmony.lgbt.

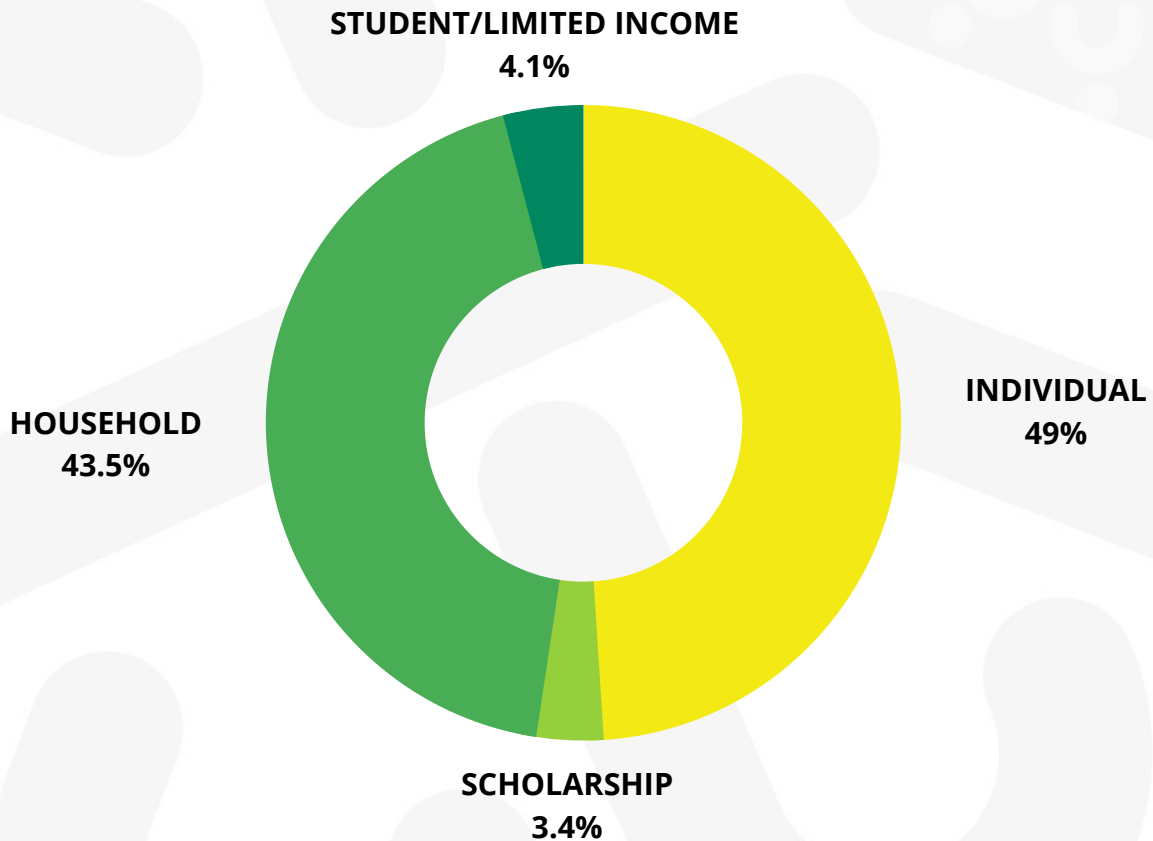
Respectfully submitted,

Jerry M Dale, Jr. *(they/them)*
Harmony Secretary

"THIS PAST YEAR WAS DEFINITELY ONE FOR THE RECORD BOOKS. PLEASE LET US KNOW WHAT ELSE WE CAN BE DOING TO HELP YOU."

18

MEMBERSHIP BREAKDOWN



Harmony's membership has truly become international with members joining from eight countries around the world. As of December 31, 2020, Harmony had 162 active members in the following countries:

- United States
- Canada
- Belgium
- Italy
- French Polynesia
- United Kingdom
- India
- Mexico

We look forward to providing culturally relevant materials to members from around the world as we become a more representative reflection of our global denomination.

19 CIRCLES OF SEXUALITY

From October - December 2020, Harmony contracted with Sexologist Dr. Jill McDevitt to provide a four-part series entitled Circles of Sexuality to Harmony members and the public. The purpose of this series is to provide meaningful and science-based information concerning human sexuality and gender identity as well as insight into common areas of struggle for the Queer/LGBTQIA2S+ Community such as shame, intimacy, power and agency, pleasure, and more.

This series was free to members and \$10 USD per person for non-members. Scholarships were available to cover the cost for anyone interested in attending.

FEEDBACK FROM ATTENDEES

— “

“This is such a great gift to the church from Harmony.”

“It was wonderful to see such vulnerability with church leaders present. So good!”

“We agreed at the start that our child would manage their own comfort level and feel free to go read if it became uncomfortable. They left for part of the sensuality circle but they came back soon after. Really good. So respectful and helpful. Great to have this content.”

