

PHILADELPHIA FAMILY PRIDE



2023
ANNUAL REPORT



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Our Mission:

Philadelphia Family Pride's mission is to build community for LGBTQ+ parents, prospective parents, grandparents and our kids of all ages - including adults, youth, kids, toddlers and infants. We support our families in the greater Philadelphia region through advocacy, education and family-centered events.

EXECUTIVE DIRECTOR'S STATEMENT

That's a wrap on 2023, a year when we got back to our new normal with mostly in-person events and some big staff changes.

Shanay Rowe (she/her) stepped down as PFP Assistant Director after 18 months in that role. Former long-time board member Sandra Telep (she/her/ella) jumped in to help as our Conference Assistant and then as Assistant Director by the end of the year.

Philly Pride 365 ran another great event with a huge Youth & Family Zone, and we hosted our second Juneteenth Pride Picnic among many other meetups and hangouts. In October, we got back to our annual in-person conference and attended the first OURFest in the Gayborhood.

There is also a lot new on the horizon for 2024. After 15 years with the organization, I am stepping down as of May 2024. I am filled with gratitude for all the connections I've been able to make over the years and all the advances we've seen for LGBTQ+ led families during that time from marriage equality to reproductive medicine for trans folks.

I am confident that the group will be in good hands with Sandra as our new Executive Director and Jadzia Axelrod (she/her) as the Assistant Director. More from them in the coming pages. Please stay in touch!

With gratitude,



STEPHANIE C. HAYNES

Executive Director



OUR VALUES

Philadelphia Family Pride feels that it is important to state our values as an organization, starting with naming the land that the organizers occupy and organize upon as stolen land.

Philadelphia and the surrounding areas are located on **land stolen from the Leni Lenape**. Their historical territory included present-day northeastern Delaware, New Jersey, the Lehigh Valley and other regions of eastern Pennsylvania, New York City, western Long Island, and the lower Hudson Valley. Take time to educate yourselves and your children about the history and present-day lives of the indigenous people in the places you live, work, and travel.

We also reiterate, emphatically, that **Black Lives Matter**. We (re)affirm that the on-going, systematic, state-sanctioned violence against Black people by this country is a crime that cannot continue and that an end to white supremacy is long overdue. We also support educating children about the history of our country, including the history of the treatment of Black and indigenous people.

We also shout from the rooftops that **Trans Lives Matter**. The many attacks on trans and nonbinary adults, youth, and children in Pennsylvania and around the country are unacceptable. We celebrate the contributions of trans and nonbinary members of the community and wholeheartedly support affirming health care for trans and nonbinary children and the professionals who care for them.

PFP supports the rights of all people to make decisions about their own **fertility and reproductive autonomy** and without reservation supports the right for pregnant people to choose abortion healthcare in a way that does not stigmatize or criminalize them.



The above photo is from the City of Philadelphia Mayor's Office from the celebration of Indigenous People's Day 2021.

MEET SANDRA & JADZIA

PFP is proud to announce that **Sandra Telep** (she/her/ella) has been hired as the new Assistant Director of Philadelphia Family Pride as of November 2023 and will take over as ED when Stephanie departs in May 2024.

Sandra, parent to two tween and teen kids, moved to Philadelphia 13 years ago when her oldest was a newborn. In search of community in a new city, she connected with PFP and made friendships she enjoys to this day. Eventually she joined the PFP board of directors in 2013 and served as Vice Chair in 2016 and 2017.

In addition to her experience with PFP, Sandra has worked at various groups including the Human Rights Campaign, The American Civil Liberties Union, the AFL-CIO, and PA Voice. She recently spent a year in Mexico with her children to cement their connection with their family, culture and language there.

As a peek ahead to 2024, **Jadzia Axelrod** (she/her) started on March 1, 2024 and will assume the Assistant Director role upon Stephanie's departure. She served on PFP's board of directors from 2019 until she resigned to take this position.

Jadzia also designed our beautiful logo that we adopted in June, 2019. She's hosted numerous gatherings for trans and nonbinary parents, organized Halloween parties and hosted potlucks at her home for the group.

