



2011–2012
GRATITUDE REPORT



**Pride
Foundation**

Building a Foundation for All

By the Numbers

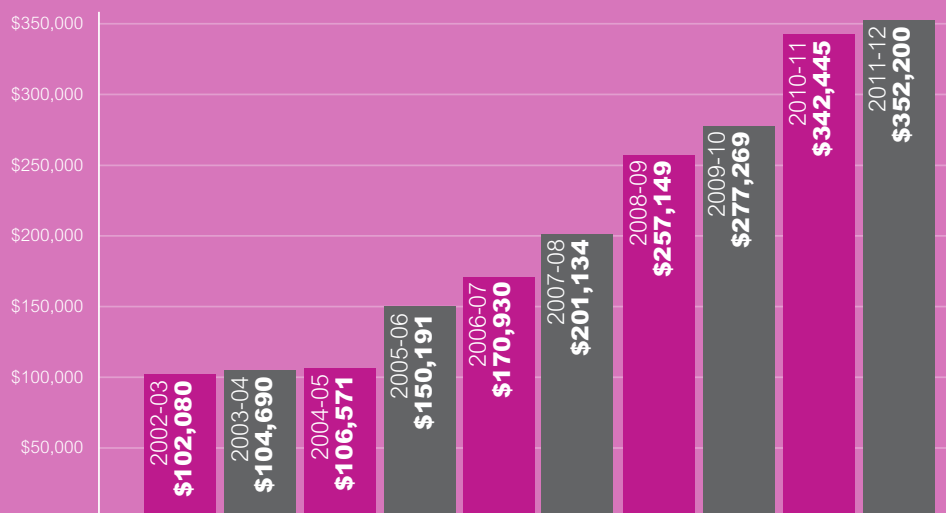
\$6.7 million in grants to **281** nonprofit organizations ✦

2221 Individual Donors

591 Volunteers

107 Scholars and Fellows

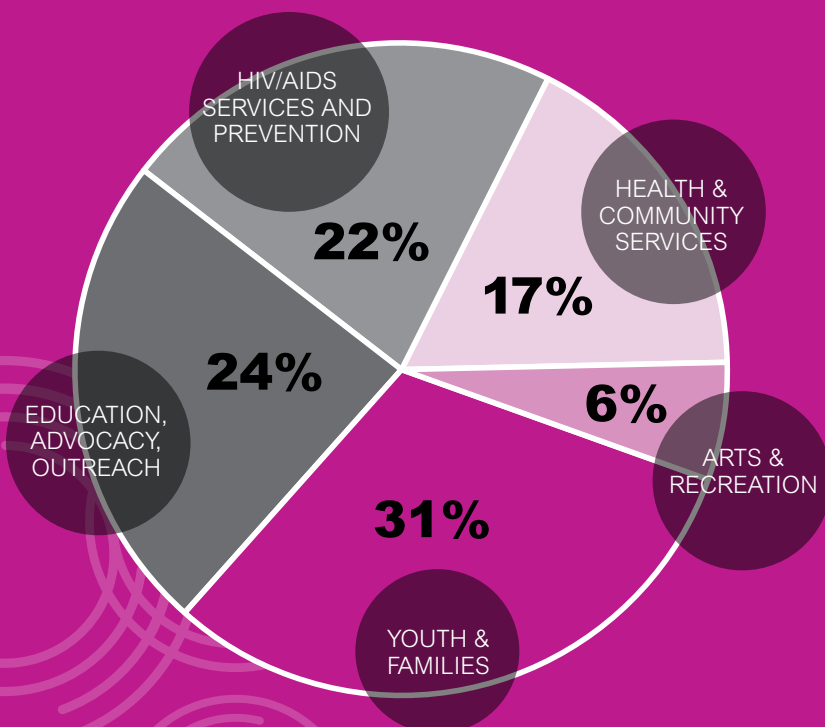
Scholarship Funds Awarded



Includes all unique funds housed and administered by Pride Foundation

Community Grants	174+ grants totaling \$393,170
Donor Advised	166 grants totaling \$222,050
Special Initiatives	12 grants totaling \$96,120
Donor-Designated (Ric Weiland Legacy)	10 grants totaling \$6,000,216

Granting Areas (Annual Grants Program)



2011-2012 Gratitude Report

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LETTERS FROM LEADERS: FROM THE BOARD PRESIDENT



We call our annual report the Gratitude Report because we are thankful: Thankful for the thousands of donors and volunteers passionately committed to advancing LGBTQ equality and social justice in the Northwest. Thankful for the hundreds of nonprofits and allied organizations working to make a difference in their communities, and thankful for the scholars who will become tomorrow's leaders.

The pathway paved by Pride Foundation's visionary founders has many more travelers today, new generations eager to use the power of philanthropy to achieve profound change for our community. From its vantage point, Pride Foundation is able to identify innovative ideas that have the potential to move our community forward and then facilitate connections with the resources that make these ideas come alive—you make that a reality.

