Pride Foundation



over $96 million
AWARDED SINCE 1985

40 YEARS OF PRIDE

Gratitude & Action Report 2025

Table of Contents

LETTER FROM LEADERSHIP 1

40 YEARS OF PRIDE 2

PROGRAMS 4

GRANTS 6

SCHOLARSHIPS 8

STATE OF THE REGION 12

CARE 14

COMMUNITY ENGAGEMENT 16

SUPPORTERS 22

FINANCIALS 40

STAFF AND BOARD 42









Letter from Leadership

This year, as we celebrate 40 years of Pride Foundation, we reflect not only on our history but also on the fortitude that has carried our community through decades of challenge and change. Since 1985, it has always been our community lifting each other up — moving resources, building power, and showing up for one another when no one else would. That legacy of mutual care has never been more essential than it is today.

The past year especially has brought unprecedented levels of hostility toward LGBTQ+ people. Anti-trans legislation continues to surge, executive orders and political campaigns have sought to erase our rights, and funding for LGBTQ+ movements has dropped to record lows at a time when the need has never been greater. Through it all, Pride Foundation has remained steadfast — building on four decades of trust, solidarity, and determination to meet this moment.

As we look back, we also look forward. Revolution is not a single milestone but a practice — one we live together every day through our giving, our advocacy, and our collective fight for liberation. Thank you for being part of this journey. Your continued support sustains not only our work, but the life, legacy, and future of LGBTQ+ people across the Northwest.

With gratitude & solidarity,

Katie Carter, CEO
Carol Cheney & Christopher Coburn, Board Co-Chairs

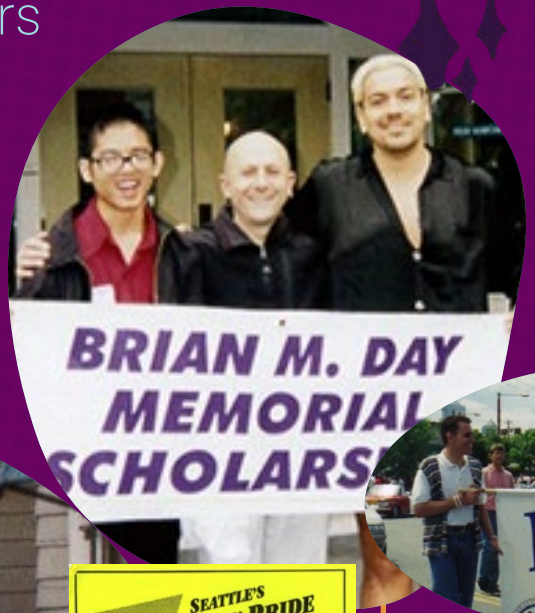
> "Revolution is not a single milestone but a practice"

40 YEARS OF PRIDE

1980s: The Founding Years

Founded in 1985, we got right to work awarding our first grants in Washington and Oregon just two years later. Then in 1989, Allan Tonning left us a significant bequest that helped us begin to grow and scale our work.






SEATTLE'S
LESBIAN/GAY PRIDE
PARADE MARCH
AND
FREEDOM RALLY
Sunday, June 26, 1983

1990–1995: NW Expansion

We knew our work needed to expand across the Northwest, and in 1993 we awarded grants in Montana, Idaho, and Alaska, and launched our Scholarship Program with the Brian M. Day and Lee S. Burke Scholarships to support LGBTQ+ leaders.

1996–2000: Moving Millions

In 1996, Pride Foundation celebrated awarding its first million dollars in grants and scholarships.

FIRST
MILLION
$$$$



As our movements for justice grew and deepened, so did our work. In 2006, we received an unprecedented $65 million bequest from Ric Weiland which enabled us to expand our staffing regionally and significantly scale our grant and scholarship award amounts. We launched initiatives in 2008 and 2009 that focused on supporting LGBTQ+ organizations to deepen their racial equity work, and provide capacity building for queer youth-serving organizations.

Early 2000s: Growing Impact

For four decades, Pride Foundation has worked to build a future where all LGBTQ+ folks can live safely and openly as our whole selves, in all the places we call home. Since our founding in 1985, each milestone has reflected the courage, creativity, and resilience of our community partners, grantees, scholars, and supporters. This timeline highlights some of the pivotal moments that have shaped our history—moments of bold action, creative solutions, and unwavering commitment to justice. It's a story of how, together, we've built a foundation for progress and liberation, even in the face of profound challenges. As we look back on 40 years of impact, we also look forward, knowing that the work ahead is guided by the same values that brought us where we are today.

2010–2015: From Courtrooms to Boardrooms



Advocacy had been part of what we did from the beginning. We led the public education campaign that supported the coalition that ultimately won marriage equality in Washington State in 2012. We used shareholder advocacy to put our investments to work, and by 2015 had influenced 7 major companies to include LGBTQ+ identities in their non-discrimination policies.



