Thank you
BE WHO YOU ARE, WHERE YOU ARE

Alaska
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BE WHO YOU ARE, WHERE YOU ARE  Idaho
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,

Wakefield
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.”
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.

—Dr. Martin Luther King Jr.

continued next page...
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.
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,

Kris
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 1985** ........................................... 5,980

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

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 awarded ................................. 1,869
- Volunteers who have reviewed scholarships .................. 3,352
- Number of scholarship funds established ...................... 84
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
“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**

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
“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
“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.

Community Grants by Issue Area:
- Food and Housing Security/Homelessness: 10%
- Anti-violence: 15%
- Healthcare Access/ Culturally Responsive Services: 40%
- Economic Security/ Workplace Protections: 17%
- Education Access/ School Safety: 18%

Community Grants by Priority Populations:
- Older Adults: 3%
- People of Color: 13%
- Youth: 31%
- Trans/Gender Diverse: 22%
- Rural/Remote: 31%

Total grant dollars awarded in Fiscal Year 2018: $1,066,673
Number of organizations funded: 317

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
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
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...
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 ....................... 50%
- 2018 scholars who have experienced or are currently experiencing homelessness ....................... 46%
- 2018 scholars who are people of color ....................... 62%
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.

SCHOLAR REFLECTION

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

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

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.
“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.

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“...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
“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
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.

### 2018 GRANTEEES

#### 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 Book Festival
- 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
TransActive Gender Center
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
Oasis Youth Center
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
Pride of Ellensburg
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
SnoHomo Pride Festival
Snohomish County Music Project
Social Justice Fund NW
Stonewall Youth
Swedish Heart and Vascular Institute
Swedish Medical Center Foundation
Tasveer
Teen Feed
The AMP: AIDS Memorial Pathway
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
American Assoc of University Women
American Cancer Society
American Friends Service Committee
Amnesty International
Brandeis University
Carolina Friends School
Carter-Johnson Library and Collection
Compassion & Choices
Corporate Accountability International
Democracy Now!
Diablo Ballet
Diverse and Resilient
Doctors Without Borders
Earthjustice
Environmental Defense Fund Inc
Foundation for International Freedom for All Americans Educ Fund
Friends of The Herring River
Heartland Housing
International Planned Parenthood Feder
International Rescue Committee
James Toland Vocal Arts
Lambda Legal Defense & Education Fund
Mass Audubon
Mazon
Milwaukee Ballet Company Inc
National Center for Lesbian Rights
National Clearinghouse for the Defense
National Council of Jewish Women
Native American Rights Fund
Natural Resources Defense Council
Nature Conservancy
New Israel Fund
New Mexico State University Foundation
Northfield Mt. Hermon Annual Fund
Oberlin College
Orangutan Outreach
Out and Equal Workplace Advocates
Outspoken Pride
Oxfam America
Partners in Health
PFLAG
Planned Parenthood Federation of America Inc
Planned Parenthood of the Heartland
Planned Parenthood of Wisconsin
Point Foundation
Public Citizen Foundation
Raven
Religious Action Center of Reform Judaism
Respectability USA
Sierra Club National Headquarters
Smile Train
Smith College School of Social Work
Southern Poverty Law Center
Sustainable Cape
The Center for the Study of Social Policy
Theatre for Young Audiences / USA
Truro Conservation Trust
United Way of Greater Milwaukee & Waukesha County
YWCA of Southeast Wisconsin
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.

2018 SCHOLARS

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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.

Rob Roblee
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Michael Theisen & Ron Jones  
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Catherine Thiesen  
Diana Thomas & Eileen Arnold  
Erica & Ryan Thomas  
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Donors of 10 or more consecutive years  
Deceased  
Visionaries in bold
BE WHO YOU ARE, WHERE YOU ARE

Oregon

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Adam Tracy
Pamela Trezevant
Trinity Episcopal Church, Seattle
Brandy Trotter
Ann Truesdell & Mark Lauburg
Glenda Truesdell
Shannon Truong
Randall Tucker
Kathalyn Tung-Goodblatt
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Marlee Underhill
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Chris Walker & Chad Pluid
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Alison Warp
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Rebecca Washko
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Zachary Waterman
Dorene Watson
Michael Weatherman
Cheri J. Webb
Ryan Webb
Andrew R. Weber
Alana Weinstein
Christopher Welch
Evan Welch
James Welch & Ralph Pasana
Michael Welke
Kristin Welkenstein
Mary Wellemeyer
Emily Wells
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Kim Wells
Laura Wenham
Serena Stoudamire Wesley
Mike Wesler & Wade Zolynski
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David Williams
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Heather Willig
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Sanna Yost
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Mx. Leah Zoller & Mx. Chelsea Robinson
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Tiffany Zulkosky
Antonio Zuniga
Ethel Zwanziger

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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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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.

