



Pride  
Foundation

# Thank you

*2015-2016 Gratitude Report*



A wide-angle photograph of the Mendenhall Glacier in Alaska. The glacier is a massive, flowing body of ice with visible blue and white striations, extending from a dark, forested mountain in the background down to a calm blue lake. The sky is bright blue with scattered white clouds. In the foreground, the green needles of evergreen trees are visible, framing the bottom and left sides of the image.

**Be who you are, where you are:**

*Alaska*

Mendenhall Glacier | Coast Range, Juneau Borough, Alaska





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**Nicole Browning**  
*Board President*



**Kris Hermanns**  
*Chief Executive Officer*

**We want to share our heartfelt appreciation for your generosity, your courage, and the ways you show up every day to make Pride Foundation's work possible.**

It seems like only yesterday we were celebrating our loving relationships finally being recognized and protected by this country's highest court. But the backlash following that historic win has made our victory feel short-lived.

This year, more than 200 pieces of legislation targeting LGBTQ people threatened to strip us of our most basic human rights. At the same time, we have been confronted with devastating levels of violence that are tearing apart the fabric of our communities. From Orlando to Baton Rouge, Minneapolis to Dallas, too many lives have been lost.

Despite the monumental strides we have made, we know there are those who will do anything to deny us, and many others, equal protection under the law and, ultimately, our humanity and dignity. This fact makes our work crucial—now more than ever.

Since our founding 31 years ago, you have stood with us through times of celebratory joy and deep mourning, while together we have forged a vision for our future built on our resilience and resourcefulness.

Your ongoing investment ensures we can continue taking bold steps towards making this vision a reality, so that one day, all people can *be who they are, where they are*.

We are so grateful that you are part of the Pride Foundation family.

With pride,

A handwritten signature in black ink, appearing to read 'Nicole'.

Nicole Browning

A handwritten signature in black ink, appearing to read 'Kris'.

Kris Hermanns



---

Thirty years after we were founded, and in these moments of profound uncertainty and unspeakable violence, it feels important to intentionally pause and reflect with you on our past and our future.

We have had the profound privilege of being invited to share in the lives of so many in our communities—to bear witness to the stories of both heartbreak and resilience that shape our work and our movement. These form the heart of everything we do at Pride Foundation and have inspired our belief that our work is, fundamentally, about people, place, and purpose.

# Inspired by a Belief

by Kris Hermanns

Ever since Orlando  
I've carried a piece of a candle in my pocket  
That I burned at a vigil memorializing our dead

This was not the first vigil I've attended  
This was not the first protest I've marched in  
This was not the first death I've mourned  
This will not be the last

I can't let go of that little piece of wax  
I want the reminder  
Of holding that candle, wax slowly dripping on my fingers  
That I am still alive

As I carry it through my days  
At times it feels like an extra weight  
But I find in it a small comfort to reflect how I feel as I walk through the world  
Heaviness  
Confusion  
Unbalanced

A reminder that this is real. This happened. This is happening.  
To feel this. To not let it go. To not forget.

Feeling something thousands of miles away  
As though I was watching it in front of me  
Because I see it etched on everyone's faces  
No words are needed  
We have seen this before

It is the deepest fear we carry  
That our lives are not valued or valuable

A fear that began long ago as a struggle within ourselves  
A sense of difference  
A need to hide  
An invisibility that brought both safety and isolation  
An unease that was confirmed by the looks and words and reactions  
And by those who turned away  
as if we were the ones to fear

We know this moment and so many like it  
We've been responding and fighting and working in it for decades  
It is our history  
It brought us together as a movement  
Many movements over time

Fighting to be able to be who we are  
Fighting for our families and our friends  
To love us as ourselves

Because we knew and we know  
We are the only ones who will prove  
That our lives are worth living

Everything we have borne  
As we try to walk through the world as ourselves  
or hold on to our loves  
The moments stacked up against and on top of one another

All the people who are missing  
Because their lives have been taken  
Or their wills have been broken  
Or they have been pushed back into the shadows

The only jagged silver lining left in such a moment  
Is the tangible sense of what community feels like  
The sense of connection. Trust. Family. Home.  
To be understood, without words.

Thirty years into our work  
The only constant is change  
Inspired by a belief in something better, by hope

Change happened when  
Our anger and our fear and our despair reached a tipping point  
And spilled out as movements

Change happened when  
In our search for place and to be seen  
We found others  
Creating a foundation, a vision for our community

To ensure our future  
To offer refuge when so many among us  
Were at their most vulnerable  
And remain so

Our foundation was built amidst tears, anguish, and determination  
In response to the loss of hundreds of thousands of our lovers, friends, family to AIDS  
While our country looked away in contempt and disgust  
Not caring if we lived or died

It was built to be a home for those of us  
Cast out by our families

It was built as a home without closets  
Where we would be welcomed as our full selves

We all built this  
So that we had a place of support  
A community we could trust  
That would invest in us and see us  
Our value  
Our potential  
Our contributions  
Our selves



We know how to respond in this moment  
How to fight for the things we need  
    To keep us alive  
    To protect each other  
    To accept each other and ourselves

We know how to create and recreate families  
To cultivate love and acceptance  
Of our humanity and our worth

Because we've been here before  
30 years ago  
No, a long time before  
    We will be here again

But in every cyclical movement  
We get a little closer to those aspirations  
Where our humanity can be held  
    Shared

In our lifetimes  
We have seen possibilities  
    Some we could never have imagined

So now  
We keep those pieces of candles in our pockets  
To remind us of all the moments  
    Of where we've been  
    Of the change that has occurred  
    Of the burden we still carry

To be the guiding light for where we are going  
And inspire us to dare to imagine even more.



What We Do

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

**With your generosity, we are building organizations, supporting students, and connecting leaders.**



## Grants

We invest in organizations and programs that meet the needs of LGBTQ youth, adults, seniors, and families across the Northwest.

From urban cities to rural towns, we know that the landscape for equality in Alaska, Idaho, Montana, Oregon, and Washington varies significantly.

With an emphasis on reducing the growing disparities and inequities facing our community, we partner with local leaders and nonprofits to invest in strategies and solutions that support people in their home communities.

**Amount granted to support LGBTQ equality since our founding 31 years ago** ..... \$63,486,666

**Number of grants awarded to nonprofit partners since 1985** ..... 5,246

**Our funding supports the breadth of critical and timely issues impacting LGBTQ people, including:**

- Workplace equality
- Safe schools
- Healthcare access
- HIV & AIDS support and prevention
- Food and housing security
- Education access

## Scholarships

While much has changed for the LGBTQ community since our post-secondary degree scholarship program was established more than two decades ago, the program continues to provide essential financial resources and community support to LGBTQ and allied students across the Northwest.

Pride Foundation scholars have incredibly varied personal and lived experiences and are representative of the diversity within our community. Many have been bullied or isolated—in some cases forced out of their homes—because of who they are. Receiving a Pride Foundation scholarship connects students to a wider community of supporters, providing important affirmation and encouragement.