Ric Weiland

$25 MILLION AWARDED

2020–present: Resilience & Renewal





We solidified and deepened core programming to meet the dramatically shifting landscape. Beginning in 2020, we awarded $1M additional responsive dollars in response to the pandemic and racial justice uprisings, and continued in the following years to support groups beyond our now multi-year community grants, including 2025's Fortitude Fund. We refined our advocacy approach by making Community Advocacy, Reseach, and Education a permanent department. During this time period, we quadrupled our overall grantmaking and doubled our scholarships to help.

As backlash against our community grew, we launched our first Rapid Response Fund to support groups on the frontlines. We expanded our advocacy efforts to fight anti-trans efforts, launching the WA Safe Alliance and TRANSform WA. In Montana, we worked with inclusive businesses to launch Open To All to create safer spaces in rural communities.

2016–2019: Rapid Response, Rising Impact

PROGRAMS

Rewriting the Rules: Pride Foundation's Programs Team Leads with Imagination and Intention

"We know that our communities already hold the wisdom, creativity, and courage to thrive. Our role is to listen, trust, and resource that brilliance." -Ira Wade Harris, Director of Programs

Pride Foundation's Programs team, home to both our grantmaking and scholarship programs, brings bold imagination and intentionality to everything we do. As Ira Wade shares, "imagination isn't a luxury, it's a strategy." In a moment where despair can feel overwhelming, choosing imagination is a radical act of resistance. It is how our scholars envision classrooms and campuses where they belong, how our grantees organize in places where the odds feel impossible, and how our community continues to dream boldly of a world where liberation is not just possible, but inevitable.

In an increasingly hostile political climate, we've learned how to respond quickly to what our communities need right now, while still keeping an eye on lasting change. From launching the Fortitude Fund to exploring new ways of supporting scholars "beyond the check," we focus on building real relationships and meeting people where they are. That means keeping our processes clear, making applications easy to navigate, and trusting that communities know what's best for themselves.

It's about moving away from the idea of philanthropy as a gatekeeper, and toward a partnership that helps people and organizations thrive.

Scan the QR code to hear directly from our Programs team as they share more about their work, vision, and impact.

$2.7 MILLION to 106 ORGANIZATIONS
from 2024-2026



IMAGINATION ISN'T A LUXURY— IT'S A STRATEGY



GRANTS

Building a Legacy of Care and Change: A Conversation with Pride Foundation's Grants Team

At Pride Foundation, we have always been committed to meeting our communities where they are, responding with agility and care to the shifting realities they face, and mobilizing resources to support them. Our core grants program, Community Grants, which provides general operating support for organizations, has evolved over the years to meet the changing needs of our grantees. A notable shift came in 2021 when Pride Foundation transitioned to a multi-year grantmaking model to reduce the application burden on longstanding grantees.

"[We're] trying to reduce and remove barriers as much as possible," Senior Grants Program Officer Rowan Quince Buckton shares. "If folks are already experiencing oppression in a myriad of ways, asking them to go through a very thorough and specific application process where you're jumping through a lot of hoops and then doing constant reporting is really taxing."

Through this multi-year funding approach, Pride Foundation is awarding more than $2.7 million to 106 organizations over 2024-2026.

Responding in Critical Moments: The Fortitude Fund

Pride Foundation also has a track record of responding when our communities need us most. For example, we launched special grant initiatives like our Rapid Response fund in 2016, and our Community Care Fund in 2020 during the height of the COVID-19 pandemic. Our newest initiative, the Fortitude Fund was launched earlier this year in response to escalating socio-political challenges spurred by the current Presidential administration.

"After November 2024, we knew we needed some type of responsive funding," Senior Grants Program Officer Kaleigh Mency explains. "We knew what was most likely going to happen."

The goal of this fund is to meet the most urgent and exacerbated needs, supporting organizations whose work and communities are most intimately impacted by federal and state-level legislative activities and the broader cultural realities these factors are creating.

The Fortitude Fund is not just about providing resources — it is about standing firm in our commitment to LGBTQ+ communities in the face of adversity. This year, Pride Foundation has awarded $1.4 million to 94 organizations through our Fortitude Fund with a third round of funding opening this Fall.

Fortitude Fund

$1.4 MILLION

awarded to 94 organizations in the 2025 Fortitude Fund cycle, so far



2025 Fortitude Fund Recipients



Alaska
Alaskan AIDS Assistance Association
Alaskans for Trans Youth
Fairbanks Queer Collective
Haa Tóoch Lichéesh
Identity Inc.
Kachemak Bay Family Planning Clinic
NAMI Juneau

Idaho
ACLU of Idaho
African Community Development
Black Community Coalition of Idaho
Idaho Coalition Against Sexual and Domestic Violence
Indigenous Idaho Alliance
North Idaho AIDS Coalition
Southern Idaho Pride, Inc.
The Community Center
Trans Affirm

Montana
406 Pride
EmpowerMT
FLY and FLUTTER Youth Initiatives
Glacier Queer Alliance
Montana Queer Alliance
Montana Two Spirit Society
Open Aid Alliance
SAFE Harbor
The UBU Initiative
TransVisible Montana
Western Montana Gay and Lesbian Community Center

