



Building a foundation for all.

2012-2013 GRATITUDE REPORT



Pride
Foundation

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**Pride
Foundation**

Building a Foundation for All

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



Welcome to your annual Gratitude Report from Pride Foundation, a love letter of sorts to you: our scholars, grantees, volunteers, donors, and allies who believe in equality and social justice. With your support and trust, Pride Foundation, once again, has played an integral part in bringing equality to the Northwest—thank you!

It's a wonder to imagine the changes we've seen in the last year. One year ago, Pride Foundation was working tirelessly to gain marriage equality in Washington State. At the time, we were uncertain if Washington would go the way of the previous 32 states at the ballot box. Fast forward to today: there are more than 2,400 same-sex couples legally married in Washington! Then in late June, I stood on the steps of the federal courthouse during a rally following the landmark U.S. Supreme Court decisions. Standing with my husband and surrounded by friends, we sang the national anthem and, for the first time in my life, I felt what it will be like to be fully included and recognized in our country.

With all that has transpired this past year, Pride Foundation is resolved to work even harder and with even more focus to bring equality to every corner of our region. We have been able to keep the momentum going: partnering with an intergenerational group of leaders in Fairbanks, Alaska working on statewide protections for LGBTQ people; with students in Bozeman, Montana who organized for the inclusion of gender identity and expression in Montana State University policies; and with local activists in Idaho Falls, which became the seventh municipality in Idaho to pass a city-wide non-discrimination ordinance. And Pride Foundation is now lending our support to Oregon United for Marriage as they seek to end a ban on marriage equality on the 2014 ballot.

I have never been more hopeful. When I first met Pride Foundation in the early 1990s, I saw a hearty organization that helped students and small organizations. Now, I see a Pride Foundation that is making strategic investments in equality, an organization with a clear and powerful voice calling for justice, igniting action, and changing the world.

None of this would be possible without your support: the time you give, the dollars you contribute, and the commitment you bring. Thank you. The success that Pride Foundation enjoys, and which our community experiences, is because of you. And for that, we are truly grateful.

With Pride

A handwritten signature in black ink, appearing to read 'Doug Exworthy'. The signature is fluid and cursive.

Doug Exworthy
Board President



When I joined the Pride Foundation family last year, I knew I was being welcomed into an organization and community that was poised to inspire change on issues, in places, and at a pace that was historic and unprecedented. And over the course of the past year, with your leadership and support, we did what few of us could have ever dreamed of.

As we take a moment to recharge and refine our blueprint for what's next, I've been reflecting on the path we took to get here. Like my own community activism, Pride Foundation arose during the early HIV/AIDS crisis. It was a time of tremendous uncertainty, fear, and loss. I think back to that moment in the mid-1980s, and I can't believe what was once our reality.

Yet, we took the pain and anguish of what we were all facing as a community and held out hope that life could be different. We believed we could build a better future. We never accepted that we were less than equal even though our laws suggested otherwise. We knew we deserved to be treated fairly, to live freely, and to have our love, our relationships, and our families respected.

That is what Pride Foundation, along with each of you, has been striving for since our inception 28 years ago. We have made incredible strides. Thank you for your hard work and perseverance. But our journey is not complete—not even close.

Even as our nation begins to embrace marriage equality, too many LGBTQ youth, adults, and families, especially in our more rural and remote communities, are unable to live openly and do not have access to basic services or legal protections. Access to health care for transgender people, comprehensive immigration reform, affordable education, relationship recognition, economic security, supportive housing for our elders, access to safe environments for our kids—each of these priorities is essential to our fostering of healthy and vibrant communities. And these concerns will be the future focus of Pride Foundation's work.

The stories highlighted in this year's Gratitude Report are a reflection of our shared values and commitment. They capture the heart of this organization and our community. They also echo what we have known to be true throughout Pride Foundation's history—working across boundaries and borders in support of community members who are most vulnerable and invisible is the only way for us to fulfill our dreams.

These are the stories of what is possible when the entire Pride Foundation family works together. Your trust and friendship inspire us to do more and make a meaningful difference for LGBTQ people and their families every day.

As we approach our 30th anniversary, it's amazing to think of how far we have come and what is still possible for us to accomplish together. We are honored to be a partner with you in transforming our community across the Northwest and look forward to carrying our momentum forward.

Thank you for believing and investing in us and our future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kris Hermanns', written over a faint circular graphic.

Kris Hermanns

The State of the Northwest States

1967

Loving v. Virginia

1996

Romer v. Evans

2003

Lawrence v. Texas

2013

United States v. Windsor
Hollingsworth v. Perry

The past year will go down in history as a time in which our country made great strides towards full equality. As important as our victories were at the U.S. Supreme Court, we also experienced significant and permanent policy victories on the local and state levels across the Northwest. In 2012, Pride Foundation was honored to help support a number of these advocacy efforts to ensure that LGBTQ people and their families have the legal protections to live openly with safety and freedom.

MARRIAGE EQUALITY VICTORY IN WASHINGTON, BATTLE RENEWED IN OREGON, ALLY GAINED IN ALASKA AND MONTANA

There is no denying the momentous inroads made for marriage equality in the last 12 months.

On Election Day 2012, Washington voters approved Referendum 74 by a 7.4% margin, making history at the ballot box and making Washington one of three states to vote that night to allow same-sex couples to marry.

The victory was a culmination of decades of hard work by the community. It also signified an important moment in Pride Foundation's history in terms of our leadership role changing hearts and minds through our public education campaign.

After years of working to bring both visibility to and understanding of same-sex couples, Oregonians are mounting a campaign to overturn their state's constitutional amendment that defines marriage as being between one man and one woman. Spearheaded by **Oregon United for Marriage**—of which Pride Foundation is part—more than 10,000 signatures were collected in the first week of this phase of the campaign, with the goal of qualifying for the fall 2014 ballot. If successful, this will position Oregon to be the first state to repeal a constitutional ban.

The region also picked up new allies in the U.S. Senate: Sen. Jon Tester (D) and Sen. Max Baucus (D) of Montana, and Republican Sen. Lisa Murkowski (R) of Alaska. Senator Murkowski is only the third Republican Senator to take such a position. Her support is particularly meaningful as we look to build alliances across the political spectrum on the federal level where important legislation affecting our community is being considered.

NON-DISCRIMINATION ORDINANCES ENACTED IN IDAHO AND MONTANA



12/4/2012	Boise, ID
12/17/2012	Helena, MT
1/22/2013	Ketchum, ID
4/1/2013	Moscow, ID
6/4/2013	Coeur d'Alene, ID
6/6/2013	Pocatello, ID
9/12/2013	Idaho Falls, ID

With strong leadership from city council members and from local advocates, including the **ACLU of Idaho and of Montana** and the **Montana Human Rights Network**, each of the cities at left enacted ordinances over the past nine months that prohibit discrimination in employment, housing, and public accommodation based on a sexual orientation or gender identity/expression. Prior to the passage of these ordinances, the only cities in the two states to enact such protections were Missoula, Montana in 2010 and Sandpoint, Idaho in 2011.

TRANSGENDER-INCLUSIVE HEALTHCARE COVERAGE IN OREGON

In January 2013, the **Insurance Division of the Oregon Department of Consumer and Business Services**, after years

of education and advocacy by **Basic Rights Oregon**, mandated that insurance companies conducting business in the state of Oregon could no longer exclude coverage of medically necessary healthcare for transgender individuals.

TransActive, an Oregon nonprofit organization serving the state's transgender children, youth, and their families—and a Pride Foundation grantee—announced that the **Oregon Health Plan** and **Oregon Healthy Kids** program will cover physician-recommended puberty-suppressing treatment of transgender adolescents beginning October 2014.

MOVING FORWARD IN ALASKA

In November 2012, a group of organizations in Alaska consisting of Pride Foundation, the **ACLU of Alaska**, **Identity, Inc.**, **Alaskans Together for Equality**, and the **Alaskan AIDS Assistance Association** hosted a convening in the wake of the defeat of Anchorage's Proposition 5—a ballot initiative that would have provided basic non-discrimination protections to LGBTQ people within Anchorage. A group of 30 people met to map out some initial strategies to strengthen the LGBTQ equality movement across Alaska. They identified key priorities, which include documenting the Alaskan LGBTQ experience from years past, working with current and emerging leaders from the broader community to support and engage LGBTQ youth, promoting healing, and exploring the development of a statewide coalition to advance equality.

EQUALITY AT THE DMV IN IDAHO AND ALASKA

For transgender people in both Alaska and Idaho, life got a little easier in the past year. Thanks to the leadership of the **ACLU** in both states (which have been past grant recipients), Alaska and Idaho enacted new regulations that allow transgender people to change the gender designation on their driver's licenses without providing documentation from a surgeon that discloses private medical information. Previously, both states required people seeking to change their gender designation on their driver's licenses to provide proof via certified surgical documentation that the person had undergone gender reassignment surgery, a procedure that is expensive and not often covered by health insurance.

THE FIGHT ISN'T OVER

We've accomplished some incredible things over the past 12 months in the struggle for full LGBTQ equality—some expected and some unexpected. While it's important to savor the achievements, it's critical that we all remember there's still work ahead of us. We have experienced greater equality, visibility, and freedom. We have also been reminded that where you live deeply impacts the level of safety and legal protections you have as a LGBTQ person. We've gained significant momentum, partners, and new tools in the last year, each propelling us forward toward more and greater victories in the future.

DONOR PROFILE:

Action inspired by values can change the world

The Evans-Davis family strongly believes that a gift that comes from the heart, no matter the size, is truly transformative. This philosophy of generosity informs the way the family weaves volunteering and philanthropy in to the very fabric of their daily lives. Bob Evans and Steve Davis, together since 1980, and their teenage son, Ben, live in Seattle but think of the many nonprofits they support and volunteer at as their home.

Steve and Bob have long records of service. Steve was one of the early board members from Seattle with **Lambda Legal** and also the first openly gay board president of **United Way of King County**. He also has served in leadership positions with the **Fred Hutch Cancer Research Center** and the **Infectious Disease Research Institute**, and is currently the co-chair of the **World Economic Forum on Civil Society**. Bob has been a teacher in low-income schools and offered board leadership with public radio, the **Committee for Children**, and **Seattle Children's Theater**; he has been on the board of Pride Foundation over the last half of a decade.

When Bob and Steve first met, the day-to-day reality of LGBTQ people was different. Being out could cost you your job, your safety, and relationships with your family and friends. They are achingly aware that those sacrifices remain true for many LGBTQ people across the nation.

This is particularly true given that Steve has childhood roots in rural Montana, a perspective that guides their goals and hopes for the community. "It is stunning that in 38 states, you can still be fired by your employer for being gay or lesbian," Steve marvels. "While support and legal reality of marriage equality has been truly wonderful, our hope is that this momentum is just the beginning of a larger wave of equal rights for all."

Bob and Steve's work with Pride Foundation includes a donor-advised fund, a scholarship program, and support for the arts.

They started the donor-advised fund as a way to give visibility to who they are and their commitment to LGBTQ equality across the spectrum



Bob Evans, son Ben, and Steve Davis on a family vacation in Montana

of organizations they support, particularly mainstream causes. The fund also ensures that the administrative logistics of their giving is in expert hands.

Their very first grant was to the **Gay Straight Alliance** at Mt. Vernon High School, north of Seattle. In its first year as a club, the GSA was just getting on its feet when a thoughtful gift to support their work arrived. Bob recalls receiving nearly a dozen hand-written notes from the students who were feeling, for the first time in their lives, that someone believed in them and found their bravery inspiring.

This drive to help others discover and act on their potential is part of

what also motivated the family to honor a close friend by establishing the **Kathy Spadoni Memorial Scholarship**. From a well-known family on the Kitsap Peninsula, Kathy was a physical education teacher for decades in the public school system in the area. It was a time when it wasn't wise to be an out lesbian in the school district, so Kathy and her partner, Linda Foster, lived restrained public lives, but were quite open at home. It is a freedom Kathy and her partner often shared with friends, including Bob and Steve, then a new couple.

Then, nearly 20 years ago, Kathy was diagnosed with ovarian cancer. She fought hard, embraced experimental treatments, and kept her eye on the prize: living long enough to meet and welcome home Ben, the son Bob and Steve adopted from China. Having moved to Seattle to live with Bob and Steve while she accessed the best of care, Kathy passed shortly after Ben arrived. Bob reflected: "She was so joyful that day at the airport, you wouldn't have known how sick she truly was at the time. It was an easy and joyful decision to found a scholarship in her name. This was our way of honoring the impact she had on our lives and family. Just as important, we all wanted to ensure she was celebrated as a gay person. We want her to be out from now on, because she couldn't be as a teacher. And she is continuing to share her great love of education, laughter, and personal empowerment with the next generation of LGBTQ leaders."

This last year, Bob and Steve also joined with Pride Foundation in a new collaboration with the **Trey McIntyre Project**, an internationally renowned dance company based in Boise. The partnership involved sponsoring a gay dancer from their performance troupe, Brett Perry. As the dance company traveled the nation and globe performing, Brett would share information about the mission and impact of Pride Foundation with audiences. Intrigued to try something new, Bob and Steve soon realized

that this was a great way to reach the hearts and minds of people to whom Pride Foundation might not otherwise have access. It has been working; an amazing win-win for everyone.

This desire to link people to new organizations and causes is at the core of a many-years-old family tradition called **Cousins Giving Circle**. Annually, when Bob, Steve, and Ben travel to rural Montana to spend the holiday with Steve's extended family, the cousins are empowered with a giving budget. Their goals are simple and complex at the same time: elect a team leader and within 48 hours determine a single non-profit organization to receive a grant on behalf of the cousins. During the first year the project had a hard time getting traction but is now one of the most highly anticipated activities for the entire family. The group was also challenged when it discovered that one of the annual grant awardees did not have a non-discrimination policy including protections for LGBTQ employees. Pride Foundation worked with the entity to formally embrace the new policy which meant that not only had the Cousins Giving Circle made an inspired award, they had changed policy, a significant moment for all parties.

"We hope the cousins all move forward aware that they can make a difference, aware of what they are passionate about, and aware that you can often change the world just by learning more and asking questions," Bob reflected.

Bob, Steve, and Ben remind us that each person can change the world when values inspire action. Pride Foundation is deeply humbled by the support, trust, and partnership that this dynamic family has shared with us since the early 1990s. Seeking and building full equality for LGBTQ people is hard work. It is a great honor to share this road with friends like Bob, Steve, and Ben. Thank you!

Gen Silent

While more and more LGBTQ youth feel safe and empowered to come out, the same is also true at the other end of the age spectrum. Baby Boomers are now beginning to enter their retirement years, and LGBTQ Boomers feel it is safer today to live out and openly.

It is also a reality that at this stage in life, medical care and assistance is often needed. Unfortunately, some of those caring for our LGBTQ seniors are not as informed, compassionate or respectful as the elders deserve.

Pride Foundation has partnered with **AARP** to bring screenings of the critically acclaimed documentary *Gen Silent* to Oregon. In *Gen Silent*, filmmaker Stu Maddux profiles six LGBTQ seniors—the lives they led in the past, their lives now, and the lives they plan to lead in order to receive the care and support they need as they continue to age.

Many of these seniors came of age before the Stonewall Riots of June 1969. They experienced profound bullying, discrimination, isolation, and oppression based on their sexual orientation and gender identity. Maddux, who partnered with AARP on the production of the film, asks the featured seniors if they will choose to live openly as LGBTQ as they become increasingly dependent on health care and assistance providers.

The film also highlights the disparities experienced by LGBTQ seniors who utilize various mainstream care facilities and services. While some places are committed to providing a secure and nurturing environment for their residents regardless of sexual orientation or gender identity, other facilities present an environment of fear and isolation because of the attitudes of staff and residents.

Pride Foundation was eager to provide grant funding for *Gen Silent* because of the use of the arts—in this case, film—to deliver the important message that LGBTQ equality includes people of all ages. The screening of the film, and subsequent educational opportunities, will be used to inform local communities and help family members, as well as caregivers,



(left) Community members gather for a *Gen Silent* screening in Eugene.

(below) In the back, left to right, Gwen Curran, Executive Board Member for AARP, Eugene, and PFLAG Eugene Springfield Youth Drop in Coordinator, Laura Philips, and event guests.



about how to be better advocates for LGBTQ elders. We are also working in partnership with Senior and Disabled Services to collect data that will shed light on how to protect and better care for seniors. Pride Foundation is committed to ensuring that our society will care for our LGBTQ elders who laid much of the groundwork for the overall change we are now experiencing as a community.

The Power of One—Becoming Inclusive Leaders

Each year, LGBTQ and ally students come from across the Northwest to attend the Power of One student leadership conference. The annual event is designed to encourage, support, and empower LGBTQ students and allies along with faculty and staff members who support them.

In 2012, Pride Foundation had the privilege of funding two grants related to the **Power of One** conference.