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Leah Zoller

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

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1st Security Bank different
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Amazon
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Beighle Family Foundation
Benevity
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Combined Federal Campaign of the National Capital Area
Combined Federal Campaign of the Pacific Northwest
Combined Federal Campaign Overseas
Combined Federal Campaign, Portland, OR
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Portland Development Commission
Portland General Electric
Portland Public Schools
Portland State University School of Business
Prosper Portland
Puget Sound Energy Foundation
Quest Center for Integrative Health
Rasmusson Foundation
Russell Investment Group
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Seattle Foundation
Shalom United Church of Christ
Starbucks Coffee Company
State of Washington Combined Fund Drive
Texas Coast Combined Federal Campaign – Community Health Charities
The Montana Racial Equity Project
The Clearity Foundation
The Flicks
The Foraker Group
TIAA Charitable
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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

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AIDS Project of Snohomish County
Lacey All
Ramon Alvarez* & Jim Jones
Barbara Bailey*♥
Terry Bean
Cheryl Beighle & Stephen Schroeder
Beighle Family Foundation
Ann Bunnenberg & Jamie Ross
In memory of Lee S. Burke
Anne Xuan Clark
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Robert Roblee & Ron Johnson
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Linda Scoccia
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  Seattle Women’s Chorus
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Stephen Silha & Gordon Barnett
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Estate of Ric Weiland
Wells Fargo
Whidbey Giving Circle

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BE WHO YOU ARE, WHERE YOU ARE  Washington
## Statement of Financial Position
Year Ending March 31, 2018

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>1,502,003</td>
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<tr>
<td>Investment Portfolio</td>
<td>33,044,485</td>
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<tr>
<td>Marketable Securities Held in Trust</td>
<td>307,316</td>
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<tr>
<td>Trusts</td>
<td>1,220,359</td>
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<tr>
<td>Property &amp; Equipment, Net</td>
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<tr>
<td>Promises To Give</td>
<td>248,502</td>
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<tr>
<td>Other Assets</td>
<td>60,446</td>
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<tr>
<td><strong>Total Assets:</strong></td>
<td><strong>$36,390,666</strong></td>
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</tbody>
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<table>
<thead>
<tr>
<th>Liabilities &amp; Net Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
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<tr>
<td>Grants &amp; Scholarships Payable</td>
<td>77,052</td>
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<tr>
<td>Trust Funds Held For Others</td>
<td>307,316</td>
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<tr>
<td>Other Liabilities</td>
<td>44,859</td>
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<tr>
<td>Net Assets:</td>
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<tr>
<td>Unrestricted</td>
<td>424,766</td>
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<tr>
<td>Temporarily Restricted</td>
<td>9,822,130</td>
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<tr>
<td>Permanently Restricted</td>
<td>25,644,383</td>
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<tr>
<td><strong>Total Liabilities &amp; Net Assets:</strong></td>
<td><strong>$36,390,666</strong></td>
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</tbody>
</table>

## Statement of Operations
Year Ending March 31, 2018

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Individual Contributions</td>
<td>3,541,664</td>
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<tr>
<td>Workplace Contributions</td>
<td>103,155</td>
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<tr>
<td>Corporate/Foundation</td>
<td>1,268,816</td>
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<td>Bequests</td>
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<tr>
<td>Other</td>
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<tr>
<td><strong>Total Revenue:</strong></td>
<td><strong>$5,233,627</strong></td>
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<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Scholarships</td>
<td>424,838</td>
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<tr>
<td>Grants</td>
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<tr>
<td>Regional Leadership Development</td>
<td>1,969,019</td>
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<td>Fundraising</td>
<td>410,825</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>273,513</td>
</tr>
<tr>
<td><strong>Total Expenses:</strong></td>
<td><strong>$4,144,868</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Surplus (Shortfall)</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Gains &amp; Losses</td>
<td>1,088,759</td>
</tr>
<tr>
<td>Net Investment Activity</td>
<td>3,060,385</td>
</tr>
<tr>
<td><strong>Net Surplus (Shortfall):</strong></td>
<td><strong>$4,149,144</strong></td>
</tr>
</tbody>
</table>
### 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)
- **Jason Bergevin** (WA)
- **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)
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: