

# Thank you

**2013 – 2014 GRATITUDE REPORT**



**Pride  
Foundation**



Be who you are,  
where you are...

*Alaska*



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**Seth Kirby**  
*Board President*



**Kris Hermanns**  
*Executive Director*

# Thank you.

**Since our founding, Pride Foundation has accomplished far more by partnering with you than we could have alone. This is our gratitude report: a reflection on what Pride Foundation is and has become because of you.**

Once again, we are honored to share Pride Foundation's successes with you. As you will see, the impact of our collective work is tremendous.

It has been a busy year, and because of your generosity we have much to show for it. Your support has tangibly changed the lives of people throughout our five-state region, and we are deeply grateful for your partnership.

We also took this opportunity to amplify the uniqueness of our region, knowing that the people and places that are an integral part of our lives shape who we are and who we will become as a community.

This sense of family, home, and belonging is the foundation of our work together. It is what allows more and more LGBTQ people across the Northwest to be who they are, where they are—living openly, safely, and with hope. For us, nothing could be sweeter.


Thank you for the important role you play in the Pride Foundation family.

Sincerely,

  
Seth Kirby

  
Kris Hermanns





Be who you are,  
where you are...

Idaho

## THE PURSUIT OF FULL EQUALITY

**Since 1985, our work has focused on creating hope and change so everyone is able to be who they are, where they are.**

When Pride Foundation was established 29 years ago, we never could have imagined we would be in this moment. Marriage equality is rippling across the country (19 states, 10 Native American tribes, and Washington D.C.), local non-discrimination ordinances continue to gain momentum in Idaho (eight cities) and Montana (four cities and one county), and we have made critical strides towards transgender healthcare access in Washington and Oregon.

When the victories seem to outnumber the defeats, it can be easy to think the finish line is right around the corner. Yet even at a time when we are making immense progress, deep disparities and inequities remain in our society. For too many, the ability to live openly and safely is still determined by their zip code.

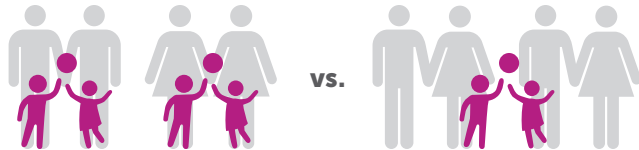
What we know from our work on the ground in Alaska, Idaho, Montana, Oregon, and Washington is that there is still much to be done to ensure that everyone has access to the resources and support they need to thrive.

The following pages are a snapshot of the road ahead. Addressing the challenges that continue to threaten our community will not be quick or easy. As we prepare to celebrate our 30th anniversary, we are more committed than ever to working with you and our partners throughout the region to ensure real, lived, lasting equality in every aspect of our lives and for each and every one of us.



## POVERTY

Poverty rate of **children of LGBTQ couples** compared to children of heterosexual married couples:



**double**



## HIV INFECTION

**African American men** who have sex with men represent:



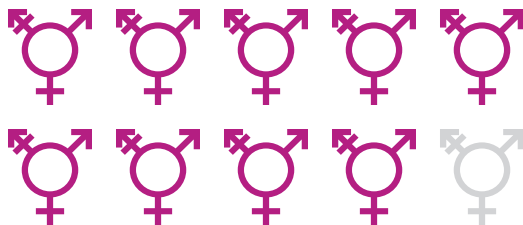
**36%**

of new HIV infections among all gay and bisexual men

#%!

## HARASSMENT

Number of **transgender people** in the West who have reported experiencing harassment or mistreatment **on the job**:



*nearly 9 out of 10*



## VICTIMIZATION

Number of times **LGBTQ older adults** reported **experiencing victimization**:

at least

**1x**

in their lives



**82%**

at least

**3x**

in their lives



**64%**





## HOMELESS YOUTH

Number of homeless youth who **identify as LGBTQ:**



4 out of 10

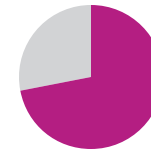


## EMPLOYMENT

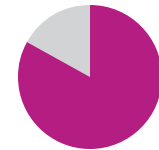
Percentage of people who **can be fired from their jobs** because of **sexual orientation or gender identity:**



100%  
of people in  
**Alaska**



72%  
of people in  
**Idaho**



83%  
of people in  
**Montana**


## Tackling the Issue of Homeless LGBTQ Youth in King County, WA

According to the Seattle Police Department, there are between 500 and 2,000 homeless youth living on the streets of Seattle on any given night. Nearly half of them are LGBTQ.

As part of our multi-year Homeless LGBTQ Youth Initiative (made possible by generous support from the Bill & Melinda Gates Foundation—see page 10 for more information), Pride Foundation is investing in the Northwest Network to coordinate a three-year capacity building project in collaboration with King County homeless youth service providers.

This innovative project is strengthening services for LGBTQ homeless and unstably housed youth across the region through intensive training, individualized technical assistance, and peer learning. Youth leaders are also engaged throughout the process, creating a sustained and integrated approach that will increase the County's effectiveness in serving LGBTQ homeless youth.





Be who you are,  
where you are...