Oregon
Basic Rights Education Fund
Beyond These Walls
Black & Beyond the Binary Collective
Bradley Angle
Cascade AIDS Project
CLEAR Clinic
Daisy CHAIN
Educate Ya Inc
Gender Hive
Healthy Living Community
HIV Alliance
Immigration Counseling Service
Mid Willamette Trans Support Network
Momentum Alliance
Oregon Safer Workers Coalition
Outside In
Pride Northwest, Inc.
Queer Eugene Grappling Club
Rogue Valley Pepper Shakers
Rural Organizing Project
Threads of Justice Collective
Traction Project
Transition Health
TRANSPONDER
Umpqua Valley Rainbow Collective
UTOPIA PDX
Westside Queer Resource Center

Washington
API Chaya
Bellingham Queer Collective
Camp Ten Trees
Chelan Pride
Entre Hermanos
Gathered in This Place
Gender Justice League
Helen House
Hilltop Urban Gardens
Lavender Rights Project
Liberation Medicine School
Lifewerq Project
Make.Shift Art Space
Monroe Equity Community
NAMI of Pierce County
Oasis Youth Center
Odyssey Youth Movement
Pacific Northwest Black Pride
Pizza Klatch
Powerful Voices
QLaw Foundation of Washington
Queer Power Alliance
Rod's House
Sovereignty Rises
Spectrum Center
Spokane Pride
Stonewall Youth
SWACE Health
The CID Collective
The Production Alliance
TRACTION
Tubman Center for Health and Freedom
UTOPIA WA
Washington Immigrant Solidarity Network
Yakima Pride
yəhaw Indigenous Creatives Collective



**We are honored to celebrate the organizations awarded through the first two rounds of the Fortitude Fund. At the time of printing, our third and final round of applications is still underway. We look forward to announcing and celebrating this next group of grantees later this year.*

SCHOLARSHIPS

Investing in Hope: Inside Pride Foundation's Scholarship Program

Programs Operations Manager Craig Williams has witnessed our scholarship program evolve from paper applications stacked high in the office to a streamlined digital system that invites participation from across the Northwest. More importantly, he's seen how Pride Foundation's commitment to community has remained at the heart of it all.

"When our scholarship program started in 1993, we had just one fund that awarded $3,000 dollars to one scholar, Craig shared. Today, the program supports over 60 unique funds and awarded just under $1 million in scholarships in 2025 alone.

Nikson Mathews, the Scholarships Program Officer, joined the team recently and brings years of experience as a community advocate in Idaho. Alongside the rest of the Programs team, Nikson and Craig are helping steward the next phase of the scholarship program's growth. That includes initiatives like multi-year awards which Pride Foundation piloted last year, offering up to $10,000 annually to help students plan beyond a single academic year.

112
Scholars

$971,000
Total Awarded

$8,670
Average Award

In 2025, we built on these equity-centered shifts from last year and introduced one key change in response to rising education and living costs: increasing the minimum total award for all recipients from $6,000 to $7,500, setting a powerful standard for meaningful support. We're excited to report that the average award amount for 2025 was $8,670.

But financial aid is only part of the story. With today's students navigating housing insecurity, caregiving responsibilities, and the rollback of rights across college campuses, Pride Foundation is building more wraparound support.

"What we've been trying to do is be more flexible," Craig shared. "Where do we need to go? Where do we need to support students so that they can focus on their learning?"

"That's why we're working through what we're calling the Scholarship Support Fund," Nikson added. "How can we be developing resources to support our scholars in the day-to-day things that they're dealing with?"

To answer these questions, the scholarships team distributed a survey to scholars asking them what they would like support with. Some of the top responses were help with budgeting, financial planning, and professional development.

Nikson explained, "That gives us some good indication of what kind of resources and people we could bring in to talk to our scholars about... and so that's definitely in progress. We're building it. We're excited about it and what it can provide."

SCHOLAR SPOTLIGHTS

Tayen England (he/they)

Location: Browning, MT
School: Blackfeet Community College
Scholarship: Pride Foundation Community Scholarship
Major: Business Management

Tayen is a Two-Spirit student from the Blackfeet Nation in Browning, Montana, where their education is grounded in culture, creativity, and care. They're pursuing a Business Management degree at Blackfeet Community College, not a path they originally envisioned, but a meaningful way to build toward their goals.

Art and creativity have always been at the center of Tayen's life. Their dream is to turn that passion into something sustainable through freelance work, starting a business, or finding new ways to share their vision. Their degree is a tool to support that future.

Deeply connected to their culture and community, Tayen is committed to bridging knowledge between Indigenous communities and the broader world. They balance school, work, and community responsibilities while drawing strength from their family, pets, and especially their sister. Traditional and digital art help them regulate emotions and stay grounded in themselves.

"I don't know what my career will be yet, but I'm proud I've made it this far. I've battled depression, anxiety, and autism. I'm glad I'm alive to see where it paid off."

Tayen's leadership is rooted in service, growth, and cultural connection. They draw strength from their identity and are guided by a vision of giving back in ways that uplift others.

