Thank you

2013–2014 GRATITUDE REPORT
Be who you are, where you are...

Alaska
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.
HIV INFECTION

African American men who have sex with men represent:

36% of new HIV infections among all gay and bisexual men

POVERTY

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

double

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 3x in their lives

at least 1x in their lives

82%

64%
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...
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.
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

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
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 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.

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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

- Social Sciences: 28.5%
- Health and Medicine: 20%
- Arts and Humanities: 19%
- Other: 18.22%
- Science, Technology, Engineering, and Math: 14.28%
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.
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.

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

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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.

“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

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
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

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

OHSU Foundation / Russell St. Dental Clinic
Oregon Safe Schools & Communities Coalition
Quest Center for Integrative Health
Valley AIDS Information Network
Western States Center
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 Coupville Public Schools
Companis
Consejo
Downtown Emergency Services Center
Elizabeth Gregory Home
Emerson Elementary School
Equal Rights Washington Education Fund
Evergreen AIDS Foundation
Fairestart
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 GRYCZAN

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.
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*
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Carol Kerley & Linda Dunham
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Rebecca Laszlo & Sara Intriligator
Jim Miersma & Bill Hammer*
Steve Parsons
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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
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William D. Darby & Zane T. Van Kirk
Craig & John Darling
Peggy Dolane**

* Current/Former Staff/Board, + Donors that have given for a consecutive 10 years or more
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.
Rachel All  
Carolyn Allen  
Joyce M. Allen* & Jessica Lynn*  
Drew Altman  
John Altman  
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Arlene Anderson  
Harry Anderson & Terry Bible  
Ian Anderson  
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Dennie Carlson  
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Katie Carlson & Tyler Gernant  
Kim & Jeff Carlson  
Molly Carney & John Baer  
Carol Carpenter  

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Cat Carrel
Michael Carrigan
Linda Carroll*
Sharon Carroll
Edwynne Skip Carter
Katie Carter
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Vince Ceccacci & John Nicholls
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Estate of Ric Weiland*
Beverly Wozumi*
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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This list reflects organizational support provided during our fiscal year: April 1, 2013 – March 30, 2014

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Bank of America United Way Campaign
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Commonweal Foundation

Diva’s Hair Studio
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Eugene Complete Wellness
Expedia Gives
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PFLAG Bellevue
Port of Seattle Employee Charitable Campaign
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Seattle Men’s Chorus/Seattle Women’s Chorus
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United Way of Island County
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United Way of Spokane County
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United Way Silicone Valley

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Veggie Grill
Walden Asset Management
Washington United for Marriage
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Women’s Funding Alliance
Wright Law PLLC
SCHOLARS AND FELLOWS

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.

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Brianna Bragg
Alik Brundrett
Kyle Burgess
miki cabell
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Carolee Cleveland
Marcus Crowell
Lightning Curtis
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# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

Year Ending March 31, 2014

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>416,891</td>
</tr>
<tr>
<td>Investment Portfolio</td>
<td>26,508,393</td>
</tr>
<tr>
<td>Donor Designated Portfolio</td>
<td>15,317,168</td>
</tr>
<tr>
<td>Trusts</td>
<td>1,268,942</td>
</tr>
<tr>
<td>Property &amp; Equipment, Net</td>
<td>53,373</td>
</tr>
<tr>
<td>Promises To Give</td>
<td>290,253</td>
</tr>
<tr>
<td>Other Assets</td>
<td>42,771</td>
</tr>
<tr>
<td><strong>Total Assets:</strong></td>
<td><strong>$43,897,791</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities &amp; Net Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>33,749</td>
</tr>
<tr>
<td>Grants &amp; Scholarships Payable</td>
<td>265,870</td>
</tr>
<tr>
<td>Funds Held For Others</td>
<td>15,317,168</td>
</tr>
<tr>
<td>Other Liabilities</td>
<td>30,389</td>
</tr>
<tr>
<td><strong>Net Assets:</strong></td>
<td><strong>$43,897,791</strong></td>
</tr>
</tbody>
</table>

| **Liabilities & Net Assets:** | **$43,897,791** |

## STATEMENT OF OPERATIONS

Year Ending March 31, 2014

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Contributions</td>
<td>897,349</td>
</tr>
<tr>
<td>Workplace Contributions</td>
<td>70,349</td>
</tr>
<tr>
<td>Corporate/Foundation</td>
<td>98,131</td>
</tr>
<tr>
<td>Bequests</td>
<td>5,000</td>
</tr>
<tr>
<td>Other</td>
<td>202,727</td>
</tr>
<tr>
<td><strong>Total Revenue:</strong></td>
<td><strong>$1,273,556</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarships</td>
<td>397,356</td>
</tr>
<tr>
<td>Fellowships</td>
<td>25,000</td>
</tr>
<tr>
<td>Grants</td>
<td>894,360</td>
</tr>
<tr>
<td>Regional Leadership Development</td>
<td>1,197,717</td>
</tr>
<tr>
<td>Fundraising</td>
<td>289,007</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>194,210</td>
</tr>
<tr>
<td><strong>Total Expenses:</strong></td>
<td><strong>$2,997,650</strong></td>
</tr>
</tbody>
</table>

Net Surplus (Shortfall)

<table>
<thead>
<tr>
<th>Before gains &amp; losses</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Investment Activity</td>
<td>3,121,382</td>
</tr>
<tr>
<td><strong>Net Surplus (Shortfall):</strong></td>
<td><strong>$1,397,288</strong></td>
</tr>
</tbody>
</table>
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.