**Since our scholarship program began in 1993:**

**Amount invested in LGBTQ and ally students** ... \$4,373,227

**Number of scholarships awarded** ..... 1,630

**Number of volunteers that reviewed scholarships** ..... 3,114

**Number of scholarship funds established** ..... 72

# Advocacy

## Shareholder Advocacy

Workplace rights remain an important issue for LGBTQ people—particularly in states without legislative protections. In 20 states, LGB people can still be fired because of their sexual orientation, while in 33 states, employees can be fired simply for being transgender.

Since 1997, Pride Foundation has successfully worked with 25 companies across the country to update their equal employment policies to include sexual orientation and gender identity/expression. McDonald's and General Electric were the first companies Pride Foundation worked with to implement new policies.

In just the past year, Pride Foundation has successfully worked with these employers:

- **Alaska Communications Systems**
- **Expeditors International**
- **Exxon Mobil**
- **First Interstate BancSystem, Inc**
- **General Communications, Inc**
- **Greenbrier Companies**
- **Hecla Mining**
- **Mentor Graphics**
- **PACCAR**
- **Schnitzer Steel**
- **Stillwater Mining**

## Regional Advocacy

Pride Foundation works on the ground in each of our five states to enhance the daily lives and experiences of LGBTQ people through policy changes, including employment protections, healthcare parity, and nondiscrimination protections.

This critical work is advancing equality—ensuring that our community has legal access to the support and resources needed to thrive.

This past year, Pride Foundation has successfully worked across our region in collaborative efforts to defend and promote equality, including:



### **Anchorage, Alaska Non-discrimination Ordinance**

Successfully passed non-discrimination ordinance



### **Whitefish, Montana Non-discrimination Ordinance**

Successfully passed citywide non-discrimination ordinance



### **Washington SAFE Alliance**

Defended 10-year anti-discrimination law

### **Coalition for Inclusive Healthcare**

Successfully fought to remove transgender exclusions in private health insurance plans in Washington state





**Be who you are, where you are:**

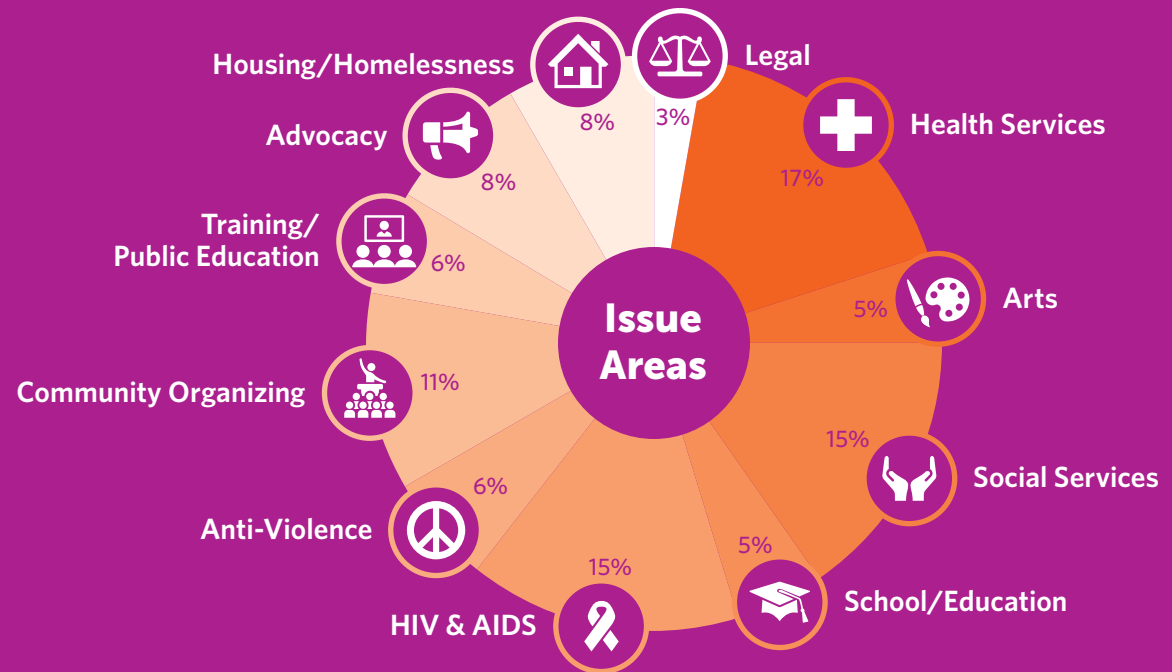
Idaho

# Building Organizations

Your support builds the capacity of local organizations to address the issues that matter most to our community.

## Funds Granted in 2015

  
\$6,856,666  
to  
296 organizations





# Resilient Connections: Building the Leadership of LGBTQ Immigrants and Refugees

**Ryannah, a Samoan trans womyn\* activist, was not able to live as her full self in her country of birth. Ultimately, she was forced to leave and was displaced to the Northwest.**

While living in Portland, Ryannah became involved with Unite Oregon as a youth activist. Her efforts focused on issues that were all too familiar to her: the intersection of “houselessness” and the dehumanization that comes from racial and gender expression profiling by law enforcement.

Unite Oregon (formerly Center for Intercultural Organizing) leads community-based efforts to protect and expand immigrant and refugee rights through education, civic engagement, policy advocacy, and leadership development. With the support of funders like Pride Foundation, Unite Oregon has grown their internal capacity to meet the needs of their LGBTQ community members while continuing to act as a key partner in LGBTQ justice.

Their program, Resilient Connections, empowers Queer and Trans people, Immigrants, and Refugees (QTIR) in the Portland Tri-County area to build power. Through Resilient Connections, QTIR leaders advocate for institutional and systemic change on the issues that impact their lives.



Ryannah gives a call-to-action at a rally.

Resilient Connections creates a rare and much needed space for queer and trans immigrants and refugees to explore their shared experiences as newcomers to the United States. The group also creates a safe space for participants to talk about the social and cultural isolation they experience within their own ethnic communities because of their sexual orientation or gender identity.

\*Some people, like Ryannah, use this spelling to recognize the diverse identities and roles of womyn.

## Building Organizations continued

Using their lived experiences as a source of strength, Resilient Connections members develop their own power and leadership skills as they design and implement immigrant rights and social justice campaigns.

Joining Resilient Connections enabled Ryannah to further develop her activism. In 2015, she offered testimony in support of the “End Profiling Law,” recounting the numerous times she had been targeted and questioned by law enforcement while taking public transportation. Testimony and public education from QTIR leaders like Ryannah led to the “End Profiling Law” successfully passing in Oregon in 2015.

Reflecting on this victory, Ryannah is thankful for Unite Oregon’s role in organizing and supporting the QTIR community. “In a world that is

severely policed, we must take the time to also dig deep into the ways that systems and our society encourage gender policing. Resilient Connections has advocated for a platform for me that intersects all of my identities and my full self.”

Ryannah’s activism has grown exponentially as a result of her leadership in Resilient Connections. In 2016, she became a community organizer with another Pride Foundation grantee, Gender Justice League in Washington. Right away, she put her skills to work, mobilizing Washingtonians to defend against anti-trans legislation, while setting up local systems to propel liberation for queer and trans immigrants and refugees.

