

Love. Laugh. Lead.



For over a quarter century, Pride Foundation has believed that the only way to thrive and make the most of change is to plunge into it, move with it, and join the dance.

Because of unwavering support from the lesbian, gay, bisexual, transgender and queer community, Pride Foundation has made many strides and won game-changing victories for equal rights.

As our work expands and momentum builds across the Northwest, change has lead to growth. And as we grow, we are profoundly grateful to all of our supporters for providing opportunities to **love, laugh** and **lead**.



## 2010-2011 GRATITUDE REPORT - FROM OUR BOARD PRESIDENT



We have been inspired by so many individuals and organizations who shared their memories and stories, challenges and triumphs. With an expanded staff presence across the Northwest, we have been particularly excited to listen one-on-one, and engage new friends and supporters: a mother who lost a son to AIDS and turned her pain into action volunteering at a health clinic; a scholar who spearheaded the creation of a gay-straight-alliance to combat bullying on her campus; and a photographer whose work shares the diversity and beauty of our community are just some of the people we've been honored to work alongside.

This past spring, after guiding Pride Foundation for more than ten years, our cherished Executive Director, Audrey Haberman, started a new position at Philanthropy Northwest. Audrey was instrumental in building the strong and vibrant community foundation we all love. With tenacity, thoughtfulness and great humor, Audrey represented the very best of Pride Foundation's values. Thank you, Audrey.

Since the beginning of Pride Foundation, our greatest strength and inspiration has been *you* — each of you adding your voice, wishes, momentum and commitment to the movement for full LGBTQ rights. For many decades to come, your support will allow us to build a thriving, bold and cohesive LGBTQ community together. The future certainly brings more exciting change: the welcoming of a new Executive Director, the opportunity to provide resources to more scholars and grantees, and significant changes to legal protections, rights and opportunities for LGBTQ people and their families.

I am honored and ecstatic to know that through the coming decades, we will joyfully explore and connect our greater Northwest community in pursuit of equality for every person and every family. Thank you for the many ways that you bring full equality closer every day.

With Pride,

A handwritten signature in black ink that reads "Joyce Allen". The signature is fluid and cursive, with a large loop at the end of the last name.

Joyce Allen  
Board President 2009-2011



## When Old Lesbians Meet



In their 2010 grant report, **Puget Sound Old Lesbians Organization for Change** (OLOC) apologized for the lengthy report but confessed they had no choice because the group had learned so much over the year. The purpose of the grant was to collect and preserve stories of old lesbians, and to organize the 2011 Northwest Regional Gathering of Old Lesbians.

Without experience in planning large scale conferences, the women of Puget Sound OLOC were at first hesitant when the National OLOC group asked them to organize and host a regional conference. However, after months of planning including a venue search, conference program development and lots of outreach, the conference took place in Tacoma, Washington in July—it was a huge success!

The original hope was that 65-75 locals would attend. But with a huge response, more than

200 women attended hailing from throughout the Northwest and as far away as Minnesota, Texas and Arkansas. Women gathered to share stories, bring visibility to issues that matter to lesbians and to have fun.

The impact of the conference was immeasurable. “I can’t even express...how wonderful this experience was for a woman who wasn’t looking forward to growing much older, much less old,” wrote one conference volunteer. “The opportunity to hear women rejoicing their lives and each other’s was so overwhelming—I’ll have their voices running in my head forever.”

Aging in the LGBTQ community is topic that we need to talk about more. The conference and work of Puget Sound OLOC is connecting a part of our community that often lacks visibility and support. Grantees like Puget Sound OLOC remind us that our diverse LGBTQ community is vibrant and resilient.

“The opportunity to hear women rejoicing their lives and each other’s was so overwhelming—I’ll have their voices running in my head forever.”



## Emilie Jackson-Edney



Born male, Pride Foundation volunteer Emilie Jackson-Edney of Boise lived her life as a man until she decided at age 55 to transition gender and live her life as the woman she really is and has identified as since early childhood.

For many years, Emilie didn’t deviate from the status quo expectations of a male in society. She married, fathered two children, served as

a deacon in a fundamentalist Christian church, served in the military, and worked 37 years as a supervisor in civil engineering design and construction management. She transitioned gender while on-the-job during her last year of employment prior to retiring in 2005.

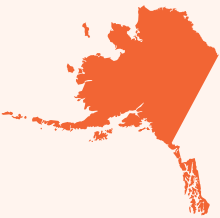
Emilie found peace and a sense of well-being in her new identity, as well as a renewed sense of purpose. Her transformation

opened her eyes to previously unseen human and civil rights discrimination. She lobbies state legislators to amend the Idaho Human Rights Act to include gender identity and sexual orientation protections in employment, and lobbied Congress in 2009 for the passage of the Hate Crimes Prevention Act and the Employment Non-Discrimination Act.