Record-breaking

1,088

applications received—
the most in Pride Foundation history

SCHOLAR SPOTLIGHTS

Maxwell Blue (he/him)

Location: Caldwell, ID
Scholarship: Donald O. Coffman Scholarship, John Grigsby & Jim Vegher Scholarship
Major: The history of art and visual culture

Maxwell is an autistic transgender artist and activist in Caldwell, Idaho. He uses art to process emotion, explore identity, and build community, and is working toward a future as a museum curator focused on queer and marginalized representation. A former youth leader with the Youth Alliance for Diversity and multiple queer student groups, Maxwell found strength through volunteerism, art, and peer connection—especially during his transition. He is pursuing studies in studio art, printmaking, and museum administration, with a long-term goal of creating space for underrepresented voices in major cultural institutions.



Rafael Bitanga (he/him)

Location: Kodiak, AK
Scholarship: Pride Foundation Community Scholarship
Major: Master's in Learning, Design, and Technology at Stanford

Rafael was born in Laoag City, Philippines, and immigrated to Kodiak, Alaska, at the age of 8, where his parents worked as cannery laborers. Now pursuing a Master's in Learning, Design, and Technology at Stanford, he is deeply interested in developing educational platforms that help students in rural communities preserve cultural heritage and build academic skills through visual, oral, written, and cultural storytelling. His experience as an immigrant student, once labeled "underperforming" in a system that overlooked non-Western ways of knowing, led him to reclaim storytelling as a tool for learning and liberation.

Tash Lopez (they/them)

Location: Nampa, ID
Scholarship: Rosenberg-Ibarra Humanitarian Scholarship, Sam Edelman Memorial Scholarship
Major: Social Work

Tash (they/them) lives in Nampa, Idaho, and studies social work at the College of Western Idaho. After earning their GED in 2023, they began pursuing a degree to support marginalized communities in their state. For 14 years, Tash was a stay-at-home parent to their disabled child. As their child gained independence, Tash reconnected with their queer identity and began building community through mutual aid. Volunteering with 2C Kitchen Collective since 2022 has helped them recognize their love of community and social work, and inspired them to continue their education. Tash later founded the NeuroQueer Collective, creating space for queer, neurodivergent people to connect, unmask, and feel less alone in a red state.

CWI
COLLEGE OF WESTERN IDAHO

2025 SCHOLARS



Sharif Rory Moonlight (they/them)

Location: Portland, OR
Scholarship: Jessica Dolin Memorial Scholarship, Pride Foundation Community Scholarship
Major: Psychology and Public Health

Sharif Rory is a student at Portland State University, studying Psychology and Public Health with a focus on mental health care for Black LGBTQIA+ communities, particularly those navigating houselessness, addiction, and systemic harm. Their lived experience with addiction recovery, homelessness, and coming out as non-binary informs their work and advocacy. Sharif Rory serves as Chair of the Community Advisory Council and a board member of the North Trillium Community Health Plan. They also volunteer with True Colors Recovery and Go the Distance, and co-founded As Above So Below, Oregon's only Pagan recovery meeting, creating space for queer and BIPOC individuals in healing.

Anonymous (20)
Billie Abernathy
Felix Bankston
Jeaux Bartlett
Jamie Bender
Rafael Bitanga
Maxwell Blue
Iris Bruce
Renata Bryant
Jules Cabrera
Anthony Capo
Julieann Carr
AJ Casaus
Robbie Casey
Pablo Cazares
Ezra Chamberland
Ethan Cho
Rita Christianson
Luna Coen
Phelan Conheady
Grace Cooper
Wilver Coria
Liv Counsel
Danny
Dennis Denman
Bea Dial
Aly Elsenbeck
Tayen England
Sophia Espinoza
Danno Flippo
Matthew Frank
Tiffany-Ashton Gatsby
Jayvion Gipson
Elizabeth Giudice
Oakley Guajardo
Jonathan Guzman
Tawasi Halpern
Autumn Harmon
Oliver Hellyer
Magaly Hernandez
Phillip Hill
Maxis Howard
EJ Hurtado
Alivia Johnson
June
Sky Kili
Joanna La Torre
Micole LaCounte
Tyler Larsen
Lindsay
Tash Lopez
Kilroy MacLaughlin
Sharif Rory Moonlight Maddox
Gemini Marek
Kitchi Maron
Magdelene McClendon
Renee Mendoza Gonzalez
C Mennitto
Michael
Allison Monroe
Mattie Mooney
Stephanie Mora-Farias
Brier Moreno
Sage Nebula
Hailey Nielson
Will Noel
Esa Parkinson
Blossom Parrish
Aster Patton
Flor Pena
PJ
Dianaly Ponce
Nick Powers
James Prost
Robbie Ramirez
Ash Roberts
Gemma Rowland
Keegan Samaniego
Isaac Sanders
Maya Shah
Ollie Shannon
Alejandra Silva Hernandez
Tallia Sova
Alan Splitter
Sul
Bailey Taylor
Damien Valentine
Isabella Valentine
Cassandra Vega
Nic Vincler
Ryan Wagstaff
Marcus Willason
Andrew Wright

STATE OF THE REGION

Navigating Escalating Attacks on Our Rights and Lives

Even before the November 2024 election, one of the most coordinated and sustained backlashes against LGBTQ+ people in recent history was already well underway. Anti-LGBTQ+ legislation skyrocketed from 129 bills in 2017 to 533 in 2024 with most aimed at restricting the rights of trans people. While many measures have been blocked or challenged, their impact on safety, mental health, and public participation has been profound.