Executive Director Kris Hermanns with community leaders, Jess Caldwell-O'Keefe of Boise and Jon Downing of Coeur d'Alene

The Power of One conference is designed to encourage, support, and empower LGBTQ students and allies along with faculty and staff members who support them.

The first was to the **Women's Center at Boise State University** (BSU), which served as the host for the annual conference in April 2013. This marked the first time an Idaho school hosted the event. Women's Center Director Jess Caldwell O'Keefe wanted to ensure that as many individuals as possible would have the opportunity to attend. She submitted a grant application to cover the registration, hotel rooms, and meals for 30 high school students to attend the conference.

The second group to receive a grant related to the conference was the **North Idaho College Foundation**. Based in Coeur d'Alene, foundation submitted a grant application to cover travel and registration expenses for eight student members of the **North Idaho College Gay-Straight Alliance** to attend the conference.

Recognizing that the conference promotes healthy and safe communities on our campuses, and that it was a means to support LGBTQ and ally youth from across the region, Pride Foundation funded both grant requests.

Additionally, Pride Foundation participated in multiple events during the conference. Executive Director Kris Hermanns spoke as part of one session and participated in a panel after the staged reading of *8*, a play about the California Proposition 8 marriage-equality case. Co-sponsored by Pride Foundation, the production also featured Steve Martin, our Idaho Regional Development Organizer, and was directed by BSU theater professor and foundation donor Riley Caldwell O'Keefe.

Homeless Youth Initiative

In December 2012, Pride Foundation announced the establishment of a four-year initiative focused on homeless LGBTQ youth, with the generous support of the **Bill & Melinda Gates Foundation**. This effort aims to help reduce poverty in our community by building awareness of the growing and alarming rates of homelessness among LGBTQ youth and, most importantly, by supporting services that bring hope and options for young people facing the most challenging of times. The specific goal of the initiative is to provide grant support to innovative collaborations addressing the unique concerns of homeless LGBTQ youth in Washington State and Portland, Oregon, especially youth living in more rural and remote communities.

The harsh reality is that LGBTQ youth are disproportionately represented among homeless youth, and may make up as much as 50 percent of the total homeless youth populations on any given night. We know that LGBTQ homelessness is often driven by family rejection over sexual orientation, gender identity, and/or gender expression, with youth running away from or being forced out of their homes. Unfortunately, being homeless at a young age can lead to educational setbacks, long-term physical and mental health distresses, substance use, justice system engagement, and lasting problems securing and maintaining employment. Fortunately, there is an increased commitment among government agencies, service providers, and foundations to reduce homelessness among LGBTQ youth and youth in general.

As part of the first phase of Pride Foundation's new initiative, we recently awarded three grants totaling \$210,000 to: **Northwest Youth Services** (Bellingham, WA), **Oasis Youth Center** (Tacoma, WA), and **Odyssey Youth Center** (Spokane, WA).



Northwest Youth Services (NWYS) has received a one-time grant of \$20,000 to serve LGBTQ runaway and homeless youth and their families in Whatcom County.

Oasis Youth Center has received a recurring four-year grant of \$35,000 per year to expand its work with H4S, the first youth-specific housing program in Pierce County.

Odyssey Youth Center has received a recurring two-year grant of \$25,000 per year to reduce and prevent youth homelessness in Eastern Washington through training, research, and outreach that addresses safety factors for LGBTQ youth in out-of-home care.

LGBTQ youth are disproportionately represented among homeless youth, and may make up as much as 50% of the total homeless youth populations on any given night.

20 Years of Scholars



This year we're celebrating the 20th anniversary of our scholarship program, which was sparked by the legacy gift of **Brian Day**, whose highest passion was making education accessible for LGBTQ students of color. Pride Foundation shares Brian's aspiration to provide essential financial resources and community support to LGBTQ and allied students across the Northwest.

As the cost of education continues to rise at a distressing rate, financial support is critical. Our scholarship program also is supportive in ways that have nothing to do with money. Many of our scholars come to us having been bullied or isolated—in some cases forced out of their homes—because of their sexual orientation or gender identity. They often lack critical family and community support to finish and succeed in school.

Since 1993, Pride Foundation has provided nearly **2,000 scholarships** to more than **1,200 students** totaling over **\$3,000,000**. This year a record **\$400,000** was awarded to **89 students** pursuing an educational dream.

Pride Foundation scholars include the first ever transgender appointee to The White House and the first ever openly gay psychology resident in the U.S. Military, helping to create services for LGBTQ military members after the end of Don't Ask, Don't Tell. Just as important, our scholars include school teachers, social workers, athletes, park rangers, welders, mental health professionals, scientists, vocal performers, parents, siblings, friends, and neighbors. We are so fortunate to be a part of their circle of support and a part of each of their stories.

For many, receiving a Pride Foundation scholarship is the first time anyone, let alone an entire community, has said: "I believe in you." Michael Clark, now a middle school teacher, was one of the earliest scholarship recipients in 1995.

"Receiving a Pride Foundation scholarship early on was one of the greatest compliments of my life," Michael reflected. "It meant my own people believed in me and supported my dreams. To this day, I carry that support with me as I celebrate the successes of my students and

as I have the ability to be there for my kids. We all have to keep paying it forward and believe in those who come after you."

This milestone year also motivated us to expand our scholarship celebration and host community receptions in Anchorage, Boise, Fairbanks, Missoula, Portland, Seattle, and Spokane. Nearly 750 people joined us as we honored the 2013 scholars. The gatherings also gave students the chance to offer their gratitude to volunteers and donors who have been instrumental to their success.

These new events had a unique and local flavor with much laughter, gratitude, and tears of inspiration filling the room. There was a tangible awareness that while the LGBTQ community has had so many profound victories in recent years, the opportunity to stand with the scholars, who are on their own pathway to bright and vibrant futures, is deeply transformational.

We offer our sincere gratitude to our donors who make this program possible. We adore the volunteers across the region who donated the equivalent hours of 2.5 full-time employees to ensure that the review process was thorough and driven by experience, knowledge, and heart. We applaud the bravery of each and every applicant and scholar who has undoubtedly navigated moments of uncertainty while keeping focused on a burning dream. Together with your support and optimism, as well as inspiration from our scholars, the future has never been brighter!



Alaskan Scholar Katelyn Lanier-Moylan.



Oregon scholar Candi Ota Sna Aku-Wright and her partner Amanda. Photo generously donated by Ronald Hope Photography.

ALASKA:

Bethel Actors Guild

In many communities, it is becoming somewhat commonplace to hear of high school groups for LGBTQ and ally teens, to have community safe spaces such as a queer community center, and for the LGBTQ community to have a level of visibility in the general population.

This hasn't been the case in Bethel, Alaska.

Rather, it wasn't until the Bethel Actors Guild decided to include a production of "Disco Inferno" in its most recent season. This community theater company is based in a town of 6,000 people, located 400 miles west of Anchorage off the state road system on the west coast of Alaska. Putting on this production, which was aimed at students in grades 7 to 12, was a bold statement, and it is why the Bethel Actors Guild received a Pride Foundation grant.



There is limited funding for arts groups and few opportunities for artistic expression for the young people in the community. So, the Bethel Actors Guild decided to undertake the production in an attempt to create that safe space with the understanding that theater arts are vital to giving marginalized young people a voice, especially in a rural community.

Typically, the community theater troupe finds a role for anyone who auditions. Word started to spread around town, interest in the production began to grow, and the company soon realized that this production was going to be big. With a cast of more than 40, "Disco Inferno" was the company's fourth and largest youth-oriented musical theater production to date.

In considering the Bethel Actors Guild grant application, Pride Foundation recognized that producing a musical such as "Disco Inferno" in a location like Bethel was in sync with the foundation's mission to utilize the arts as an educational outlet, to conduct outreach and support activities in rural areas, and to partner with mainstream groups in communities where LGBTQ groups do not exist.

Bethel, Alaska may be the final frontier, but projects like these let our community members there know that they are not forgotten because of their geography. Our work in rural and remote communities is vital to the expansion of our movement, and imperative in creating real equality for all people, everywhere.

Bethel is a city located 400 miles west of Anchorage. Accessible only by air and river, Bethel is the main port on the Kuskokwim River and is a hub for fifty Alaskan Native villages.

Racial Equity Initiative

When Pride Foundation embarked on our **Racial Equity Initiative** (REI) five years ago, we set out with the goal of fostering stability and growth among the seven participating nonprofit organizations, each serving LGBTQ communities of color.