Emilie is a proud Pride Foundation volunteer who participates on the Idaho scholarship and grant committees. She serves on the Idaho Leadership Action Team and the 5-State Governance Committee. As a volunteer, she nurtures young people to become our future leaders and role models. She believes that Pride Foundation shares her passion, vision and values in working toward the hopeful dream of full equality.

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## Tiffany Testifies



**Victory:** In February, the University of Alaska Board of Regents voted to include “sexual orientation” in their nondiscrimination policy by a vote of 8 to 2—a critical step forward for LGBTQ rights in Alaska.

“It’s long overdue,” said Amada Arredondo, a senior in the University of Alaska Anchorage’s Department of Social Work. “LGBTQ people don’t feel safe in the university and this is the first step.”

With campuses all over the state of Alaska, this change in policy will protect approximately 33,000 students and 7,000 employees from discrimination on the basis of sexual orientation.

Tiffany McClain, Pride Foundation’s Regional Development Organizer in Alaska, was one of dozens of students, faculty, and community members to testify over the course of the two-day meeting. Most students and educators

who have heard of Pride Foundation know us as the organization that gives grants and scholarships to LGBTQ and allied students, but Pride Foundation’s vision is something greater than a scholarship program alone.

To be consistent with our vision, we find ways to advocate on behalf of students by collaborating with and urging educational institutions like the University of Alaska to create a safe and supported environment in which all students—LGBTQ/gay and straight—can achieve academic success and personal growth.

While a nondiscrimination policy in and of itself does not prevent discrimination, it is an important start. With this standard in place the Board of Regents helped create an environment in which students, faculty, and staff will feel safe enough to do the rest of the work necessary to make the University of Alaska a truly inclusive environment for everyone.



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## Youth Empowerment in Montana



Last year, Montana's **National Coalition Building Institute** (NCBI) received a Pride Foundation grant to improve the safety of Montana schools for LGBTQ and allied youth. LGBTQ youth issues gained national attention in the last year with the suicides of several young people. As heartbreaking as this news has been, it's a somber reminder that our community must continue to support organizations that are providing programs for LGBTQ youth.

In addition to training youth to facilitate **Preventing Violence** workshops for their peers, NCBI launched **Youth Forward**. Youth Forward is the first LGBTQ youth support group in Missoula with participants living in and around Missoula attending public and Catholic schools.

"Before NCBI my life sucked—NCBI pulled me out of a cycle of depression, self-loathing, and continuous judgment of others," says one 16-year-old Youth Forward participant. "NCBI has given me the confidence to step outside

my comfort zone and it allows me to speak out about my life and help others."

In an effort to reduce prejudice and violence, NCBI has provided workshops to more than 1,780 youth in 17 schools across Montana. In the last year, NCBI trained 500 Montana educators with skills to prevent anti-gay bullying and strategies to create safer schools.

Thanks to grantees like NCBI, Montana's LGBTQ and allied youth have a place to be themselves, and a place that encourages them to make change in their local communities.



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— Youth Forward participant

# Learning from Leaders in Washington

## Progress in Pierce County



In the past decade, the largely rural Pierce County has experienced a tremendous amount of growth thanks to the ongoing efforts of LGBTQ and allied leaders.

From strong organizations, like the **Rainbow Center** and **Oasis Youth Center** in Tacoma to groundbreaking leaders like Dr. Eva Johnson at **Pacific Lutheran University**, Pierce County is small enough to take big risks, but passionate enough to have a great impact.

At the Rainbow Center in Tacoma, Michelle Douglas, their energized Director, leads a

Pierce County is small enough to take big risks and passionate enough to have a great impact.

place filled with warmth, safety, and comfort. Here, people connect with each other and build community. With a grant from the City of Tacoma and support from the community, the Rainbow Center led the charge for a truly celebratory and inclusive extended week—ten whole days—of Pride festivities.

Dr. Eva Johnson, Dean of Student Development at Pacific Lutheran University notes that LGBTQ students, including Pride Foundation Scholars, feel connected to the larger “Pride Foundation Family”, as she called it. This past year, Eva established a legacy gift as a birthday present for close friend and long time Pride Foundation volunteer and donor, Dr. Bill Teska.

Seth Kirby, Pride Foundation Board Member and Director of Oasis Youth Center, and Matthew Wilson, Youth Advocate engage with the youth of color who make up 60% of participation in their programs. Oasis also



Dr. Eva Johnson, Dean of Student Development at Pacific Lutheran University

serves as a resource to young people stationed at Ft. Lewis. Oasis provides the space for queer youth coming from many places in the South Sound to be who they are and thrive.

