

Thank you ✨



Pride
Foundation

2017–2018 Gratitude Report



BE WHO YOU ARE, WHERE YOU ARE

Alaska



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BE WHO YOU ARE, WHERE YOU ARE

Idaho

Perrine Bridge | Snake River

Through another year of profound change, we have been so grateful for your unwavering courage, generosity, and trust. While we know that change is constant, our collective commitment has never been stronger: to one another, this work, and our future.

Our sense of community is what has brought us to this point, through unexpected challenges and invigorating wins. And it is what will continue to move us forward, navigating whatever may come with conviction, integrity, and resilience.

At Pride Foundation, we believe the inevitable winds of change, while sometimes difficult, always bring with them opportunity.

This year we wish a fond farewell to Kris Hermanns, whose expansive vision, creativity, and tireless persistence have emboldened us to not simply weather adversity, but to accomplish truly extraordinary things together.

During her time with Pride Foundation, Kris charted a course we never could have envisioned when she joined us seven years ago. Through times of turbulence and ambiguity, as well as celebration, her skillful guidance bolstered us with the fortitude and solidarity we needed to rise to the occasion—to always forge a new way forward.

As we look ahead to the future, we do so with gratitude, joy, and hope. We are honored and excited to continue this journey together with you toward the extraordinary promise and possibility on the horizon.

Thank you for joining us in this work, and for being an essential part of the Pride Foundation family.

With pride,

A handwritten signature in black ink, appearing to read 'Wakefield', with a stylized flourish extending from the end.

Wakefield



Wakefield
Board President

"Only in the darkness



Kris Hermanns
Chief Executive Officer

Dearest friend,

Writing this final letter to you as CEO of Pride Foundation feels especially challenging during the time we find ourselves in. I want to focus on all the reasons we have to be hopeful, on everything we have accomplished together. Yet I am not able to shake the feeling that this moment calls for something more.

Not acknowledging the uniqueness of this situation erases what is real for so many—the weight on our shoulders and spirits, and the heaviness in our hearts and on our minds as we wonder what to do, where to turn, and how to keep going during these dark times for our nation and our global community.

In the last speech Dr. Martin Luther King Jr. gave, during an incredibly challenging time in this country, he said, “Only in the darkness can you see the stars.”

can you see the stars."

—Dr. Martin Luther King Jr.

Fifty years later, it seems we are still in darkness searching for light.

Despite the progress that has been made, we are still fighting over who matters and who has worth—and we are still trying to convince the broader world that everyone's life has value and deserves protection.

Bearing witness on a daily basis to all of the ways in which our lives and our love, and the humanity of the people around us, are being questioned and threatened, has left me grappling with serious existential questions: What is happening to us? Who are we becoming? I am trying hard to find the energy to keep building when the attacks attempting to tear us down and apart are as relentless as they are devastating.

And, through all of this, I am trying to keep my faith—faith in the fundamental goodness of people, in the possibility of a better world and a brighter future, in our collective agreement that, at the very least, we should share and respect one another's humanity.

But in the darkness of this time, one thing is very clear to me: my faith is sustained by the knowledge that I am not alone—that we are in this together.

continued next page...

Our work now is about reimagining a

For the past seven years, so many of you have trusted me, invited me into your homes, your communities, and your lives. This has been a truly profound blessing for me, and I leave knowing that the relationships we have built and continue to build are the foundation that will keep our momentum going and carry us all forward on the path toward progress and change.

When I think of Dr. King's words, I cannot help but think that the stars he references are not above us, but are, rather, among us. For me, each of you are these stars—the bright lights shining through, no matter how dark it seems to get.

Because despite witnessing the hatred and cruelty that our fellow humans are capable of, we have also seen the very best in people rise to the surface. We have seen our community draw on our core values and most strongly held beliefs—that every person's life has value, that our lives are worth fighting for, and that this work is our purpose—as fuel to fight back against a world that would systemically cast us aside, make us invisible, or erase us entirely.

We have seen one another open ourselves to the depths of dissonance and pain that our community is collectively holding—and remain understanding and compassionate.

Our work now is about reimagining a future that redefines what is possible.

future that redefines what is possible.

It is about continuing to have the depth of empathy and vulnerability that allows us to connect to one another and create a sense of belonging, which prevents us from isolating and hardening ourselves to what we are actually witnessing right now. These connections are what will help us keep our faith in what we believe to be true and the hope that will help us to realize it fully.

It is about being right with the world and committing to doing all that we can to leave behind, for generations to come, a better place where we all get to show up as our full selves in all of the communities we call home.

Ultimately, it is about each of us continuing to be those stars, finding ways to offer even more light in the darkness.

No words can capture what it has meant to be a part of this work with you, to share in your unwavering passion and commitment. Imagining that world we can create, and getting to build it within a community of people who care so deeply and who inspire me so much has been the honor of my life.

We will never stop working together to illuminate the path that will get us there. Thank you, from the bottom of my heart, for all that you have done and continue to do for our communities.

With unending pride,

A handwritten signature in black ink, appearing to be 'Kris', with a stylized, flowing script.

Kris

GRANTS

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

From urban areas to rural towns, we know that the landscape for LGBTQ people and their families 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.

Funds granted to support LGBTQ equality since our founding 33 years ago.....\$68,670,605

Number of grants awarded to nonprofit partners since 19855,980

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

We provide essential financial resources and community support to LGBTQ and allied students across the Northwest.

While much has changed for the LGBTQ community in recent years, educational access and support remains critical for students who continue to face financial and other barriers on their educational journeys.

Pride Foundation scholars have incredibly varied educational goals and lived experiences, and are overcoming tremendous challenges in order to pursue their dreams. Many scholars have been bullied, have experienced discrimination based on their identities, and some have even been forced out of their homes because of who they are.

Receiving a Pride Foundation scholarship connects students to a wider community of support, providing important affirmation, encouragement, and the resources to realize their dreams.

Since our scholarship program began in 1993:

Funds invested in LGBTQ and allied students \$5,358,227

Number of scholarships awarded1,869

Volunteers who have reviewed scholarships.....3,352

Number of scholarship funds established.....84

ADVOCACY

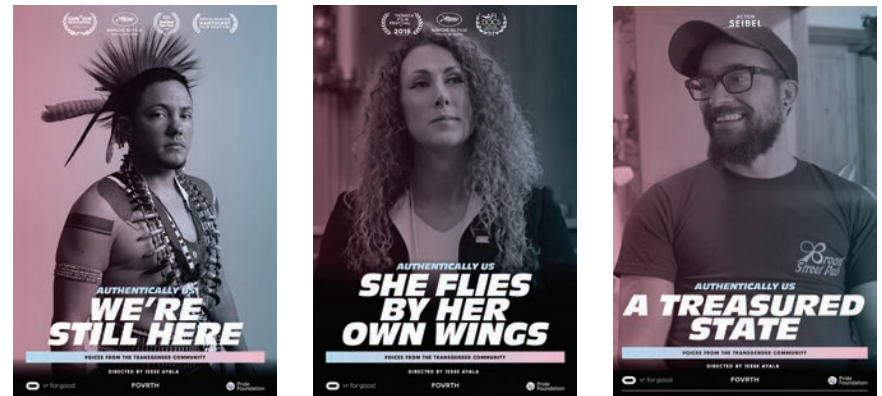
Building Empathy Through Innovation: Virtual Reality Storytelling

TRANSform Washington is a public education campaign of Pride Foundation celebrating the dignity, diversity, and humanity of trans and gender diverse people.

Since TRANSform Washington's 2016 launch, we have recognized the importance of having accurate and more expansive portrayals of trans and gender diverse people in media—particularly given that only 16% of Americans say they have met a transgender person.*

To creatively address this fact, this year TRANSform Washington collaborated with Facebook, Oculus, and filmmaker Jesse Ayala Jr. to tell the real-life stories of trans and gender diverse people using virtual reality (VR) 360° filmmaking.

AUTHENTICALLY US introduces viewers to a diverse group of trans and gender diverse people using interactive virtual reality technology. The three incredible stories that were told through this innovative new medium have been positively received—including being named official selections at South by Southwest (SXSW), Tribeca, and Cannes Film Festivals.



This project comes at a critical time in the fight for transgender equality. Across the country, we are facing more hateful and vilifying efforts aimed at rolling back local non-discrimination ordinances. Through this project, we are reshaping the narratives about our community by fostering dialogue that will lead us to a better, safer, and more inclusive world for trans and gender diverse people and their families.

*Source: <https://www.glaad.org/releases/number-americans-who-report-knowing-transgender-person-doubles-seven-years-according-new>

BUILDING ORGANIZATIONS

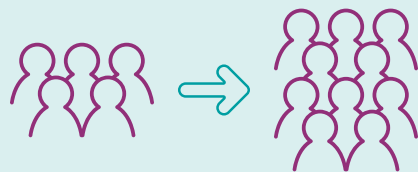
Building Visibility and Community for LGBTQ Older Adults in Rural Areas

“In North Idaho, discrimination is alive and well,” says Juli Stratton, Executive Director of North Idaho Pride Alliance (NIPA) in Coeur d’Alene, a Pride Foundation Community Grantee.

“We hear people in North Idaho say, ‘We don’t have any LGBTQ people here.’ But we know that statement is not true. That mentality is changing, in part I think, because of our work to create visibility for marginalized folks.”

DATA SNAPSHOT

LGBTQ Older Adults



POPULATION

2.7 million LGBTQ people over the age of 50 live in the United States, a number which is expected to double by 2030.¹



North Idaho Pride Alliance Supporters and Volunteers
March in Coeur d’Alene

"It is incredibly important for LGBTQ older adults to have a space to come together. Participants have told us that these groups are a reason to get out of the house and engage with the world."



Juli Stratton
Executive Director of North Idaho Pride Alliance (NIPA)

NIPA is working to build a more unified Idaho through networking, education, and advocacy. With a focus on LGBTQ youth and older adults, they are creating spaces to build connections and raise awareness throughout the region.

LGBTQ older adults, particularly those living in rural areas, endure greater degrees of isolation and discrimination, often lacking strong family connections and the support of a broader care network. As a result, many are forced back into the closet when they interact with mainstream service organizations.

"This is an issue of end of life care," Juli explains, "While aging isn't just an LGBTQ issue, we face more obstacles as we age because of who we love or how we identify."

Juli remembers a friend of the Pride Alliance who was approaching the end of her life with no local familial support network. NIPA helped her coordinate her calendar, scheduled food deliveries, and connected her with transportation to appointments and support groups.

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RACE

Approximately 20% of LGBTQ older adults are people of color and by 2050, 40% of LGBTQ older adults will be people of color.²



HEALTH

LGBTQ older adults of color face higher rates of diabetes, heart disease, HIV/AIDS, and experience other significant health disparities.³

BUILDING ORGANIZATIONS CONTINUED

“This is an issue of end of life care. While aging isn’t just an LGBTQ issue, we face more obstacles as we age because of who we love or how we identify.”

Juli Stratton

Executive Director of North Idaho Pride Alliance (NIPA)

Thanks to NIPA’s network of volunteers and community members, this woman was able to live her last months supported and cared for.

Recently, NIPA has also been building relationships with local organizations, businesses, and service providers and is conducting trainings with these groups on how to better serve older LGBTQ clients. Last year, NIPA also created the Silver Alliance, a support group where LGBTQ adults over the age of 50 can socialize and share resources.

“It is incredibly important for LGBTQ older adults to have a space to come together. Participants have told us that these groups are a reason to get out of the house and engage with the world.”

Despite being a two-year-old, all-volunteer organization, NIPA has already made an incredible impact in the community, and this visibility raising and community building will undoubtedly continue into the future as they explore ways to make their work even more sustainable and effective.

“LGBTQ people are everywhere,” reflects Juli. “We’re in every service delivery system and in all of your businesses. You just may not know that’s who we are. It’s about raising awareness of our existence in every part of the community and working to support those who need it.” ●

DATA SNAPSHOT

LGBTQ Older Adults continued



LONG-TERM CARE

Half of older LGBTQ adults in long term care have experienced mistreatment in a care facility.²

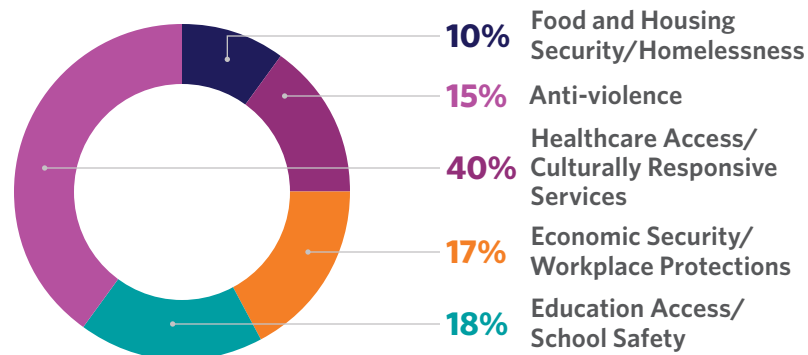
COMMUNITY IMPACT

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

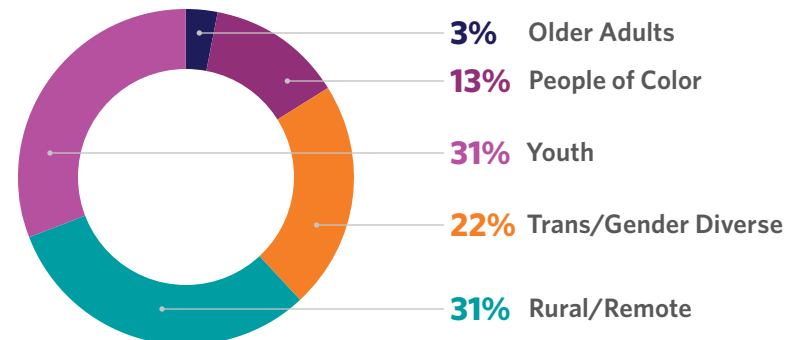
Total grant dollars awarded in
Fiscal Year 2018 **\$1,066,673**