*“In a world that is severely policed, we must take the time to also dig deep into the ways that systems and our society encourage gender policing. Resilient Connections has advocated for a platform for me that intersects all of my identities and my full self.”*

—Ryannah, Samoan trans womyn activist

# Supporting Students

Your commitment makes it possible for students to reach their full potential.

## Scholarships Awarded in 2015

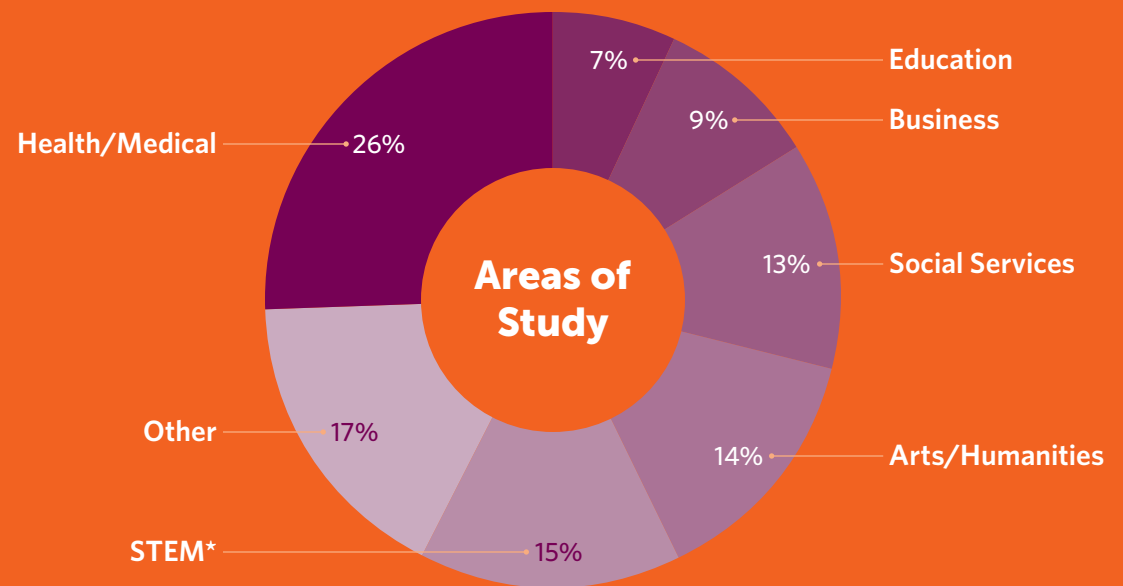


\$423,300

to

109 students

in Alaska, Idaho, Montana,  
Oregon, and Washington



\*STEM: Science, Technology, Engineering, and Mathematics



*Supporting Students continued*

## Helping Students Live Openly and Safely in Washington Schools

**Alex\* is a middle school student in Federal Way, Washington. Full of energy, he has an active imagination and thinks about what life would be like if it were similar to his favorite video games or fantasy novels.**

Like many young people, Alex needs encouragement and guidance to thrive in school. Though he lacks such support at home, he is able to find that affirmation from his mentor, Robert.

Robert works with youth as part of Communities In Schools of Federal Way (CIS-FW). CIS-FW is an affiliate of a national organization that works with public schools to provide a range of resources and services to support student achievement.

Communities In Schools not only provides meaningful mentoring and tutoring, it also serves as a bridge between students' families and local services, including food and clothing banks, and housing and transportation assistance.

Tracy Oster, CIS-FW Executive Director, notes that the organization's methods are different from many other programs with similar goals.

CIS-FW's approach is unique to each student by addressing students' needs through tailored strategies to ensure that they graduate.

In Alex's school, CIS-FW heard many students voice the need for a Gay Straight Alliance (GSA) to create a safe and supportive learning environment for LGBTQ students. With a grant from



Alex's middle school GSA volunteering during Pride Month.

\*A pseudonym was used to protect this individual's identity.

## Montana Scholar Reflection: Strength in Solidarity

Pride Foundation, CIS-FW helped Alex's middle school establish its first GSA in response to the students' needs.

For Alex, the support from CIS-FW toward the creation of the GSA could not have come at a better time.

During one of Alex's mentoring sessions, he revealed to Robert that he had a crush on a boy. Nervous about what that would mean for his acceptance and ability to fit in, Alex felt he couldn't tell anyone else. He began skipping school, fearful that someone would find out about his crush and harass him.

One day, after returning to school, Alex was surprised when an assembly was being held to celebrate diversity and the power of peer support.

The assembly was organized by the new GSA.

The next day, with the help of Robert, Alex wrote a letter to tell his friends that he is gay. The message of the assembly gave Alex the assurance he needed to feel safe to talk about his sexuality. His friends and peers greeted the news with support and unconditional acceptance.

Since coming out at school, Alex's attendance and grades have both improved, and he participates in GSA meetings regularly. With the support of CIS-FW and his mentor Robert, Alex is able to be his authentic self, every day—and now he is hopeful for what each school day will bring.



"I am acutely aware of how my emotional and physical safety are under threat. It's what motivates me to attend law school—to make my community better for everyone, particularly queer and transgender people.

Since I began pursuing a career in public interest law, my educational dream has often felt impossible—especially when thinking about my student loan debt.

My identity as a queer and transgender person has posed unique challenges on my path to higher education, including hiring discrimination, on-the-job harassment, housing insecurity, increased anxiety, and risk of experiencing violence.

Receiving a Pride Foundation Scholarship has helped me feel much closer to achieving my dreams. While the financial support is important, being a Pride Foundation Scholar has reaffirmed for me the solidarity that makes our community strong. I know that I have the backing of generations of LGBTQ people that support me in achieving my goals.

As a lawyer, I will work towards a world in which all queer and transgender youth feel safe in their homes, schools, and communities. Our younger generation needs to know they have a strong community behind them, defending their right to be who they are in this world."

## Connecting Leaders

**Your generosity connects leaders who are sharing best practices, fostering collaboration, and aligning around common goals for greater impact.**

**In 2015, Pride Foundation helped organize** \_\_\_\_\_



### *a Safe Schools Coalition in Montana*

comprised of 15-20 advocates and organizations to create safer learning environments for queer and transgender youth



### *75+ Businesses in Alaska*

participated in the 1+1 Alaska Inclusive Alaska Business Guide



# Empowering Idaho's LGBTQ Community Through Relationships, Activism, and Action

**Leo Morales, Executive Director of ACLU of Idaho, recognizes how unapproachable the legislative process can seem from the outside.**

"Idaho's geography, perceived political climate, and ongoing negative media attention lead people to believe it's hopeless to try and make positive changes," he reflects.

Educating people on how to engage their legislators on important issues is one of the goals of ACLU of Idaho's annual Activist Academy.

"Understanding power dynamics and institutional structures is imperative to moving people to act at any level, on any issue—but especially LGBTQ equality," Morales notes.

The Academy—supported by Pride Foundation grant funds—teaches people about political power structures in Idaho and offers specific ways to advocate for change through skill building trainings on messaging, lobbying, and strategy.

"Members of the LGBTQ community have been in the shadows for a long time and have therefore been unable to be in spaces that promote equality and show them how to engage in this movement," says Jess McCafferty, ACLU of Idaho's Communications and Outreach Coordinator and 2016 Pride Foundation Scholar. "Once the process is demystified and examples of engagement approaches are given, people are more likely to stay involved."