These leaders and the community in Pierce County set a strong pace for LGBTQ progress in Washington. They are creating lasting changes as they build a strong foundation of LGBTQ equality for themselves and future generations.

## A Commitment to Support HIV/AIDS Research



Steve Wakefield, who goes simply by his last name, is the External Affairs Director for the National Institute of Health-sponsored HIV Vaccine Trials Network with the leadership group at Fred Hutchinson Cancer Research Center in Seattle,

Washington. There, he engages communities of color in the search for an HIV vaccine. He

is also a Pride Foundation board member and donor.

Wakefield shares Pride Foundation’s commitment to supporting HIV/AIDS research, education and advocacy. Five years ago, he set up an automatic, tax deductible, contribution from his paycheck. He is happy to know that a part of his paycheck goes to Pride Foundation each month.

“It is so easy. I decided how much I wanted to give and then it just comes out of my check

every month,” Wakefield reports. “Together it adds up to be a larger donation than I could make if I wrote a check at the end of the year.”

As the 30th Anniversary of World AIDS Day approaches in December 2011, Wakefield reminds us what our community has achieved together, and inspires us as we look to the future. Wakefield is one of hundreds of people who give to Pride Foundation with automatic workplace payroll deductions.

# Angela Baxter: Passionate Leader and Scholar



Angela Baxter has a distinct poise and passion for the LGBTQ community.

During her time at Oregon State University she has made huge moves on campus that will leave a lasting impression on students for years to come. Throughout her undergraduate matriculation she served on the Advisory Board for the Queer Resource Center, helping other students find resources and build coalitions across campus. When asked why she felt so compelled to help other students; her answer is tied to her own lived experiences growing up in Brookings South Dakota, “When I came out at South Dakota State University, it was difficult, because there wasn’t a lot of support, so I reached out to the community” when she transferred to OSU she knew, that she “didn’t want anybody to go through what (she) went through in the Midwest.”

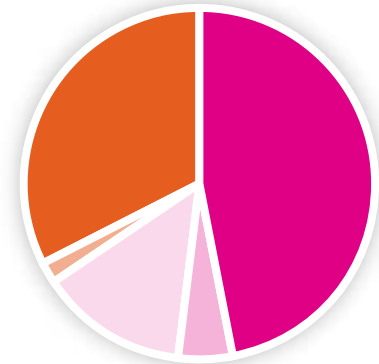
She is a recent graduate of Oregon State University, with a Bachelors of Arts in Women’s Studies and Ethnic Studies. Angela is currently working on her Master’s degree, and working with administration to create safe spaces for International LGBTQ students, passionately stating that all students need a “safe space where they can be wholly themselves”.

In addition to working for the Equality movement, writing her thesis, teaching classes in the Queer Studies Program, which she helped to develop, she says she is most passionate about her role as a mother. Angela is doing her part to support herself, the equality movement and her family. As an out lesbian, Angela hopes her work in the equality movement will allow her two daughters to grow up in a safer, more loving, and inclusive community. Angela says she has found that safe and welcoming place in Oregon. To her, Oregon feels like home.



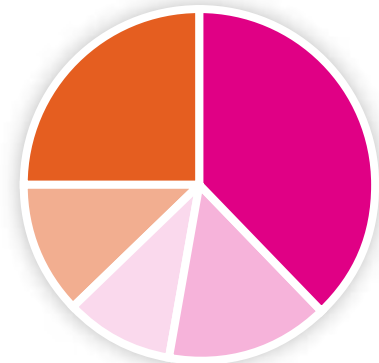
As an out lesbian, Angela hopes her work in the equality movement will allow her two daughters to grow up in a safer, more loving, and inclusive community.

## REVENUE



- Individual Contributions • 48%
- Workplace Contributions • 5%
- Corporate/Foundation • 14%
- Bequests • 1%
- Other • 32%

## EXPENSES



- Regional Leadership Development • 38%
- Fundraising • 16%
- Management & General • 7%
- Scholarships • 13%
- Grants • 26%



# Financials

Pride Foundation continues to invest in projects and people working to advance LGBTQ equality. Our donors and volunteers helped **increase our scholarship dollars by 29%** over the previous year despite the economic recession, giving 110 LGBTQ and straight-ally students the opportunity to pursue excellence in their chosen fields.

The **Racial Equity Initiative** and the **Queer Youth Capacity Building Project** continue to foster leadership development. Through consulting, training, coaching, and special funding, they are able to help LGBTQ youth centers and organizations for people of color achieve their missions.

In January, Pride Foundation assigned one fulltime staff person in each state we serve. This new team of **Regional Development Organizers** is on the ground in urban, rural and remote areas, meeting longtime supporters and making new friends who work to strengthen local LGBTQ communities.