Montana



## WHAT WE DO

Pride Foundation inspires giving so we can invest vital resources to advance LGBTQ equality—creating possibilities for our future.

**With your support, we are able to build organizations, support students, and connect leaders.**



## GRANTS

We invest in issues and organizations—rural and urban, large and small—to meet the needs of LGBTQ youth, adults, and families in Alaska, Idaho, Montana, Oregon, and Washington. Our funding supports members of the LGBTQ community across ages and demographics, with a focus on those who remain most vulnerable and invisible.

We partner with nonprofits throughout the region to support LGBTQ people in their home communities and provide the resources needed to advance full equality.

**Amount granted to support LGBTQ equality since our founding in 1985** ..... \$48,300,000

**Number of grants awarded to nonprofit partners since 1985** ..... 4,500+

**Our funding supports the breadth of issues impacting LGBTQ people throughout their lives, including:**

- Youth homelessness
- Economic security
- Education access
- HIV/AIDS support and prevention
- Transgender healthcare access
- Elder issues
- Domestic violence
- Social and mental health support
- Arts and culture



## SCHOLARSHIPS

For more than two decades, Pride Foundation has been providing post-secondary educational scholarships to current and future leaders in the LGBTQ and ally community. We support students across a range of disciplines, and our scholarships can be applied to any type of accredited post-secondary degree—including two- and four-year degrees, vocational programs, and graduate studies.

In addition to the financial support that Pride Foundation scholarships deliver, the program also provides encouragement and fosters a sense of community. Our scholarship recipients come from incredibly varied personal and lived experiences and are representative of the diversity within the community. It is an honor to support the educational dreams of our scholars.

**Since 1993:**

**Amount invested in LGBTQ and ally students** ..... \$3,500,000

**Number of scholarships awarded** ..... 1,300+

**Number of volunteers that have reviewed scholarships** ..... 2,500+

**Number of scholarship funds** ..... 51





## FELLOWSHIPS & INITIATIVES

Pride Foundation supports an interconnected movement that addresses emerging and critical issues through our:

### Fellowship Program

We connect student leaders to professional development opportunities through paid summer internships, helping students build critical skills to advance their careers.

Number of fellows supported since the program started in 2009 ..... *over 35*

### Shareholder Advocacy Program

Pride Foundation works with companies throughout the country to update their non-discrimination policies to include sexual orientation and/or gender identity and expression.

Number of workers protected ..... *nearly 3 million*

### Homeless LGBTQ Youth Initiative

In an effort to confront the growing challenge of youth homelessness and its disproportionate impact on LGBTQ youth, Pride Foundation launched a multi-year initiative, with generous support from the

Bill & Melinda Gates Foundation. By investing resources throughout Washington State, we are building the capacity of service providers to address the unique experiences of homeless LGBTQ youth. We plan to expand this important work throughout the region in the coming years.

Amount invested ..... *more than \$350,000*

### Policy & Advocacy Work

Pride Foundation is working on the ground in each of our five states to enhance the daily lives and experiences of LGBTQ people through policy change, including employment protection, marriage equality, and healthcare parity. This work is critical to advancing equality—ensuring that our community has legal access to the support and resources they need to thrive.



## CONVENINGS & TECHNICAL ASSISTANCE

The regional scope of Pride Foundation's work gives us a unique perspective, allowing us to bring together leaders who face common challenges and identify shared solutions in an ever-changing landscape.





Be who you are,  
where you are...

*Oregon*



**Your contributions allow us to build organizations** by making grants that grow their capacity to be drivers of social and cultural change.



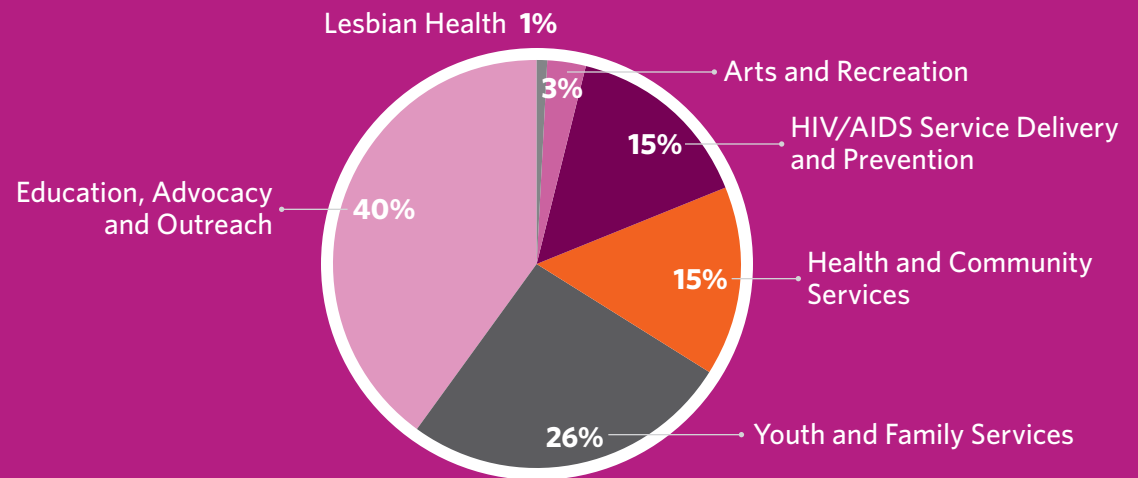
**Funds granted in 2013:**

**\$6,878,314**

**to**

**212 organizations**

**Areas Funded By Our Community Grants Program**







## BUILDING ORGANIZATIONS

# An Innovative Approach to HIV/AIDS Prevention

**As federal funds for HIV/AIDS are redistributed to urban centers—with a priority placed on testing and treatment—many are left without access to critical prevention services.**