In this year's Gratitude Report we bring you stories of challenge and triumph throughout the Northwest, starting with a thoughtful look at how a campaign for marriage equality in Washington has ignited passion in our community and has inspired an expanded and stronger circle of allies.

We continue with stories about the people and organizations that are enriching and defining our community through their contributions. These donors, volunteers, grantees, and scholars are community cheerleaders who join with Pride Foundation as an expression of shared values:

- a new Oregon donor inspired by our work with young students and youth organizations;
- an Alaskan grantee leading the conversation about LGBTQ communities of color;
- a grantee working to improve access to health services for transgender people living in rural Montana; and,
- a young scholar determined to see, in her lifetime, basic LGBTQ anti-discrimination language added to Idaho's laws—and she's determined to make it happen.

Pride Foundation's mission is to nurture a culture of generosity where it matters most, our hearts. This report shares stories of resilience, of courage, and of an ever-growing community believing that the heart of the Northwest's LGBTQ community can beat louder—leading the way for our nation and for future generations.

For the trust you place in us, we are humbled and honored. For the support you generously give, we are truly grateful.

With Pride,

A handwritten signature in black ink that reads "Doug Exworthy". The signature is fluid and cursive, with the first name being more prominent.

Doug Exworthy
Board President

LETTERS FROM LEADERS: FROM THE EXECUTIVE DIRECTOR



Last January, when I was invited to join the Pride Foundation family as the new Executive Director, I knew I was accepting a great honor.

What I could not have guessed at the time was the magnitude of the loyalty and love that our friends and supporters feel for this organization. In the nine months that I have been on the job, I have already been on many adventures and met people who will inspire my work for a lifetime.

From meeting the supportive extended family of a young transgender girl, to chats with staff members at various HIV/AIDS service organizations about the ever-changing landscape, to donors who happily shared that Pride Foundation is part of their estate plans—time and again, people have shared their most personal dreams with me and with Pride Foundation. And each meeting ends with a handshake or a hug that I know means, “Take good care of my wishes; help my voice join with the momentum of others; we are in this together.”

On many occasions already this year, many have said, “I never thought I’d see this moment in my lifetime.” The President’s support for marriage equality. The EEOC’s ruling that Title VII prohibits sex discrimination against transgender employees. The end of “Don’t Ask, Don’t Tell.” A myriad of smaller moments that show all of us that the needle is moving—a safe and thriving LGBTQ community is not only possible, but is on its way across our nation.

Pride Foundation is deeply honored to be a philanthropic and social leader in the midst of this special era.

Pride Foundation is deeply honored to be a philanthropic and social leader in the midst of this special era. When our founders started Pride Foundation seated at a kitchen table in 1985—struggling to create a silver lining in the midst of the AIDS crisis—they could not have imagined all that they were beginning. Today, we remain grateful for their vision and courage and are inspired to carry on their legacy.

Even through what are still precarious economic times, Pride Foundation increased our support to organizations and scholars. Our work with the corporate community to help them provide comprehensive anti-discrimination policies to their LGBTQ employees only grows. And while we have faced a few heartbreaking losses in our region on the legislative front, we have also welcomed many opportunities to ensure that voters can align their passion for equality with their choices at the ballot box.

As I look to the future, I hold two truths very dear. First is that our commitment to full equality for LGBTQ people has never burned brighter. Second is that all of us—the entire Pride Foundation family—is on this pathway together. United, we are stronger and more hopeful than any challenges that come our way.

I am so grateful to be in this position. I am ever-honored by your continued support and belief in this organization and what we can accomplish together. I look forward to continuing to hear your stories and dreams and turn great hopes into inspired action.

Sincerely and with great Pride,

A handwritten signature in black ink, appearing to read 'Kris Hermanns', written in a cursive style.

Kris Hermanns
Executive Director

Pride Foundation Across the Northwest

Pride Foundation is a leader in the pursuit of full equality for the lesbian, gay, bisexual, transgender, and queer community.

For more than 27 years, Pride Foundation has been driving transformation in our culture through scholarships, grants, and leadership development. Pride Foundation is a community champion, a positive leader for social change, and a welcome home to thousands of volunteers and donors at all levels of giving. Our work will bring complete equality closer today and create hope and justice that will endure for generations to come. We are so grateful for your trust, partnership and support!