## STATEMENT OF FINANCIAL POSITION YEAR ENDING MARCH 31, 2011

### ASSETS

Cash & Cash Equivalents	137,143
Investment Portfolio	24,414,075
Donor Designated Portfolio	32,948,668
Trusts	1,184,285
Property & Equipment, Net	131,927
Promises To Give	293,517
Other Assets	57,724
<b>TOTAL ASSETS:</b>	<b>\$59,167,339</b>

### LIABILITIES & NET ASSETS

Accounts Payable	17,585
Grants & Scholarships Payable	100,465
Funds Held For Others	32,948,668
Other Liabilities	40,199
Net Assets:	
Unrestricted	338,632
Temporarily Restricted	1,550,691
Permanently Restricted	24,171,100
<b>TOTAL LIABILITIES &amp; NET ASSETS:</b>	<b>\$59,167,339</b>

## STATEMENT OF OPERATIONS YEAR ENDING MARCH 31, 2011

### REVENUE

Individual Contributions	841,289
Workplace Contributions	90,030
Corporate/Foundation	247,016
Bequests	8,543
Other	575,200
<b>TOTAL REVENUE:</b>	<b>\$1,762,078</b>

### EXPENSES

Scholarships	331,039
Grants	671,213
Regional Leadership Development	993,408
Fundraising	402,573
Management & General	178,161
<b>TOTAL EXPENSES:</b>	<b>\$2,567,394</b>

<b>NET SURPLUS/(SHORTFALL)</b>	<b>\$(814,316)</b>
Net Investments	2,096,005
<b>NET SURPLUS/(SHORTFALL)</b>	<b>\$1,281,689</b>

## By the Numbers

**156** donor-advised grants totalled **\$199,925** in support of our community.

Our donors gave **\$6.6 million** in grants to **232** nonprofit organizations.

Our donors provided **\$342,000** in scholarships to **110** students.

Our Shareholder Advocacy work with Amgen added gender identity and expression to its employment policies, impacting **13,600** employees.

We are grateful to each one of our donors. For a full list of supporters and grantees, please visit [www.pridefoundation.org](http://www.pridefoundation.org).

# Pride Foundation Community Grants

Pride Foundation funds organizations of all sizes as they strengthen and serve the lesbian, gay, bisexual, transgender, and queer community. To achieve the greatest impact, granting decisions are made by volunteers knowledgeable in their community's needs. We are honored to put our community's resources to work supporting organizations that are making a difference for LGBTQ equality.

## ARTS & RECREATION

- Bent Arts, Inc.**  
Seattle, WA - \$5,000
- Boise Contemporary Theater**  
Boise, ID - \$5,000
- Gay City Health Project**  
Seattle, WA - \$2,500
- Voices Rising**  
Seattle, WA - \$5,000
- Whidbey Children's Theatre**  
Langley, WA - \$4,000

## HEALTH & COMMUNITY SERVICES

- AIDS Housing Association of Tacoma**  
Tacoma, WA - \$5,000
- BABES Network**  
Seattle, WA - \$5,000
- Butte AIDS Support Services**  
Butte, MT - \$3,500
- Humane Society for Seattle/King County**  
Bellevue, WA - \$5,000
- Jefferson AIDS Services**  
Port Townsend, WA - \$5,000
- Kitsap County HIV/AIDS Foundation**  
Silverdale, WA - \$5,000
- Martha's Pantry**  
Vancouver, WA - \$5,000
- Montana Two-Spirit Society**  
Missoula, MT - \$3,000
- Outside In**  
Portland, OR - \$5,000
- Palouse HIV Consortium**  
Palouse, WA - \$2,500
- Sean Humphrey House**  
Bellingham, WA - \$5,000
- Seattle Counseling Services for Sexual Minorities**  
Seattle, WA - \$5,000
- Sexual Minority Youth Resource Center**  
Portland, OR - \$5,000

- Spokane Regional HIV/AIDS Speakers' Bureau**  
Spokane, WA - \$3,000
- The Center for Transgender Health & Wellness**  
Bellingham, WA - \$2,500
- United Communities AIDS Network**  
Olympia, WA - \$2,000
- Yellowstone AIDS Project**  
Billings, MT - \$2,500