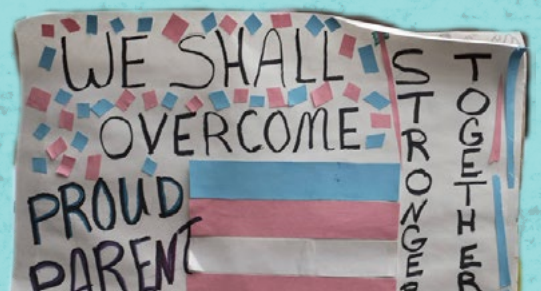
For students, these political shifts are showing up in tangible and troubling ways on college campuses. Scholars are navigating increasingly hostile climates marked by reductions and elimination of DEI initiatives, reduced access to gender-affirming care, and targeted harassment — conditions that threaten their safety, belonging, and academic success.

For LGBTQ+ immigrants, asylum seekers, and undocumented folks, escalating anti-immigrant policies and ICE enforcement have compounded these attacks. Many face the dual threats of detention and deportation alongside targeted anti-LGBTQ+ discrimination, leaving community members vulnerable to violence, family separation, and loss of critical healthcare and support.

Amid these challenges, our grantee partners are stepping up with creativity and determination. Organizations are expanding mutual aid programs to ensure access to gender-affirming care, housing, and legal advocacy; offering self-defense and safety trainings as threats rise; and hosting convenings that bring people together across rural and urban communities to reduce isolation and strengthen collective power. Others are absorbing the work of shuttered organizations to maintain continuity of care, while new coalitions are forming to unify statewide advocacy efforts and respond quickly to threats.

These attacks come amid decades of chronic underfunding: in 2023, LGBTQ+ movements saw a 21% funding drop, with just $0.20 of every $100 in philanthropic giving reaching our communities.

Yet in this moment, it is the resilience, imagination, and fortitude of our grantee partners that continue to light the path forward.



"Some of the partner organizations we thought were strong allies have abandoned not just [our organization], but our entire queer community...That means we've lost not only financial backing but also the shared resources and connections that helped people survive. More and more, we're watching the support systems that once existed disappear, and it's hitting our community hard."
-Grantee Partner in Alaska

"We are receiving increasingly high volumes of calls that outpace our capacity. With rising risks of detention, deportation, and family separation, many survivors are being forced to remain in unsafe and violent situations, with no access to protection, legal support, or stable housing. For queer and trans immigrants and survivors of color, these barriers are even more severe."
-Grantee Partner in Washington



"In just six weeks following the 2025 U.S. presidential inauguration, demand for our programs has more than quadrupled. In the first two months of 2025, we have already had twice as many requests for case management and name/ID change support than we received in the entire year of 2024."
-Grantee Partner in Washington

"The current legislative session in Montana is advancing discriminatory bills that threaten the rights, safety, and dignity of LGBTQIA2S+ individuals. This hostile political climate has led to heightened safety concerns, increased discrimination, and a surge in demand for mental health and safety resources."
-Grantee Partner in Montana

"At the state and local levels, the demand for accessible self-defense training has grown, yet mainstream gyms often fail to provide a safe and affirming space for queer and trans individuals. Many of our members have expressed concerns about street harassment, threats, and physical altercations, making self-defense training not just empowering, but an essential survival tool."
-Grantee Partner in Oregon

"The fear of deportation, ICE raids, and loss of legal protections is driving a surge in urgent immigration cases, while increased economic instability is pushing more clients to seek basic needs support like food, housing, and healthcare navigation."
- Grantee Partner in Washington

"We have seen a large increase of requests for services from residents of northern Idaho... Gender refugees from states like Idaho and Montana, as well as from southern states have shared stories of moving their families fleeing dangerous anti-transgender legislation that directly impact the safety and security of their children."
-Grantee Partner in Washington

COMMUNITY ADVOCACY, RESEARCH, AND EDUCATION

At Pride Foundation, Community Advocacy, Research and Education (CARE) exists with a bold goal: to make the Northwest inhospitable to homophobia, transphobia, racism, misogyny, and all other forms of harm directed at LGBTQ+ people.

From Campaigns to Culture

We've participated in advocacy efforts from the very beginning of our history, and in 2016, Pride Foundation joined a community coalition called TRANSform WA, a public education campaign that successfully defeated Ballot Initiative I-1551 (an anti-trans bathroom bill). Following that victory, TRANSform WA evolved into TRANSform Culture (TFC), broadening its focus to shift culture across the Northwest.

"The thing about ballot initiatives is that those come from your neighbors — they come from community members. They're not coming from legislators," Omni Romero, Director of CARE explains. "So Pride Foundation started developing a cultural strategy to work beyond the legislature and change culture in a broader sense."