Bill and his partner Jim—together for 15 years—live in a county in Oregon that no longer has free HIV prevention services. Bill is HIV-positive, but the couple's low-income budget makes it impossible to afford regular HIV testing for Jim. This has left the couple unclear of Jim's HIV status, and without the resources and support they need to reduce the risk of transmission.

Bill and Jim's story is a common one. Federal funding for HIV/AIDS work has changed drastically. These shifts particularly impact gay men living in rural areas, many of whom already feel marginalized due to their HIV/AIDS status and often have nowhere to turn.

Thankfully, this crucial gap is being filled by HIV Alliance, one of the leading Oregon organizations providing HIV/AIDS services. To keep up with the shifting landscape, HIV Alliance has broadened their scope, now providing important resources and support to people



Staff, volunteers, and clients from  
HIV Alliance in Eugene, OR

living with HIV/AIDS in 11 counties stretching across Southern Oregon, the Willamette Valley, and the Oregon Coast.

With support from a Pride Foundation grant, HIV Alliance is using an innovative approach to decrease the spread of HIV—focusing on both individual and community health. HIV Alliance operates a holistic health network as a method of HIV prevention. Known as Alliance for Men's Wellness, it engages gay men in prevention services that are specifically targeted to their needs.

For Bill and Jim, this resource took a huge weight off their shoulders—finally allowing them peace of mind and the space to focus on the more intimate and joyful parts of their relationship. With support from staff, Jim and Bill were empowered to create a risk reduction plan that worked for both of them.

*continued next page...*

The prevention services HIV Alliance offers are about more than testing, however. They also provide counseling sessions, as well as referrals to providers who are knowledgeable about health issues facing gay men—information that is not easily obtainable otherwise. These services empower participants to talk about HIV and risk reduction, while engaging them in peer-to-peer HIV prevention. This helps gay men living with HIV/AIDS feel less isolated, understanding that they do not have to go through it alone.

*“My exposure to this group helped open my eyes about the perils of dealing with disclosure [disclosing HIV positive status to a partner] and better ways of dealing with it. I became more confident in myself.”*

—Client from a peer support group

HIV Alliance also creates healthier communities by educating providers, ensuring greater cultural competency, and providing holistic health services to patients living with HIV/AIDS and those at heightened risk.

Pride Foundation has strategically invested in HIV Alliance because we know how vital prevention services, education, and outreach are to reducing the transmission of HIV/AIDS. But we also invest in their work because we know that creating opportunities to build community is crucial to the success of any movement.



## IN THE SPOTLIGHT: CARDEA SERVICES

**Pride Foundation grantee Cardea Services (Seattle, WA) recently produced a two-part webinar series to help primary care practitioners and family planning providers give high quality, culturally-proficient care to transgender and gender variant patients.**

Too many transgender people experience discrimination, harassment, and provider ignorance when seeking care. Cardea’s webinar series focused on expanding the ability of primary care providers to meet the healthcare needs of transgender people in order to improve health outcomes. Providing the training online allowed Cardea to reach providers throughout our five-state region, including those living in more rural areas. A total of 492 people participated in the trainings—from educators, to policy administrators, to medical care providers.

**Your generosity allows us to support students** by providing scholarships to current and future leaders in the LGBTQ and straight ally community.



**Scholarships awarded in 2014:**

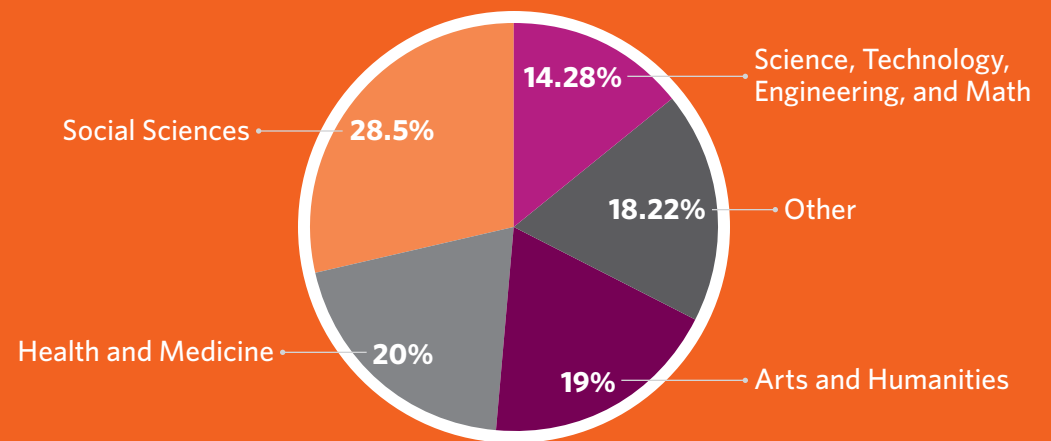
**\$395,200**

**to**

**105 students**

**in Alaska, Idaho, Montana, Oregon,  
and Washington**

**Degrees 2014 Scholars are Pursuing**







## SUPPORTING STUDENTS

# Carol Cleveland: 'I Know I Can'

**A decade ago, Carol Cleveland made the difficult decision to leave her reservation to continue her education. She looks forward to the day when she returns home to share the skills and life lessons learned on her journey of self-discovery.**