GRANTS

With generous support from donors and volunteers, Pride Foundation provided essential financial support to 87 projects impacting LGBTQ equality totaling \$300,000 through our Annual Grants Program in 2011. An additional \$6.4 million was awarded to 318 projects through unique funds housed and administered by Pride Foundation. This includes nearly \$40,000 awarded from our Advocacy Fund, 166 donor-advised fund grants totaling \$222,000, and over \$6 million in donor designated grants from Ric Weiland's legacy gift. Volunteers on selection committees bring personal expertise as well as knowledge of the local and regional LGBTQ community to the review process. This partnership ensures that Pride Foundation makes the most prudent and inspired grants every year. Projects funded this year cover a broad cross-section of existing and emerging community needs including HIV/AIDS-related projects, lesbian health, youth issues, elder support, transgender issues, the arts, projects

supporting communities of color, and many more. See the full list of recipients from our signature grants program on page 14.

SCHOLARSHIPS & FELLOWSHIPS

Pride Foundation awarded a record amount in scholarships to LGBTQ and straight ally students in 2011. With awards totaling \$352,200 in scholarships, 100 students gained support to pursue their educational goals. Scholarships are awarded across the spectrum. From an Associate's degree in Business, to a Bachelor's degree in Art History, to a vocational certification in carpentry to the completion of law school or a Doctoral studies in Biology, the educational pathways and achievements of our scholars are as diverse as their backgrounds, cultures, ages, and passions. One of the largest LGBTQ scholarship programs in the country, Pride Foundation has been helping students reach for their dreams since 1993. Nearly \$3 million has been awarded since then to emerging LGBTQ and allied leaders who

share with us their hope and perseverance.

Pride Foundation's Fellowship Program seeks to cultivate leaders and strengthen the Northwest LGBTQ community. The fellowship experience provides an opportunity for professional development as



well as an introduction to the work of community leadership organizations by matching exceptional Pride Foundation Scholarship recipients and other LGBTQ and ally students with Pride Foundation grantees and other organizations committed to LGBTQ equality. In 2011, seven students joined the growing fellowship program and provided 200 hours of time towards leading substantive projects.

COMMUNITY LEADERSHIP & ADVOCACY

At Pride Foundation, seeking full equality for LGBTQ people in the Northwest is what we do. And we know that sometimes it takes legislative or policy work to bring equality to every person and every family. Across Montana and Idaho, basic housing, safety, and employment protections for LGBTQ people are being sought in key cities that increase the likelihood of statewide protections in future years. Voters in Anchorage, Alaska had opportunity to add sexual orientation and gender identity and expression to the city's human rights code, ensuring that members of our community could seek work and housing while protected from discrimination. The freedom to marry for all loving couples is being fought for in Washington, and Oregon continues to press for laws and policies that ensure much-needed services for the transgender community. Whether celebrating victory or challenged by a loss—each time we learn, feel inspired by the commitment and hard work of volunteers, and are reminded that seeking sustainable social change is at the core of our mission.

Further, Pride Foundation has continued to work with dozens of companies in the Northwest to



Whether celebrating victory or challenged by a loss—each time we learn, feel inspired by the commitment and hard work of volunteers and are reminded that seeking sustainable social change is at the core of our mission.

ensure that sexual orientation, and gender identity and expression are included in workplace policies. Through cooperative dialogue (and in some cases through filing shareholder resolutions), we are helping companies understand the social and economic value of treating all their workers with respect and dignity. These changes have meant better protections for nearly 3 million workers worldwide.

BUILDING CAPACITY: SPECIAL INITIATIVES

Pride Foundation is honored to be sought out for unique initiatives that bring full equality for LGBTQ people within reach. Over the last three years this has included two very exciting partnerships. First, the Racial Equity Initiative—a national project funded by Funders for LGBTQ Issues and implemented in the Northwest by Pride Foundation—aims to ensure the long-term success of nonprofits run by and for people of color through skills development. Second, in a partnership with The Bill and Melinda Gates Foundation, the Queer Youth Initiative helps LGBTQ youth-serving organizations become more sustainable through formal training, 1:1 coaching, and grant funding. With \$96,000 invested in 12 organizations in 2011, each participating organization has gained technical and financial resources that will increase long-term sustainability and infrastructure and decrease isolation of staff members who have also built a solid network of colleagues with whom to share ideas, questions, templates, challenges, and victories. Moving forward, Pride Foundation looks forward to exploring additional special projects and partnerships that help fairness and equality to thrive.

Why Marriage Matters

In November, Washingtonians will have the chance to stand up for full equality and make history by defending marriage equality at the ballot box by approving **Referendum 74**. It can be a victory that resonates for generations to come throughout the Northwest and that pushes the entire nation over the tipping point towards a culture—and legal reality—where LGBTQ people are truly equal.

While our lives should never be put up for a vote, the effort to defend marriage equality simply is about erasing one injustice facing our LGBTQ community. It is also about helping to create a culture where our lives are fully recognized. The truth of the matter is that marriage carries a cultural weight and currency that domestic partnerships and civil unions unfortunately do not. Marriage is a language universally understood by our non-LGBTQ friends, family, and neighbors.