Number of organizations funded **317**

Community Grants by Issue Area:



Community Grants by Priority Populations:



POVERTY

One-third of LGBTQ older adults live at or below 200% of the federal poverty level.²



HOUSING

Half of older LGBTQ couples experience discrimination when applying for housing.²

SUPPORTING STUDENTS

A Young Man's Journey to Change the Reality of LGBTQ Students in Montana

Last year, Jesse, a 15 year-old trans man in Missoula, Montana, was looking for young people like himself. He found them at Youth Forward, EmpowerMT's after school program for high school-aged LGBTQ+ youth.

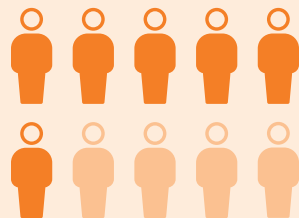
"Before getting involved, Jesse didn't have much information about LGBTQ+ issues or the community," Claire Michelson, EmpowerMT's Youth Programs Coordinator said. "He felt lost, and didn't have connections to LGBTQ people his own age. At first, he was scared and nervous about joining in, but he soon found a supportive community."

With the vision of creating a more just and inclusive society by empowering youth leaders across Montana, EmpowerMT—a 2018 Pride Foundation Community Grant Recipient—stands out as a resource for vulnerable youth and students who need support the most.

In a state with nearly 150,000 square miles and only about one million people, the rural and remote landscape can be challenging for many youth pushed to the periphery. EmpowerMT works to end mistreatment, correct systemic oppression, and strengthen communities with a particular focus on supporting youth who experience additional barriers because of who they are, like LGBTQ youth with disabilities and LGBTQ youth of color.

DATA SNAPSHOT

Trans and Gender Diverse Youth



SCHOOL AND RACE

Six in ten trans and gender diverse students of color experienced harassment, assault, or expulsion based on their gender identity.⁴



Jesse (right)

Over this past year, EmpowerMT has been able to help Jesse navigate coming out as transgender and transitioning. The first year of high school is an uncertain time for most students, and the additional support is especially important for students who are LGBTQ. EmpowerMT helped him connect with allies in school, arrange health class accommodations, and even assisted his parents in navigating the school system.

To gain even more connections and community support, Jesse also attended EmpowerMT's Youth Leadership Camp.

"At first, camp was terrifying to him, but he ended up really loving it,"
continued on page 16...



SCHOOL AND GENDER IDENTITY

51% of trans and gender diverse youth cannot use the restrooms or locker rooms that match their gender identity.⁵



NAME AND PRONOUNS

Two thirds of trans and gender diverse students are not called by their true name. Four fifths are not called by their preferred pronouns.⁵

SUPPORTING STUDENTS CONTINUED

Claire remembers. "For the first time, he was able to meet other young people like him and was able to talk openly about the issues he faced in school and the community."

Since getting involved, Jesse has also grown in his own leadership. He helped found the *Be You Crew*, EmpowerMT's new after-school program for LGBTQ+ elementary and middle school youth and allies.

"Jesse has been a calming and compassionate mentor to this group, and for many participants he is the first openly trans person they have gotten to know," Claire shares. "He gets to share what he's learned through EmpowerMT and his own journey."

Today, Jesse feels more outgoing and confident, and he has grown into a stronger advocate for other LGBTQ and marginalized youth.

"Queer youth deserve the dignity to live safely and authentically," Claire shares, "and Jesse is one of the incredible queer youth working to make that a reality in Montana." ●

COMMUNITY IMPACT

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

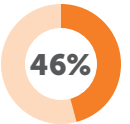
Scholarship dollars awarded in 2018 in Alaska, Idaho, Montana, Oregon, and Washington:

\$535,000 to 130 students

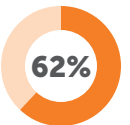
2018 scholars who are from a rural area



2018 scholars who have experienced or are currently experiencing homelessness



2018 scholars who are people of color



DATA SNAPSHOT

Trans and Gender Diverse Youth continued



EDUCATION

Involvement in Gay-Straight Alliances or other related social justice activities is positively associated with higher GPA and greater feelings of belongingness at school.⁶

SCHOLAR REFLECTION

Reclaiming My Identity Through Education

For the majority of my life, I had been given clear messages about who I could be in the world and how much worth I had. I learned at a young age to be ashamed of who I was. It was not until I returned to school that I started to fully reclaim my identity.

Through education, I began to understand the systems in place that are designed to marginalize and oppress certain groups of people. I didn't realize all the ways that being born to an immigrant mother, drug addicted father, in a working class family would have an impact on me later in life. I didn't understand that the reason I got pregnant at 17, and had already served two prison sentences by 21 were because of the systems that existed.

Through education I have been able to rise above the many limitations placed upon me due to simply living in the body I was born into. I now am an outspoken activist and valued member of my community. I believe that when we equip individuals with the tools to succeed, they can go out into their communities and create a positive ripple effect. ●



Lukas
2018 Pride Foundation Scholar



EDUCATION

LGBTQ youth of color were nearly twice as likely as their straight, white, cis counterparts to have dropped out or been pushed out of school.⁷



INCARCERATION

Latinx youth are 1.5 times as likely as white youth to be incarcerated. Native American youth are nearly three times as likely to be incarcerated. Black youth are four times as likely to be incarcerated.⁸

CONNECTING LEADERS

Going Beyond Politics to Create a Movement

"At the moment we won, it hit me—this wasn't just a city or state win, this was national. It was for the whole world," remembers MoHagani Magnetek, a leader in the fight against anti-trans Proposition 1 in Alaska.

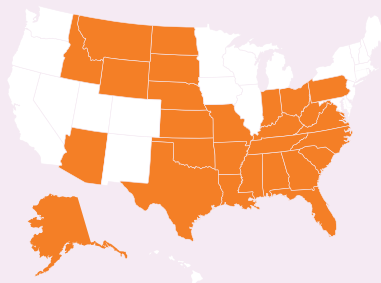
This spring, in what became a historic vote, Anchorage residents voted to uphold their local non-discrimination ordinance—making it one of the first municipalities in the country to retain protections for trans and gender diverse people at the ballot.

