

Q Notes

The Carolinas' Most Comprehensive Gay & Lesbian Newspaper

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Carolina Culture³

Festivals celebrate arts, visibility

by Brian D. Holcomb
Q-Notes Staff

The historic 1987 March on Washington for Lesbian and Gay Rights is remembered each year on October 11 — the date on which it was originally held. Now, that day is set aside as National Coming Out Day, a time when gays and lesbians make a concerted effort to be visible. Additionally, October has been designated National Lesbian & Gay History Month and honors the humanitarian, artistic and technical contributions that homosexuals have made in the world.

Charlotte is marking the month of October, and the weekend of the 11th, with the third annual OutCharlotte festival, a cultural celebration for the gay, lesbian, bisexual and transgender community.

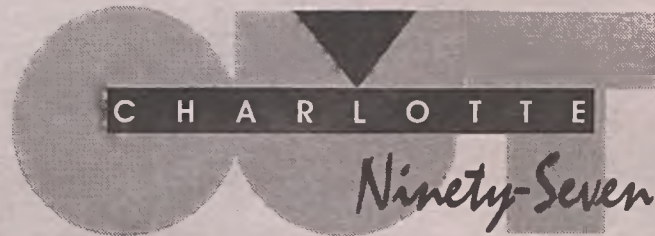
OutCharlotte was born of the desire of many in our community to express ourselves in a visible, unified and constructive fashion. Other communities throughout the Carolinas are following suit, with celebrations planned for several cities.

The Triad region of North Carolina is home to almost 30 GLBT groups and organizations. The Power of One is the name of a consortium formed by all of these groups that allows them to discuss community-wide support, as well as keep all member groups informed of upcoming events of other groups. This year, The Power of One is sponsoring the Triad's National Com-

ing Out Day celebration, Out and AbOut.

Out and AbOut will sponsor a dinner and dance on Friday, October 10 at Greensboro's Cultural Arts Center. On Saturday, there will be a family fun day at the Unitarian Universalist Church in Winston-Salem, with food, games and information about local organizations. On Sunday, there will be a special Coming Out Day service at the church, followed by a performance of "Good Sense" by Steve Willis.

The Lowcountry Gay and Lesbian Alliance



has scheduled a week of activities around National Coming Out Day in Charleston, SC. A Gay & Lesbian Film Festival will show features on October 3, 5, and 7. The SC Comedy Jam on October 8 stars Scott Kennedy and Kevin Maye, who are partners and tour together. The final event is OutFest, an outdoor festival at James Island County Park.

And, of course, there is OutCharlotte. The 1997 festival promises to be the best and most entertaining yet, with a lineup of local and national talent, all served up with that Queen City hospitality. The events begin on October 8 with

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Greensboro tapped as host site for new fundraising program

by David Stout
Q-Notes Staff

GREENSBORO, NC—A national philanthropic foundation supporting the gay, lesbian, bisexual and transgender community announced that it has selected Greensboro as one of the first nine cities to offer a new multi-session training program focused on effective organizational fundraising.

The training program, called OutGiving In Community, is scheduled to begin November 10 with a training seminar on "Fundraising Fundamentals." It is open to anyone and will especially benefit non-profit board members, staff, community activists and volunteers. The session begins at 6:30pm in the Founders' Hall Commons on the Guilford College campus, 5800 W. Friendly Ave. There is no cost to attend, but reservations must be made by November 5.

The session is the first of four that will be offered by the Gill Foundation, the national grantmaking organization started in 1994 by Tim Gill—the openly gay founder of the Quark computer software corporation. Mickey MacIntyre, the Foundation's OutGiving Project Director, will lead the trainings. MacIntyre is a nationally recognized leader in the field of fundraising who worked with the AIDS Action Council and the National Gay and Lesbian Task Force—where he increased the operating income four-fold in two years—before joining the Gill Foundation in 1995. MacIntyre was also the director of major gifts at the American Red Cross. He currently lives in a suburb of Washington, DC with his husband and three dogs.

The sponsors for the first training include

Alternative Resources of the Triad, Guilford College Gay, Lesbian, Bisexual Resource Center, People of All Colors Together/Greensboro, Power of One, Triad Business and Professional Guild and UNC-Greensboro's Gay, Lesbian, Bisexual Student Association. Statewide sponsors are NC Pride PAC and NC Pride Inc.

Future training sessions are scheduled to deal with face-to-face solicitation, direct mail and telemarketing, fundraising events and planned giving.

NC Pride PAC Executive Director MK Cullen is encouraging everyone to take advantage of this tremendous opportunity to strengthen and empower the movement across the state. "We want any organizers in our statewide community who think they need this training to attend. Understanding the basics of good fundraising techniques is one of the most important needs for our community's organizations, right now."

She stressed that Greensboro's location made it an optimal spot for bringing the community's movers and shakers together. "With its central location and more than 50 LGBT organizations in the Triad alone, Greensboro is a logical site for bringing our statewide community together to benefit from this kind of initiative."

Other cities hosting the OutGiving In Community program are Little Rock, AK; Colorado Springs, Denver and Ft. Collins, CO; St. Louis, MO; Helena, MT; Albuquerque, NM; and Columbus, OH.