The freedom to marry will undoubtedly strengthen our community in ways that will benefit our ongoing journey towards full equality, even knowing that not all same-sex couples will choose to marry. As organizations and as individuals, we have the unique opportunity to strengthen partnerships and to reach out to new allies that may be just beginning to learn about LGBTQ issues.

Pride Foundation's work has always been about raising the visibility of LGBTQ people and making sure that they have the opportunity to live and thrive where they are. Therefore, it was both logical and inspired to accept an expanded and significant leadership role in the momentum to bring the freedom to marry to all loving couples. With collaboration from local, regional, and national partners, Pride Foundation spearheaded a comprehensive statewide public education and media project featuring real people telling real stories about why marriage matters to them.

Everyone should be able to express their commitment to the person they love through marriage: standing in front of friends and family to make a lifetime promise to support and adore one another and to be there for one another in good times and in bad. This is a game-changing moment, and we may never have the chance again in the Northwest to so directly define, lead, and spotlight the pathway to full equal rights.

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The Colors of Community

Imagine coming of age in a community in which there seemed to be no adult role models who shared your experience of the world. Imagine having to pretend you were someone you weren't in order to get a job. Or silencing yourself from speaking the truth of your experience for fear that you will be marked as "angry," "radical," or otherwise "out of place."

For many LGBTQ people, these experiences and emotions are not hard to imagine. Knowing you are different—feeling isolated—are often central tenants to the experience of being LGBTQ. But when LGBTQ people of color gathered to discuss living in Alaska, we discovered that those very same emotions were also central to the reality of growing up and living as a person of color in

Anchorage and surrounding areas—regardless of sexual orientation.

With a grant from Pride Foundation, this dialogue was just one of a series of conversations being sponsored by First Alaskans Institute's Alaska Native Dialogues on Racial Equity (ANDORE), a project that aims to raise the level of awareness and healing around race and racism and to advance policy solutions towards racial equity in Alaska.

Participants in the meeting and conversations were from a variety of different backgrounds: mixes of Aleut, Athabascan, Tlingit, African-American, Afro-Cuban-Puerto Rican, Japanese, and European. They were lesbian, bisexual, and gay in their orientations—parents, professionals, public officials, and students in their day-to-day lives. Some were just stepping into adulthood or out of the closet, others had been out for more than a decade and were moving towards middle-age with humor and grace.

"It was good to be in a space where I could wear my Native hat and my gay hat at the same time," said one participant.



MYA

In 2012, we were saddened as we lost one of our youngest volunteers and friends, Mya Dale of Anchorage, AK. Over the last year, Mya tabled for Pride Foundation at events around town, attending a conference with other Pride Foundation volunteers and staff last summer, was one of our featured storytellers at our end of year celebration last December, and participated in our dialogue for LGBTQ People of Color last February. Mya, we miss you.



The Power in Action and Words

Mistie Tolman, a life-long Idahoan and proud lesbian, became a Pride Foundation Idaho Scholar in 2012.

Long before receiving this award Mistie was making a positive and lasting difference in the lives of the LGBTQ community. However, becoming a Pride Foundation Scholar has further encouraged and motivated Mistie to grow her personal leadership role and strive for full equality for LGBTQ people.

“Being a Scholar is one of the greatest honors of my life, and an experience I will be forever grateful to have had,” said Mistie, 35, a political science major at Boise State University, living in the Boise area with her partner, Karen and their four children.

Mistie is the primary spokesperson for Add The Words Idaho, a growing grassroots movement. The goal of Add the Words is to get the Idaho Legislature to add “sexual orientation” and “gender identity” as protections in the Idaho Human Rights Act. In January 2012, thousands of people attended rallies statewide in support of the movement, posted sticky notes in the Idaho State Capitol Building, and mailed them to legislators encouraging them to vote in favor of the legislation. The Idaho Senate State Affairs Committee denied a printing of the bill during an emotional public hearing in February 2012, attended by 300 people, many of whom participated in a silent protest of the decision. Mistie was among the protestors.

“When people could no longer deny that discrimination exists, when they could see a visual representation of the public support that exists for non-discrimination legislation, when they could hear the stories of real people that this is actually happening to, we knew that the movement would grow,” she said.

Mistie learned early on that community service was important through her upbringing in the Mormon Church. However, the Church’s influence has been both positive and challenging.

“Some of the good things I take away are years and years of having ‘service-oriented’ positions



within the church, many being leadership positions,” Mistie said. “When you’re brought up in that kind of environment and with that kind of mindset, it really becomes a natural transition to becoming involved in causes you believe in. One of the hardest things would have to be the constant struggle to reconcile the fact that your family does truly and genuinely love you, yet truly and genuinely believes—and often votes—that you don’t deserve the same rights and privileges they enjoy. It’s a very hard, confusing place to try and rebuild relationships from. But it’s something my family and I are working very hard on.”

As she continues to move forward in her work with Add the Words Idaho and earning her degree, Mistie said having the support of Pride Foundation has given her the confidence to press boldly onward in all her life’s pursuits.