At the heart of this work is the TRANSform Culture Fellowship, a year-long leadership program that provides $15,000 in unrestricted support for fellows to pursue community-based advocacy and narrative change. Fellows meet monthly for skill-sharing, community building, and research.

Shifting Power Through Story

The structure of the fellowship grew from earlier efforts where participants were contractors interviewing other trans people about their experiences. But, as one fellow from the inaugural cohort reflected, "What if we are the story?"

This shift inspired CARE's innovative oral history project, where fellows become the storytellers of their own experiences. Using Creative Commons licensing, they maintain control over how their stories are shared and used. "That's the key piece around narrative power," Omni adds. "The people involved in the storytelling get to decide how it's going to be used."

Researching Home and Displacement

Beyond oral histories, CARE is also leading research on one urgent question: how LGBTQ+ people define home. This work emerges in response to escalating displacement across the Northwest due to targeted political hostility that threatens the ability of LGBTQ+ people to remain in their communities.

As Omni puts it, "if we want to transform the Northwest for the better, we have to make sure all of our people — all trans folks, all LGBTQ+ people—are able to actually stay here and aren't displaced from the places they call home."



How do you define home?

At Pride Foundation, we envision a world in which all LGBTQ+ people live safely and openly as our whole selves in the communities we call home. One of the questions CARE is asking as part of this research is: "How do you define home?"

We want to know how you define home. Scan the QR code to share your response.



TRANSform Culture Fellows

TRANSform Culture Fellows Class of 2025–2026

Alaska
Rio Alberto (he/they)
Tafi (she/her)

Idaho
Bibiana (they/them/elle/-e)
Rae Fuentes (they/them)

Montana
Chloe Runs Behind (they/them)
Mary Heartless (she/they)

Oregon
Britt Bieberich (they/them)
Tara Benavente (they/she)

Washington
Aliyanda Harris Cobbinah (they/them)
Amanda (they/them)

The Inaugural TRANSform Culture Fellows Class of 2023–2025

Alaska
MoHagani Magnetek (she/her)*
T MO (they/them)

Idaho
Aodhàn Crawford (they/he/she)
Brandon Connolly (he/him)

Montana
Mija (they/them)
Delaiah Robinson (they/them)

Oregon
Úmi Ver (she/her)
JJ (they/them)

Washington
Jesse Guecha (they/he/she)
Mattie Mooney (they/them)

2024–2025 Alaska Fellow
Moeisha Opetaia (she/her)*

**In 2024, MoHagani Magnetek joined the team at Pride Foundation as Senior Manager, CARE. That same year, we opened applications for a fellow in Alaska and welcomed Moeisha Opetaia to our inaugural class of TRANSform Culture fellows.*

COMMUNITY ENGAGEMENT

Building Bridges Across the Northwest

The Community Engagement and Communications team creates deep connections and cultivates meaningful relationships across the Northwest in service of supporting Pride Foundation's grantmaking, scholarships, CARE, and programmatic work. These efforts bring together the generosity, energy, and creativity of our supporters to sustain our programs and grantmaking year after year.

As Director Jamila Taylor explains, "there's so much work to do to ensure LGBTQ+ people across our region have the resources they need to live full, joyful lives. That means building a broad base of individual supporters whose unrestricted giving makes it possible for us to respond to urgent needs and invest in long-term change."

One of the most exciting developments this year is the relaunch of state-based Community Engagement Committees. Moving away from a single regional body, these localized groups now provide fundraising guidance, event support, donor cultivation, and ambassadorship across the Northwest.

Committee members are already making a difference, suggesting plans for organizing everything from pickleball tournaments to block parties, and representing Pride Foundation at community events from Bellingham to Bozeman. As Community Engagement Officer Steve Martin shares, "the people who join these committees really want to be here. They're motivated, engaged, and eager to give back. This is a partnership, and we couldn't do this work without them."

> "Monthly giving is like a subscription that keeps working for LGBTQ+ people, even in the hardest times."



Pride in Action



Launching this Fall, Pride in Action is a bold three-year campaign to raise $5 million in unrestricted funds from individuals across the Northwest, through monthly and multiyear sustaining gifts. This initiative is designed to galvanize our community of supporters and ensure sustainable funding for multi-year grants, scholarships, and responsive funds like the Fortitude Fund — no matter how the political landscape shifts.

As Jamila emphasizes, "sustaining and recurring support allows us to plan, forecast, and make long-term commitments to our community. Monthly giving is like a subscription that keeps working for LGBTQ+ people, even in the hardest times." Visit pridefoundation.org/give or use the remit envelope included in this report to start your monthly gift.



Honoring our Supporters

Pride Foundation's work is sustained by the generosity of so many—our donors, visionaries, fundholders, scholarship supporters, and volunteers. These partnerships fuel everything from multi-year grants to life-changing scholarships, and we are profoundly grateful for each of you.

You can find the complete list of our incredible donors, visionaries, fundholders, and volunteers in the digital version of this report at bit.ly/Gratitude-Report or by scanning the QR code.