— ”

20 CIRCLES OF SEXUALITY (cont'd)

The organization gained several new members through this important educational program, and we had many church leaders register and attend around the world.



Promotional graphic produced for the four-week series with Dr. Jill.

GUILT VS SHAME

“I did something bad” vs “I am bad”

“I made a mistake” vs “I am a mistake”

“I feel terrible for what I did” vs “I am terrible”

Screenshot of session content surrounding shame.

21 PRIDE-IN-A-BOX REPORT

Project Team: Sandra Merth (*Vice President*), Robin Linkhart (*Apostolic Ally*)

The year 2020 turned the world upside down, but Harmony somehow managed to adapt, adjust, innovate, and boldly sing the song of love, belonging, and welcome—come what may. There was no way Harmony was going to let the year that cancelled annual PRIDE celebrations the world over slip by without a loud and proud explosion of color among Harmony membership. Maybe Autumn leaves in reds and golds were the inspiration, but come Fall, Harmony Board of Directors hatched a plan for Christmas PRIDE in a Box.

Unforeseen health concerns on the team required a creative project redesign in November, and Voila! On 5 December 2020, magnificent full-sized “Inclusive Progress PRIDE Rainbow Flags” began arriving at the porches or mailboxes of every Harmony member household. Ninety-two flags delivered to seven nations (Australia, Canada, Italy, Mexico, Spain, UK-Wales, USA), created a global 2020 Christmas PRIDE parade. The JOY was contagious!

Project Recap:

- 92 flags
- 92 households
- Total expense: \$1098.65 USD
- Joy/Hope/Love/Peace: **priceless**

Each package came with a note enclosed that read:

It's been a difficult year, so we wanted to share some PRIDE with you. Hang it up, share it, fly it proudly on your porch, or wear it as a cape at your local Pride Parade. You are perfectly and wonderfully made. —Your Harmony Board

Robin Linkhart (*she/her/hers*)
Community of Christ Apostle

"NINETY-TWO FLAGS DELIVERED TO SEVEN NATIONS (AUSTRALIA, CANADA, ITALY, MEXICO, SPAIN, UK-WALES, USA), CREATED A GLOBAL 2020 CHRISTMAS PRIDE PARADE."

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PRIDE-IN-A- BOX REPORT (cont'd)

MEMBERS PROVIDED PHOTOS WITH THEIR PRIDE FLAG



23 SPECIAL THANKS

We could not have accomplished all that we did without the help of skilled volunteers, supporters, and donors. Special skills and resources were required in order to successfully carry out the creation of new programs, resources, and critical organizational improvements.

The Harmony Board of Directors would like to extend its gratitude to our members, friends, and contributors who ensure this important work can continue.

With appreciation,

Your Harmony Board of Directors

"WE COULD NOT HAVE ACCOMPLISHED ALL THAT WE DID
WITHOUT THE HELP OF SKILLED VOLUNTEERS AND
SUPPORTERS."

24 NOMINATIONS COMMITTEE

Although we had several volunteers interested in joining the Harmony Board for 2021 after a few discussions and clarification of what would be required it came down to only a handful being able to commit to the time. Because we only had one person nominated for each of the open positions a true election was not necessary per our bylaws.

I want to take this time to thank everyone's willingness. We know your heart is in the right place and trust me, there will be opportunities in the near future for you to dazzle us with your talents. So please stay in touch, share your insights and ideas.

Saundra Merth *(she/her/hers)*

Harmony Vice President

Nomination's Committee Chair

25 2021 BUDGET APPROVAL

The Harmony Board of Directors and Finance Committee were thrilled to announce the unanimous support for the 2021 Budget. Many of you raised insightful questions and comments. Your careful consideration of this budget document was energizing for the organization's leaders, a tangible measurement of your commitment and support for Harmony's mission and vision.

We are excited to move forward with a financial document that truly visualizes our missional focus. Special thanks to the 2020 Interim Treasurer Mike Roberts and the 2021 Treasurer Michele McGrath for their collaborative contributions to the organization's financial security.

Thank you to all those who participated in this vote. We appreciate your investment in and support of this great cause.

Parker Johnson *(he/him/his)*
Harmony President



HARMONY™

Many Voices. One Mission.