“Pride Foundation has a unique skill in being able to see your strengths, cheer for them, and bring out the best in you,” she said.

The Drive for Transgender Health Care

In Montana, a state roughly the size of Idaho and Washington combined, people often have to drive for hours to meet their basic health care needs. Beyond geography, transgender patients have the added barrier of finding safe and accepting medical resources they can rely on that are non-judgmental and confidential.

The goal of **Planned Parenthood of Montana's Transgender (PPMT) Care Program** is to be the primary safety net for transgender people in the state of Montana and surrounding states where transgender specific health care is non-existent or difficult to access.

With funding from a Pride Foundation grant, PPMT has been able to expand their Transgender Care Program by identifying and training four clinic assistants, one in each of their health center communities, to be liaisons between their Medical Director and transgender patients. PPMT has also been able to convey an all-inclusive environment with gender-appropriate signage in their clinics and messaging in their materials. In the last year PPMT reports that the number of patients seen for hormone therapy has nearly doubled.

"In most communities, transgender people may feel unsafe, and many health care providers are not willing or able to meet the medical, psychological, and emotional needs of these patients," said Kyle O'Neill, a team member at Planned Parenthood of Montana. "The rural nature of our state often isolates this vulnerable population and makes finding appropriate care difficult, with some patients travelling great distances for their health care needs."

In addition to being the largest reproductive health care agency in the state, Planned Parenthood of Montana is the primary provider for many underserved populations. With over 60 employees at health centers in Missoula, Great Falls, Helena, and Billings, Planned Parenthood is able to personally reach out to a larger audience and provide unique and expert and welcoming services more consistently than other health care provider in Montana.

Kyle adds, "A victory is made with each patient who entrusts us to not only provide quality and comprehensive reproductive health care, but also feels valued and safe in our health centers."



FROM A TRANSGENDER CARE PROGRAM PATIENT WHO DROVE FROM IDAHO:

My day started today at 4:00 am, and I hit the road at 5:00 am and just now got home and its 6:30 pm. That makes for kind of a long day and just a tad over 700 miles covered in twelve hours. I spent the way down wondering what it would all be like... My visit with you was worth every mile driven and minute spent, and I just wanted to thank you for your kindness, caring, and compassion. It meant more to me than you will ever know. The staff were all friendly but you were just wonderful... Again thank you for seeing me and taking me as a patient.

Teachable Moments

Oregonian **Misa Joo** is the kind of teacher we all wish we had growing up—committed to her students, unafraid of hard questions, and passionate about the future of every young person in her classroom. Some of us were fortunate to have a teacher like her in our lives.

Now retired after 40 years of public school teaching in Eugene, Oregon, Misa is in regular contact with former students, particularly LGBTQ students who found safe haven in her classrooms. To her own surprise, former students have talked to her about the “gay club” when she was a teacher, even though Misa was sure that none formally existed. It was a surprise when she realized that they were speaking of her drama class, which provided an affirming and joyful place for LGBTQ students.

Today, Gay-Straight Alliance (GSA) student clubs, a relatively familiar club model in middle and high schools across the nation, provide a nurturing environment for LGBTQ and supportive straight ally students. Yet, before GSAs, teachers such as Misa had assumed the role of cheerleader, listener, and protector—often without support from their peers or school administrators, and sometimes with significant consequences.

When a heated debate about banning gay teachers in Oregon entered her classroom, some students quipped that gays should be put into concentration camps. Misa saw it as a teachable moment by sharing her deeply personal story of her family’s experience in Japanese internment camps during World War II. She shared her story of how hate and fear changed her family’s life—where once friends and neighbors would shun them as the racial climate became intolerable. She then drew parallels with the growing homophobic situation.

Misa continues her support for LGBTQ youth as a Pride Foundation donor. Drawn to the opportunity to bring her expertise and passion to supporting students through scholarships and youth programs through grants, she also is an enthusiastic Pride Foundation volunteer. Leading by example, she shies away from taking credit for the lives she’s

impacted, noting that the teachable moments were a shared experience:

“I think teachers learn just as much, if not more, from the students if they teach that age. I was completely transformed by my students, many of whom are LGBTQ...who taught many of the teachers who wanted to learn. A lot of them have grown up to stand up for justice wherever they are—at work, at home, raising their kids, and in their communities.”

She holds firm that “Every generation is stronger than the last.” With community activists and straight allies like Misa working to support our young people every day, we agree with her 100%.



Addressing AIDS in Eastern Washington and Oregon

Nearly two years ago, the community of Milton-Freewater, Oregon lost its health department, leaving the community without active prevention services for individuals at high risk of contracting HIV or Hepatitis C. **Blue Mountain Heart to Heart**, an Eastern Washington AIDS service organization based in Walla Walla, reached across state lines to ensure that people in Oregon received critical support and education.