Finally, Jadzia is a writer and cartoonist whose most recent works include [Galaxy: The Prettiest Star](#), the [DC Book of Pride](#), and the recent [Hawkgirl series](#). Jadzia, her wife and their daughter live in West Philly.



Jadzia, Stephanie, and Sandra after a transition meeting.

SOCIAL EVENTS

PFP held a variety of meetups, hangouts, and gatherings throughout the year moving back to primarily in-person events both inside and outside - with masks always welcome.

In all, we held 32 social meetups and events in-person and six Trans Parent meetups on Zoom in 2023.

Programming in-person included Valentine's Day and Halloween parties at GALAEI, a Cena de Orgullo tamale dinner, another queer families bird walk, and a single/solo parents meetup. Plus lots of playground meetups, ice skating and more!

We also organized our second Juneteenth Family Pride Picnic... more on that event on the next page. Camping with Pride returned in a big way with over 100 people sleeping in tents at French Creek State Park in May.

Thanks to board member and events planning committee chair Lori Keslowitz for making sure these events went off without a hitch! Other board members really stepped up including Board Chair Michael Galvan and new board member Adam Moskowitz who led the prospective parent social events.



Halloween Party, October 2023

JUNETEENTH PICNIC

PFP held our second Juneteenth Family Pride Picnic on Saturday, June 17, 2023 again at the Lovett Library Park in Mt. Airy. This was a tobacco-free event which centered LGBTQ+ Black families, history, vendors and artists. Thanks to the Bradbury-Sullivan Center for funding to make this picnic possible.

A free BBQ lunch from Streetside BBQ was provided as well as free water ice and pretzels from Da Cooler Boyz. Entertainment included MadBeatzPhilly drumline and Quany the Clown with a magic show, costumed characters, juggling and more!

We also provided a bounce house, free giveaways, and resource tables from local community groups including the Attic Youth Center, PFLAG-Philly, Prevention Meets Fashion, Bebashi and the Philly's Department of Public Health.

Vendors that attended included The Light Experience, Lashed by Queen Jean, Tinky's Creationz and Kouture Events.

Local state representative Chris Rabb and PFP Assistant Director Shanay Rowe addressed the group. Thank you to the volunteers from PECO for supporting the event.



Juneteenth Picnic, 2023

PHILLY PRIDE 365

Philadelphia Family Pride was excited to again be a part of the new Philly Pride 365 March and Festival on June 4, 2023.

The march began with speeches, music and joy at 10:30am at the Constitution Center and stepped off at 11am. It ended in the Gayborhood at the Pride Festival, centering around 13th and Locust Streets. (see cover photo)

Again this year there was a huge Youth and Families area spanning three blocks from 12pm-6pm. There were family-friendly musical and drag performances, clowns, jugglers, face painting, video game trucks, therapy dogs to pet, bounce houses, and more!

In addition to the Youth and Family Zone, Philly Pride also offered the following areas for participants - Sober Vibes, Decompression Zone, Food Truck Way, All Body Wellness Center, and more!

If you are interested in volunteering with PFP at this or any of the other Pride events in June, please get in touch with us! In addition to participating in Philly Pride, we also had resource tables at the Kimmel Center for their Pride Concert, Philly Pride Run 5k, Delco Pride in Upper Darby and the Bucks/Montco Pride festival.



PFP's Table at Philly Pride, 2023

EDUCATION & ADVOCACY

As part of our mission, PFP strives to educate our membership and the wider community about issues important to LGBTQ+ families and their possible impacts.

In March 2023, we held our first book swap where families brought books to donate and picked up a few books in return. There was a big turnout and lots of fun books from board books for the littlest ones to adult books on parenting as an LGBTQ+ adult.

As part of Pride Month, we held a book launch and signing for Refuge Midwifery's Ray Rachlin (they/she) and their book "Babymaking For Everybody: Fertility and Family Building for LGBTQ+ and Solo Parents." It's a much-needed new resource for prospective LGBTQ+ parents that includes quotes by many PFP parents.

PFP's Stephanie Haynes was interviewed by documentary film maker Conor Fetting-Smith for his upcoming film on queer youth in foster care. Stephanie talked about PFP's involvement in the *Fulton v. City of Philadelphia* case and recruiting foster parents.