## EDUCATION & OUTREACH

- ACLU of Idaho**  
Boise, ID - \$5,000
- AIDS Project of Snohomish County**  
Tulalip, WA - \$2,400
- Alliance at Spokane Falls Community College**  
Spokane, WA - \$3,000
- Basic Rights Education Fund**  
Portland, OR - \$5,000
- Bradley Angle House**  
Portland, OR - \$3,000
- Capital City Pride**  
Olympia, WA - \$4,500
- Casa Latina**  
Seattle, WA - \$1,450
- Citizens Against Domestic & Sexual Abuse**  
Oak Harbor, WA - \$6,500
- Eastern Washington University Pride Center**  
Cheney, WA - \$1,800
- Equal Rights Washington**  
Seattle, WA - \$3,500
- Forward Montana**  
Missoula, MT - \$2,000
- GLSEN - Gay, Lesbian & Straight Education Network Washington State**  
Seattle, WA - \$5,000
- Human Dignity Coalition**  
Bend, OR - \$5,000

- Legal Voice**  
Seattle, WA - \$5,000
- Montana Human Rights Network**  
Helena, MT - \$2,000
- Pat Graney Company**  
Seattle, WA - \$3,700
- PFLAG Clackamas County Chapter**  
West Linn, OR - \$2,000
- PFLAG Portland Black Chapter**  
Portland, OR - \$500
- PFLAG Skagit/Sedro-Wooley Chapter**  
Sedro-Woolley, WA - \$5,000
- PFLAG Yakima Valley Chapter**  
Yakima, WA - \$1,500
- Puget Sound Old Lesbians Organizing for Change**  
Gig Harbor, WA - \$5,000
- Q-Law: The GLBT Bar Association of Washington Foundation**  
Seattle, WA - \$5,000
- Rainbow Center**  
Tacoma, WA - \$5,000
- Rainbow Center**  
Tacoma, WA - \$5,000
- SnoGLOBE Equality Alliance**  
Everett, WA - \$1,000
- St. Paul's Episcopal Church**  
Bremerton, WA - \$5,000
- TransActive Education and Advocacy**  
Portland, OR - \$5,000
- Umatilla Morrow Alternatives**  
Irrigon, OR - \$4,450
- Western States Center**  
Portland, OR - \$5,000

## YOUTH & FAMILIES

- Amara**  
Seattle, WA - \$2,500
- Bend-It Extravaganza**  
Seattle, WA - \$5,000

- Big Brothers Big Sisters of Puget Sound**  
Seattle, WA - \$5,000
- Camp Ten Trees**  
Seattle, WA - \$5,000
- Children's Home Society of Washington**  
Vancouver, WA - \$3,500
- GLOBE**  
Everett, WA - \$1,100
- GLSEN - Gay, Lesbian & Straight Education Network Washington State**  
Seattle, WA - \$5,000
- Good Samaritan Behavioral Healthcare**  
Puyallup, WA - \$5,000
- Idaho Human Rights Education Center**  
Boise, ID - \$5,000
- Identity**  
Anchorage, AK - \$3,500
- Inland Oasis, Inc.**  
Moscow, ID - \$3,700
- King County Sexual Assault Resource Center**  
Renton, WA - \$10,000
- Lion's Pride Cubs**  
Boise, ID - \$5,000
- Mount Vernon High School Gay Straight Alliance**  
Mount Vernon, WA - \$1,500
- National Coalition Building Institute Missoula**  
Missoula, MT - \$3,000
- Oasis Youth Center**  
Tacoma, WA - \$10,000
- Odyssey Youth Center**  
Spokane, WA - \$4,000
- PFLAG Benton/Franklin Chapter**  
Richland, WA - \$600
- PFLAG Olympia Chapter**  
Olympia, WA - \$4,000
- PFLAG Skagit/Sedro-Wooley Chapter**  
Sedro-Woolley, WA - \$1,800

- Queer Youth Space**  
Seattle, WA - \$5,000
- Skagit Valley Family YMCA**  
Mount Vernon, WA - \$2,600
- Stonewall Youth**  
Olympia, WA - \$4,500
- Vista Youth Center**  
Kennewick, WA - \$3,450
- Youth Suicide Prevention Program**  
Seattle, WA - \$2,500

## RACIAL EQUITY INITIATIVE

- Asian Pacific Islander Pride**  
Portland, OR - \$8,000
- Entre Hermanos**  
Seattle, WA - \$8,000
- Montana Two-Spirit Society**  
Missoula, MT - \$8,000
- Portland Latino Gay Pride**  
Portland, OR - \$8,000

- Umatilla Morrow Alternatives**  
Irrigon, OR - \$8,000
- Voices Rising**  
Seattle, WA - \$8,000

## QUEER YOUTH CAPACITY BUILDING PROJECT

- Children's Home Society of Washington**  
Vancouver, WA - \$10,500
- Children's Home Society of Washington**  
Walla Walla, WA - \$4,500
- Oasis Youth Center**  
Tacoma, WA - \$15,000
- Sexual Minority Youth Resource Center**  
Portland, OR - \$15,000
- Stonewall Youth**  
Olympia, WA - \$15,000
- Vista Youth Center**  
Kennewick, WA - \$15,000