DONOR SPOTLIGHT

Building Community Through Giving



For Qurat Ul Ain, giving is deeply personal. As a queer refugee who moved to the Pacific Northwest five years ago, she brings lived experience to her role as one of Pride Foundation's board members and donors.

"My lived experience as an Asian-Middle Eastern refugee, it's very personal to me," Qurat explains. After 15 years in the nonprofit sector, including her current role at Legal Voice, she understands the importance of unrestricted funding. "That is one of my motivations to support organizations in a way that I would want my organization supported."

Qurat first learned about Pride Foundation through a friend, then deepened her connection when Legal Voice received funding. What impressed her most was the foundation's authentic approach to equity work and geographically diverse grant portfolio that elevated "actual boots on the ground organizations" and BIPOC-led groups.

The Fortitude Fund holds special significance for Qurat. When emergency support was needed, "it was like a no-brainer for everybody on the board... it was so beautiful to see how quickly we were able to respond in real time." The fund represents Pride Foundation's commitment to being "here to stay" during challenging times.

> "My hope is that people don't lose hope... we come together, **we keep each other safe.**"

Qurat's hopes for the LGBTQ+ community center on unity and remembrance. "My hope is that people don't lose hope... we come together, we keep each other safe. We don't lose sight of the movement." She emphasizes honoring the Black trans women and men who started the fight for equality.

As someone "hyper aware" of her brown skin and unique name, Qurat understands the vulnerabilities faced by queer people of color and advocates for those with safety nets to support others facing greater risks.

To potential supporters, Qurat offers this invitation: "This is an organization that will welcome you with open arms... You're just not another donor name in the database. You're so much more than that... it feels like a warm hug."



DONOR SPOTLIGHT

A Founding Voice

Shelly F. Cohen witnessed Pride Foundation's evolution from the very beginning. As a founding board member, she helped launch an organization that was "blazing new ground when there was nothing like it 40 years ago."

In those early days, Seattle's LGBTQ+ community was tight-knit, "maybe 12 queers," Cohen jokes — and the foundation's strategies were scrappy but brilliant. "Let's buy shares of this stock and then get the company to offer domestic partner benefits," she recalls of our innovative shareholder activism that maximized impact with minimal resources.

What amazes Shelly most is how Pride Foundation has consistently found the right leadership for each era, from Audrey Haberman's strategic planning to Katie Carters's community-building strengths.

Shelly's own giving has evolved alongside the organization. "I used to give directed gifts for specific purposes," she explains. "Several years ago, Katie asked my wife and me for an unrestricted five-year pledge, which we wholeheartedly agreed to. It was part of our evolution to trust that you all had the expertise to put the money where it was needed most."

This trust extends to her family's philanthropic approach. Through the donor-advised fund established by her late wife Julie Shapiro, Shelly allocates $5,000 annually to each of their adult children to direct to organizations of their choosing—"a way for us to instill in them the practice of philanthropy."

The organization's expansion particularly impresses her. "Working with groups in Montana — who'd have thought Montana?" Moving beyond its originally white, urban base required intentional effort and trust-building.

Today, Shelly serves as the "official queer fairy godmother" at her synagogue. The scholarship program especially moves her: "It still blows me away that kids are willing to say, 'here I am with a Pride Foundation scholarship.'" Seeing former recipients now leading grantee organizations fills her with pride, "those are our receipts."

Her advice for potential supporters: "Just do it. If you care about the future of queer community in these five states, then you need to be supporting Pride Foundation."



Shelly F. Cohen

> "It was part of our evolution to trust that you all had the expertise to put the money where it was **needed most.**"

DONOR SPOTLIGHT

Coding A Future Of Liberation



Lora Volkert

> "When you support Pride Foundation, you are the **antidote to harm** and a **conduit to joy**."

"When you support Pride Foundation, you are the antidote to harm and a conduit to joy."

That's Lora Volkert, a longtime Pride Foundation volunteer, donor, and current board member. Lora is a lifelong Idahoan who grew up in Nampa, Idaho, later moving to nearby Boise, where she lives and works as a software developer. Lora learned about Pride Foundation when a friend suggested she volunteer to help review scholarship applications.

"I was inspired by the incredible stories of our scholars that I encountered whenever I read their applications, and the phenomenal work of our grantees," she said.

The TRANSform Culture program is another area of Pride Foundation's work that strongly motivates Lora's support, particularly due to the many legislative bills that have been debated and passed in Idaho targeting the LGBTQ+ community, particularly transgender people.

"It's my hope that we can change the places we live, even a state like Idaho," Lora said, "and that instead of being crashed by waves of hateful legislation against the rocks of an indifferent culture, our most vulnerable siblings experience love, joy, support, and abundance wherever they choose to live."

In 2013, Lora created the Friends of Alan Turing Fund, a Pride Foundation scholarship for LGBTQ+ and ally students majoring in the STEM fields. Turing was a gay man who worked for the British government during World War II, gathering intelligence using his decoding skills to break Nazi codes. He was later arrested due to his homosexuality and died at the age of 42 of cyanide poisoning that was deemed suicide.