Finally, PFP kept tabs on the lawsuit *Glover v. Junior* throughout 2023 and into 2024, a custody case between married women, one of whom was pregnant when they separated and sought to sever the non-bio mom's parenting rights. We continue to follow the case as it heads to the PA Supreme Court in 2024.

This case shows the need for the PA legislature to pass a law like the Uniform Parentage Act conferring parental rights on intended parents using assisted reproduction. We also strongly encourage couples using an unknown sperm donor to sign an intended parents agreement. Finally, same-sex couples in Pennsylvania should go through the second parent adoption process.



Stephanie being interviewed at Clark Park for an upcoming documentary.

PATHS TO PARENTHOOD

Providing educational classes for LGBTQ+ prospective parents is one of Philly Family Pride's core missions. In 2023, we continued the model we started in 2020 of having a series of stand-alone sessions in the summer, but this time in person.

We'd like to thank our 2023 Bridging the Gaps summer intern Charlotte Masters for her work in putting together and running these sessions for prospective parents. Charlotte set up and moderated six classes on the following topics:

- [Demystifying Surrogacy](#)
- [Achieving Pregnancy with Donor Sperm](#)
- [Adoption Options](#)
- Choosing a Sperm Donor
- Legal Considerations for Building Your LGBTQ+ Family
- [Becoming an LGBTQ+ Foster Parent](#)

We also held a welcome session at the William Way LGBT Center and an end of summer party/debrief at Booker's Restaurant in West Philly.



14TH ANNUAL CONFERENCE

Our **14th Annual Family Matters Conference** took place fully in-person for the first time since 2019 on Saturday, October 14 at the High School of the Future in Philadelphia.

The theme for this year's conference was "Reclaiming Family Values" and the keynote speaker was Rep. Malcolm Kenyatta. In the current climate of attacks on LGBTQ+ rights, PFP focused our efforts on learning how adults and kids can advocate for our families.

Sessions included:

- Navigating Hard Conversations
- Trans in Athletics: Inclusion & What Does It Mean to Be 'Fair?' with [Lex Horwitz](#)
- "Yes's and No's" - How to Give and Get Consent (for kids 7-13)
- Baking the Poisoned Cookie w/ John Jarboe from the Bearded Ladies Cabaret
- Family Manifestos: Building Antiracist Families with the Philadelphia Children's Movement (for kids and adults)
- Our Intersectional Lives: LGBTQ+ People with Disabilities

We offered a free legal clinic, sang with the RISE Choir, and COLAGE led a panel of children of all ages who have LGBTQ+ parents. Finally, families were able to visit dozens of resource tables from sponsors and community partners.



Queerspawn in the Family: Panel of Kids & Adults with LGBTQ+ Parents

2023 BOARD OF DIRECTORS

The 2023 Board of Directors for PFP was elected at our annual membership meeting as part of our Winter Party on January 7, 2023. PFP is fortunate to have such a dedicated group of volunteers leading this organization. Members for 2023 included:

Michael Galvan, Chair

Hunter McCorkel, Secretary

Jadzia Axelrod, Treasurer

Lori Keslowitz, Events Planning Committee Chair

Members at large: Melissa Charfadi, Alex Cruz, Sebastian Miller, Adam Moskowitz, Rebecca Levin Nayak, Sherley Olopherne, and Skott Stotland.



PFP Board Members and Staff at the June 2023 board meeting.

2023 INCOME

Philadelphia Family Pride's income for 2023 was up nearly 20% over 2022 – primarily through the speaking engagement fees and other fundraising. Thanks to all the individuals and organizations who donated to help us have the income to pay staff and run all our programming.