Dianne Piggott at the Activist Academy

Dianne Piggott, a 55 year-old transgender woman from Boise and Pride Foundation Scholar, was one of 50 attendees from across the state at this year's Activist Academy.

"I want to increase my understanding of the legislative process and my ability to get my message heard by our legislators," Piggott says. "It's easy to feel that we aren't a part of the process, and I want to reduce that feeling."

Piggott goes on to explain, "These trainings are important because our legislators prefer to do their business away from the public eye—and

we are asserting that the Capitol is our statehouse, where we let them do the people's business."

Recently, many grassroots activists concerned with local non-discrimination laws have attended the Activist Academy in order to successfully get the Idaho Legislature to finally adopt a statewide "Add the Words" bill, after a decade of unsuccessful attempts. If passed, this would protect all LGBTQ Idahoans from discrimination based on sexual orientation and gender identity in housing, employment, and public accommodations.

"Without partner organizations like Pride Foundation, we couldn't do the educational work necessary to advance equality in Idaho,"

Morales says. "Collaboration builds resources, generates innovative ideas, and allows for a wider breadth of community members to engage on issues that need action."

In addition to LGBTQ equality, other issue areas covered by the Academy include mental health care reform, Medicaid expansion, helping people who are experiencing homelessness, and creating a more representative government.

"It is our hope that training future leaders on how to talk to their legislators will help bring about lasting change," Morales says, "and in particular, persuade the Idaho Legislature to protect all Idaho LGBTQ residents from discrimination."



**Kim Sogge**  
*Momentum Fellow*

## **Increasing Philanthropy's Diversity, Equity, and Inclusiveness**

This year Pride Foundation was pleased to hire Kim Sogge, an organizer from Oregon, as a Momentum Fellow. This new, two-year fellowship program through Philanthropy Northwest prepares professionals from underrepresented communities, particularly communities of color, for successful careers in philanthropy.

Kim and her cohort of fellows at foundations across the Northwest gain first-hand experience in their varied philanthropic roles. Throughout their placements, fellows have the opportunity for professional development, networking, and mentoring opportunities.

Pride Foundation is committed to creating a leadership pipeline for LGBTQ people of color in philanthropy and the Momentum Fellowship is an important effort toward supporting diversity, equity, and inclusion in the field.





**Be who you are, where you are:**

*Montana*



## Grantees

**With support from generous donors and dedicated volunteers, Pride Foundation has granted a total of \$6,822,160 to 195 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 in our fiscal year:

**April 1, 2015 – March 31, 2016**

### **Alaska**

Alaskan AIDS Assistance Association  
Anchorage Coalition to End Homelessness  
Fair Anchorage  
Identity, Inc.

### **Idaho**

ACLU of Idaho Foundation  
Family Services Alliance of Southeast Idaho  
Idaho Coalition Against Sexual and  
Domestic Violence  
Inland Oasis

North Idaho AIDS Coalition

PFLAG Moscow  
Pocatello High School

### **Montana**

Butte AIDS Support Services  
Flathead Reservation Human Rights Coalition  
Missoula Community Foundation  
Montana Human Rights Network  
NCBI Missoula  
YWCA – Great Falls

### **Oregon**

Astoria Music Festival  
Basic Rights Oregon Education Fund  
Bradley Angle  
Center for Intercultural Organizing  
Friendly House  
HIV Alliance  
Immigration Counseling Service  
Janus Youth Programs  
Jesuit Volunteer Corps  
Lotus Rising  
Mercy Corps



Oregon Attorney General's Sexual Assault  
Task Force  
PFLAG Oregon Central Coast  
PFLAG Portland Black Chapter  
The Living Room  
University of Oregon

## **Washington**

API Chaya  
Arts Fund  
Babes Network  
Bailey-Boushay House  
Bainbridge Schools Foundation  
Big Brother Big Sister of Puget Sound  
Blue Mountain Heart to Heart  
Brightwater School  
Camp Ten Trees  
Cardea Services  
Care to Help Project  
Caring and Aging With Pride  
Cedar River Clinics  
Center for Children and Youth Justice  
Center for Ethical Leadership  
Changes Parent Support Network  
Children's Home Society of Washington  
Communities in Schools of Federal Way  
Companis  
Coupeville Foundation for Public Schools  
Elizabeth Gregory Home  
Entre Hermanos

Farestart  
Folio: The Seattle Athenaeum  
Food Lifeline  
Gay City Health Project  
Gender Diversity  
Global Partnerships  
Grist  
GSBA  
Habitat for Humanity – East Jefferson County  
Habitat for Humanity – East King County  
Ignatian Resource Center  
Intercommunity Peace & Justice Center  
Intiman Theatre  
Jewish Family Service  
KBTC Association  
KCTS Public TV  
King County Sexual Assault Resource Center  
KING FM, 98.1  
KPLU Public Radio  
KUOW 94.9 FM  
Legal Aid for Washington Fund  
Legal Voice  
Leschi Elementary School PTA  
Lifelong AIDS Alliance  
Lifelong, Heyo Youth Program  
Literacy Bridge  
Mockingbird Society  
Mount Baker Planned Parenthood  
Museum of History and Industry

National Council of Jewish Women  
Nature Conservancy of Washington  
Northwest Harvest  
Northwest Immigrant Rights Project  
Northwest Youth Services  
Odyssey Youth Movement  
Old Lesbians Organizing for Change  
Olympic Music Festival  
Omprakash Foundation  
Out in Front  
Pacific Northwest Ballet  
Peace & Justice Action League Spokane  
Peace for the Streets by Kids from the Streets  
Peace Trees Vietnam  
PFLAG Everett/Snohomish  
PFLAG Spokane Chapter  
PATH  
Pierce County AIDS Foundation  
Pigs Peace Sanctuary  
Pizza Klatch  
Planned Parenthood of the Great Northwest  
Plymouth Church  
Plymouth Housing Group  
POCAAN  
Port Townsend Food Bank – Port Townsend  
Community Center  
Q Youth Resources  
Rainbow Center  
Real Change  
River of Life Metropolitan Community Church

Roots Young Adult Shelter  
Ryan's House for Youth  
Safeplace  
Seattle Art Museum  
Seattle Children's Hospital Foundation  
Seattle Children's Playgarden  
Seattle Children's Theatre  
Seattle Counseling Service  
Seattle Men's/Women's Chorus  
Seattle Public Library Foundation  
Seattle Symphony Orchestra  
Seattle University  
Solid Ground  
Southeast Effective Development Inc.  
Spokane AIDS Network  
Swedish Medical Center Foundation  
Tacoma Art Museum  
Teen Feed  
The Jewish Day School  
Thin Air Community Radio  
Three Dollar Bill Cinema  
Town Hall  
University Congregational Housing Association  
University Congregational United Church  
Valley Cities Counseling & Consultation  
Washington State Budget & Policy Center  
Westside Baby  
Wing Luke Museum

Womens Funding Alliance  
YMCA Metrocenter  
Youthcare  
YWCA

### Other States

ACLU Foundation Inc.  
American Cancer Society  
American Jewish World Service  
AMFAR, the Foundation for AIDS Research  
Amnesty International  
Brandeis University  
Campaign for Southern Equality  
Carolina Friends School  
Citizen Engagement Lab Education Fund  
Dignity USA  
Diverse and Resilient  
Doctors Without Borders  
Earthjustice  
Gay and Lesbian Alliance Against Defamation  
Gay & Lesbian Victory Institute  
Gay, Lesbian, Straight Education Network  
Guide Dogs of the Desert  
Heifer International  
Interaction  
Jim Collins Foundation  
Lambda Legal Defense & Education Fund  
Mazon

National Center for Lesbian Rights  
National LGBTQ Task Force  
Natural Resources Defense Council  
Nature Conservancy  
New Israel Fund  
New Mexico State University Foundation  
Northfield Mt. Hermon Annual Fund  
Oberlin College  
Ocular Melanoma Foundation  
Orangutan Outreach  
Outright Action International  
Outserve-SLDN  
Oxfam America  
Parents & Friends of Lesbians & Gays (PFLAG)  
Partners in Health  
Planned Parenthood Federation of America Inc.  
Planned Parenthood of the Heartland  
Political Research Associates  
Project Inform  
Respectability USA, a Project of the Autism Society  
Small Business Majority Foundation  
StoryCorps Inc.  
The Trustees of Columbia University in the City of New York  
Theatre for Young Audiences / USA  
Trusty Sidekick Theater Company  
UCLA Film & TV Archive  
Wesleyan University



**Pride Foundation's 2016 scholars are current and emerging leaders in the LGBTQ and straight ally community. Scholars play an important role in deepening understanding of LGBTQ issues, supporting our community, and advocating for cultural change. They are the face of our future.**

Mick Arieta

Trina Banks

Olivia Barrell

Theoples Bass

Nicole Bennington

Isaiah Bertagnolli

Karama Blackhorn

Brianna Bragg

Patches Brennan

Emilee Buchanan

Johnny Buck

Zachary Campbell-Ball

Tanner Christy

Brighton Coggins

Krystal Correa

Jasmine Crisostomo

Sierra Curtis

Michael Daellenbach

Maya Daniel

Raina Daniels

Jonathan Davidson

Gabriel Davis

Maksym Dedushko

Ryan DePauw

Marlon Do Couto

Truc-Vi H. Duong

Danny Earll

Joshua Elliott

McKenzie Figuracion

Yasmin Flores-Lopez

Hughie Gale

Rigoberto Garcia

Alejandro Graterol

Justyn Hall

Jaden Haun

Ryland Higdon

Shelley Higman

Rachel Jackson

Tascha Johnson

Noory Kim

Benjamin Kitchell

Aysha Kloub

Michelle Knerr

Janice Langbehn

Luke Laughlin

Sundaura Lithman

Ashley Logan

Alessandro Mauro Lou

Rafael/a Luna-Pizano  
Jose Madrid Beltran  
Lindsey Matson  
Ryan Matthew Dela Rosa Beverly  
Jeannie Mayotte-Davies  
Jess McCafferty  
Hunter McElrath.  
Jazz McGinnis  
Isabel McGuigan  
Alexzander McRae  
Amanda Mollet

Cameron Murvihill  
Nam Nguyen  
Demitra Olague  
Scout (Sydney) Osborne  
Rafael Alejandro Padilla  
Landyn Pan  
Brian Patrick  
Alex Perez  
Chris Perry  
Dianne Piggott  
Ryan Potratz

Xya Rachel  
Princess Reese  
Arturo Rojas  
William Schroeder  
Shaun Segraves  
Dane Snow  
Kim Spurzem  
Asteria Summers  
Angela Tang  
Steven Tang  
Bradlee Thielen

Dalton Tiegs  
Kristin Tucker  
Karina Velazco  
Brahiam Villanueva  
Imani Washington  
Caden Williams  
Aster Wolfe  
Laura Yanez  
Ruben Zecena  
William Zogg



# Our Donors

Thank you for creating hope and possibilities for LGBTQ people and families. More than 1,100 donors like you are making a difference today and investing in a brighter future for our community.

This list reflects donations from our fiscal year:

**April 1, 2015 – March 31, 2016**

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## Donor Reflection:

### Giving with Purpose



**Löki Gale Tobin and  
partner Walker**

Born in Nome, Alaska, Löki is a former Peace Corps volunteer who now works at the Anchorage Museum.

Recently, she and her partner, Walker, reflected on the ways that they were giving back and decided to focus their giving to a few organizations for maximum impact. The two now give to only three organizations a year, including Pride Foundation.

“When I started giving, it was a \$25 donation—which seemed like a lot,” Löki recalls. “People give what they can because they identify with the mission. Growing up as a minority, I was always marginalized and felt separated and not supported. Pride Foundation says, ‘You’re ok as you are, and we support you, love you, and want you to be successful.’ That’s how change happens.”

Trusting Pride Foundation’s expertise and record of investing in local issues and strategies, Löki and donors like her have helped transform the landscape of equality throughout Alaska and the Northwest.

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Pride Foundation fundholders are engaging our community in deep and personal ways, and their funding decisions will have a lasting impact for years to come.

This list reflects active funds during our fiscal year:

**April 1, 2015 - March 31, 2016**

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## Advocacy Snapshot: Trans Leaders at the Forefront



In 2015, more than 200 anti-LGBTQ bills were introduced in state legislatures across the country. The majority of these bills targeted the transgender community, including several in the Northwest.

Important efforts are underway in Alaska and Washington to counter this backlash and ensure that transgender and gender non-conforming people are treated fairly under the law. Pride Foundation is proud to be a partner in these local responses.

In Alaska, Fair Anchorage is an initiative to preserve the city's non-discrimination ordinance. Working with businesses, individuals, and community organizations, Fair Anchorage focuses on making sure that LGBTQ people continue to be protected from discrimination in housing, employment, and public accommodations.

In Washington, the Safety & Access for Everyone (SAFE) Alliance is a public education campaign created to help defend the state's 10-year old anti-discrimination law.

Both initiatives are mounting timely responses to these critical issues by increasing the public's familiarity with trans people and their families, developing tools for storytelling and advocacy, and continuing to build the capacity of local trans leaders to be at the forefront of this effort.