In putting together this initiative, we were, for the most part, able to anticipate the organizational and infrastructure needs that often accompany smaller, less visible nonprofit groups that are frequently led or kept operational by volunteers. What became an inspiring surprise was the level of connection and partnership the cohort member groups developed with one another.

At the first meeting participants discovered that they represented a variety of constituencies and geographic regions, and that their organizations were at varying stages of their life cycles. **Voices Rising**, a Seattle-based organization that supports and nurtures LGBTQ POC artists, formed less than a year before joining the initiative. This emerging project sat alongside **Entre Hermanos**, which promotes the health and well-being of the Latino LGBTQ community in the greater Seattle area and has been in existence for more than 20 years.

As part of the initiative, participating groups received guidance on how to effectively manage largely volunteer-run organizations, as well as training about infrastructure and systems needed to take their respective groups to the next level.

Going into the project, participants recognized a learning opportunity. As described by Marcos Martinez, executive director of Entre Hermanos, “REI gave us the opportunity to get to know other people of color LGBTQ organizations from the region, to find out what kind of work others are doing, and what sorts of challenges others are facing.”

Storme Webber, founder of Voices Rising, shared, “The process of being an REI cohort member was eye-opening and inspiring. We could see Voices Rising early on as part of a larger group of like-minded cultural activists doing similar work.”

As the initiative progressed, the participants’ outlooks on their own organizations and what they found to be valuable about the project evolved. David Martinez, who serves as chair of **Portland Latino Gay Pride**, says that he became more inspired by the commitment of the individuals involved in running the other participating groups—especially the volunteers.

“The majority of groups were volunteer-driven—without any paid staff. It was inspiring to learn what each was able to accomplish,” Martinez states. “REI helped us identify and strengthen key abilities we had all along. Prior to REI, we referred to ourselves as community volunteers who were trying to get by and somehow pull off a Latino gay Pride celebration. We realized that being volunteers does not minimize our ability to successfully organize and implement a fiscally responsible program.”

Frank Roa, executive director of **Umatilla Morrow Alternatives** (UMA) of Hermiston, OR, notes that REI gave his group much more than tools and knowledge.

“It had a tremendously positive impact on how UMA has evolved. We now have this new family to count on for support with knowledge, wisdom, and encouragement,” Roa says. “We are truly much more effective in our approach, and the current status of our community reflects that.”

The Racial Equity Initiative may have concluded this year, but the participants are taking what they’ve learned and are applying it to their organizations. Our whole community is fortunate that the positive effects from this project will continue for years to come.

Growing Up in Montana

As our society evolves, and we continue to make progress toward full equality, the age at which LGBTQ youth start coming out is getting younger. While the circumstances around each person's coming-out story are different, a specific set of questions and challenges arise when the person's coming out is related to their gender identity and what it means to be transgender in a small community of a very rural state. There are questions about ensuring safety, finding friends and community, identifying qualified and supportive medical professionals, and navigating familial rejection—just to name a few. Most individuals and families learn, discover, experience pain and joy, and grow one step at a time. This was the case for Shay and the journey that she and her family embarked upon when she began her own gender transition process.

For as long as she can remember, Shay, a now 13-year-old transgender girl in Montana, knew she was different. It didn't seem right to her to change clothes in the boys' dressing room. Shay was drawn to do girl things, and she wanted to wear nail polish. As early as fourth grade, Shay started telling people that she wanted to live as a girl.

Simply put, she felt she was born in a body that didn't represent who she was or how she felt.

Growing up, Shay's struggle with her gender identity caused strife within her family, mainly with her father Jim who felt his child needed to be a boy. At that time, he only understood traditional gender roles.

"He blamed my mom, my grandma, my aunt, and my cousin for my gender differences," Shay recalls. "My mom would always defend me when my dad got upset. I felt confused, angry, sad, and overwhelmed because I wasn't able to be who I was without causing arguments and hard feelings in my family."

In February 2011, the family began seeing a counselor who said Shay's identity confusion was rooted in her being gender nonconforming. The



The Sullivan family on a recent family vacation.

counselor recommended they attend Gender Odyssey—a conference for transgender and gender nonconforming kids and their families—and it opened their eyes. Shay, who attended conference sessions with her mom, Shelley, decided that weekend that she wanted to transition and begin living her life as a girl.

Shay wasn't the only one who came out of the experience at **Gender Odyssey** with a new outlook. Her dad attended conference sessions aimed specifically toward fathers of transgender children, and as a result of his experience came to his own realizations about his child and himself.

“I learned that I had some homophobic fears that I never really realized until I attended the Gender Odyssey conference,” Jim states. “Childhood peer pressure seems to have molded my thinking that I carried into adulthood. I was more afraid of what people thought of me, rather than just meeting and accepting people for who they were.”

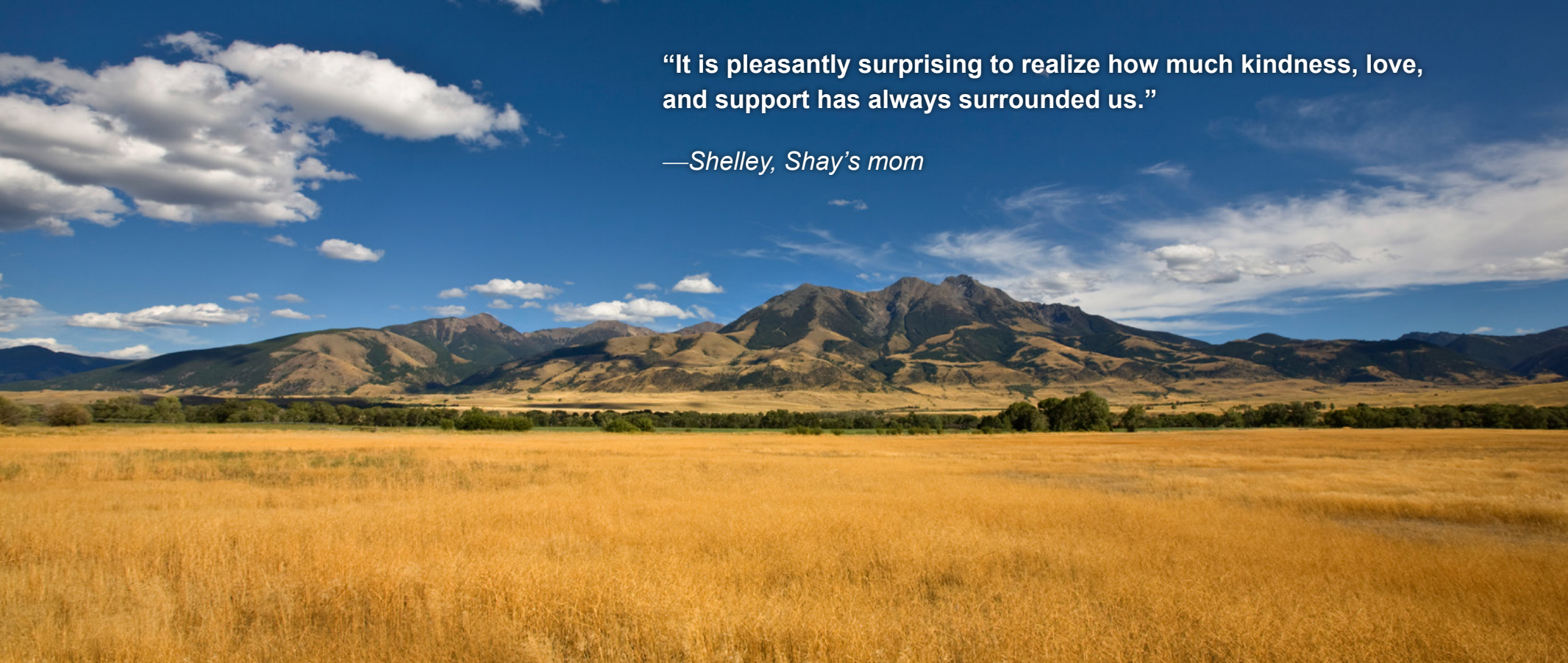
In addition to the support Shay’s family received from Gender Odyssey, they also began working with a specialist at the Children’s Hospital Los Angeles who is an expert in providing support for and treating the medical needs of transgender youth.

In the early months of Shay’s gender transition, the family traveled to Seattle for appointments related to her care. While there, Shay and her parents stayed with a family member, and Shelley remembers being apprehensive of how they would be received upon their arrival. “Our reception from the family member—who was opening their home to

us—was anything but warm and welcoming,” states Shelley. “We have since severed relations with this person. It has been difficult to accept, but as parents we cannot place our children in unaccepting and hurtful situations.”