Conference Sponsorships - \$20,356

Membership Dues - \$5,127

Conference Registration Fees - \$1,557

Non-membership Donations - \$6,405

Grants - \$6,500

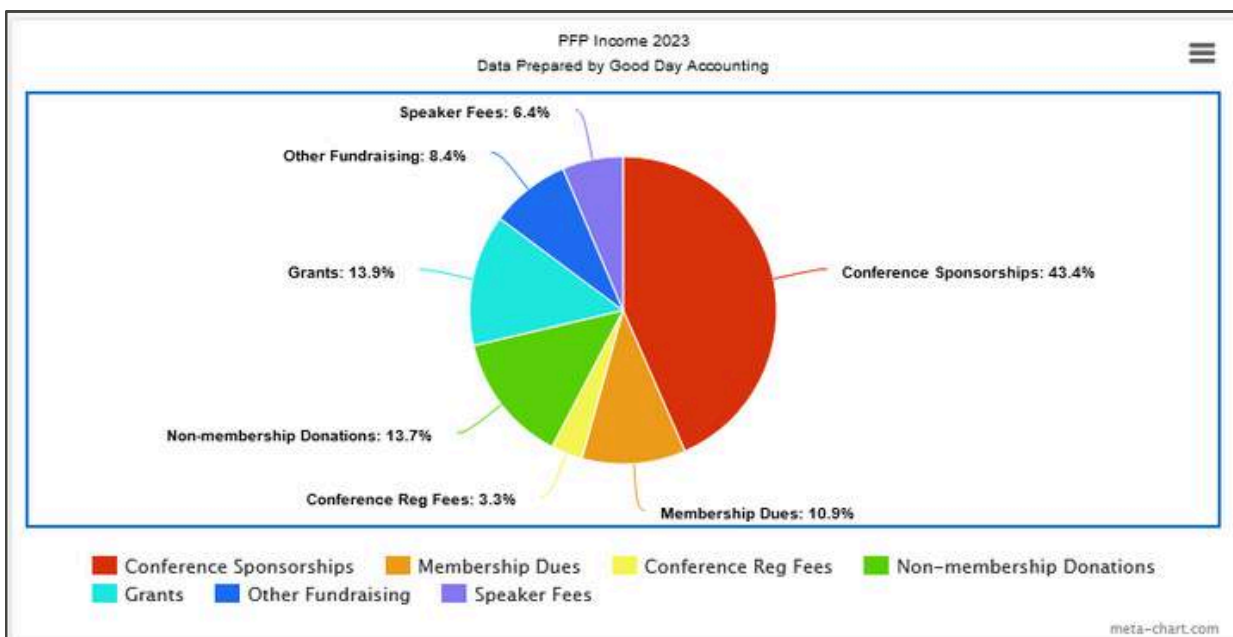
Other Fundraising - \$3,939

Speaker Fees - \$3,000

TOTAL INCOME: \$46,884

The grants income came from the Bradbury-Sullivan Center as part of their anti-tobacco work. We were able to run ads in the newsletter promoting the PA Quitline and put together social media campaigns and a blog post educating parents about how to talk to kids about tobacco and vaping. The Juneteenth Family Pride Picnic was tobacco-free and paid for through this grant money.

Thank you to Jaie Bosse at Good Day Accounting for their work in keeping our books again this year.



2023 EXPENSES

Philadelphia Family Pride's expenses for 2023 exceeded our income as we looked to spend some of our surplus in the celebration of returning to a fully in-person schedule.