Carol grew up on the Duck Valley Indian Reservation on the Idaho and Nevada border as part of the Shoshone-Paiute tribe. She now resides in Boise with her wife, Carrie Rinesmith, and identifies as Two-Spirit, in the sense of both gender identity and the personal path she traverses.

A first-generation college student, Carol is a sophomore at the University of Phoenix in Meridian, Idaho, pursuing a Bachelor of Science degree in Health Administration with a focus on Health Information Systems. Her interest in the healthcare field stems from various clinic jobs she's worked in the past and the growing availability of employment opportunities in the healthcare field.

"That stuck with me," she recalled. "I went back home and scouted what was needed there, what positions were vacant and needed to be filled to provide a better quality of life and consistency for my tribe."

Leaving behind her family, friends, and tribal community to pursue her degree has not been easy, Carol said. But the time away has been rewarding and reinforced her desire to share her knowledge with her community.

"Some positive aspects of attending a college off the reservation are the intimate class size and hands-on support that I would not be able to receive from the online courses at home," she said. "I'm learning about new healthcare operating systems that are changing throughout many healthcare facilities, and I wish to contribute to the success of these programs being implemented in tribal facilities as well."

"My path to a successful career may have taken longer than I had planned, but I had to start somewhere and sometime," Carol reflected.

"I know I can become an asset."



Carol Cleveland (right) and her wife, Carrie Rinesmith, at Boise Pridefest in June.

"While I am traveling through life with my wife, I am also walking the path of the Native traditions and learning what life outside of the reservation has to teach me." —Carol Cleveland

As a current Pride Foundation Scholar, Carol feels both humbled and honored. The application process helped her focus on her goals, and she feels an immense amount of pride at being awarded a scholarship.

"I learned more about myself than I was previously aware of," she said. "I enjoyed reminiscing throughout my short life, and narrowing down what I wanted to do. I now get to look forward to having more time with my family, time to learn more about the information systems in my field, and enhance my quality of life."

Carol's tribal community, which numbers around 1,000, has embraced her and Carrie, and her family is always excited to get updates from them.

"I feel a tremendous amount of support from my reservation," Carol said. "It is my home and I am working on my education not only to better myself, but to help my relations who continue their lives back home."



7 new scholarship funds

were established in 2014 to  
**meet the growing and diverse needs  
of LGBTQ and ally students**

**Your commitment allows us to connect leaders** by fostering collaboration and providing the professional development that emerging leaders need to grow the movement.



**In the summer of 2014,**

*9 fellows*

**were matched with organizations**  
serving the LGBTQ community



*Convened leaders*

**from the community to build connections  
and develop new knowledge**

in areas such as:

policy advocacy, youth in the foster care  
and juvenile justice systems, and  
nonprofit capacity building



**CONNECTING  
LEADERS**

## A Voice for Social Justice in Alaska

**In December 2013, YWCA Alaska and Pride Foundation had a quiet conversation. Together, we identified the challenges both our organizations faced in advancing legislation that would create a more just and fair Alaska.**

The legislative landscape in Alaska has always been difficult for organizations working on social justice issues.

Votes cast by elected leaders during session often contradict the values that Alaskans share, threatening the livelihood and well-being of many throughout the state. For example, 65 percent of Alaskan voters support reproductive rights, yet the only legislation that has been passed on this issue in recent years actually limits reproductive freedom.

After our initial discussion with the YWCA, we saw a unique opportunity to bring organizations and leaders together around a common vision. By championing equitable policies that cut across the boundaries of issues and demographics, we can create a more inclusive, fair, and welcoming Alaska for all.



**Voter registration drive organized by coalition members of Balance Alaska**

Last February, Pride Foundation convened social justice leaders from across the state. The mantra that “together, we can do more” rang true to many. “When we all come out of our silos, agree on a common goal, and put our formidable energy and drive to work, we are going to make big change,” said Joelle Hall with the Alaska AFL-CIO.

From these efforts came Balance Alaska, a coalition of organizations dedicated to social justice and equity in Alaska. Critical to the work of the coalition is an understanding of the shared fate of all our organizations, and the individuals we represent.

“Because we bring our whole selves—race, culture, class, age, ability, and so forth—our work together reflects that intersectionality,” said Drew Phoenix, Executive Director of Identity. “Building connections  
*continued next page...*”



across different communities means bridging social movements and working together for justice and equity for all Alaskans.”