## RIC WEILAND LEGACY FUND 2010-2011

Foundation for AIDS Research	\$1,034,524
Gay and Lesbian Alliance Against Defamation	\$1,034,524
Gay, Lesbian, Straight Education Network	\$827,616
In The Life Media, Inc.	\$103,448
International Gay and Lesbian Human Rights Commission	\$206,904
Lambda Legal Defense and Education Fund	\$1,448,328
National Gay and Lesbian Task Force Foundation	\$827,616
Parents & Friends of Lesbians & Gays	\$206,904
Project Inform	\$206,904
Servicemembers Legal Defense Network	\$103,448

# Scholarships

The impact of scholarships reaches far and wide. Thanks to the generosity of those who start scholarships, we are able to help so many incredibly talented but financially strained students succeed academically. Scholarship donors are rewarded by knowing that their gift keeps on giving; thanks to their educational achievements, these students go do remarkable things in their communities and make a difference in the lives of so many other individuals.

**Associates In Behavioral Health**  
**Kim Collier**  
**Tom Land**  
**Howard Leonard**  
**Christopher Martell & Mark Williams**  
**Timothy Popanz**  
**Stacey Prince & Teri Mayo**  
**Chet Robachinski & Jerry Slipman**  
**Tom Semper & Ray Calabro**  
Associates In Behavioral Health Scholarship

**Barbara Bailey**  
Barbara Bailey Scholarship

**Nathaniel Brown**  
Athletic Excellence Scholarship

**Paul Burke**  
Lee S. Burke Scholarship

**Anne Xuan Clark**  
Asian Pacific Islander Queer Sisters Scholarship

**Scott Clyde**  
NASP-TRIO Scholarship

**Geraldine V. Cole**  
Cole Family Scholarship

**Sheri Day**  
**T. Diane Day**  
Brian M. Day Scholarship

**Derivative Duo**  
Derivative Duo Scholarship

**William S. Etnyre**  
Emerson-Hoopes Scholarship

**Bob Evans & Steve Davis**  
Kathy Spadoni Memorial Scholarship

**William L. Fleming**  
Paul Arnold Memorial Scholarship

**Tim Franulovich**  
Scott Rodriguez Scholarship

**Nikki Coyote**  
Patricia Van Kirk Scholarship

**Group Health**  
Group Health Scholarship

**Steve Gunn**  
Political Leadership Scholarship

**George M. Hampton, Jr.**  
Deloris Carter Hampton Scholarship

**Inland Northwest Business Alliance Outreach**  
Inland Northwest Business Alliance Scholarship

**Mary Jacobsen & Joy Wood Kristin Kucera**  
David Rasmussen and Tim Shafer Scholarship

**Martin Lantz & Donald Coffman**  
Donald O. Coffman Scholarship

**Daniel C. Lee**  
Jack Motteler Scholarship

**Daniel Ling & Lee Obrzut**  
Obrzut Ling Scholarship

**John Longres**  
Social Work Scholarship

**Heather McFarlane & Joan Christoffels**  
McFarffels Scholarship

**The Mental Wellness Foundation, Inc**  
Don Renschler Scholarship

**Jim Miersma & Bill Hammer**  
Hammer-Miersma Scholarship

**Emma Moreno & Genevieve Aguilar**  
Altfeld-Moreno Scholarship

**Doug Morgenson**  
Bill Bendiner and Doug Morgenson Scholarship

**Layne Mortensen & Rick Griswold**  
Urishi Zen Scholarship

**NDOA**  
NDOA Scholarship

**PFLAG Bellevue**  
Bellevue PFLAG Scholarship

**Rainbow City Band**  
Rainbow City Band Scholarship

**Robert A. Riopelle**  
Political Leadership Scholarship

**Bob Roblee & Ron Johnson**  
Thelma DeWitty Scholarship

**Clay Sales**  
Charly Baker and Heath Merrivether Memorial Scholarship

**Michael P. Schaefer**  
Compassionate Care Scholarship

**Anna Schlecht & Sarah Vanucci**  
Jacinta McCoy Scholarship

**Greg Scully & Frank Migaiolo**  
Phill Sullivan Scholarship

**Seattle Men's Chorus/Seattle Women's Chorus**  
Dennis Coleman Scholarship

**Aubrey Hart Sparks**  
Tony DeBlase Scholarship

**William Teska**  
Rosenberg-Ibarra Scholarship

**True North Land Surveying, Inc.**  
True North Land Survey Scholarship

**Verizon Foundation**  
Verizon Scholarship

**Kathryn Wehle & Theresa Haynie**  
You Go Girl! Scholarship

**Estate of Ric Weiland**  
Lee S. Burke, Ric Weiland, Robert Browning, and Ulrich-Pischke Scholarships

**Wells Fargo Foundation**  
Wells Fargo Scholarship

**Beverly Wozumi**  
James and Colin Lee Wozumi Scholarship

# Volunteers

Thanks and appreciation to the hundreds of donors who give their time so graciously to Pride Foundation. You are an incredible community!

Coleen Aberle & Aimee Deschamps  
Sue Ablao  
Gaea Aeolus  
Joyce Allen\*  
Alex Allyne  
Darrell Alston & Frank Roa  
Ramon Alvarez & Jim Jones  
Dionna Anderson  
Ken Aphibal  
Renee Arcement  
Jane Arends  
Terrie Ashby-Scott  
Jenny Avery  
Nancy Avery  
Jefferey Babauta  
Catherine Bachy\*

Barbara Bailey\*  
Mattie Bailey  
Thatcher Bailey\*  
Jill Baker  
Ben Bakkenta  
Jennifer Barnes  
Steven Barrios  
Morgan Bauer  
Nicole Bavo  
BEAGLES  
Paul Beaudet\* & David Wertheimer\*  
Bruce Beck & Ralph Johnson  
Jerry Becker  
Allison Beezer\*  
Nicole Bemard  
Jason Bergevin

Nicole Bernard  
Scott Bertani  
Barb Beyenhof  
David Bird  
Merrill Black  
Robin Boehler  
Sara Boehler  
Jim Boneau  
Thomas & Helen Bonser  
Rhonda Boothe  
Marsha Botzer\*  
Jeff Boudreau  
Jenn Bowman  
Edward Boyle  
Timothy Bradbury  
Barbara & Peter Bradfield  
John Brett

David Bricka  
John Brindle  
Phillip Brock  
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Michael & David Serkin-Poole	Rabbis Jonathan & Beth Singer	Heather Sorgen	Doug & Marcia Stevenson	Robert Swires & Freddy Del Rosario	Kevin F. Thompson
Judy Serquinia	Sara Singer & Marilyn Leverson	Patrick Soricone* & W. Todd Tressler	Katy Jo Steward & Steve Paschall	Suzanne Sylliaasen & Carla Eyford	Lee Thompson & Robert Bode
Tyler Severance	Steven Singer	Joan & Michael Soronen	Angela Stewart	Nicole Sylvester & Anne Browning	Rob Thoms & Davi Koska
Kathy Sewell & Deb Schenk	Siniscalchi Waller Family	Margaret Sorrel	Pamela Stewart	Anne Symonds	Jenny Thomson & Julie Lawton
The Shadair Family	Rick Sipe & Daniel Neish	John Sothern	Robert Stewart	T&L Nursery, Inc.	David & Johna Thomson
Ed & June Shaffer	Frances Sisson	Michael Sousa & Den Adair	Terri & Robert Stewart	Colleen Tabolt	David Thorpe*, CPA & Geoff Greenlee, DDS, MSD
Valerie Shahan	Marilyn Sizer	Cassandra South	Sheila Stickel	Kinji & May Takahashi	Richard Thorvilson & Phill Mroz
Belle Shalom & Marjorie Lightness	Barbara Skinner	Gary Southerton & David Isla	James Stickman	Miles K. Takahashi	Orrin Tiberi
Shalom United Church of Christ	David and Catherine Skinner	Suzanne Sowinska	Robert Stewart	Neal Taketa	Paul M. Tiesse
James D. Shannon	Robert Skogman	Olive W. Spannaus	Terri & Robert Stewart	Jackal Tanelorn	Mark L. Tiknis
Julie Shapiro & Shelly F. Cohen	Lynn Skordal & Scott Smith	Aubrey Hart Sparks*	Sheila Stickel	Carol Taniguchi	John Timmons
Kris Sharp* & Charlene Montierth	Judith Skorka	Leslie & Katherine Sparks	James Stickman	Sue Taniguchi	Tanya Tindle
Ronald Sharp/Whidwood Inn	Nancy E. Sleight & Edward J. Woods	Patricia J. Sparks, M.D., M.P.H.	Marsha Stickney	Taproot Foundation	Jamey Tisdale
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	Andrew Smith		Judy Stone & Lisa McIntyre		Brian Tofte-Schumacher
			Lawrence B. Stone & Jan Jecha		Kirt Toombs
			Lisa M. Stone		
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Kevin Tran	Stacy Valentine	Michael Walker & Laura Ellison	David Wells	Wells Fargo Foundation	Elizabeth Wright
Khanh-Minh Tran	Kamille Van Buren	Thomas Walker & Leigh Bloom	Wells Fargo Foundation	Heather Werckle & Ryan Dingman	Dr. Jerome L. Wright
Jerry Traunfeld & Stephen Hudson	Janice Van Cleve	Charlie & Dede Wallace	Michael Wernz	Trevor Werttemberger	Leslie A. Wright
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David & Anne Triola	Lori Van Houten	John Wallace	Kelly & Garrick West	Matt Wallace	Mary Kay Wright* & CiCi Pilgrim
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Robert Tuschoff	David E. Vergin	Sarah Warner & Susan Erickson	Ruth Wharton-McDonald & Stephen McDonald	Jordan Wheeler	Toni Yessa
Two Sisters Fine Jewelry	Sonja Verlanic	Liz Washburn	Dick Wheeler & Dick Hulbert	William Whelan	Sheila Youngblood
Elaine Twogood	Lynette Vertoch	Marcus Washington	George Q. Wheeler & Steven Brna	Mary Whisner & Mary Hotchkiss	Teri Yount
Kari Twogood & Karen Christofferson	Ginger Vetrano	Natalie Washington & Kay Reilly	Jordan Wheeler	Heather Whiston	Your Man Friday
Patricia Twomey	Adriane Vetter	Harriet Wasserman	William Whelan	Alison Carl White & Scott White	Bill Zama
Cynthia Tyo	Nick Viele	Lisa Watanabe & John Perron	Mary Whisner & Mary Hotchkiss	Dorothy White	Thomas Zambito III
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United Way of Silicone Valley	Bryce Vradenburg	WA State Mr/Ms Leather Organization	Ivana & Perry Wood	Derek Woolston	Dekel Zuhri & Matthew Haile
United Way of Skagit County	WA State Mr/Ms Leather Organization	Nancy Waddell	Linda Wood	Michael Workman	Gregg Zylstra
United Way of Snohomish County	Nancy Waddell	Julie Wade & Tom Phillips	Steven Wooding		Anonymous (125)
United Way of Spokane County	Julie Wade & Tom Phillips	Randal S. Wade			
United Way of Tri-State	Randal S. Wade	Paul Wagenblast			
United Way of Whatcom County	Paul Wagenblast	Amy Wagner			
	Amy Wagner				