MoHagani, a longtime activist for trans rights, women's rights, and in the fight for racial justice, explains that, for her, this campaign felt different.



DATA SNAPSHOT

Discrimination against Trans and Gender Diverse People



STATEWIDE PROTECTIONS

27 states—including 3 in the Northwest region—lack clear and explicit discrimination protections for LGBTQ people and families.⁹

“The way we won was significant,” MoHagani reflects. “We used our stories to humanize our lives. We spoke in a way that people couldn’t ignore us anymore. People had to see us as fully human.”

Pride Foundation was proud to be a founding member of Fair Anchorage, the campaign that worked tirelessly to defeat Proposition 1. Fair Anchorage centered the voices of trans and gender diverse people and their families, in order to give community members opportunities to better understand what it means to be transgender.

Lillian Lennon, a student activist at the University of Alaska and the Fair Anchorage campaign Field Organizing Director, tells a similar story of the broad impact of this campaign.

“Before the campaign, many people in Anchorage said that they didn’t know a trans person. We were able to put a face to our community—knocking on doors, making calls. It centered our humanity in a way that felt authentic and intentional.”

Both describe this fight as one they could not walk away from—a fight for their dignity, and for their very existence. They were not going to let their stories be defined by anyone else.

“As one of two black trans women that I know of in Anchorage, where I go to the bathroom is inherently dangerous for me,” MoHagani shares.

continued on page 20...

“The way we won was significant. We used our stories to humanize our lives. We spoke in a way that people couldn’t ignore us anymore. People had to see us as fully human.”



MoHagani Magnetek
Activist, Trans Leadership Alaska



WORK ENVIRONMENT

90% of trans and gender diverse people report experiencing harassment, mistreatment, or discrimination at work or have tried to hide who they are to avoid these experiences.⁴



HOUSING

25% of trans and gender diverse adults ages 45 to 75 were discriminated against due to their gender identity when searching for housing.¹⁰

CONNECTING LEADERS CONTINUED

“But I felt the need to play my part in this...and I know this movement is going to keep growing and that people will respect us more and more, like everyone else.”

Both Lillian and MoHagani are members of Trans Leadership Alaska (TLA), a group founded by and for trans and gender diverse Alaskans during the “No on Prop 1” campaign to create a safer and more welcoming Alaska. When discussing what is next, both MoHagani and Lillian reflect on the need to build on this momentum, and go beyond legal fights to focus on more education and awareness building.

“While we held onto our nondiscrimination ordinance, our legal rights before and after the campaign didn’t change,” MoHagani explains. “But our movement is stronger and better for it. Now that the campaign is over, we are going beyond bathroom politics and navigating the waters of becoming not just an organization, but a movement.” ●

“We were able to put a face to our community—knocking on doors, making calls. It centered our humanity in a way that felt authentic and intentional.”



Lillian Lennon
*Fair Anchorage Campaign
Field Organizing Director*

COMMUNITY IMPACT

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

Last year, Pride Foundation helped organize:

A convening of local leaders in Montana to tackle the legal barriers facing youth experiencing homelessness.

and

A gathering of trans and gender diverse leaders from across Alaska to organize and strengthen the campaign against anti-trans Proposition 1.

BE WHO YOU ARE, WHERE YOU ARE

Montana



Cattle Grazing on Grassy Hills

2018 GRANTEES

With support from generous donors and dedicated volunteers, Pride Foundation has granted a total of \$1,066,673 to 317 organizations advancing LGBTQ equality in the last year. This includes our community grants program, donor designated, and donor advised funds.

Alaska

ACLU of Alaska Foundation
Alaskan AIDS Assistance Association
Covenant House Alaska
Fair Anchorage
Identity, Inc
Kachemak Bay Family Planning Clinic

Idaho

2 Great 4 Hate
ACLU of Idaho Foundation
Boise Contemporary Theater
Boise Men's & Women's Chorus
Centro de Comunidad y Justicia
GSA Pride Alliance Club
Idaho Coalition Against Sexual and Domestic Violence
Idaho Transgender Healthcare Advocacy Coalition Inc
Idaho Voices for Diversity
Inland Oasis
Neighbors N Need
North Idaho Pride Alliance

Panhandle Health District
Pocatello High School
The Community Center Inc
University of Idaho
Wassmuth Center for Human Rights

Montana

ACLU of Montana
Adventure Cycling Association
Arts Missoula
Big Sky Pride – Happiness & Joy Foundation
Blue Mountain Clinic
Bridgercare
EmpowerMT
Forward Montana
Great Falls LGBTQ Center
Montana Human Rights Network
Myrna Loy Center
PFLAG Lewis and Clark County
Poverello Center Inc
Red Feather

Salish Kootenai College Foundation
TAP 365
The Montana Racial Equity Project
YWCA Missoula

Oregon

ACLU Foundation of Oregon
Art Design Portland LLC
Audubon Society of Portland
Basic Rights Oregon Education Fund
Bodyvox
Bradley Angle
Bridging Voices QSA Youth Chorus
Cascade AIDS Project
Causa Oregon
Columbia Riverkeeper
Death with Dignity National Center
Ecumenical Ministries of OR HIV Services
Ecumenical Ministries of Oregon
Fair Housing Council of Oregon
Film Action Oregon

Friendly House
Grantmakers of Oregon & SW Washington
Hispanic Metropolitan Chamber
HIV Alliance
Human Dignity Coalition
Immigrant & Refugee Community Organization
Immigration Counseling Service
Jesuit Volunteer Corps
Latino Network
Lotus Rising
Maplewood School
Mercy Corps
Naral Pro-Choice Oregon
Oregon Center for Public Policy
Oregon Food Bank
Oregon Humane Society
Oregon Sexual Assault Task Force
Oregon Sierra Club
Oregon Student Foundation
Oregon Symphony
Our House of Portland
Outside the Frame
Partnership for Safety & Justice
PFLAG Oregon Central Coast
Portland Center Stage
Portland Community College Foundation
Portland Gay Men's Chorus
Portland Housing Collective
Portland Institute for Contemporary Art
Portland State University Foundation
Pride Northwest
Q Center

Rose Haven
Rural Organizing Project
Safe Harbors
Saving Grace
Southern Oregon Coast Pride
Southern Oregon Film Society
The Living Room
Trans*Ponder
Triangle Productions

Washington

Ahat Homecare
Amara
Antioch University Seattle
API Chaya
Artswest
Atlantic Street Center
Bailey-Boushay House
Bellevue College
Bike Works
Blue Mountain Heart To Heart
Books To Prisoners C/O Left Bank Books
Broadview Community United Church of Christ
Building Changes
Cardea
Care To Help Project
Cascade Public Media (KCTS)
Cascadianow!
Center for Children and Youth Justice
Center for Ethical Leadership
Central Area Senior Center
Changes Parent Support Network