The difficulties Shay and her family faced were not limited just to their family. As she began presenting as female, Shay asked the students in her school to call her by her new name and to use female pronouns for her. Many did not respond well. After a year of being bullied and ostracized, she transferred to a new school and now feels like she’s treated just like everyone else.

As her family continues on their journey, they are amazed at the number of people who have been open and accepting of Shay’s transition. Shelley notes, “It is pleasantly surprising to realize how much kindness, love, and support has always surrounded us.”



“It is pleasantly surprising to realize how much kindness, love, and support has always surrounded us.”

—Shelley, Shay’s mom

TRANSGENDER SUPPORT IN MONTANA

As Shay's family discovered, it's critical for everyone—the individual, parents, siblings, teachers, and neighbors—to have the tools and resources needed to support someone through the coming out and gender transition process. In 2012-2013, Pride Foundation has had the privilege of investing in three Montana organizations that are providing critical services and championing transgender Montanans.

Montana Transgender Day of Recognition

Montana Transgender Day of Recognition is organizing the first Transgender Healthcare Conference in Montana in 2013. In addition, through their Gender Alliance chapters in Kalispell, Missoula, Helena, and Bozeman, MTDOR provides direct support to transgender people and provides professional training for healthcare and mental health providers. They also work with organizations and businesses to facilitate the creation of transgender inclusive policies and treatment protocols.

The Transgender Care Project (Planned Parenthood of Montana) supports a traveling physician who can deliver competent, dignified, and compassionate care to rural transgender Montanans who would otherwise face mistreatment from local health care providers or face insurmountable travel costs to find safe and respectful care.

Blue Mountain Clinic trains physicians and staff to serve the transgender community through the entire continuum of care and to make physician offices an inclusive and safe space for transgender and gender nonconforming patients.

The acceptance the family experienced extends to the workplace. At Gender Odyssey, Jim received coaching on how he should approach telling co-workers and supervisors about Shay's transition.

"I have told several of my co-workers and supervisors," notes Jim. "The reaction I have gotten has been very supportive and compassionate." He adds that, while he's selective in whom he tells, he finds he now has more courage to speak out against discrimination toward the LGBTQ community and is more active in supporting people with HIV.

As she grows, Shay says she's learned a few things about herself. "I've learned to embrace my masculine side," noting that she's now more comfortable participating in sports and wearing what has been traditionally labeled masculine attire like hats and sneakers. Shay also finds she is more open and comfortable talking about herself.

To that point, Shelley recalls Shay coming home one day talking about how she explained to a peer one of her theories about gender nonconformity.

"I was amazed and awed at her knowledge level, poise, and respect of the issue and the other child's feelings and knowledge base," Shelley says. "Shay is impressive and mature beyond her years. I am proud to call her my daughter."

This is just one example of how a family—and a young person—can thrive with support, hope, and hearts open to their exploration. Equipped with love and resources, their path has not been easy, but it has been safe and authentic and joy has come back into their home.

Pride Foundation has been honored to welcome Shay and her family in to our own and is proud to support the grantees that have assisted, listened to, and championed them—and others—as they move forward.

Grantees

With thanks to generous donors and dedicated volunteers, Pride Foundation's Community Grants Program awarded 87 grants, totaling \$300,000 for projects that advance LGBTQ equality in the Northwest.

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Bethel Actors Guild (Bethel, AK)
Gay City Health Project (Seattle, WA)
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TAP 365 (Joliet, MT)

IN SUPPORT OF EDUCATION, ADVOCACY AND OUTREACH

American Civil Liberties Union of Idaho Foundation (Boise, ID)
Benton/Franklin PFLAG (Richland, WA)
CAUSA (Salem, OR)
Centralia College Diversity Center (Centralia, WA)
Flathead Reservation Human Rights Coalition (Ronan, MT)
Friendly House/Elder Resource Alliance (Portland, OR)
Ingersoll Gender Center (Seattle, WA)
Klamath Basin Lambdas (Klamath Falls, OR)
Lutheran Community Services Northwest (Spokane, WA)
Montana Human Rights Network (Helena, MT)
Montana Pride Network (Helena, MT)
PFLAG Portland (Portland, OR)
PFLAG Spokane (Spokane, WA)
Pride Day Equality Project, Inc (Eugene, OR)
QLaw: The GLBT Bar Association of WA Foundation (Seattle, WA)
Rainbow Center (Tacoma, WA)
Three Dollar Bill Cinema (Seattle, WA)
YWCA of Clark County (Vancouver, WA)

IN SUPPORT OF HEALTH AND COMMUNITY SERVICES

Blue Mountain Clinic (Missoula, MT)
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Western Montana G & L Community Center (Missoula, MT)

IN SUPPORT OF HIV/AIDS SERVICE DELIVERY AND PREVENTION

AIDS Housing Association of Tacoma (Tacoma, WA)
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Evergreen AIDS Foundation (Bellingham, WA)
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Jefferson AIDS Services (Port Townsend, WA)
Lifelong AIDS Alliance (Seattle, WA)
Metropolitan Community Church -the Gentle Shepherd (Vancouver, WA)
North Idaho AIDS Coalition (Coeur d'Alene, ID)
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Sean Humphrey House (Bellingham, WA)
Seattle Area Support Groups and Community Center (Seattle, WA)
The Seattle Humane Society (Bellevue, WA)
Sisters of Perpetual Indulgence (Seattle, WA)
Strength for the Journey (Portland, OR)
Yellowstone AIDS Project (Billings, MT)

IN SUPPORT OF LESBIAN HEALTH

Feminist Women's Health Center (Yakima, WA)

IN SUPPORT OF YOUTH AND FAMILIES

Basic Rights Oregon (Portland, OR)
Boise State University Women's Center (Boise, ID)
Central Oregon Coast PFLAG (Newport, OR)
Good Samaritan Behavioral Healthcare (Puyallup, WA)
Greater Maple Valley Community Center (Maple Valley, WA)
Janus Youth Programs, Inc. (Portland, OR)
Lotus Rising Project (Ashland, OR)
Odyssey Youth Center (Spokane, WA)
Oregon Safe Schools and Communities Coalition (Portland, OR)
Partners in Prevention Education (Olympia, WA)
Peace and Justice Action League of Spokane (Spokane, WA)
Peace For the Streets By Kids From the Streets (Seattle, WA)
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Seattle Public Schools Health Education Office (Seattle, WA)
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Stonewall Youth (Olympia, WA)
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The David Bohnett Foundation	Kathryn Taylor Chocolates	Razoo Foundation	United Way of Spokane County
Delaware Community Foundation	Kennedy and Associates	Regence Blue Shield	United Way of Tri-State
DIRECTV	METRO/King County Employee Charitable Campaign	Michele & Stan Rosen, Mimi Rosen, & the Rita & Herbert Rosen Foundation	United Way of Whatcom County
Diva's Hair Studio	King County Library System	Ronan Telephone Company	Vanguard Charitable Endowment Program
Driftwood Flowers and Nursery	Legal Marriage Alliance of Washington	Russell Investment Group	State of Washington Combined Fund Drive
East Shore Unitarian Church	Levi Strauss Foundation	S & K Technologies	Walgreens
Employee's Community Fund of the Boeing Company	Liz Marchi Consulting	Salish Kootenai College	Washington United for Marriage
Fidelity Charitable Gift Fund	The Local Lounge	Seattle Foundation	Wells Fargo
First Congregational Church	Looking Out Foundation		WA State Mr/Ms Leather Organization
			Anonymous (6)

Volunteers

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.

Jerry Abraham	Robin Blair	Daniel Christopher	Cathy LeCompte	George Froehle
Sebastian Aguilar	Marlena Blonsky	Michael C. Clark	Colleen P. Dixon	Jana Fry
Fred H. Albert	Susanna Bluhm	Patricia Clayton	Vinh Do	Nick Fuchs
Rachel All	Karen Borell	Harriett Cody	Peggy Dolane*	Ginny Furshong
Bruce Allen	Jeff Boudreau	Marjie Cogan	Adrian Dominguez	Jason Fussell
Joyce Allen*	Lauren Boyd	Joel Combs	Peter Donaldson	Starla Gable
Doug Allison	Timothy Bradbury	Celeste Combs	Lara Dorman	Jeffrey Gaisford
Darrell Alston & Frank Roa	Hannah Brass	Chris Cooke	Kevin Dovell	T. Luis & Amy Galvan
Ramon Alvarez* & Jim Jones	Randy Brians*	Catherine Cooney	Jonathan Downing	Mea Geizhals
Jim Ambrose	Timm Briggs	Frank Cooper	Spring Dowse	Laura Gentry
Terry Bible	Clark & Toni Broadbent	Tamara Cooper	Christina Drake	Megan Gibbard
Lor Anderson	Aaron Browning	Tom & Lisa Cordingley	Patrick Duffy	Dr. Will Gibson
Rafael Arellano-Barrera	Anne & Nicole* Browning	Judyline Corpuz	Stefanie Duncan	Nancy Glaser
Jane Arends	Laura Bry	Michael Covone	Julianna Duso	Barbara Glenn
Sondra Arnold	Vicki Burkhardt	Nikki Coyote	Suzie Eades	Sara Goggia
Carmel Aronson	Mick Burlington	Josh Crismore	Tee Earls	Karen Gold
Thomas Azzarella	Timm Briggs	Jen Crouch	Kimberly Early	Jordan Goldwarg
Catherine Bachy*	Angie Buysse	Robert Cundall*	Khalil Edwards	Felicia Gonzalez
Cherie Baggett	Norresa Calos	Betsey Curran	Keith Ekness	Martha Goodloe
Thatcher Bailey*	Kaci Campbell	David Daniels	James Ellis	Ashlei Goodman
Ben Bakkenta*	Schylar Canfield & Doug Ingraham	Jennifer Davies	Betsy Elwood	Tana Graedel
Jen Balkus	Robert Capriccio	Roger Davis	Bob Evans*	Erin Gray
Scott Barker	Daniel Caracciolo	Ray Davis	Lynn H. Everson	Geoff Greenlee
Steven Barrios	Dennie Carlson	Sera Day	Douglas Exworthy*	Ellie Greenwood
Jerry Becker	Kara Carlson	T. Diane Day	Melissa Fisher	Lucy Groves
Amanda Beer	Tylene Carnell	Sheri Day	Laura Fix	Lester Gruner
Stephanie & Bart Bell	Katie Carter	Dalia de Jesus	Tessa Fleming	Timothy Gubsch
Phoenix Benner	Danielle Carver	Anita K. deGive	William L. Fleming*	Mike Guerrero
Bryce Bennett	Jim Cash	Cyril Delgado	Archie Fogle	Rebecca Guthrie
Katelin Benson	Kevin Castle	Kate DesRosier & Ryan Krench	Corey Fortune	Jennifer Haberman
Jason Bergevin	Cameron Chandler	Tony DeStefano	Boyd Foster	Audrey Haberman*
Nicole Bernard	Anna Chavelle & Chris Knutson	Heleen Dewey	Larry Fox	Gillian Hagamen
Debra Bidwell	Katherine Childers	Terry Diaddigo	Curt Freed	Eric Hall
Phil Bilderback	Henry Chisholm	Donna DiFiore	Julio Freitas	Tiffany Hall
David Bird	David & Jessica Chow	Jamie Dillon	Tabitha Friess	Angelica Hambrick

* Current or former Pride board or staff member

George M. Hampton, Jr.*	Tabitha Jensen	Cathy LeCompte	Brooks McLain	Adam Ottavi Schiesl
Joshua Hancock	Paul M. Johns	Michael Lee	Elwood McCloud	Brittany Otter
Margaret Hardy	Lincoln Johnson	Erin Lennon*	Beth McNamara	Karl Otto
David Hare	Eva Johnson	John Leslie	Sam McVeety	Maria Owens
Mark Harris	Janell Johnson	Robb Levine	Rebekah Medford	William Painter
JoAnn Hartline	Jeremy Johnson	Cindy Lewis	John Medlin	Jason Paranto
Delton Hauck	Caroline Johnston	Robbie Lobell	Lauren Mehl	Bejan Parast
Shannon Havins & Johannah Williams	Anita Jones	Louise Long	Eric Menser	Greg Ross & Michael Parkinson
Christopher Haworth	Ron Jones	Ricardo Lopez & Glen Hemingson	Philip Mervin	Marsha Parr
Nathan Hayes	Rick Jung	Ann Lovell	Hugh Miller	Jason Patterson
Shelley Hayes*	Larry Kairaiuak	Mary Lowrance	Topher Mobley & Tony Davis	Justin Pava
Linda Heidenreich	Mudit Kakar	Brittany Luddington	Dennis Montgomery	Alex Pava*
Jay Heiny	Tuney Kannapell	Meri J. Lull	Bill Moomau	Terry Payseno
Kari Herinckx	Don Kelley	Monica Lundberg	Laura Moran	April Pennington
Dr. Jean Hernandez* & Erin Foy	Matt Kemmer	Melanie Lyons	Amy Morrow	Jeanne Perry
David Herrera	Patricia Kemp	Joanna Madden	Greg Mullins	Susan Petcoff, DO
Elizabeth Hester	Robin Kendall	Mike Madden	John Mundy	Cathy Pfahl
Robert Heuer	Jim Kephart	Bola Majekobaje	Vikki Nakamura	James K. Phelps & Timothy Baldwin
Eben Hilpert	David Kerlick	Tammy Majeski	Kira Newman	Justin Phillips
David Hlebain	Aidan Key	Madalene Mandap	Peter Nguyen	Anne Phillips & Carol Leah Brown
Tuyen Hoang	Christopher Keyser & Steven Castele	Jeffrey Maness	Wendy & Sarah Nicolai	Emily Pieper
Erik Hoff	Jason Kildall	Jennifer Mannix	Kelly Nishimura	Penny Pieper
Ariel Holcomb-Hockin	Lynn Kinter	Mark Mappala	Emily Nolan	Nichole Poinski
Therese Hooft	Seth Kirby*	Sean Marinella	Jason Nolen	Bridget T. Potter
Annika Hoogestraat	Seth Kirby*	Cara Marks	Steve Norris	Marjorie Press*
Michael H. Horner	Danny Kittner	Tom Marsh	Craig Norton	Leslie Prieto
Jason Houston	Marilyn Knapp	Francesco Marshall	Eileen Norton	Michael Profit
Beth Howard	Megan Knight	Terry Martin	Shawn Nowlin	Zachary Pullin
Dana Hufford	Chrissy Knox	Marcos Martinez	Joe Nuber	Lindsay Pulsifer
Jim Huggins	Keiko Koizumi*	Lee Ann Martinson	George Nunes*	Kathryn Pursch
Angela Hughes	Laurie Kops	Christina Marx	Corey Nunn	Andrew Quainton
Jason Hunke*	Corey Krantz	Dave Mason & Jon Egenes	Melissa Nussbaum	Guadalupe Quinn
Elizabeth Hunter	Kevin Kristof	John Massie	Joey Obenberger	Amy Ragsdale
Susan Inman	Teddy Laboy	Nichi Masters	Sandi O'Brien	Dawn Rains
Alex Irwin	Tracey Lake	Marcie Mathis	Heidi O'Donnell	Rick Ramos
Linda Isenson	Jason Lamb & Alan Kristal	Susie Matsuura	Ryan Oelrich	Kyle Rapiñan
Erik Jackson	Aric Lane	Camille Mayeux	Debra O'Gara	Jan Reece
Emilie Jackson-Edney*	Katelyn Lanier-Moylan	Kimberley McCollim	Alex Oh	Linda Reed
Beth Jacoby	Steven Lanzet	Heather McFarlane & Joan Christoffels	Ken Olson	William Reeder
Keyarash Jahanian	Jennifer Larsen	Barett McGavock	Eric Olson	Kathy Reim*
Michael Jarvis & Craig Larson	Rebecca Laszlo & Sara Intriligator	Daniel McGlothlen	Carolyn O'Neill	Pauline Reiter
Stan Jaskot	Andrew Laue & Raphael Chacon	Brian McKenna	Norma Jean Osborn	Brian Lee Remley
David Jayo	Heather Laurie	Kim McKoy	Jacquelyn Ostrom*	Thomas Retan
	Michael Lawrence		Robin K. Ota	

