Thank you
2015-2016 Gratitude Report
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,

Nicole Browning
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.
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
  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.
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.

\textbf{Amount granted to support LGBTQ equality since our founding 31 years ago} \hspace{1cm} $63,486,666$

\textbf{Number of grants awarded to nonprofit partners since 1985} \hspace{1cm} 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

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.

\textbf{Since our scholarship program began in 1993:}

\textbf{Amount invested in LGBTQ and ally students} \hspace{1cm} $4,373,227$

\textbf{Number of scholarships awarded} \hspace{1cm} 1,630

\textbf{Number of volunteers that reviewed scholarships} \hspace{1cm} 3,114

\textbf{Number of scholarship funds established} \hspace{1cm} 72
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:
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.

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.
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

Areas of Study

- Health/Medical: 26%
- Education: 7%
- Social Services: 13%
- Business: 9%
- Arts/Humanities: 14%
- Other: 17%
- STEM*: 15%

*STEM: Science, Technology, Engineering, and Mathematics
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

*A pseudonym was used to protect this individual’s identity.
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.”
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.

“It’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, 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.”

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
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

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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 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
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Q Youth Resources
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River of Life Metropolitan Community Church
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Giving with Purpose

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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The Founders Circle is the passionate and committed group of supporters who have helped build Pride Foundation since our founding in 1985. These are the generous community leaders whose early and continued support has created a family that spans five states and has helped improve the lives of LGBTQ people throughout the Northwest.

This list represents active donors or Visionaries whose support began in the first 7 years of Pride Foundation’s history.

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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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- Lacey All & Amy White*
- Ramon Alvarez* & Jim Jones
- In Honor of Barbara Bailey
- Associates in Behavioral Health
- Estate of Faygele Ben Miriam
- Cheryl Beighle & Steve Schroeder
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- Gary Hollander
- Inland Northwest Business Alliance Outreach
- Alex Jacks
- Carol Kerley & Linda Dunham
- Kevin J. Mossier Foundation
- Michael Kleer*
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.
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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Beth Johnson
Jaime A. Johnstone
Ron Jones
Brian Judd
Mudit Kakar
Elias Kass
Natalia Kay O’Brien
Beau Kellogg
Devin Kelsey
Dakota Keogh
Aidan Key
Jason Kildall
Quentin King

★ Current/Former Pride Foundation Board/Staff Member, ♥ Deceased
Seth Kirby*
Aysha Kloub
Megan Knight
Kirk Koenig
Laurie Kops
Jonathon Lack*
Harumi LaDuke
Tracey Lake
Cris Land
Jennifer Larsen
Rebecca Laszlo
Brian Lee
Victoria Lee
Nic Lee
Sarah Leeds
Ernie Lefler
Yana Li
Broonna Lidke
Keri Lobdell
Kirstin London
Jeff Lowe
Marilyn Lowles
Monica Lundberg
Melanie Lyons*
Aimee MacLeod
Joanna Madden
Mike Madden
Christine Madsen

Dusti Mahoney
Barry M. Maletzky, M.D.
Michael Malich
Jennifer Mannix
Mark Mappala
Sean Marinella
Cara Marks
Al Marks
Jeffrey Marman
Reyna Marquez
Jaimee Marsh
Lee Ann Martinson*
Karissa Masciel
Paula Matano
Susie Matsuura*
Gloria Matthews
Camille Mayeux
Robin Mayhew
Kimberley McCollim
Anders McConachie
Al McCoy
Eric McDermott
Daniel McGlothlen
Sarah McGlothlen
Jessica McKimmie
Greg McKnight
Marcy McLean-Pollock*
Beth McNamara

Lauren Mehl
Jude Mercer
Philip Mervin
Nathaniel Meskel
David Miller
Donna Miller
Chad Minnick
Samuel Mitchell
Melinda Moeur
Peter Molof
Heidi Montoya
Linda Morgan
Stephen Morrissey
Court Morse
Greg Mullins*
John Mundy
Vikki Nakamura
Ryan Narciso
Jeff Natter
Kyndra Nevin
Daneil Newcomb
Thomas Nguyen
Kerry Norman
Craig Norton
Joe Nuber
Linnea Nyditch
Wilena Old Person
Gary Olivier
Josh Oppenheim
Travis L. Osborne
Adam Ottavi Schiesl
Justin Pabalate
Jason Patterson
Marschel Paul*
Justin Pava
Christopher Petrilli
Helen Pile
Brandy Pirtle-Guiney*
Meg Pitman
Gilbert Plascencia
Kent Poush
Leslie Prieto
Lindsay Pulsifer
Johnny Quinn
Rick Ramos
Kim Ranger
Kyle Rapiña
Paige Rappeleye
Tom Rasmussen
Shawn Reagor
Lincoln Reedy
Brian Lee Remley
Thomas Retan
John Reuter
Kat Reuter
Samantha Richert

★ Current/Former Pride Foundation Board/Staff Member, ♥ Deceased
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
Robert 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 Starno
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

★ Current/Former Pride Foundation Board/Staff Member, ♥ Deceased
Be who you are, where you are: Oregon
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
Amazon
Anchorage Youth Development Coalition
Arcus Foundation
Aria Foundation
Beighle Family Foundation
Benevity
Big Dipper Helena
Bill & Melinda Gates Foundation
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
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
FS Networks
Fidelity Charitable Gift Fund
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
Girlie Press
Global Impact

+ Fundholder, 10 Donors that have given for 10 or more consecutive years, 2016 Corporate Sponsors in bold
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

+ Fundholder. † Donors that have given for 10 or more consecutive years, 2016 Corporate Sponsors in bold
Be who you are, where you are: 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

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**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)
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

### Revenue
- **Individual Contributions**: 41%
- **Corporate/Foundation**: 32%
- **Bequests**: 19%
- **Other**: 6%
- **Workplace Contributions**: 2%

### Expenses
- **Regional Leadership Development**: 45%
- **Grants**: 28%
- **Scholarships**: 12%
- **Fundraising**: 9%
- **Management and General**: 6%
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.