## PRIDE FOUNDATION STAFF



**Zoey Brodsky**  
Administrative  
Assistant



**Steve Martin**  
Regional  
Development  
Organizer, Idaho



**Jody Waits**  
Director of  
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Giving



**Caitlin Coppel**  
Regional  
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Montana



**Tiffany McClain**  
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Development  
Organizer, Alaska



**Amy White**  
Director of  
Regional  
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Leadership



**Marie Gagnon**  
Database  
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**Anthony Papini**  
Director of  
Program  
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**Craig Williams**  
Program Manager



**Farand Gunnels**  
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**Marschel Paul**  
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**Philip Wong**  
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**Jeff Hedgepeth**  
Grants Program  
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**Uma Rao**  
Regional  
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Organizer,  
Western  
Washington



**Jimbo Worm**  
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**Jett Johnson**  
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**Christina Rocks**  
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## Saluting Leadership

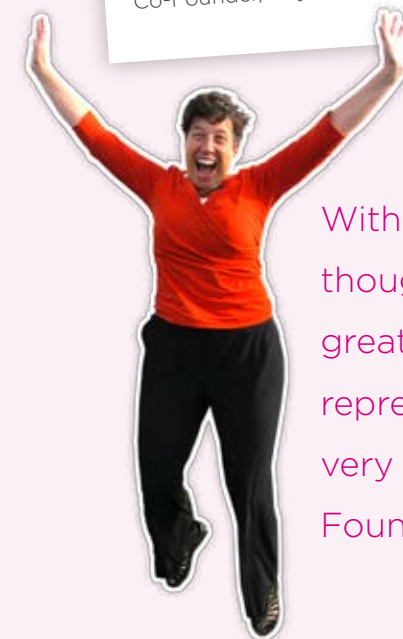
This spring, Audrey Haberman ended her role as Executive Director after more than a decade of service.

Dear Audrey,

You were my first connection with Pride Foundation, and so many good things have come out of that coffee way back when. You've given me (and so many others) a way to channel our philanthropic energies that just feels right. Of all the many things I admire about your leadership, it is the tone of warmth, genuineness and joy that you set, and that seems to permeate everything Pride Foundation staff does.

With gratitude for your fabulous leadership and all that you do for our community,

Stacey Prince  
Pride Foundation donor  
Co-Founder, Beyond the Bridge Fund



With tenacity,  
thoughtfulness and  
great humor, Audrey  
represented the  
very best of Pride  
Foundation's values.



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