With Pride Foundation grant support for this outreach component, Blue Mountain Heart to Heart began hosting quarterly community education sessions in Milton-Freewater. Further, they expanded outreach and testing with Hispanic men and men who have sex with men, both of which are underserved communities.

“We were already working with folks in Milton-Freewater, but when the health department closed, it became urgent,” said Everett Maroon, Blue Mountain’s Executive Director.

“We have to continue to educate newer generations. They don’t take HIV as seriously as the older generations that lived through the beginning of the epidemic—we keep trying to hit home the message.” This reality is the driving force for many AIDS service providers. In Eastern Washington current and former grantees like the Palouse HIV Consortium, HIV/AIDS Speakers Bureau, Spokane AIDS Network, and the Yakima

Health District continue to lead the movement, bringing services and support to hard hit rural areas and populations.

In 2011 we commemorated 30 years of AIDS in America. The arrival of the AIDS epidemic in the 1980s and the resulting profound loss of life, talent, and innocence galvanized our community. Motivated by the desire to turn grief into action and heartbreak into possibilities, the founders of Pride Foundation came together in the midst of this very crisis. They built a safe philanthropic home for the LGBTQ community that could both receive and honor estate gifts and make public grants to the program and organizations that were courageously fighting against AIDS and serving those suffering in its wake. While the AIDS movement has changed significantly in the last 15 years, creative responses to realities such as a health department closing is exactly the type of grant our founders would be proud of.



Serving LGBTQ Youth and Country

Jordan Simonson is the first openly gay psychology resident in the United States military. He is in his last year of doctoral training for a Ph.D. in Clinical Psychology at Seattle Pacific University.



Jordan is a Pride Foundation Scholar twice over, and this past year he sat on the granting committee for the Beyond the Bridge Fund, an area of interest fund held at Pride Foundation focused on LGBTQ youth safety and suicide prevention.

Jordan's residency is focused on the historic opportunity of helping the military find ways to support LGBTQ service men and women. Currently there are no support groups or customized services for LGBTQ service professionals. In addition, there is no training for military medical providers around LGBTQ patient needs or the community in general. Knowing that profound change starts with a first step, Jordan is hoping to provide essential research, data, and practical knowledge that will help to further spark the creation and dissemination of new programs for LGBTQ military members.

Jordan's doctoral dissertation on LGBTQ youth explored the struggles that these youth experience and why they result in elevated rates of depression and anxiety. Added stress, a lack of having been taught coping mechanisms, and minimal access to support systems are all core reasons for the depression and anxiety that many LGBTQ young people experience. Prior to receiving his first Pride Foundation scholarship, Jordan didn't think it would be possible to specialize in studying LGBTQ depression or to lead such ground-breaking examinations of the intersections of depression, anxiety, and gay

"Receiving scholarship support from Pride Foundation has been amazing—most important because it was an incredible affirmation from my community."

youth. "Becoming a Pride Foundation Scholar opened my eyes to how I could use my research in a unique way to positively impact the LGBTQ community," says Jordan.

Through his scholarship interview process, Jordan met Pride Foundation volunteers, community members, and mental health professionals, including Dr. Timothy Popanz and Dr. Stacey Prince. Jordan connected with each of them and has stayed in touch through his doctoral program with Dr. Popanz, who is even serving on Jordan's dissertation committee. When Stacey and her partner Teri Mayo later founded the Beyond the Bridge Fund, it was a natural fit to ask Jordan to bring his vision and perspective to the fund's inaugural granting cycle.

Now, Jordan is on the frontlines of creating a whole new area of mental health support services for the U.S. military. His work will improve lives immediately, and also create a lasting resource structure that is available for our LGBTQ and allied individuals in the Armed Forces.

"Receiving scholarship support from Pride Foundation has been amazing-most important because it was an incredible affirmation from my community," Jordan reported. We are honored to be part of your path and future, Jordan. Congratulations!

Grantees

With thanks to generous donors and dedicated volunteers, Pride Foundation's Annual Grants Program awarded 87 grants, totaling \$300,000 for projects that advance LGBTQ equality in the Northwest. The volunteer-driven grants process gives our staff and volunteers a truly unique vantage of the issues that affect our community.