Children's Home Society of WA
Coalition Ending Gender-Based Violence
College Success Foundation
Columbia Land Trust
Communities in Schools of Federal Way
Community Foundation for Coupeville Public Schools
Community-Minded Enterprises
Companis
Consejo
Deaf Spotlight
Downtown Emergency Services Center
Duwamish River Cleanup Coalition
Elizabeth Gregory Home
Entre Hermanos
Farestart
Feminist Women's Health Center
Food Lifeline
Friends of Bing
Gay City Health Project
Gender Diversity
Gender Justice League
Global Partnerships
Grist
Habitat for Humanity - E Jefferson Co
Habitat for Humanity - E King Co
Hedgebrook
Holocaust Center for Humanity
Ignatian Resource Center
Ingersoll Gender Center
Intiman Theatre
Jefferson Land Trust
Jewish Family Service

Jewish Federation of Greater Seattle
Jubilee Women's Center
KBTC Association
KING 98.1 FM
KNKX
KUOW 94.9 FM
Lavendar Rights Project
Legal Foundation of Washington
Legal Voice
Lifelong
Lifewire
Lutheran Community Services Northwest
Mockingbird Society
Museum of History and Industry
NAACP
NAMI Eastside
NAMI Seattle
Nathan Hale High School Foundation
National Parks Conservation Assoc
Nature Conservancy of WA
Northwest Harvest
Northwest Immigrant Rights Project
Northwest Justice Project
Northwest Network
Northwest Youth Services
Odyssey Youth Movement
Olympic Music Festival
One America
Open Arms
Out In Front
Out There Adventures
Outcast Productions

OutSpokane
Pacific Northwest Ballet
Peace & Justice Action League Spokane
Peace for the Streets by Kids from the Streets
Peace Trees Vietnam
PFLAG Everett/Snohomish
Program for Appropriate Technology in Health
PCAF
Pigs Peace Sanctuary
Pizza Klatch
Planned Parenthood of the Great NW
Plymouth Housing Group
POCAAN
Port Townsend Food Bank
Powerful Voices
Q Youth Resources
Queer the Land
Rainbow Cathedral Mcc
Rainbow Center
Real Change
Re-Evaluation Foundation
Resource Equity
Roots Young Adult Shelter
Samaritan Center of Puget Sound
SASG - Seattle Area Support Group
Seattle Art Museum
Seattle Arts & Lectures
Seattle Children's Hospital Foundation
Seattle Children's Theatre
Seattle Counseling Service
Seattle Dyke March
Seattle Education Access

Seattle Girls' School
Seattle Men's/Women's Chorus
Seattle Parks Foundation
Seattle Public Library Foundation
Seattle Repertory Theatre
Seattle Symphony Orchestra
Seattle University
Skagit PFLAG
Snohomish County Music Project
Social Justice Fund NW
Stonewall Youth
Swedish Heart and Vascular Institute
Swedish Medical Center Foundation
Tasveer
Teen Feed
Three Dollar Bill Cinema
Town Hall
Treehouse
University Congregational Housing Association
University Congregational United Church of Christ
University Unitarian Church
UTOPIA Seattle
UW World Series
Vashon Maury Island Land Trust
Velocity Dance Center
Washington State Budget & Policy Center
Washington Trails Association
Washington Women in Need
Westside Unitarian Universalist Church
Whidbey Institute
Whim W'Him Dance Company
Wing Luke Museum

Women's Funding Alliance
Youthcare
YWCA
YWCA of Clark County

Other States

ACLU Foundation Inc
ACLU of Wisconsin Foundation
Adler University
AFP Foundation for Philanthropy
After School Matters
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Pride Foundation's 2018 scholars are current and emerging leaders in the LGBTQ and allied 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.





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

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COLLABORATION

A Catalyst for Change in Oregon's Immigrant and Refugee Communities

In 2017, federal actions targeting immigrants and refugees catalyzed foundations in Oregon to come together to take action.

The Collins Foundation, MRG Foundation, Meyer Memorial Trust, and the Oregon Community Foundation established the Oregon Immigrant and Refugee Funders Collaborative as a philanthropic group that would be responsive to the emerging needs and threats our communities are facing.

Pride Foundation enthusiastically joined this collaborative in early 2018. We were grateful for this opportunity to deepen our work in support of immigrants and refugees, and address the systems and issues that uniquely impact LGBTQ people in particular.

So far, the collaborative has granted \$2,782,488 to groups providing legal services, direct outreach, community education, timely advocacy, organizing, and research. Working as a collaborative, we are able to provide coordinated and responsive funding to the local organizations that are finding innovative ways to support immigrants and refugees across Oregon, at a time when it's needed most. ●



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Like many LGBTQ people in the 1980s, I lost beloved partners and dear friends to AIDS, and I was present at the end of life for many young, giving, and kind people in our community.

Through that experience, I became committed to creating a world where future generations could live unafraid and able to realize their dreams.

I was inspired by the courage and generosity of my friends to become a legacy donor and donor advised fundholder at Pride Foundation. Through my fund, I make meaningful gifts to projects like The AIDS Memorial Pathway, which will honor the lives of those we have lost and raise awareness about those still impacted by this crisis.

By investing in our communities, we can not only honor the generation of courageous leaders that built our movement, we can tell the stories of resilience, hope, and activism that will build the momentum to fight the infection today.

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Michele & David Hasson	Ana Maria King	Curtis Meyers	Donald R. Pickens
David Owen Hastings	Daryl J. King & Todd G. Hagen	Ed Miesen* & Glenn Yorita	Laura Pierce* & Heidi Neff
Shelley Hayes-MacDonald*	John King	Barbara Monda	Pete Pinney
Jeff Hedgepeth* & John Medlin	Duane Kitna & Bryon M. Stargel	Tami Moore* & Cathy Green	Tina Podlodowski*
Nicholas Heer	Michael J. Kleer*	Marsha A. Morgan & Claire S. Moore	Marjorie Press*
Josh Hemsath*	Patty Knight*	Doug Morgenson	Janie Pulsifer
Taj Heniser & Gabe Zecha	Kristi Knodell & Kristin Kinnamon	Greg Mullins*	Everett E. Reagan
Kris Hermanns* & Merri Baldwin	Keiko Koizumi*	Tom Musial	Kathy* & Robert Reim
Elizabeth Hester	Jacob & Benjamin Kong-Hite	Susan Nivert	Shad Reinstein & Jody Laine*
Peter D. Hiatt	Greg Kucera & Larry Yocom	John French & Craig Norton	Robert A. Riopelle

Chet Robachinski & Jerry Slipman
Greg Robbins
Eric Robison
Robert Roblee & Ron Johnson
Rose Roetto
Clay Sales
Michael P. Schaefer
Robert E. Scheidler
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
Tara Smith*
Tom Smith
Aubrey Hart Sparks*
Cap J. Sparling
Eric Spivack
Arlis Stewart*
Lisa M. Stone
Gayle Stringer & Nancy Nickelson
John Templeton

H. William Thieleman
J. Thompson & J. Wittrock
Justin Thumler & Raymond Houle
Rene Tillman
Peggy Torner
John Trautman
Phoenix Benner
Janice Van Cleve
Jim Vegher & John Grigsby
Alan Waddell & Paul Otto
Wakefield*
Ben Waldman
Jack Weber & Craig Hills

Ken Weinberg
Kim Stone & Adrian Wieland
Melanie Wilhoite*
Peter Williams & Cheryl Lepper
Laurie B. Wolf*
Rita Wood
David Woosley
Jimbo Worm*
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.