This is the first time that work of this kind has been done in Alaska. The diversity of the organizations involved has led to important connections and collaborations amongst leaders and communities.

The coalition is currently working on two projects—a poll that identifies Alaskan voters’ views on specific policies and a non-partisan questionnaire to highlight the positions of legislative candidates on issues important to our community. The results will be compared and shared with voters.

These efforts will help build momentum going into the next legislative session so that the coalition can advocate for policies that represent our values, and bring us closer to justice for all Alaskans.

We are excited to see this work unfold in Alaska and to create a model for bringing organizations together around a unified vision of equity for all.

## COALITION MEMBERS

### Balance Alaska:

Alaska AFL-CIO

Alaska Federation of Natives (AFN)

Alaska Institute for Justice

Alaska Women for Political Action

Anchorage Coalition to End Homelessness

First Alaskans Institute (FAI)

Identity, Inc

League of Women Voters of Alaska

NAACP – Anchorage Chapter

Planned Parenthood of the Great Northwest

Pride Foundation

YWCA Alaska

*“By coming together through coalitions like this one, we have a stronger voice to make Alaska the truly unique and special place we know it can be.”*

—First Alaskans Institute

A scenic sunset over a body of water, likely a bay or fjord. The sky is filled with soft, wispy clouds tinged with orange and pink from the setting sun. The water reflects the warm colors of the sky. In the foreground, the dark silhouettes of evergreen trees frame the scene on both sides. In the middle ground, a small, dark island sits in the water, and distant mountains are visible on the horizon.

Be who you are,  
where you are...

Washington

## GRANTEES

With support from generous donors and dedicated volunteers, Pride Foundation has granted a total of \$6,878,314 to 212 organizations advancing LGBTQ equality in the last year. This includes our community grants program, donor designated, and donor advised funds.

This list reflects grants made during our fiscal year: April 1, 2013 – March 30, 2014

### Alaska

Alaskan AIDS Assistance Association  
Cordova Family Resource Center  
Identity, Inc  
Standing Together Against Rape

### Idaho

All Under One Roof  
Fair Pocatello  
Family Services Alliance of  
Southeast Idaho  
Idaho Voices for Diversity  
Inland Oasis  
North Idaho AIDS Coalition  
Sophia Foundation of Pocatello  
Trey McIntyre Project

### Montana

Blue Mountain Clinic  
Forward Montana

Forward Montana Foundation  
Missoula Community Foundation  
Montana Coalition Against Domestic  
& Sexual Violence  
Montana Human Rights Network  
Montana Two Spirit Society  
NCBI Missoula

### Oregon

Clackamas Women's Services  
Ecumenical Ministries of Oregon  
Educate Ya  
HIV Alliance  
Human Dignity Coalition  
Janus Youth Programs  
Jesuit Volunteer Corps  
Lotus Rising  
Mercy Corps  
Mid-Valley Women's Crisis Service  
Multicultural Association of Southern Oregon

OHSU Foundation / Russell St. Dental Clinic  
Oregon Safe Schools & Communities Coalition  
Quest Center for Integrative Health  
Valley AIDS Information Network  
Western States Center

### Washington

Alliance for Education  
Amara  
API Chaya  
Arts Fund  
Atlantic Street Center  
Austin Foundation  
Bailey-Boushay House  
Ballard Food Bank  
Ballard High School Foundation  
Bertschi School  
Big Brother Big Sister of Puget Sound  
Bike Works  
Blue Mountain Heart to Heart



Building Changes  
 Camp Ten Trees  
 Cardea Services  
 Care to Help Project  
 Cedar River Clinics  
 Center for Children and Youth Justice  
 Center School Community Association  
 Central Area Senior Center  
 Central Washington University Foundation  
 Children's Home Society of Washington  
 Church of Mary Magdalene  
 Citizens Against Domestic & Sexual Abuse  
 City of Hope  
 Cocoon House  
 Community Foundation for  
     Coupeville Public Schools  
 Companis  
 Consejo  
 Downtown Emergency Services Center  
 Elizabeth Gregory Home  
 Emerson Elementary School  
 Equal Rights Washington Education Fund  
 Evergreen AIDS Foundation  
 Farestart  
 Flying House Productions  
 Food Lifeline  
 Friends of Salmon Bay School  
 Gay City Health Project  
 Global Partnerships  
 Greater Maple Valley Community Center  
 GSBA Scholarship Fund  
 Habitat for Humanity – East Jefferson County  
 Habitat for Humanity – East King County  
 Health Leadership International

Ignatian Resource Center  
 Infectious Disease Research Institute  
 Initiative for Global Development  
 Intiman Theatre  
 Jewish Family Services  
 KCBS – Bellevue Community College  
 KCTS Public TV  
 King County Sexual Assault Resource Center  
 King FM, 98.1  
 Kitsap County HIV/AIDS Foundation  
 KPLU Public Radio  
 KUOW 94.9 FM  
 Langley United Methodist Church  
 Legal Aid for Washington Fund  
 Legal Voice  
 Lifelong AIDS Alliance  
 Moisture Festival  
 Mount Baker Community Club  
 Mount Baker Planned Parenthood  
 Mount Baker Rowing & Sailing Center  
 Museum of History and Industry  
 Nature Conservancy of Washington  
 Navos  
 Neighborcare Health  
 Neighborhood House  
 Northwest Harvest  
 Northwest Health Law Advocates  
 Northwest Network  
 Northwest Youth Services  
 Oasis Youth Center  
 Odyssey Youth Center  
 Pacific Northwest Ballet  
 Palouse HIV Consortium  
 Partners Asia