* Current or former Pride board or staff member

Kat Reuter	Mike Scott*	Jeffery St. De Lore*	Judah Travis	Mike Wessler
Cindy Richard	Greg Scully	Kevin Stark	Jessica Trupin	Christina Wigg
Danny Richardson	Gina Senarighi	Jacob Benjamin Starsky	Rachel B. Valdez*	Willis Wilcox & Geoff Dillard
Samantha Richert	Luis O. Serrano Figueroa	Wayne & Cherie Stevens	Darci Van Duzer Heroy*	Cyndi Wilder
Jean Richey	Kathy Sewell*	Jeffrey Stolz & Tim O'Connor	Lou Vargas	Ebon Craig Williams
Sunny Rivera	Ginger Shagswell	Mary Stranahan	Benjamin G. Vazquez	Terra Williams
Jan Roark	Jill Sheldon*	Lynn Stromski	Heather Veeder	Norm Williamson
Leonor Robles	Simon Shifrin	David Strong*	Joey Veltkamp	Jean-Paul Willynck
Diana Roger	Andy Siegel	Suzanne Sullivan	Paul Vestal	Edbera Wilson
Elias Rojas*	Alex Silva-Hernandez	David Sundine	David Victor	Marci Wing
Donna Rosman	Corby Skinner	Mariah Talbott	Bryce Vradenburg	Laurie B. Wolf*
Mark Ruffo	Jennifer Smerud-Weaver	Justin Taylor	Keith Wagner	Mari Wolverton
Stacey Rye	Vicki Smith	Ian Taylor	Ilyse Wagner	Richard Woo
Paul Safstrom	Jennifer Smith	Robert Teichman	Steven Wakefield*	Rose Wood
Jeff Sakuma*	Tom Smith	Holly Teige	Brady Walkinshaw & Micah Horwith	Zachary Wright*
Eric Sanders	Elizabeth Smith	William Teska	Stephen Walsh	Mary Kay Wright*
Cris Sanguino	Beka Smith & Laurie Gallagher	H. William Thieleman	Fred Ward	Amy Young
Michael P. Schaefer	Tara Smith*	Tom Tiberio	Rose Wardian	Anton Zantotto
Debbie Schenk	Timothy Smith	Stefanie Tietge	Erica Wasmund	Bobbie Zenker
Fred Schoen*	Gregory Smith*	Roxanne Topacio	Joan Wattles	Anonymous (3)
Roberta Schur	Maure Smith-Benanti	Boo Torres	Kathy Wehle*	
Bryony Schwan	Julie Sommer	Vicky Tovar	Heather Werckle	
Jed Schwendiman	Nathan Sorseth	Mike Travis		

* Current or former Pride board or staff member

Visionaries

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.

Bruce M. Abrams
Joyce M. Allen* & Jessica Lynn
Carrie Amankwah
Raymond Araujo*
Catherine Bachy* & Margaret Giffels
Barbara Bailey*
Thatcher Bailey*
Jolly Sue Baker* & Clare Hannan
Ted Bash
Becky* & Mary Jo Bauen
Paul Beaudet* & David Wertheimer*
Kate Beck
Allison Beezer*
Christopher Beiter
Phoenix Benner
John Berg & Robert Roth
Peter Boeschstein
Marsha Botzer*
James Braden
Jo Brodahl*
Zoey Rose Brodsky*
Hal Browning & Robert Kipp
Robert Bruneau
John Burlison
Amy Capolupo
Daniel Caracciolo & Donna MacKenzie
Cat Carrel
Robert Carroll & Daniel Yarger
Martin Casey
Donald P. Chamberlain
Leslie Christian & Heather Andersen
Daniel Christopher
Sam Ciapanna & Dean Williamson
Ted Clark & Eugene Otto
Vernon Clark-Robbins

Grover Cleveland*
Bryan Cline*
Thomas Connell
Caitlin Copple*
Candy Cox
Steve Crandall & Brian Hawksford
Gary Crevling
Robert Cundall* & Dan Bross
Michael Dameron & Thomas Marocchini
James Darkow
Char Davies
Joel C. Davis
Karl A. Derrick
Tom Diehm & Tom Davis
Clyde G. Diemer
Bob Ding
Tom Dixon
Peggy Dolane*
Nancy A. Drigotas
John Dunn
Bob Eichler
Sara Elward*
Charlotte Escott
Akili Estrella*
William S. Etnyre
Bob Evans* & Steve Davis
Douglas Exworthy* & Kent Poush
Jean Ferries
Elaine Field
William L. Fleming*
Ward Folsom & Leigh Champlin
Sue Frantz & Verla Viera
Tim Franulovich
Jason J. Fussell & Robert Heuer
Marie Helene Gagnon*

Leslie Giblett
Michel Girard*
Barbara Grant
Michael Grochau
Paul J. Grube, Jr.
Steve Gunn
Audrey Haberman* & Marge McGinty
Matthew Haggerty
George M. Hampton, Jr.*
Roy A. Hamrick
Migee Han*
Darrell S. Harris
JoAnn Hartline & Melissa Barran
Michele & David Hasson
David Owen Hastings
Shelley Hayes*
Jeff Hedgepeth* & John Medlin
Nicholas Heer
Elizabeth Hester
Peter D. Hiatt
Rex Himes
Bill Hodge
Douglas Holley
John Holliday & Glenn Lawler
C. David Hopkins*
Roy L. Hughes
Katie Hultquist & Laura Cox
Greg Hunicutt
Christine Hurley
Peter C. Jackson
Walter Jelonek
Dan Jester
Tom Jewell* & Bruce Woolverton
Eva & Kevin Johnson
Shehreen Johnson*

Christopher C. Jones
Jerry Jordheim
David Kerlick
David Kersey
Christopher Keyser & Steven Castelee
Ana Maria King
Daryl J. King & Todd G. Hagen
John King
Duane Kitna & Bryon M. Stargel
Michael Kleer*
Patty Knight*
Keiko Koizumi*
Greg Kucera & Larry Yocom
Annette Laico*
Jason Lamb & Alan Kristal
Gary Lanksbury
Martin Lantz
James Lasersohn
Danette K. Leonhardi*
Kelly Lerner
Lawrence M. Levitan
John Longres*
Ted Lord* & Chris Cooper
Lonnie Lusardo
Robert Lux
Pat Mail & Peggy Kopf+
Deborah McCandless
Trish McKernan & Pat Hughes
Marshall McReal
Marla M. Meislin*
David C. Mendoza
Ed Miesen* & Glenn Yorita
Barbara Monda
Lynette Moore
Tami Moore* & Cathy Green

* Current or former Pride board or staff member

Marsha Morgan & Claire Moore
Doug Morgenson
Elaine N. Mowery
Tom Musial
John French & Craig Norton
George Nunes*
Reeva M. Ohms
Jennifer Olson
Silas O'Quinn & Nathan Smith
William Orley & Max Silver
Mike Orlich
Sean Oslin
Hans & Jacqueline* Ostrom
Tom Page
Anthony Papini*
Marschel Paul* & Margaret Sutro
Alex Pava & Clif Marr
Douglas Peckham
Lucy Peckham
Travis Penn & John Wicher

Joseph E. Pentheroudakis
Rick Peterson
James K. Phelps & Timothy Baldwin
Stephen Phillips
Janice Pickard & Anne Harvey
Donald R. Pickens
Tina Podlodowski*
Marjorie Press*
Everett E. Reagan
Kathy* & Robert Reim
Shad Reinstein & Jody Laine*
Tim Rice
Robert A. Riopelle
Greg Robbins
Eric Robison
Bob Roblee & Ron Johnson
Clay Sales
Michael P. Schaefer
Robert E. Scheidler
Fred Schoen*

Lynn G. Schrader
Greg Scully & Frank Migaiolo
Michael & David Serkin-Poole
Peter Shalit & Bob Clark
Julie Shapiro & Shelly Cohen
Michael Shiosaki* & Ed Murray
Brian Silkworth & William Colter
Howard Silverman & Michael J. Lehman
John Skelton
Tom Smith
Aubrey Hart Sparks*
Cap J. Sparling
Eric Spivack
Arlis Stewart*
Lisa M. Stone
Gayle Stringer & Nancy Nickelson
John Templeton
William R. Teska
H. William Thieleman
Justin Thumler & Raymond Houle

Rene Tillman
Peggy Torner
John Trautman
Len Tritsch
Janice Van Cleve
Ken Van Dyke
Zane T. Van Kirk
Alan Waddell & Paul Otto
Steven Wakefield*
Ben Waldman
Melanie Wilhoite*
Laurie B. Wolf*
Keeman Wong & Ward Beattie
David Woosley
Beverly Wozumi
Mary Kay Wright*
Rose Young
Ria Zazycki*
Anonymous (15)

* Current or former Pride board or staff member

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.