# Visionaries

**Our family of more than 250 Visionaries—people who have included Pride Foundation in their estate plans—is a community of generous supporters 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, now and for generations to come.**

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 Jim Klemett♥  
 Patty Knight\*  
 Keiko Koizumi\*  
 Greg Kucera & Larry Yocom  
 Annette Laico\*  
 Jason Lamb & Alan Kristal  
 Bill Lambert♥  
 Kimberly Langford♥  
 Gary Lanksbury♥  
 Martin Lantz  
 James Lasersohn  
 Jack Motteler♥  
 Danette K. Leonhardi\*  
 Kelly Lerner  
 Mark Levine & John Keppeler  
 Lawrence M. Levitan  
 John Longres\*  
 Ted Lord\* & Chris Cooper  
 Don Lothian ♥ & Harvey Muggy♥  
 Hannah E. Love  
 Lonnie Lusardo  
 Robert Lux  
 Patricia D. Mail  
 Steven G. Martin\*  
 Deborah McCandless

Dale McCurdy & Mark den Hartog  
 Marshal McReal  
 Marla M. Meislin\*  
 David C. Mendoza  
 Ed Miesen\* & Glenn Yorita  
 Barbara Monda  
 Tami Moore\* & Cathy Green  
 Don Moreland♥  
 Marsha A. Morgan &  
 Claire S. Moore  
 Doug Morgenson  
 Tom Musial  
 Susan Nivert  
 John French & Craig Norton  
 William♥ & Ramona Nourse  
 George Nunes\*  
 Reeva M. Ohms  
 Jennifer Olson  
 Silas O'Quinn & Nathan Smith  
 William Orley & Max Silver  
 Mike Orlich  
 Sean Oslin  
 Hans & Jacqueline\* Ostrom  
 Douglas D. Owens♥  
 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  
 Gregory Ploub♥  
 Tina Podlodowski\*  
 W. David Poot\*♥  
 Marjorie Press\*  
 Zachary Pullin\* & Derek DeWolf  
 Janie Pulsifer  
 Everett E. Reagan  
 Kathy\* & Robert Reim  
 Shad Reinstein & Jody Laine\*  
 Tim Rice♥  
 Robert A. Riopelle  
 Greg Robbins  
 Eric Robison

Robert Roblee & Ron Johnson  
 Clay Sales  
 Michael P. Schaefer  
 Robert E. Scheidler  
 Fred Schoen\*  
 Lynn G. Schrader♥  
 Norman Schwab  
 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  
 Paul Slane♥  
 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  
 J. Thompson & J. Wittrock  
 Donald H. Thorgrimson♥  
 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  
 Wakefield\*  
 Ben Waldman  
 Jim Warford♥  
 Rich Vasquez♥  
 Jack Weber & Craig Hills  
 Melanie Wilhoite\*  
 Laurie B. Wolf\*  
 Rita Wood  
 David Woosley  
 Mary Kay Wright\*  
 Rose Young  
 Ria Zazycki\*

# Volunteers

The LGBTQ community in the Northwest would not be what it is today without the support of the dynamic team of Pride Foundation volunteers, who come from every corner of the region—bringing with them their expertise, talent, and passion for equality.

This list reflects volunteer service from our fiscal year:

**April 1, 2015 – March 31, 2016**

Bruce Allen	Matt Baume	Dana Bonifacio-Sample	Tylene Carnell*
Joyce Allen	Whitney Bausch	Karen Borell	Cat Carrel
Jim Ambrose	Terence Beck	Jeff Boudreau	Danielle Carver
Jane Appling	Bill Bengston	Kelsey Branca	Jim Cash
Blair E. Armistead	Phoenix Benner	Anne Desilvey Browning	Christine Chaney
Danni Askini	Jason Bergevin	Nicole Browning*	Lee-Ling Chen
Thomas Azzarella	Dani Bernstein	Gail Bruner	Mitchell Chen
Cherie Baggett	Aiko Bethea	Ingrid Buchan	David Chow
Ben Bakkenta*	Terry Bible	Marilyn Buck	Daniel Christopher
Michael Barnes	David Bird	Natasha Burrowes	Harriett Cody
Steven Barrios	John K. Blake	Schylar Canfield-Baber	Joel Combs
Ronni Batchelor	Alaina Blyth	Kara Carlson	Sean Connelly

Chris Cooke	Douglas Exworthy*	Rebecca Guthrie	Sara Intriligator
David Corrado	Dr. Maureen Feit	Efrain Gutierrez	Alex Irwin
Nikki Coyote	Kate Flaming	Angelica Hambrick	Richard Isaac
Cheryl Cristello	Tessa Fleming	Taylor Hanson	Linda Isenson
Amy Cromer	William L. Fleming*	David Hare	Jourdan Jackson
Nicole Cundiff*	Corey Fortune	Ragan Hart	Emilie Jackson-Edney*
TDiane Day	Boyd Foster	JoAnn Hartline	Scotland Jacobson
Sheri Day	Larry Fox	Joe Hatcher	Michael Jarvis
Anita K. deGive	Alanna Francis	Shelley Hayes-MacDonald*	David Jayo
Helen Dehner	Christine Franklin	Lucas Hedrick	Curtis Jefferson
Cyril Delgado	Stephen Fritts	Jay Heiny	Tabitha Jensen
Donna DiFiore	Kiyomi Fujikawa	Luis Hernandez	Rachel Jeppesen
Kathy DiLorenzo	Jason Fussell*	Karen Heroy	Claire Jesse
Theron Dixon	Laurie Gallagher	Rina Herring	Billie Johnson
Anna Doran	Amy Galvan	Elizabeth Hester	Monty Johnson
John Doran	Luis Galvan	Robert Heuer	Beth Johnson
Jonathan Downing	Laura Gentry	Nikki Hines	Jaime A. Johnstone
Sarah Duncan	Kris Gonzalez	Kade Hodges	Ron Jones
Stefanie Duncan	Ashlei Goodman	Katy Hogan	Brian Judd
Suzie Eades	Elliat Marie Graney-Saucke	Mavrick Homer	Mudit Kakar
Kimberly Early	Nicole Gratch	Lauren Hudspeth	Elias Kass
Forrest Eastham	Erin Gray	Jim Huggins	Natalia Kay O'Brien
Christopher Economakos	Barbara Green	Jason Hunke*	Beau Kellogg
Noreen Elbert	Paul Green	Chloe Hunt	Devin Kelsey
Anders Enochs	Nik Griffith	Joy Hunt	Dakota Keogh
Maddie Ettlin	Eli Grossman	Rock Hushka	Aidan Key
Bob Evans*	Lucy Groves	Doug Ingraham	Jason Kildall
Emily Evanson	Steve Gunn	Susan Inman	Quentin King



Seth Kirby*	Dusti Mahoney	Lauren Mehl	Josh Oppenheim
Aysha Kloub	Barry M. Maletzky, M.D.	Jude Mercer	Travis L. Osborne
Megan Knight	Michael Malich	Philip Mervin	Adam Ottavi Schiesl
Kirk Koenig	Jennifer Mannix	Nathaniel Meskel	Justin Pabalate
Laurie Kops	Mark Mappala	David Miller	Jason Patterson
Jonathon Lack*	Sean Marinella	Donna Miller	Marschel Paul*
Harumi LaDuke	Cara Marks	Chad Minnick	Justin Pava
Tracey Lake	Al Marks	Samuel Mitchell	Christopher Petrilli
Cris Land	Jeffrey Marman	Melinda Moeur	Helen Pile
Jennifer Larsen	Reyna Marquez	Peter Molof	Brandy Pirtle-Guiney*
Rebecca Laszlo	Jaimee Marsh	Heidi Montoya	Meg Pitman
Brian Lee	Lee Ann Martinson*	Linda Morgan	Gilbert Plascencia
Victoria Lee	Karissa Masciel	Stephen Morrissey	Kent Poush
Nic Lee	Paula Matano	Court Morse	Leslie Prieto
Sarah Leeds	Susie Matsuura*	Greg Mullins*	Lindsay Pulsifer
Ernie Lefler	Gloria Matthews	John Mundy	Johnny Quinn
Yana Li	Camille Mayeux	Vikki Nakamura	Rick Ramos
Brianna Lidke	Robin Mayhew	Ryan Narciso	Kim Ranger
Keri Lobdell	Kimberley McCollim	Jeff Natter	Kyle Rapiñan
Kirstin London	Anders McConachie	Kyndra Nevin	Paige Rappleye
Jeff Lowe	Al McCoy	Daneil Newcomb	Tom Rasmussen
Marilyn Lowles	Eric McDermott	Thomas Nguyen	Shawn Reagor
Monica Lundberg	Daniel McGlothlen	Kerry Norman	Lincoln Reedy
Melanie Lyons*	Sarah McGlothlen	Craig Norton	Brian Lee Remley
Aimee MacLeod	Jessica McKimmie	Joe Nuber	Thomas Retan
Joanna Madden	Greg McKnight	Linnea Nydatich	John Reuter
Mike Madden	Marci McLean-Pollock*	Wilena Old Person	Kat Reuter
Christine Madsen	Beth McNamara	Gary Olivieri	Samantha Richert