Partners in Prevention Education  
 Peace & Justice Action League Spokane  
 Peace for the Streets by Kids from the Streets  
 PFLAG Benton/Franklin  
 PFLAG Everett/Snohomish  
 Pierce County AIDS Foundation  
 Pigs Peace Sanctuary  
 Planned Parenthood of Greater Washington &  
     North Idaho  
 Planned Parenthood of the Great Northwest  
 Plymouth Church  
 Plymouth Housing Group  
 POCAAN  
 Port Townsend Food Bank  
 Pratt Fine Arts  
 Program for Appropriate Technology in Health  
 QLaw Foundation  
 Queer Youth Space – Three Wings  
 Rainbow Center  
 Real Change  
 Roots Young Adult Shelter  
 Rosehedge/Multifaith Works  
 Ryther  
 Saint Paul's Episcopal Church  
 SASG – Seattle Area Support Group  
 Seattle Art Museum  
 Seattle Children's Hospital Foundation  
 Seattle Children's Theatre  
 Seattle Counseling Service  
 Seattle Men's/Women's Chorus  
 Seattle Public Library Foundation  
 Seattle South African Scholarship Foundation  
 Seattle University  
 Seattle University School of Law





## **DONOR PROFILE: LINDA GRYZCAN**

# **Leveraging Local Dollars to Maximize Impact**

**Linda Gryczan became a member of the Pride Foundation family in early 2014. Her generosity and passion for LGBTQ rights is increasing our local impact in Montana.**

Linda has been an activist and leader in the LGBTQ movement since the 1970's. The lead plaintiff in a lawsuit that overturned Montana's Deviate Sexual Conduct Law in 1997, Linda worked tirelessly until 2013 to get the law off the books.

"I became a donor when I learned that for every dollar raised in Montana, Pride Foundation invests an additional \$5 in our local community," said Linda. Her funds are being leveraged to help grow investments in Montana—a priority for Linda at this moment of great possibility.

A Helena resident, Linda has dedicated her life to making Montana a safer and more welcoming place for the LGBTQ community.

We are thankful to partner with her in our efforts. Linda's generosity and dedication to our movement fuels us to carry on.

Shared Hope International  
Solid Ground  
Spokane AIDS Network  
St. Joseph's Baby Corner  
Stonewall Youth  
Swedish Medical Center Foundation  
Technology Access Foundation  
Teen Feed  
Temple Beth Am  
The Northwest School  
Three Dollar Bill Cinema  
Treehouse  
University Congregational Housing Association  
University Congregational United Church  
University of Washington Foundation  
View Ridge Elementary School ASB  
Washington State Budget & Policy Center  
Washington State Holocaust Education Center  
Washington Toxics Coalition  
Whidbey Children's Theater  
Whim W'Him Dance Company  
World Association for Children & Parents  
YMCA  
Youth Eastside Services  
Youthcare  
YWCA of Clark County  
YWCA of Seattle – King County-Snohomish County  
YWCA Spokane

## **Other States**

Afghan Childrens Fund of National Geographic Society  
American Cancer Society  
American Civil Liberties Union  
Brandeis University

Campaign for Southern Equality  
Carolina Friends School  
Council on Foreign Relations  
Doctors Without Borders  
Foundation for AIDS Research  
Gay and Lesbian Alliance Against Defamation  
Gay, Lesbian, Straight Education Network  
Heifer International  
International Gay and Lesbian Human Rights Commission  
Lambda Legal Defense & Education Fund

LGBT Community Center of the Desert  
Mazon  
National Center for Lesbian Rights  
National Gay and Lesbian Task Force Foundation  
Nature Conservancy  
Northfield Mt. Hermon Annual Fund  
Oberlin College  
Ocular Melanoma Foundation  
Parents & Friends of Lesbians & Gays (PFLAG)  
Project Inform

Respectability USA, a Project of the Autism Society  
Serenity Hospice and Home  
Servicemembers Legal Defense Network  
Sierra Club  
Smile Train  
Smith College School of Social Work  
St. Olaf College  
Trusty Sidekick Theater Company  
UCLA Film & TV Archive  
Wesleyan University

## DONORS

Pride Foundation donors not only make a difference today, they also create a philanthropic legacy of change that will endure for generations to come. The stories highlighted in this year's Gratitude Report are made possible by the generous support of more than 1,300 donors. Thank you for the important role you play in advancing LGBTQ equality.