IN SUPPORT OF ARTS AND RECREATION

BroadArts Theatre (Portland, OR)
Common Ground Community Chorus (Boise, ID)
Greensoda Productions (Portland, OR)
Miracle Theatre Group (Portland, OR)
PFLAG/Juneau Pride Chorus (Juneau, AK)
Out North (Anchorage, AK)
Revive the Red Tent Productions (Fairbanks, AK)
Three Dollar Bill Cinema (Seattle, WA)
Voices Rising (Seattle, WA)

IN SUPPORT OF EDUCATION, ADVOCACY, AND OUTREACH

Blackpast.org (Seattle, WA)
Casa Latina (Seattle, WA)
Community Alliance of Lane County (Eugene, OR)
Eastern Washington University Pride Center (Cheney, WA)
Equal Rights Washington Education Fund—Faith in Action (Seattle, WA)
Equal Rights Washington Education Fund (Seattle, WA)
Human Dignity Coalition (Bend, OR)
Klamath Basin Lambda (Klamath Falls, OR)
Legal Voice (Seattle, WA) – 2 Grants
Montana Human Rights Network (Helena, MT)
Northwest Immigrant Rights Project (Seattle, WA)
OneAmerica (Seattle, WA)
OutSpokane (Spokane, WA)
Pacific Lutheran University/Queer- Ally Network (Tacoma, WA)
PFLAG Sedro-Woolley/Skagit Valley (Sedro-Woolley, WA)
Rural Organizing Project (Scappoose, OR)

SnoGLOBE Equality Alliance (Everett, WA)
Spirit of Many Colors Gay Straight Alliance (Pablo, MT)
TAP 365 (Billings, MT)
University of Idaho (Moscow, ID)

IN SUPPORT OF HEALTH AND COMMUNITY SERVICES

Bradley Angle (Portland, OR)
Capital City Pride (Olympia, WA)
Entre Hermanos (Seattle, WA)
Friendly House (Portland, OR)
Gay City Health Project (Seattle, WA)
Old Lesbians Organizing for Change (University Place, WA)
PFLAG Lower Columbia Chapter/ Longview United Methodist Church (Longview, WA)
Planned Parenthood Columbia Willamette (Portland, OR)
Planned Parenthood of Montana (Billings, MT)
Rainbow Center (Tacoma, WA)
SAGE Olympia (Olympia, WA)
Senior Services (Seattle, WA)
South Puget Intertribal Planning Agency (Shelton, WA)
University of Washington Foundation (Seattle, WA)

IN SUPPORT OF HIV/AIDS SERVICE DELIVERY AND PREVENTION

Alaskan AIDS Assistance Association (Anchorage/Mat-Su Valley)
Allies Linked for the Prevention of HIV and AIDS (Boise, ID)
Babes Network—YWCA of Seattle/King County/Snohomish County (Seattle, WA)
Blue Mountain Heart to Heart (Walla Walla, WA)
Butte AIDS Support Services (Butte, MT)

Camp and Retreat Ministry (Portland, OR)
Center for Multi-Cultural Health (Seattle, WA)
HIV Alliance (Eugene, OR)
Inland Oasis (Moscow, ID)
Jefferson AIDS Services (Quilcene, WA)
North Idaho AIDS Coalition (Coeur d'Alene, ID)
Pacific Northwest Conference of the United Methodist Church (Snohomish, WA)
Palouse HIV Consortium (Pullman, WA)
Seattle Area Support Groups (Seattle, WA)
Spokane Regional HIV/AIDS Speakers' Bureau (Spokane, WA)
Valley Aids Information Network (Corvallis, OR)
Yakima Health District (Yakima, WA)

IN SUPPORT OF YOUTH AND FAMILIES

Big Brother Big Sisters of Puget Sound (Seattle, WA)
Camp Ten Trees (Seattle, WA)
Children's Home Society of Washington (Vancouver, WA)
Children's Home Society of Washington (Walla Walla, WA)
Forward Montana Foundation (Missoula, MT)
GLOBE (Everett, WA)
GLSEN Washington State (Seattle, WA) – 2 Grants
King County Sexual Assault Resource Center (Renton, WA)
Multi-care Good Samaritan Outreach Services (Puyallup, WA)
National Coalition Building Institute Missoula (Missoula, MT)
Odyssey Youth Center (Spokane, WA)
Peace for the Streets by Kids from the Streets (Seattle, WA)

PFLAG Benton Franklin
(Richland, WA)

PFLAG Oregon Central Coast
(Lincoln County, OR)

Pierce County AIDS Foundation/ Oasis Youth Center (Tacoma, WA)

Revelry-Reteaching Gender and Sexuality (Seattle, WA)

Skagit Valley Family YMCA-Oasis Teen Youth Shelter
(Mount Vernon, WA)

Stonewall Youth (Olympia, WA)

The Q Center-Kitsap County HIV/ AIDS Foundation (Silverdale, WA)

The Sexual & Gender Minority Youth Resource Center (Portland, OR)

TransActive Education & Advocacy
(Portland, OR)

Vista Youth Center (Kennewick, WA)

West Valley High School Gay-Straight Alliance (Fairbanks, AK)

YouthCare (Seattle, WA)

Youth Suicide Prevention Project
(Seattle, WA)