Sarah Anderson	Mitchell Chen	Stephanie Ginger	Bryce Hughes	Frank Lesick
Jane Appling	Erin Clark	Tonei Glavinic	Jason Hunke*	Keri Lobdell
Carmel Aronson	Cory James Clouse	Kris Gonzalez	Susan Inman	Jeff Lowe
Erin Bailey-Sun	Harriett Cody	Eve Gourley	Emilie Jackson-Edney*	Ander Lyon
Benjamin Bakkenta*	Stephanie Compton	Mason Griffin	Michael Jarvis & Craig Larson	Melanie Lyons*
Hillary Bard	Sarah Cook	Steve Gunn*	Curtis Jefferson	Jack Quinn MacNichol
Jonathan Barnard	Connor Crinion	Efrain Gutierrez*	Tabitha Jensen	Mike Madden
Michael Barnes	Cheryl Cristello	Melissa Habit	Beth Johnson	Evon Mahesh
Ronni Batchelor	Mark Dale	Jodie Halsne	Austin Johnson	Tammy Majeski
Marcia Berenter	Jasmine Daniels	Joanna Hunt	Becky Johnston	Nikki Marra
Jason Bergevin*	TDiane Day	Brennon Ham	Colin Jones	Lee Ann Martinson*
Dani Bernstein	Sheri Day	David Hare	Jennifer Karr-Lee	Susie Matsuura*
David Bird	Tammy Do	Ragan Hart	Dakota Keogh	Camille Mayeux
Ronald G. Brey*	Erin Fishburn	JoAnn Hartline	Jodi Keogh	Kimberley McCollim
Zoey Brodsky*	Kate Flaming	Donovon Hawk	Quentin King	Eric McDermott
Caryn Brooks*	Sarah Flynn	Lucas Hedrick	Seth Kirby*	Larry McDonald
Tom Brown	Liz Fountain	Robert Heuer	Josef Krebs	Sarah McGlothlen
Nicole Browning*	Jonathan Frochtz wajg	Tuyen Hoang	Teddy Laboy	Bastian McKeen
Jim Burnett	Kael Fry	Katy Hogan	Darby Lacey	Tyler Menzel
Jim Cash	Jason Fussell*	Ariel Holcomb-Hockin	Jennifer Larsen	Curtis Meyers
Lee-Ling Chen	Andrea Geraghty	Jennifer Howell	Paul Lenehan	Mija

Donna Miller	Alex Paterson	Roberta Schur	Nancy Nickelson &	Jonathan Warn
Melinda Moeur	Jason Patterson	Marilyn Scott	Gayle Stringer	Jakob Wascher
Erin Morotti	Terry Payseno	Ethan Shutt	Lynn Stromski	Gary Wasdin
Layne Mortensen & Rick Griswold	Brandy Pirtle-Guiney*	Logan Skirm	Lee Ann Teylan	Mariah Westhoff
Greg Mullins*	Lindsay Pulsifer	Al Smith	LaToria Thomas	Peter Williams
Catherine Mullins	Thomas Retan	Gregory Smith*	J.L. Thompson	Jean-Paul Willynck*
Jeff Natter	Kat Reuter	Tara Smith*	Brian Thurston Bralczyk	janelle wilson
Teresa Nguyen	Samantha Richert	Tom Smith	Brett Turrell	Dwayne Witzel
Jessica Nguyen-Ventura	Kory Riley	Anna Southern	Paul Vestal	Stephanie Woodland
Diana Noviello	Sunny Rivera	Shambricia Spencer	Lora Volkert	Fiona Yau-Luu
Wilena Old Person	Julius Rodriguez	Megan Spencer	Bryce Vradenburg	Kenneth Yuen
Joe O'Meara	Elijas Rojas*	Kim Spurzem	Donna Wade	Aryn Zanca
Athen O'Shea	Ariana Rosales	Emily Squires	Ilyse Wagner	Anton Zannotto
	Laura Rowlett	Susan Steckler	Wakefield*	Leah Zoller

ORGANIZATIONAL SUPPORT

Pride Foundation is grateful to partner with more than 100 leading businesses, employee groups, nonprofits, and foundations.

This list reflects donations from our fiscal year **April 1, 2017 – March 31, 2018**

Anonymous (2)
141 Eyewear, LLC
1st Security Bank *different*
AIDS Project of Snohomish County **F**
Alexander Strategies
Amazon
Aria Foundation **10**
Beighle Family Foundation **F**
Benevity
Bill & Melinda Gates Foundation
The Boeing Company
Cambia Health Foundation
Cambia Health Solutions Fund of
The Oregon Community Foundation
CareOregon
CARS, Inc.
City of Portland
City of Seattle Combined Charities **10**
Combined Federal Campaign of
Central Maryland
Combined Federal Campaign of the
National Capital Area
Combined Federal Campaign of the
Pacific Northwest

Combined Federal Campaign Overseas
Combined Federal Campaign,
Portland, OR **10**
Community Foundation for
Southeast Michigan
Companis
Cooper Vineyards
Counseling Services of Walla Walla
Dave Peugh Planning & Design
Davis Wright Tremaine **F**
Delridge Neighborhoods Development
Association
Diving for Life/Rainbow Diver's Network
EarthShare Oregon
Employee's Community Fund of the
Boeing Company **10**
EnergyTrust of Oregon
Enterprise Holdings Foundation
Equality Federation Institute
Evelyn & Walter Haas, Jr. Fund
Facebook **F**
Fidelity Charitable Gift Fund **10**
First Congregational United Church
of Christ