Joyce M. Allen* & Jessica Lynn
Ramon Alvarez* & Jim Jones
Associates In Behavioral Health
Phoenix Benner
Nathaniel Brown
In memory of Lee S. Burke
Jennifer Cast & Liffy Franklin
Anne Xuan Clark
Scott Clyde
Geraldine V. Cole*
Kim Collier
Friends of Patricia Van Kirk
Robert Cundall* & Dan Bross
John Dagres & Jack Odell
T. Diane Day
Sheri Day
Derivative Duo
Peggy Dolane
William S. Etnyre
Bob Evans* & Steve Davis

William L. Fleming*
True North Land Surveying, Inc.
Kevan Gardner*
Jeff Graham & John Longres
Steve Gunn
Audrey Haberman* & Marge McGinty
George M. Hampton, Jr.*
John Holliday & Glenn Lawler
Inland Northwest Business Alliance
Outreach
Mary Jacobsen & Joy Wood
Shehreen Johnson*
Patty Knight*
Kristin Kucera
Tom Land
Martin Lantz & Donald Coffman+
Rebecca Laszlo & Sara Intriligator
Daniel C. Lee
Howard Leonard
Anne Levinson

Daniel Ling & Lee Obrzut
Christopher Martell & Mark Williams
Heather McFarlane & Joan Christoffels
The Mental Wellness Foundation, Inc.
Jim Miersma & Bill Hammer
Emma Moreno* & Genevieve Aguilar
Doug Morgenson
Layne Mortensen & Rick Griswold
NDOA
Steve Parsons
PFLAG Bellevue
Laura Pierce*
Timothy Popanz
Stacey Prince & Teri Mayo
Rainbow City Band
Thomas M. Rasmussen & Clayton W. Lewis
Robert A. Riopelle
Chet Robachinski & Jerry Slipman
Bob Roblee & Ron Johnson
Clay Sales

Michael P. Schaefer
Anna Schlecht* & Sarah Vanucci
Greg Scully & Frank Migaiolo
Seattle Men's Chorus/Seattle Women's Chorus
Tom Semper & Ray Calabro
Julie Shapiro & Shelly F. Cohen
Stephen Silha & Gordon Barnett
Gary Southerton & David Isla
Aubrey Hart Sparks*
William Teska
Nicholas Utzinger & John Rochford
Janice Van Cleve
Benjamin G. Vazquez
Kathryn Wehle* & Theresa Haynie
Estate of Ric Weiland*
Beverly Wozumi
Glenn Yorita
Anonymous (1)

* Current or former Pride board or staff member

Scholars and Fellows

Pride Foundation awarded a record amount in scholarships to LGBTQ and straight ally students in 2013. With awards totaling \$403,350 in scholarships, 89 students gained support to pursue their educational goals. Seven students joined the growing fellowship program and provided over 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.

2012 SCHOLARS

Arianna Allahyar
Najwa Alsheikh
Ulises Alvarez Olvera
Bailey Auburn
Ellen Bartlett
Trevor Bateman
Courtney Bird
Derek Blechinger
Viktor Bogatko
Karter Booher
Kyle Brester
Skyler Burke
Margaret Cabell
Aaron Campos Correa
Richard Carter
Edgar Cedeno
Marisol Cervantes
Julian Chavez-Gamez
Lee-Ling Chen
Ginger Colamussi
Ben Crowther

Maksym Dedushko
Michayla DeFuria
Annie Derthick
Vi Duong
Robert Enoch
Steven Finh
Molly Fitzpatrick
Christopher Gehring
Tonei Glavinic
Robin Gray-Reed
Sheree Haggan
Oliver Hayes
Brandon Himmelman
Joshua Hunt
Rachel Jackson
Kelly Jeske
Laura Jimenez Guerra
Tascha Johnson
Laura Katers
Mylexia King
Aysha Kloub
Bo Knoblauch

Katelyn Lanier-Moylan
Fernando Libor
Sunny Lithman
Emery Lohrasbi
Kendra Lotstein
Devin Majkut
Luis Mancheno
Joseph Marks
Francisco Martinez
Red Monroe
Maira Morel
Nawwal Moustafa
Christopher Newcombe
Thomas Nguyen
Andrew Nichols
Shireen Nori
Joshua O'Neal
Fennec Oak
Marilynn Paleso'o
Kenese Parker
Josh Parrish
Daniel Pena Avila

Julie Pham
Angela Rak
Fred Reyes
Colby James Rezayat
Ryan Robinson
Alexandrea Salinas
Jackie Sandmeyer
Kate Schumacher
Jackson Shultz
Alejandra Silva-Hernandez
Cady Smith
Ryan Smith
Tyler Chase Smith
Diego Solares
Ryan Stabler
Lee Steadman
Morgan Stevenson
Ashley Sulzer
Josh Taylor
Janae Teal
Mistie Tolman
Clare Tonelli

Mario Venegas
Paul Vestal
Danny Wakefield
Sarah Walters
James Warwood
Storme Webber
Julie Weismann
Mari Wolverton

FELLOWS (PARTNERSHIP ORGANIZATION)

Ben Crowther (Pride Foundation)
Emily Juhre (Big Brothers Big Sisters)
Aysha Kloub (Seattle Education Access)
Fernando Libor (Evergreen AIDS Foundation)
Jenny Lor (Western States Center)
Taylor Malone (Spokane AIDS Network)
Josh Parrish (ACLU of Idaho)

Financials

STATEMENT OF FINANCIAL POSITION

Year ending March 31, 2013

ASSETS

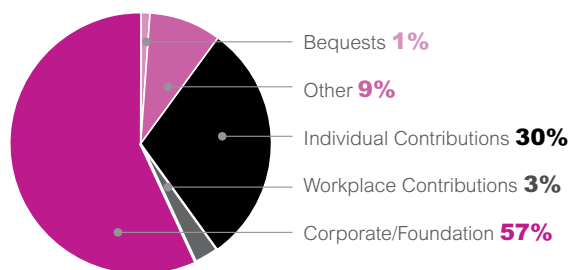
Cash & Cash Equivalents	406,168
Investment Portfolio	24,934,755
Donor Designated Portfolio	21,497,320
Trusts	1,192,976
Property & Equipment, Net	87,846
Promises To Give	330,130
Other Assets	48,308

Total Assets: \$48,497,503

LIABILITIES & NET ASSETS

Accounts Payable	14,461
Grants & Scholarships Payable	91,881
Funds Held For Others	21,497,320
Other Liabilities	40,511
Net Assets:	
Unrestricted	79,222
Temporarily Restricted	2,451,576
Permanently Restricted	24,322,532

Total Liabilities & Net Assets: \$48,497,503



STATEMENT OF OPERATIONS

Year ending March 31, 2013

REVENUE

Individual Contributions	928,830
Workplace Contributions	96,380
Corporate/Foundation	1,750,216
Bequests	19,153
Other	268,974

Total Revenue: \$3,063,553

EXPENSES

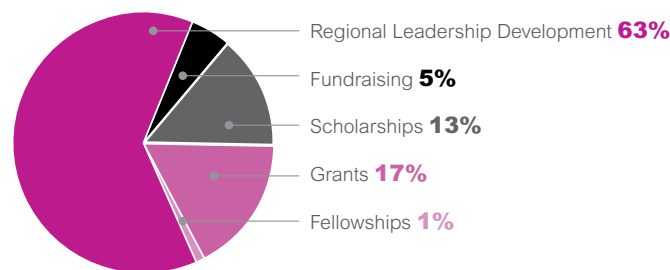
Scholarships	382,270
Fellowships	22,000
Grants	757,561
Regional Leadership Development	2,735,211
Fundraising	233,146
Management & General	227,615

Total Expenses: \$4,357,803

NET SURPLUS/(SHORTFALL)

Before gains & losses	(1,294,251)
Net Investment Activity	1,737,715

Net Surplus/(Shortfall) \$443,464



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.

STAFF

Zoey Brodsky
Administrative and Program Assistant

Farand Gunnels
Regional Development Organizer in Washington

Josh Hemsath
Regional Development Organizer in Alaska

Kris Hermanns
Executive Director

Tom Jewell
Database Administrator

Jett Johnson
Regional Development Organizer in Oregon

Steve Martin
Regional Development Organizer in Idaho

Christina Rocks
Community Giving Manager

Gunner Scott
Director of Programs

Jody Waits
Director of Community Giving

Amy White
Director of Regional Operations and Leadership

Craig Williams
Educational Program Officer

Jimbo Worm
Director of Finance and Operations

2012-2013 BOARD OF DIRECTORS

Ramon Alvarez

Ben Bakkenta

Nicole Browning

Robert Cundall

Bob Evans

Doug Exworthy

Shelley Hayes

Emilie Jackson-Edney

Seth Kirby

Elias Rojas

Kathy Reim

Jeff Sakuma

Kathy Sewell

Mike Scott

Greg Smith

Tara Smith

Rachel Valdez

Darci Van Duzer Heroy

Steven Wakefield

Kathy Wehle



**Pride
Foundation**

Building a Foundation for All