Financials

STATEMENT OF FINANCIAL POSITION

Year ending March 31, 2012

ASSETS

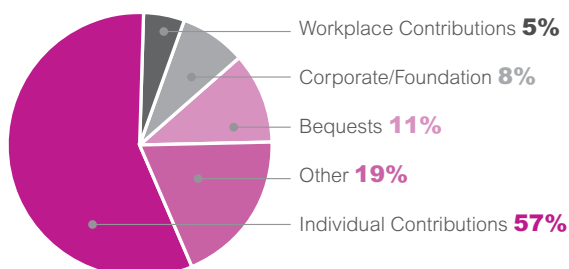
Cash & Cash Equivalents	287,506
Investment Portfolio	24,762,845
Donor Designated Portfolio	27,497,951
Trusts	1,153,000
Property & Equipment, Net	109,390
Promises To Give	205,759
Other Assets	44,084

Total Assets: \$54,060,535

LIABILITIES & NET ASSETS

Accounts Payable	36,325
Grants & Scholarships Payable	84,663
Funds Held For Others	27,497,951
Other Liabilities	31,730
Net Assets:	
Unrestricted	254,718
Temporarily Restricted	1,923,640
Permanently Restricted	24,231,508

Total Liabilities & Net Assets: \$54,060,535



STATEMENT OF OPERATIONS

Year ending March 31, 2012

REVENUE

Individual Contributions	961,229
Workplace Contributions	74,282
Corporate/Foundation	133,752
Bequests	187,140
Other	326,298

Total Revenue: \$1,682,701

EXPENSES

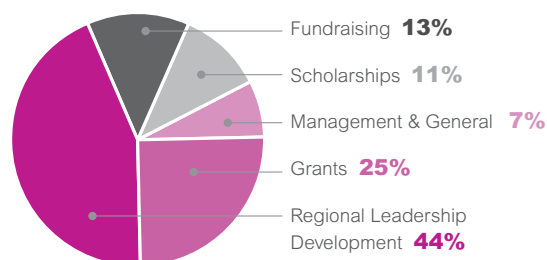
Scholarships	336,234
Grants & Fellowships	735,940
Regional Leadership Development	1,304,212
Fundraising	375,305
Management & General	196,549

Total Expenses: \$2,948,240

NET SURPLUS/(SHORTFALL)

Before gains & losses	(1,265,539)
Net Investment Activity	1,614,982

Net Surplus/(Shortfall) \$349,443



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Pride Foundation is honored to receive support from dozens leading corporations, employee groups, and partnering nonprofit groups and foundations.

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Pride Foundation's team of almost 600 volunteers comes from every corner of the Northwest bringing their passion, skills, and talents. From reviewing grant and scholarship applications to helping in the office to leading the organization as a board director or state committee member, our volunteers are simply the best.



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Pride Foundation's family of more than 250 Visionaries are a wonderful community of thoughtful and generous people who want to leave a legacy of compassion and care, and who believe in the vision that someday, there will be full equality for LGBTQ people and their families.

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Fund Creators

When you establish a fund at Pride Foundation, you make strategic decisions about the change you want to make in our community. Our fund creators are engaging our community in a deep and personal way with the creation of donor-advised, scholarship, and area-of-interest funds.

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Scholars and Fellows

Pride Foundation awarded a record amount in scholarships to LGBTQ and straight ally students in 2011. With awards totaling \$352,200 in scholarships, 100 students gained support to pursue their educational goals. Seven students joined the growing fellowship program and provided 200 hours of time towards leading substantive projects. The fellowship experience provides an opportunity for professional development as well as an introduction to the work of community leadership organizations by matching exceptional Pride Foundation Scholarship recipients and other LGBTQ and ally students with Pride Foundation grantees and other organizations committed to LGBTQ equality.

SCHOLARS

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Capacity Building Grantees

The Racial Equity Initiative and Queer Youth Initiative aim to ensure the long-term success of nonprofits serving communities of color and youth. The Initiatives help grantees become more sustainable in their missions through consulting, training, coaching, and special funding.

RACIAL EQUITY INITIATIVE GRANTEES

Asian Pacific Islander Pride (Portland, OR)
Entre Hermanos (Seattle, WA)
Montana Two Spirit Society (Missoula, MT)
Portland Latino Gay Pride (Portland, OR)
Trikone-NW (Seattle, WA)
Voices Rising (Seattle, WA)
Umatilla Morrow Alternatives (Hermiston, OR)

QUEER YOUTH INITIATIVE GRANTEES

Oasis Youth Center (Tacoma, WA)
SMYRC (Portland, OR)
Stonewall Youth (Olympia, WA)
Triplepoint Vancouver (Vancouver, WA)
Triplepoint Walla Walla (Walla Walla, WA)
Vista Youth Center (Kennewick, WA)



MISSION + VISION

OUR MISSION

Pride Foundation inspires a culture of generosity that connects and strengthens Northwest organizations, leaders, and students who are creating LGBTQ equality.

OUR VISION

Pride Foundation envisions a world that honors diversity, fosters mutual respect, and celebrates complete equality.

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