Fred Meyer
Fred Meyer Community Rewards
Garagiste
GE Foundation **10**
Girle Press
Glassybaby
Global Impact **10**
Google
Greater Olympic Peninsula Combined
Federal Campaign
Hawai'i Community Foundation
Hop Valley Brewing Company
Horizons Foundation
Imperial Sovereign Court Raintree Empire
Imperial Sovereign Rose Court
James & Colin Lee Wozumi
Charitable Trust **10** **F**
JCPenney
Jewish Community Foundation of
Greater Kansas City
JPMorgan Chase Foundation **10**
Kaiser Foundation Health Plan of the
Northwest Community Giving
Campaign

KeyBank Foundation
King County Combined Federal
Campaign **10**
King County Department of
Executive Services
Lagunitas Brewing Company
Loeb Family Foundation
Lone Lake Physical Therapy
Looks Nu, Inc.
Marguerite Casey Foundation
METRO/King County Employee
Charitable Campaign **10**
Meyer Memorial Trust
Microsoft
Misa-Rae Photography
Montana Shares
Morel Ink
Mountain Java
Myoptic Optometry & Eyewear **F**
Nate Gowdy Photography
Network For Good **10**
Nike
North Forty Group

Northwest Area Foundation
 Oregon Community Foundation
 Oregon Health & Science University
 PFLAG Bellevue ¹⁰ ^F
 PFLAG Coeur d'Alene
 Piper Pub & Grill
 Pledgeling Foundation
 Port of Portland
 Port of Seattle Employee Charitable Campaign ¹⁰
 Portland Development Commission
 Portland General Electric ^F
 Portland Public Schools
Portland State University School of Business
 Prosper Portland
 Puget Sound Energy Foundation

Quest Center for Integrative Health
 Rasmuson Foundation
Russell Investment Group
 Schwab Charitable Fund ¹⁰
 Seattle Foundation ¹⁰
 Shalom United Church of Christ ¹⁰
 Starbucks Coffee Company
 State of Washington Combined Fund Drive ¹⁰
 Texas Coast Combined Federal Campaign - Community Health Charities
 The Montana Racial Equity Project
 The Clarity Foundation
The Flicks
 The Foraker Group
 TIAA Charitable
Tito's Handmade Vodka

TRF Pacific, LLC
 Tri-County Metropolitan Transportation
Tuxedos & Tennis Shoes Catering
 UBS Financial Services, Inc.
Union Bank
 United Way of Anchorage
 United Way of Benton & Franklin Counties
 United Way of the Columbia-Willamette
 United Way of King County ¹⁰
 United Way of Northern Utah
 United Way of Snohomish County ¹⁰
 United Way of Spokane County ¹⁰
 United Way of the Tanana Valley
 Vanguard Charitable Endowment Program ¹⁰
VT Catering & Events

Vida Integrated Health
Walden Asset Management
 Washington State Bar Association
 Washington State University - Student Entertainment Board
Wells Fargo Advisors - Boise
Wells Fargo Bank
 Wells Fargo Community Support Campaign
 Wells Fargo Foundation ^F
Wines for Humanity, LLC
Women's Funding Alliance
Zions Bank

FUNDHOLDERS


We're grateful to the more than 110 donor-advised, scholarship, and area-of-interest fundholders that are engaging our community in deep and personal ways. Their funding decisions will have a lasting impact for generations to come.

This list reflects donations from our fiscal year **April 1, 2017 – March 31, 2018**

Anonymous(2)	Derivative Duo	Carol Kerley & Linda Dunham	Kevin J. Mossier Foundation
AIDS Project of Snohomish County	Peggy Dolane*	Rev. Shakti Khan	Karen Mudd* & Monica de Baca
Lacey All	Leigh & Leslie Dolin	Michael Kleer*	Steve Mungaven
Ramon Alvarez* & Jim Jones	George Eighmey & Peter Livingston	Patty Knight*	Myoptic Optometry + Eyewear
Barbara Bailey*♥	Estate of Faygele ben Miriam	Martin Lantz	Susan Nestor & Phyllis Solow
Terry Bean	William S. Etnyre	Rebecca Laszlo & Sara Intriligator	Tim O'Connor & Jeff Stolz
Cheryl Beighle & Stephen Schroeder	Bob Evans* & Steve Davis	Daniel C. Lee	Steve Parsons
Beighle Family Foundation	Facebook Seattle	Paul Lenehan & Jonathan Warn	Marschel Paul* & Margaret Sutro
Ann Bunnenberg & Jamie Ross	William L. Fleming*	Mary Mack & Sue Caulfield	PFLAG Bellevue
In memory of Lee S. Burke	Tim Franulovich	Jim McBroom & John H. Weston	Laura Pierce* & Heidi Neff
Anne Xuan Clark	Jeff Graham and John Longres*	Charitable Fund	Portland General Electric
Mark Clift & Jeff Knapp	George M. Hampton, Jr.*	Larry McDonald & Gregori Jakovina	Don Powell
Scott Clyde	James M. Hansen	Sam McVeety & Jordan Goldwarg	Pride of the Rose
Geraldine V. Cole*	James & Colin Lee Wozumi	The Mental Wellness Foundation, Inc.	Stacey Prince & Teri Mayo
Dennis Coleman	Charitable Trust	Jim Miersma & Bill Hammer	Rainbow City Band
Friends of Patricia Van Kirk	Gary Hollander & Paul Mandracchia ♥	Fred Miller & Karla Wenzel	Thomas M. Rasmussen &
John Dagres & Jack Odell	John Holliday & Glenn Lawler	Hillary Miller	Clayton W. Lewis
Michael Dale	Alex Jacks	Jackson Miller	Scott & Katie Renschler
Davis Wright Tremaine LLP	Dennis C. Johnson	Laura Miller	Robert A. Riopelle
Sheri Day	Norm Kalbfleisch & Neil Matteucci	Madeleine Miller	Chet Robachinski & Jerry Slipman
TDiane Day	Peter Kasting	Emma Moreno* & Genevieve Aguilar	Robert Roblee & Ron Johnson
Victor De Los Santos	Robert Kennedy	Doug Morgenson & Dan Tibbits	Chiquita Rollins

Fred Ross	Phoenix Twospirit
Michael P. Schaefer	Nicholas Utzinger & John Rochford
Cliff & Debbie Schenk	Janice Van Cleve
Linda Scoccia	James VanderMeer
Seattle Men's Chorus/ Seattle Women's Chorus	Benjamin G. Vazquez
Julie Shapiro & Shelly F. Cohen	Jim Vegher & John Grigsby
Stephen Silha & Gordon Barnett	Lora Volkert
Gary Southerton & David Isla	Chris Walker & Chad Pluid
Aubrey Hart Sparks*	Roy & Julie Wash
Andrew Taylor	Washington United for Marriage
Estate of Dr. William R. Teska	Estate of Ric Weiland
Dr. William R. Teska ♥	Wells Fargo
J. Thompson & J. Wittrock	Whidbey Giving Circle