This list reflects donors from our fiscal year: April 1, 2013 – March 30, 2014

### **\$10,000 or more**

Mika Albright  
Paul Beaudet\* & David Wertheimer\*\*  
William S. Etnyre+  
Bob Evans\* & Steve Davis+  
Douglas Exworthy\* & Kent Poush+  
William L. Fleming\*\*  
Pam Foster & Liz Austin Fund+  
Alex Jacks  
Carol Kerley & Linda Dunham  
Jason Lamb & Alan Kristal+  
Rebecca Laszlo & Sara Intriligator  
Jim Miersma & Bill Hammer+  
Steve Parsons  
Tony Raugust & Joe Curiel+  
Julie Shapiro & Shelly F. Cohen+  
Stephen Silha & Gordon Barnett  
Gary Southerton & David Isla  
Nicholas Utzinger & John Rochford+

Kathryn Wehle\* & Theresa Haynie+

### **\$5,000 to \$9,999**

Anonymous (2)  
Estate of William Burnett  
Angie Buysse & Cynthia Per-Lee  
Frank Chaffee & John Gliessman  
Ellen Ferguson & Diana Sill+  
Jeff Graham & John Longres\*\*  
Rex Himes+  
Quentin King & Glen Kriekenbeck  
Martin Lantz  
Daniel C. Lee  
Doug Morgenson  
Scott & Katie Renschler+  
J. Ritchie & Mark Linvill  
Chet Robachinski & Jerry Slipman+  
Jeffrey Stolz & Tim O'Connor+  
Lawrence B. Stone & Jan Jecha

Benjamin G. Vazquez  
Keeman Wong & Ward Beattie+

### **\$2,500 to \$4,999**

Anonymous (2)  
Ben Bakkenta\* & Eric Snow+  
Kris Hermanns\* & Merri Baldwin  
Robert Cundall\* & Dan Bross  
Audrey Haberman\* & Marge McGinty+  
Gary Hollander & Paul Mandracchia  
Bob Roblee & Ron Johnson+  
Peter Shalit & Bob Clark+  
David Thorpe, CPA\* &  
Geoff Greenlee, DDS, MSD+  
Mary Willis

### **\$1,000 to \$2,499**

David S. Anderson  
Anonymous (3)

Christopher Beiter+  
Andy Benjamin & Nan Herbert  
Phoenix Benner  
Peter Bergler & Brent Haynes+  
Jabe Blumenthal & Julie Edsforth+  
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## RIC WEILAND LEGACY

**Ric Weiland passed away in 2006, leaving an unprecedented charitable gift to the LGBTQ movement and Pride Foundation.**

His \$65 million bequest (the largest single gift to the LGBTQ movement at the time) has supported Pride Foundation's grants, scholarships, and leadership development work, and has been distributed incrementally over the course of eight years to 10 national LGBT and HIV/AIDS organizations that he personally selected.

While the Weiland Designated Fund is scheduled to distribute the last of its funds next year, Ric's legacy will live on for years to come. His generosity has been transformative and has motivated people to work together, inspired giving, and strengthened our community. We wouldn't be where we are today as an organization or as a movement without Ric's support and compassion—and for that we are forever thankful.

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**When you establish a fund at Pride Foundation, you are making strategic decisions that will have a lasting impact on 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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**Our family of more than 200 Visionaries—people who have included Pride Foundation in their estate plans—are a wonderful community of thoughtful and generous people who want to leave a legacy of compassion and care, and who believe that all LGBTQ youth, adults, and families deserve to live safely, openly, and genuinely.**

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We would not be where we are today as an organization without the support of our dynamic team of almost 500 volunteers. Pride Foundation volunteers come 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 board members or state committee members, our volunteers are the absolute best.

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Pride Foundation's impressive list of scholars and fellows are current and emerging leaders in the LGBTQ and straight ally community. Scholars and fellows play an important role in deepening understanding of LGBTQ issues, supporting the LGBTQ community, and advocating for cultural change. They are the face of our future.

### Scholars

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Nyka Tucker  
Abena Tuson-Turner  
Ryely Waite-Jones  
Dalton Warr  
Julie Weismann  
Kaseja Wilder  
Emily Withnall  
Hill Wolfe  
Dylan Woods  
Ruben Zecena

### Fellows

#### Partnership Organization

Rebecca Ehlers  
*Friends of Youth*  
Jordan Clapper  
*Peace and Justice Action League*  
Samantha Hansen  
*Northwest Youth Services*  
Seth Johnstone  
*Q-Center*  
Elizabeth Kameron  
*Campus Pride*  
Tyler Wayne Patterson  
*Oasis*  
Dianne Piggott  
*ACLU of Idaho Foundation*  
Samantha Taylor  
*Pride Foundation*  
Ryely Waite-Jones  
*TransActive Gender Center*

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

Year Ending March 31, 2014

### Assets

Cash & Cash Equivalents	416,891
Investment Portfolio	26,508,393
Donor Designated Portfolio	15,317,168
Trusts	1,268,942
Property & Equipment, Net	53,373
Promises To Give	290,253
Other Assets	42,771

**Total Assets:** **\$43,897,791**

### Liabilities & Net Assets

Accounts Payable	33,749
Grants & Scholarships Payable	265,870
Funds Held For Others	15,317,168
Other Liabilities	30,389

#### Net Assets:

Unrestricted	90,166
Temporarily Restricted	3,666,626
Permanently Restricted	24,493,823