Approved 2021 Budget

	2021	
	Budget	%
Income		
Contributions	\$ 20,000	85%
Memberships	3,000	13%
Grants	500	2%
Total income	23,500	100%
Expenses		
Advocacy		
Temple planting project	1,500	
Graceland Spectacular	750	
World Conference (next held in 2022)		
Pride (resume support after COVID)		
Total advocacy	2,250	9%
Education		
Congregational support		
Congr. Welcoming & Affirming program		
Facilitator training	2,250	
Member support		
Retreat		
Retreat expenses	3,000	
Less: registration fees	(3,000)	
CofC policy-writing support	750	
Conferences/speaker series		
Guest speakers	5,000	
Less: non-member registration fees	(750)	
Total education	7,250	28%
Resources	3,000	
Pride in a box (member resources)		
Congregational resources		
Campground/event resources		
Sacrament support		
Total resources	3,000	11%
Connection, communication and worship		
Sacred Pause (costs included in software & technology, below)		
Marketing and communications	500	
Meals and entertainment	250	
Board retreat	1,000	
Total connection, communication and worship	1,750	7%
Administrative support		
Audit fees	4,500	
Legal fees	3,000	
Insurance	2,100	
Office supplies	250	
Postage and PO box	250	
Bank and payment processing fees	200	
Other	200	
Software and technology	1,500	
Total administrative support	12,000	46%
Total expenses	26,250	100%
Net increase (decrease) in cash	\$ (2,750)	



APPROVED 2021 BUDGET

FREQUENTLY ASKED QUESTIONS

1. Why does this budget look so different from previous budgets?

A budget is more than just a financial accountability document. It's also a communications tool. So, we've updated our budget format to convey at-a-glance our mission and priorities: **Advocacy, Education, Resources**. We hope it clearly shows where our resources are coming from and how we are investing them in support of the Queer/LGBTQIA2s+ community.

2. Why is Harmony presenting a deficit budget?

Harmony received a significant amount of contributions late in 2020 and has committed to investing these funds in new and newly revamped programs in 2021. Given our cash balance going into 2021, we feel comfortable recommending a budget with a small deficit.

Our approach is to estimate our income conservatively, and to try to provide adequately for upcoming expenditures. We feel that our income budget is conservative given the tremendous response, support, and growth the organization experienced in 2020. It's possible we will receive more income than budgeted, and/or spend less than budgeted.

3. Why is Administrative Support such a large percentage of the budget?

We recognize that, as a percentage of our total budget, Administrative Support looks outsized. This is primarily a function of the organization's current size. We are in growth mode and are proud that due to significant support from members and contributors, our 2021 budget plans more spending on Advocacy, Education, and Resources than ever before!

With our Admin Support budget, we are laying a solid foundation for continued mission and growth. As we grow, the Board is committed to making sure this category decreases as a percentage of our total budget.

4. Why are Audit Fees in the budget? Why is the amount so large?

Harmony highly values transparency and accountability and having a financial audit will help to assure that for our members, partners, and contributors. Additionally, we are looking into applying for grant funds in order to provide more funding for our core programs – Advocacy, Education, Resources. Most grant funders require audited financial statements before consideration of a grant request.

As to the cost, we selected a reputable audit firm in the Kansas City, Missouri, USA area after interviewing three firms. The engagement letter from that firm states that the audit cost will not exceed \$4,500 so this is the number included in the budget as the maximum cost. We know that first year audits can be more expensive than subsequent years so this cost may decrease in future years.