For more information on OutGiving In Community, or to register for the first session, call the Alternative Resources of the Triad switchboard at (910) 855-8558. ▼

Study profiles gay and AIDS leaders

by Bob Witeck
Special to Q-Notes

LOS ANGELES—The leaders of many of America's most respected nonprofit AIDS and gay and lesbian community organizations present a compelling profile, according to a new study released last month. The survey reports these individuals, as a group, are strongly rooted and deeply cause-dedicated, highly educated, accustomed to demanding hours and yet remain modestly compensated for the professional obligations and challenges they face.

Most revealing perhaps, the vast majority (86 percent sampled) state they are "satisfied" with their current position — and if they were to leave their post, only 27 percent say that it would be to seek a new opportunity in a new field; 25 percent would seek a new opportunity in the same field. The most common explanation for departure was from a perceived "lack of board support," given by 21 percent of respondents. Most did not single out the customary low pay (10 percent of responses) or expected long hours (5 percent of responses) that accompany their roles.

The confidential poll was conducted between June and August 1997 by McCormack & Associates, a national executive search firm headquartered in Los Angeles, and specializing in diversity recruiting at the senior management level. This report is the first-ever quantitative benchmark of 321 nonprofit agencies throughout the US that respond to HIV/AIDS or provide social services to the gay and lesbian community. The response rate of 43 percent represents 142 agencies throughout the US, in large metropolitan areas to smaller, more rural communities and in every geographic region.

According to the findings, the typical executive director (for a surveyed organization):

- Will have responsibility for an annual budget approaching \$1 million.
- Relies on public funding for almost half (48 percent) of their budgets (with roughly 20

percent from major gifts, annual and planned giving and 18 percent from events/fundraisers).

- Works relatively long hours (68 percent record between 41-60 hours weekly and 20 percent report they are on the job for 61-plus hours each week).

- Has been in their present position for at least 3-5 years (37 percent) or between 6-10 years (22 percent).

- Has mixed — gay (55 percent) and straight (45 percent) — representation on their board of directors.

- Has significant management and professional career experience (61 percent report over 10 years experience; of this number, 40 percent measure between 16 and 20 years related experience).

- Is between 40 to 49 years old (46 percent).

- Have advanced education (57 percent report graduate degrees).

- Report annual earnings of \$75,000 or less (73 percent).

- Is more likely to self-identify as gay or lesbian (66 percent).

- Is still likely to be white (78 percent) and male (60 percent).

Along with its benchmark of leadership in the US, the McCormack poll asked all 142 respondents to informally rank their own peers. Specifically, they were asked to identify the three best managed AIDS service organizations (ASO) in the nation, as well as the top gay/lesbian service organizations.

The top responses in order for *best managed ASO in the country* — as recognized by their peers, include: 1) Gay Men's Health Crisis, New York; 2) San Francisco AIDS Foundation; 3) AIDS Action Committee, Boston; 4) AIDS Project Los Angeles; 5) Whitman-Walker Clinic, Washington, DC; and 6) National Minority AIDS Council, headquartered in Washington, DC.

The top responses in order for *best managed* See **LEADERS** on page 5

Interfaith group affirms ENDA

by Mohamad Elleitheh
Special to Q-Notes

WASHINGTON, DC— The Interfaith Alliance announced its endorsement of the Employment Non-Discrimination Act (ENDA) during a press conference on September 22. If passed, ENDA would extend current federal protections against employment discrimination to include sexual orientation.

The Interfaith Alliance (TIA) is a national grassroots coalition dedicated to promoting the positive role of religion in public policy and challenging the use of religion as a weapon to divide people of faith. Founded in 1994, TIA has grown to over 60,000 members from over 50 communities of faith and has over 100 chapters in more than 30 states.

"ENDA strengthens civil rights by extending them to those who presently suffer legal discrimination in the workplace," said Rev. Meg Riley, TIA board member and director of the Unitarian Universalist Association's Washington office of Faith in Action.

The group also expressed its disappointment in the efforts of Pat Robertson of the Christian Coalition, James Dobson of Focus on the Family and other political religious extremists to block passage of ENDA. "On ENDA, as on so many other things, Pat Robertson and James Dobson do not speak for all people of faith. In fact, they do not even speak for all Christians," said Rev. Dr. Herbert Valentine, TIA founding

president and executive presbyter of the Baltimore Presbytery. "The simple truth is that the vast majority of Christians and other people of faith believe in fairness and equality and thus support civil rights for all Americans. Whatever their particular views on homosexuality, most people of faith believe that no group of

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citizens should be singled out for legal discrimination and that no American should be treated unfairly in the workplace."

The Interfaith Alliance also pointed to a recent poll released by Greenberg and Associates which shows that 70 percent of all Christians believe that "gays and lesbians should be protected from discrimination in the workplace," and 63 percent of all Christians favor passage of "a bill which would extend current civil rights protections in the workplace to cover gays and lesbians."

"Clearly the Christian Coalition is out of step with the majority of Christians and Focus on the Family needs to focus on the facts," said Rev. Ken Brooker Langston, spokesperson for TIA. ▼