Staff: \$24,115

Programming: \$16,099

Conference: \$9,294

Administrative: \$5,417

Membership: \$2,082

Promotion: \$828

Donations to other groups: \$790

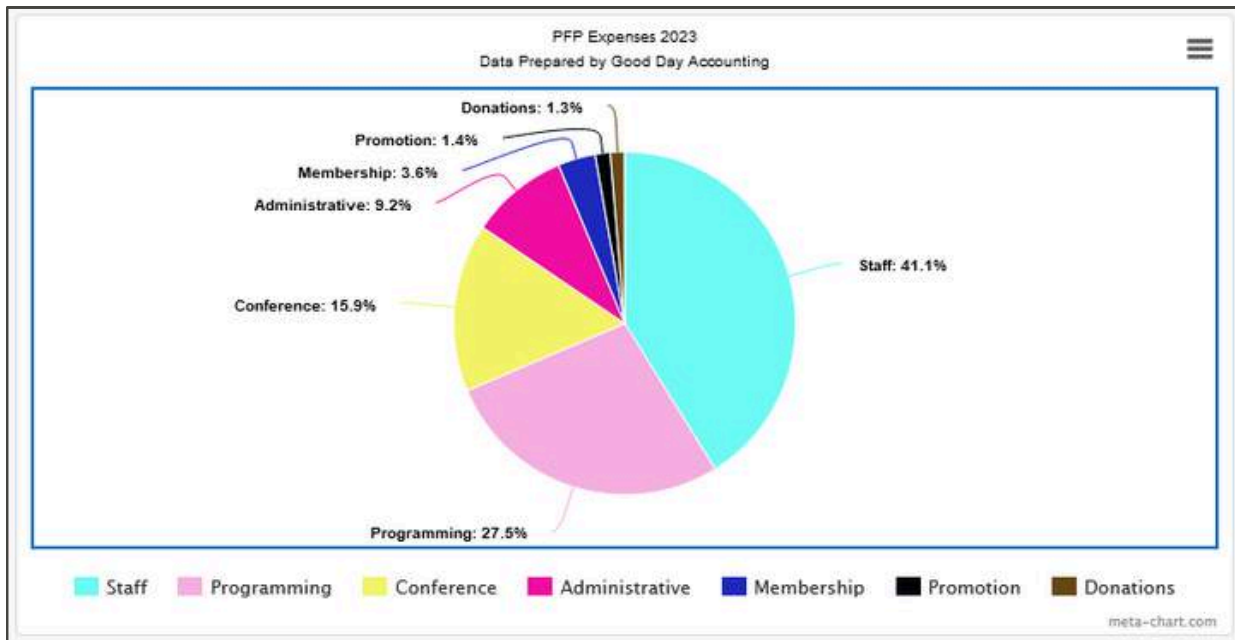
TOTAL EXPENSES: \$58,625

Programming expenses included costs for participating in Pride festivals, large events we sponsored (not including the conference), and small get-togethers.

Administrative expenses include the cost of our bookkeeping service (\$1,515), administration of websites, our PO Box rental fee, and software.

We had approximately \$25,000 cash on hand at the beginning of 2023, so we were comfortable with operating at a deficit for the year as we got back to pre-COVID in-person programming.

If you have any questions about our expenses or income, please direct them to our Executive Director Sandra Telep at sandra@phillyfamilypride.org.



A LOOK AHEAD

2024 will be a year of transition for PFP as long-time staffperson Stephanie Haynes moves on from PFP and Sandra Telep and Jadzia Axelrod take over the running of the group as the organization's two part-time staff people.

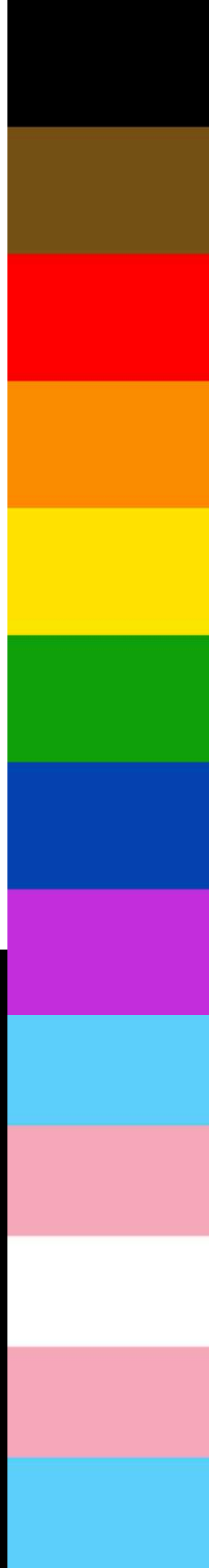
They look to continue the group's core mission of social and educational events for LGBTQ+ led families and prospective parents, attend lots of Pride events, host our third Juneteenth Picnic, and put together a fantastic 15th Annual Family Matters Conference in the fall.

As a reminder, this organization is run primarily by the volunteers who sit on our board and organize and attend our events, get-togethers and meetups, all supported by our two part-time staff. If you'd like to get more involved with PFP in 2024, please let us hear from you: attend meetups, volunteer for one of the board committees (membership, events planning, fundraising, education and advocacy) or help us plan our conference!

We love to learn from LGBTQ+ parents, prospective parents, grandparents and especially our kids of all ages. Let us know what else we can do to be of service to the community!



Lunch time at the PFP Conference in 2023.



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