Kory Riley  
Ramon Rinonos-Diaz  
Deison Rios  
Sunny Rivera  
Jan Roark  
Laura Robins-Morris  
Stephen Robinson  
Christopher Rogers  
Elias Rojas\*  
Max-Jayde Romero  
Donna Rosman  
Laura Rowlett  
Mark Ruffo  
Andrew Sachs  
Paul Safstrom  
Jeff Sakuma\*  
Alissa Salmore  
Fletcher Sandbeck  
Shane Sangrey  
Mariko Sarafin  
Stefia Sato  
Debbie Schenk  
Fred Schoen\*  
Roberta Schur  
Ryan Schwartz  
Acton Seibel  
Luis O. Serrano Figueroa  
Kathy Sewell\*

Taylor Sheehan-Farley  
Jane Shepard  
Mahnaz Sherzoi  
Jules Shindel  
Audra Shropshire  
Deb Slattery  
Tom Smith  
Tara Smith\*  
Gregory Smith\*  
Luc Smith  
Sarah Smith-Benanti  
Jess Solie  
Shannon Solie  
Shaun Song  
Heather Sorrentino  
Nathan Sorseth  
Anna Southern  
Eric F. Spivack  
Grace Stalling  
Jacob Stalnaker  
Kevin Stark  
Selina Staro  
Jennifer Steele  
Al Steuart  
Juli Stratton  
Lynn Stromski  
David Strong\*  
Alexis Sullivan

Debra Sullivan  
Margaret Sutro  
William Teska♥  
H. William Thieleman  
Dennis Thomas\*  
LaToria Thomas  
Mike Thomas  
Stephanie Thomas Bell  
Brad Thompson  
Shelley Thomson  
David Thorpe\*  
Chris Topping  
Vicky Tovar  
Jessica Trupin  
Maria Turner-Carney  
Brett Turrell  
Loren Tvedt  
Sara Tvedt  
Annie Van Avery  
Leroy Van Camp III  
Darci Van Duzer Heroy\*  
Peggy Van Kirk  
Brent VanGilder  
David Victor  
Jackie Vindigni  
Lora Volkert  
Bryce Vradenburg  
Donna Wade

Ilyse Wagner  
Wakefield\*  
Kayle Walls  
Jeff Walters  
Adam Warren  
Erica Wasmund  
Michelle Weaver  
Jeremy Webb  
Lynn Weynand  
Betsy White  
Skyler White-Culton  
Adrian Wieland  
Cyndi Wilder  
Peter Williams  
Melinda Williams  
Jean-Paul Willynck\*  
Edbera Wilson  
Carl Wilson  
janelle wilson  
Zachary Wright\*  
Mary Kay Wright\*  
Tim Wright  
Anton Zanotto  
Phoebe Zhou  
Tiffany Zulkosky  
Christine Zumwalt  
Antonio Zuniga



A wide-angle photograph of the Painted Hills in Oregon. The hills are characterized by distinct, wavy layers of red, orange, and yellow sedimentary rock. In the background, blue-toned mountains rise against a clear sky. The foreground shows a dry, rocky valley with sparse green shrubs and a small, light-colored stream or dry riverbed.

**Be who you are, where you are:**

*Oregon*



# Organizational Support

Pride Foundation is grateful to receive support and matching gifts from more than 100 leading corporations, employee groups, partnering nonprofit groups, and foundations.

This list reflects donations from our fiscal year:  
**April 1, 2015 – March 31, 2016**

## **1st Security Bank *different***

ADAM Queer Youth Initiative  
Action for Boston Community Development, Inc.  
AIDS Project of Snohomish County<sup>+</sup>  
Amazon  
Anchorage Youth Development Coalition  
Arcus Foundation  
Aria Foundation  
Beighle Family Foundation<sup>+</sup>  
Benevity

## **Big Dipper Helena**

Bill & Melinda Gates Foundation<sup>®</sup>  
Black Label Brewing Company, LLC  
Boeing Employees Credit Union

Calvert Foundation  
City of Seattle Combined Charities  
Coalition for Charitable Choice  
Combined Federal Campaign, Portland, OR<sup>®</sup>  
Combined Federal Campaign of  
South Puget Sound  
Commonweal Foundation/Bainum Family  
Foundation  
Community Resources for Independence  
Crossfit Intensify  
Elliott Bay Book Company  
Employees Community Fund of the  
Boeing Company  
**Enterprise Holdings Foundation**

Epikos, LLC  
EqualityCard  
Evelyn & Walter Haas, Jr. Fund  
F5 Networks  
Fidelity Charitable Gift Fund<sup>®</sup>  
Fifty Licks Ice Cream  
First Congregational United Church of Christ  
**The Flicks**  
The Foraker Group  
Funders for LGBTQ Issues  
G.L.A.S.S. Association  
GE Foundation  
**Girly Press**  
Global Impact<sup>®</sup>



Great Falls Area Combined Federal Campaign  
 Greater Olympic Peninsula Combined  
 Federal Campaign  
 James & Colin Lee Wozumi Charitable Trust®+  
 Headframe Spirits  
 Hilliard's Beer  
 Holmquist & Gardiner  
 HopeSparks  
 Horizons Foundation  
 IBM Employee Charitable Contribution Campaign  
 Idaho Nonprofit Center  
**Ingraham Environmental, Inc.**  
 Inland Northwest Business Alliance Outreach+  
 JCPenney  
 Jewish Community Endowment Fund  
 John L. Scott Real Estate  
**Jupiter Hotel**  
 JustGive  
 KeyBank Foundation  
 King County Combined Federal Campaign®  
 METRO/King County Employee  
 Charitable Campaign®  
**La Crema Winery**  
**Lagunitas Brewing Company**  
**Landsman & Fleming LLP**  
 Levi Strauss Foundation  
 Life Cycle Bike Shop  
 Loeb Family Foundation  
 The Mental Wellness Foundation, Inc.+