5. What is the intention for the Legal Fees budget?

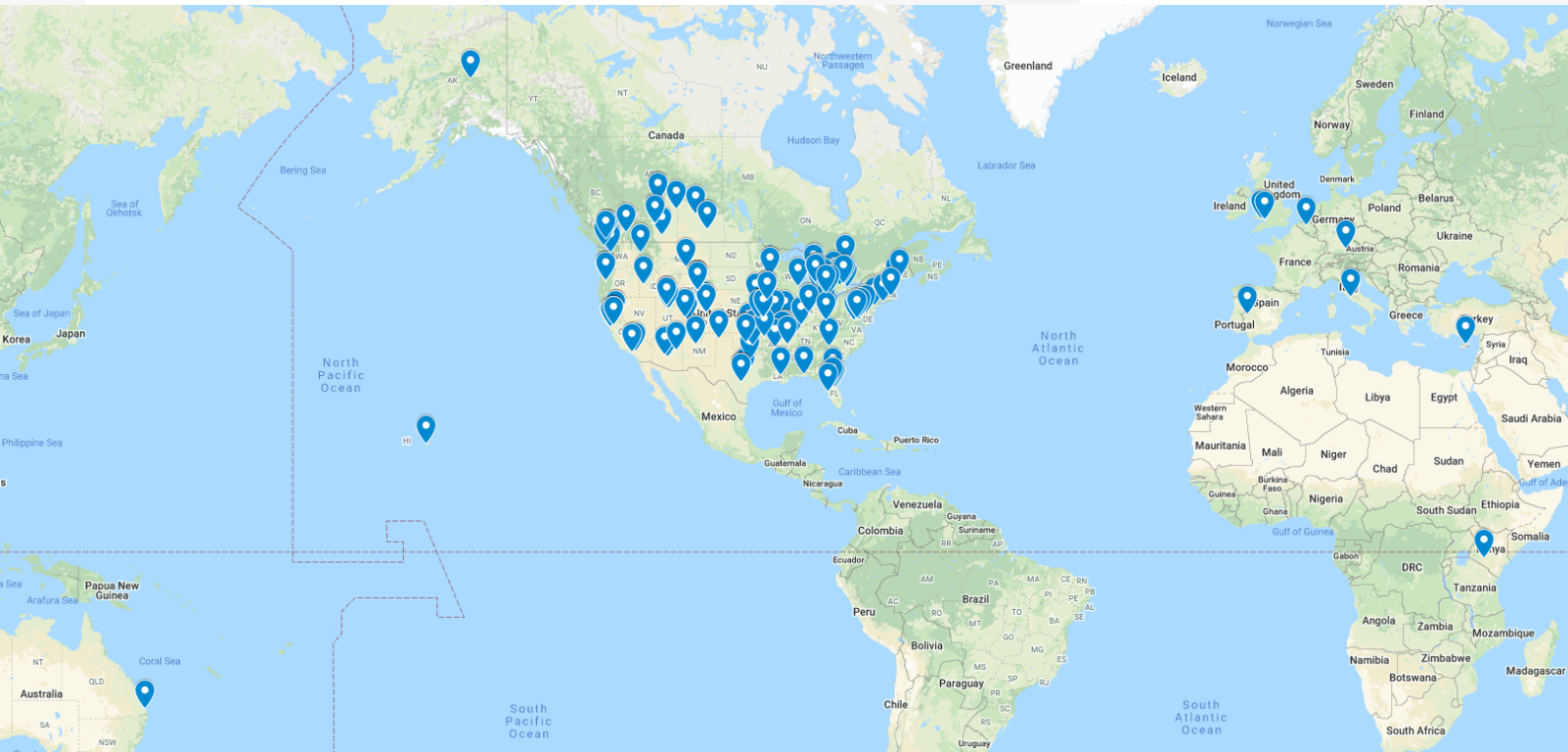
The main reason for budgeting a significant amount for Legal Fees is the anticipated cost to restructure the organization's bylaws this year as well as the possibility of adjusting our status with the State of Missouri. Currently we are operating as GALA dba (doing business as) Harmony. We are researching whether this is the best organizational structure for us moving forward.

6. What Insurance is included in the budget?

In 2018, Harmony began carrying insurance for the first time in our history. This is a best practice and protects the organization, the board of directors and our members and volunteers conducting official Harmony business. The coverage is standard for most non-profit organizations and covers items like loss property, liability, supplemental medical expenses, damage to property we rent, and abuse and molestation.

29 FUNDRAISING

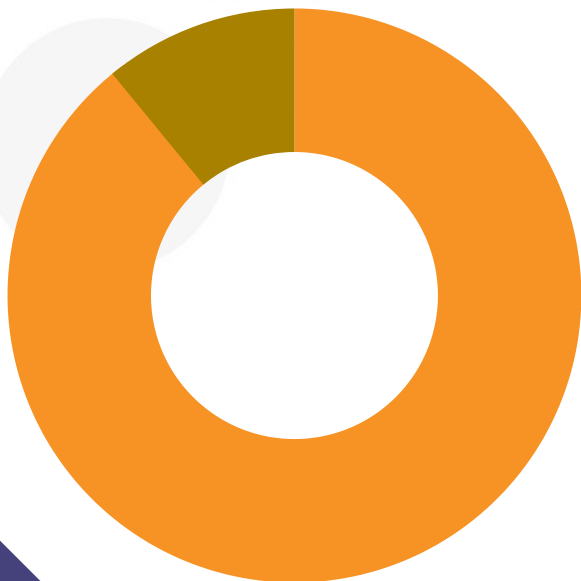
2020 DONOR LOCATIONS



2020 CONTRIBUTION OVERVIEW

MEMBERSHIPS

10.9%



DONATIONS

89.1%



2500% increase year over year in donations



440% increase year over year in membership



\$19,483 USD donations received in 2020



\$2,395 USD received in 2020 membership fees

30 ENGAGEMENT REPORT

As part of Harmony's commitment to transparency and reporting to its stakeholders, we offer the following metrics concerning official engagements and/or partnerships with congregations, mission centers, world church leaders, and various other partners. These opportunities for engagement are the result of hard work establishing a better, more accessible system for communications, more frequent programming, and a committed board and Harmony members.

- **Examples of public speaking include:** sermons, presentations, classes, information sessions, etc.
- **Examples of peer support include:** private/confidential mentorship, listening, Queer/LGBTQIA2S+ ministry, spiritual companionship, etc.
- **Examples of advisory include:** policy/document review, inclusive language assistance, theological and scriptural references, affirming officiant database, etc.

TOTAL NUMBER OF 2020 ENGAGEMENTS BY CATEGORY