**Total Liabilities & Net Assets:** **\$43,897,791**

## STATEMENT OF OPERATIONS

Year Ending March 31, 2014

### Revenue

Individual Contributions	897,349
Workplace Contributions	70,349
Corporate/Foundation	98,131
Bequests	5,000
Other	202,727

**Total Revenue:** **\$1,273,556**

### Expenses

Scholarships	397,356
Fellowships	25,000
Grants	894,360
Regional Leadership Development	1,197,717
Fundraising	289,007
Management & General	194,210

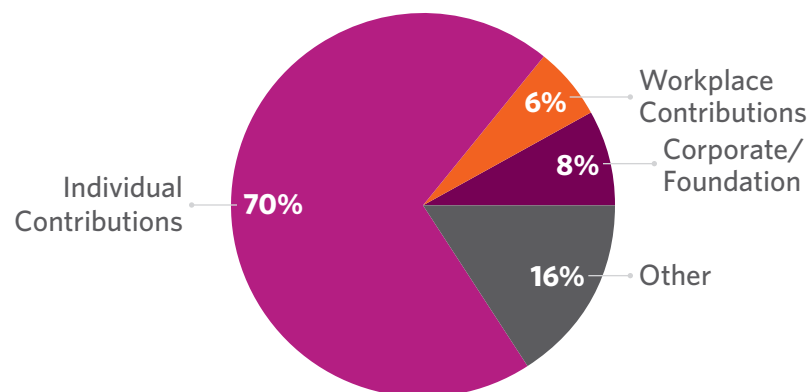
**Total Expenses:** **\$2,997,650**

### Net Surplus (Shortfall)

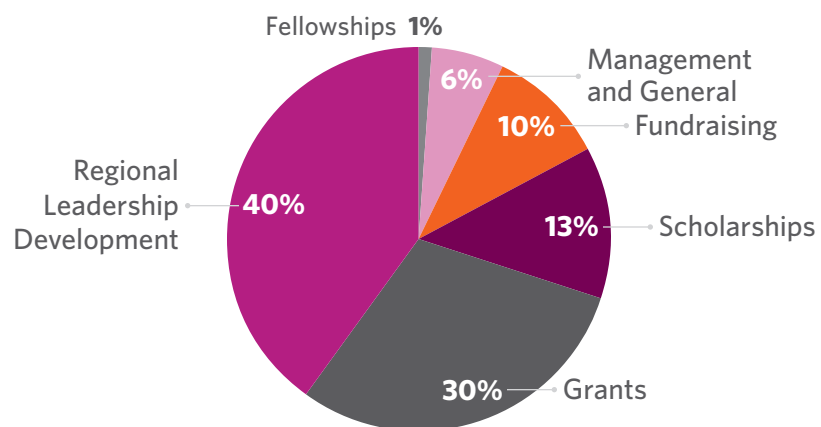
Before gains & losses	(1,724,094)
Net Investment Activity	3,121,382

**Net Surplus (Shortfall):** **\$1,397,288**

## REVENUE



## EXPENSES



## STAFF & BOARD

(as of August 2014)

### Staff

**Zoey Brodsky**  
*Administrative & Program Assistant*

**Katie Carter**  
*Regional Development Organizer  
Oregon*

**Rachael DeCruz**  
*Communications Manager*

**Farand Gunnels**  
*Regional Development Organizer  
Washington*

**Josh Hemsath**  
*Regional Development Organizer  
Alaska*

**Kris Hermanns**  
*Executive Director*

**Tom Jewell**  
*Database Administrator*

**Katelen Kellogg**  
*Interim Community Giving Manager*

**Kim Leighton**  
*Regional Development Organizer  
Montana*

**Steve Martin**  
*Regional Development Organizer  
Idaho*

**Karen Mudd**  
*Interim Director of Community Giving*

**Gunner Scott**  
*Director of Programs*

**Craig Williams**  
*Educational Programs Officer*

**Jimbo Worm**  
*Director of Finance and Operations*

### Board of Directors

**Ben Bakkenta**

**Robin Boehler**

**Nicole Browning**

**Tylene Carnell**

**Bob Evans**

**Doug Exworthy**

**Jason Fussell**

**Shelley Hayes**

**Emilie Jackson-Edney**

**Seth Kirby**

**Jonathon Lack**

**Susie Matsuura**

**Kathy Reim**

**Elias Rojas**

**Jeff Sakuma**

**Mike Scott**

**Kathy Sewell**

**D. Gregory Smith**

**Tara Smith**

**Wakefield**

**Kathy Wehle**

**Jean-Paul Willynck**

## OUR MISSION

Pride Foundation inspires giving to expand opportunities and advance full equality for LGBTQ people across the Northwest.

## OUR VISION

We envision a world in which all LGBTQ youth, adults, and families enjoy the freedom to live safely, openly, and genuinely.



**Pride  
Foundation**

2014 E. Madison St., Suite 300  
Seattle, WA 98122  
1.800.735.7287  
[info@pridefoundation.org](mailto:info@pridefoundation.org)  
[pridefoundation.org](http://pridefoundation.org)



PrideFoundation



PrideFdn