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Washington

Lavender Farmland | Eastern Washington

FINANCIALS

Statement of Financial Position

Year Ending March 31, 2018

Assets

Cash & Cash Equivalents	1,502,003
Investment Portfolio	33,044,485
Marketable Securities Held in Trust	307,316
Trusts	1,220,359
Property & Equipment, Net	7,555
Promises To Give	248,502
Other Assets	60,446

Total Assets: **\$36,390,666**

Liabilities & Net Assets

Accounts Payable	70,160
Grants & Scholarships Payable	77,052
Trust Funds Held For Others	307,316
Other Liabilities	44,859
Net Assets:	
Unrestricted	424,766
Temporarily Restricted	9,822,130
Permanently Restricted	25,644,383

Total Liabilities & Net Assets: **\$36,390,666**

Statement of Operations

Year Ending March 31, 2018

Revenue

Individual Contributions	3,541,664
Workplace Contributions	103,155
Corporate/Foundation	1,268,816
Bequests	203,537
Other	116,455

Total Revenue: **\$5,233,627**

Expenses

Scholarships	424,838
Grants	1,066,672
Regional Leadership Development	1,969,019
Fundraising	410,825
Management & General	273,513

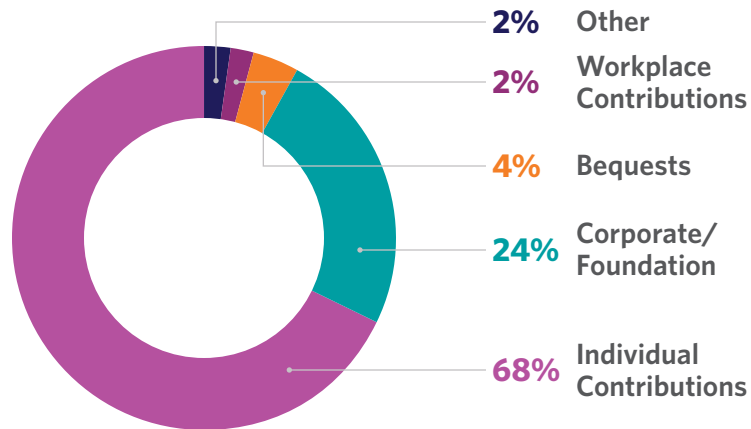
Total Expenses: **\$4,144,868**

Net Surplus (Shortfall)

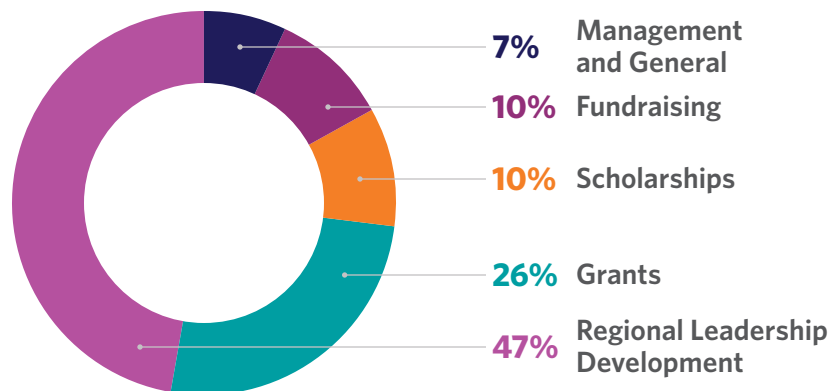
Before Gains & Losses	1,088,759
Net Investment Activity	3,060,385

Net Surplus (Shortfall): **\$4,149,144**

Revenue



Expenses



STAFF AND BOARD

Staff

Jeremiah Allen

TRANSform WA Project Director

Alli Auldridge

Director of Community Engagement

Tylene Carnell

Regional Philanthropy Officer, Washington

Katie Carter

Director of Strategic Priorities

Halley Cody

Database Manager

Josh Hemsath

Regional Philanthropy Officer, Alaska

Kris Hermanns

Chief Executive Officer

Isyss Honnen

TRANSform WA Community Engagement Coordinator, Finance Associate

Katelen Kellogg

Communications and Outreach Manager

Kim Leighton

Regional Philanthropy Officer, Montana

Steve Martin

Regional Philanthropy Officer, Idaho

Gunner Scott

Director of Programs

Eden Shore

Volunteer Manager

Kim Sogge

Regional Philanthropy Officer, Oregon

Craig Williams

Office Manager

Jimbo Worm

Director of Finance and Operations

Board of Directors

Ben Bakkenta (WA)

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Ron Brey (OR)

Caryn Brooks (OR)

Nicole Browning (WA)

Jason Fussell (WA)

Steve Gunn (WA)

Efrain Gutierrez (WA)

Emilie Jackson-Edney (ID)

Seth Kirby (WA)

Melanie Lyons (WA)

Lee Ann Martinson (WA)

Susie Matsuura (ID)

Greg Mullins (WA)

Brandy Pirtle-Guiney (OR)

Elias Rojas (AK)

D. Gregory Smith (MT)

Tara Smith (WA)

Löki Gale Tobin (AK)

Wakefield (WA)

Jean-Paul Willynck (WA)



2014 East Madison Street, Suite 300
Seattle, Washington 98122

206.323.3318 | 800.735.7287

info@pridefoundation.org | pridefoundation.org

 PrideFoundation

 PrideFdn

 pridefdn

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.

Sources:

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2. SAGE, "Understanding Issues Facing LGBT Older Adults" 2018, <https://www.sageusa.org/wp-content/uploads/2018/05/sageusa-understanding-issues-facing-lgbt-older-adults.pdf>
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6. US National Library of Medicine/National Institute of Health, "Gay-Straight Alliances, Social Justice Involvement, and School Victimization of Lesbian, Gay, Bisexual, and Queer Youth: Implications for School Well-Being and Plans to Vote" 2013, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4516126/>
7. Springer, "Intersectional Inquiries with LGBTQ and Gender Nonconforming Youth of Color: Participatory Research on Discipline Disparities at the Race/Sexuality/Gender Nexus" 2016, https://link.springer.com/chapter/10.1057/978-1-137-51257-4_10
8. Movement Advancement Project, Center for American Progress, Youth First, "Unjust: LGBTQ Youth Incarcerated in the Juvenile System" 2017, <https://www.lgbtmap.org/file/lgbtq-incarcerated-youth.pdf>
9. Movement Advancement Project, "Equality Maps" 2018, <http://www.lgbtmap.org/equality-maps>
10. SAGE, "Out & Visible: The Experiences and Attitudes of Lesbian, Gay, Bisexual, and Transgender Older Adults, Ages 45-75" 2018, <http://www.sageusa.org/wp-content/uploads/2018/05/sageusa-out-visible-lgbt-market-research-full-report.pdf>