Meyer Memorial Trust  
 Microsoft Employee Giving Campaign®  
 Microsoft Corporation®  
 Mile High United Way  
 Montana Combined Federal Campaign  
 Montana Community Foundation  
 Montana Pride Network  
 Mountain Java  
**Myoptic Optometry**  
 Myrna Loy Center  
**Nate Gowdy Photography**  
 Network For Good  
 The Pearl Day Spa  
 Perkins Coie LLP  
 PFLAG Bellevue®+  
 Pike Brewing Company  
 Poquitos  
 Port of Seattle Employee Charitable Campaign®  
 Rainbow City Band+  
 Rasmuson Foundation  
 Rocky Mountain Combined Federal Campaign  
**Russell Investment Group**  
 Schwab Charitable Fund  
 Seattle Foundation®  
**Seattle University Nonprofit  
 Leadership Program**  
 Shalom United Church of Christ  
 Silicon Valley Community Foundation  
 Spokane GLBT Film Festival

St. Augustine's In-the-Woods Episcopal Church  
 Starbucks Coffee Company  
 State of Washington Combined Fund Drive®  
 Sweet Cheeks Winery  
 Tacoma Older LGBT  
 The Wild Hair  
 Theo Chocolate  
**Union Bank**  
 United Way of Anchorage  
 United Way of King County®  
 United Way of Northern Utah  
 United Way Silicon Valley®  
 United Way of Snohomish County®  
 United Way of Spokane County®  
**University of Washington Alumni Association**  
 Vancouver Heights United Methodist Church  
 Vanguard Charitable Endowment Program  
 Vintage Vines Wine & Beer Shop  
**Walden Asset Management**  
 Walter S. Johnson Foundation  
 Washington State Auto Dealers Association  
**Wells Fargo Advisors**  
 Western Washington University  
**Wimmer Solutions**  
**Wine World & Spirits**  
**Women's Funding Alliance**  
 Yakima Kittitas Combined Federal Campaign





**Be who you are, where you are:**

*Washington*

Palouse Falls | Palouse Falls State Park | LaCrosse, Washington

## Statement of Financial Position

Year Ending March 31, 2016

### Assets

Cash & Cash Equivalents	885,417
Investment Portfolio	26,467,532
Donor Designated Portfolio	3,197,110
Trusts	1,198,158
Property & Equipment, Net	1,490
Promises To Give	112,683
Other Assets	46,322

**Total Assets:** **\$31,908,712**

### Liabilities & Net Assets

Accounts Payable	26,409
Grants & Scholarships Payable	148,796
Funds Held for Others	3,197,110
Other Liabilities	36,396
Net Assets:	
Unrestricted	159,746
Temporarily Restricted	3,578,818
Permanently Restricted	24,761,437

**Total Liabilities & Net Assets:** **\$31,908,712**

## Statement of Operations

Year Ending March 31, 2016

### Revenue

Individual Contributions	841,924
Workplace Contributions	34,627
Corporate/Foundation	644,896
Bequests	395,506
Other	131,762

**Total Revenue:** **\$2,048,715**

### Expenses

Scholarships	372,334
Grants	851,450
Regional Leadership Development	1,382,765
Fundraising	281,113
Management & General	195,785

**Total Expenses:** **\$3,083,447**

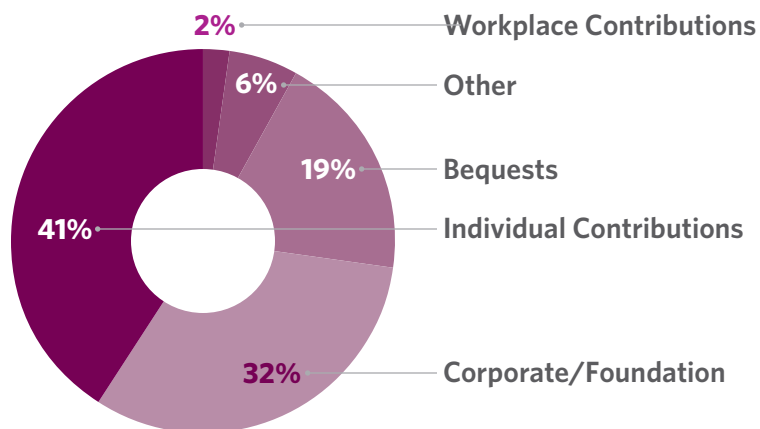
### Net Surplus (Shortfall)

Before Gains & Losses	(1,034,732)
Net Investment Activity	996,566

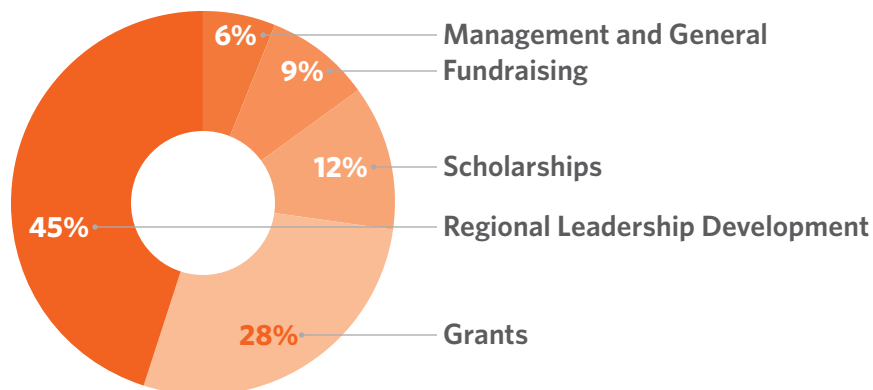
**Net Surplus (Shortfall):** **\$(38,166)**



## Revenue



## Expenses



## Staff & Board

### Staff

**Elaine Agoot**  
*Program & Volunteer Coordinator*

**Jeremiah Allen**  
*Project Coordinator*

**Alli Auldridge**  
*Director of Community Engagement*

**Katie Carter**  
*Director of Strategic Partnerships*

**Halley Cody**  
*Database Administrator*

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

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

**Kris Hermanns**  
*Chief Executive Officer*

**Katelen Kellogg**  
*Community Engagement Manager*

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

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

**Zachary Pullin**  
*Director of Communications & Education*

**Gunner Scott**  
*Director of Programs*

**Kim Sogge**  
*Regional Development Organizer, Oregon and Momentum Fellow*

**Craig Williams**  
*Office Manager*

**Jimbo Worm**  
*Director of Finance*

### Board of Directors

Ben Bakkenta

Nicole Browning

Tylene Carnell

Nicole Cundiff

Bob Evans

Doug Exworthy

Jason Fussell

Emilie Jackson-Edney

Seth Kirby

Jonathon Lack

Melanie Lyons

Lee Ann Martinson

Susie Matsuura

Marci McLean-Pollock

Greg Mullins

Brandy Pirtle-Guiney

Elias Rojas

Jeff Sakuma

Kathy Sewell

D. Gregory Smith

Tara Smith

Wakefield

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.



2014 East Madison Street, Suite 300  
Seattle, Washington 98122

206.323.3318 | 800.735.7287

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 [PrideFoundation](https://www.facebook.com/PrideFoundation)

 [PrideFdn](https://twitter.com/PrideFdn)

 [pridefdn](https://www.instagram.com/pridefdn)