"I first learned about Alan Turing in a computer science class," Lora said. "He was persecuted for being gay, despite his contributions to science, technology and the war effort. We've come a long way since then, and we have a long way to go. Our scholars are a part of making that journey."



DONOR SPOTLIGHT

A Legacy of Activism And Care

When people are in need and you're able to help – it's something you just do.

That belief is the cornerstone of how Susan Nestor and Phyllis Solow live their lives. For two decades, the Portland couple have been giving 10 percent of their income to causes and organizations they care deeply about, including Pride Foundation, which they have included as a beneficiary in their wills.

"Everything matters," said Susan, a retired CPA who first met Phyllis in Los Angeles in 1979. Both were activists in the lesbian feminist movement there and moved to Portland in 1992. "No matter how much you give, it all matters to someone down the line who needs it desperately."

"Anything I can do to make someone's life a little easier is worth it," added Phyllis, a retired community college instructor who worked with immigrants and refugees, helping them learn English and find employment. "I saw what a difference a bit of education made in their lives. That is what we wanted to help provide for queer folks."

In 2017, Phyllis and Susan started the Shirley Spiegel Scholarship, a Pride Foundation fund that supports the education of self-identified lesbians with a preference for students with a history of working to improve the lives of lesbians. The fund was named for Phyllis's aunt, who emigrated with her family from Poland to the U.S. in 1914. Shirley's aspirations to become a doctor went unfulfilled due to her class and gender.

"She was a feminist, though she never used that word," Phyllis said. "She married young, became pregnant young, had an abortion and almost died. I think that's what really changed her. She supported women's rights, civil rights, and LGBTQ+ people. She was extremely accepting of Susan and I. When she died, we wanted to honor her by setting up this fund."

Susan Nestor & Phyllis Solow





> "Anything I can do to make someone's life a little easier is worth it."

OUR SUPPORTERS

At Pride Foundation, we bring together resources from individuals across the Northwest and beyond, knowing that our collective efforts create the greatest impact. Together, we are stronger in addressing the challenges LGBTQ+ communities face throughout the region.

We list our supporters by the year they made their first gift, honoring the shared history, dedication, and determination that have driven our journey toward ensuring LGBTQ+ people can live with joy, safety, and thriving futures. Whether you're new to Pride Foundation or have been by our side for decades, we are deeply grateful for your support.

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Pride Foundation proudly hosts Scholarship, Donor Advised, and Area of Interest Funds, partnering with individuals, families, and businesses to drive impactful change. With our strong community relationships and expertise in intersectional LGBTQ+ advocacy, these collaborations amplify the scope and influence of our work across the region.



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Estate of Robert R. Bergis
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Nancy Nickelson & Gayle Stringer
Steve Parsons
Marschel Paul & Margaret Sutro
PFLAG Bellevue
Portland General Electric
Rainbow City Band
Scott & Katie Renschler
Robert A. Riopelle
Robert Roblee
Robert Eugene Rosenberg
Michael P. Schaefer
Frank Schreckenberger
Seattle Men's Chorus/Seattle Women's Chorus
Estate of Aubrey Hart Sparks
J. Thompson & J. Wittrock
Phoenix Two Spirit
Friends of Patricia Van Kirk
Joe Varano
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Amy L. White & Lacey All



Be who you are where you are.

BUSINESS AND FOUNDATION PARTNERS

Pride Foundation partners with foundations, businesses, and employee groups locally and nationally who share our vision for equity, justice, and liberation. Together, these partnerships raise awareness and elevate the leadership of LGBTQ+ individuals and organizations, helping to build a future where all LGBTQ+ people can thrive throughout the Northwest.

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Seattle Shakespeare Theater
Seattle Storm
Seattle Symphony Orchestra
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Socius Law Group
Sound Salon
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Our visionary supporters ensure that Pride Foundation's work continues for generations to come. In pledging to support Pride Foundation in their estate planning, visionaries leave a legacy of care and advocacy, strengthening the future of LGBTQ+ communities across the Northwest. We are grateful for their lasting dedication to equity, justice, and collective liberation.

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Pride Foundation volunteers dedicate their time, energy, and expertise to help drive meaningful progress for our community. Their efforts amplify our mission and help fuel transformational movements for equity and justice across the Northwest. We are inspired by and grateful for their commitment.

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Abak Anei
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WHEN YOU SUPPORT PRIDE FOUNDATION, YOU ARE THE ANTIDOTE TO HARM AND A CONDUIT TO JOY.

—LORA VOLKERT, PRIDE FOUNDATION DONOR AND BOARD MEMBER





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FINANCIALS

Stewardship with Integrity

At Pride Foundation, every dollar entrusted to us is an investment in LGBTQ+ safety, joy, and liberation across the Northwest. Transparency and accountability remain central to how we steward these resources, ensuring that funding reaches the communities most impacted by injustice and most vital to our collective future. The financials that follow reflect both the strength of our community of supporters and the care with which we move resources to create lasting change.



STATEMENT OF FINANCIAL POSITION

Year Ending March 31, 2025

ASSETS

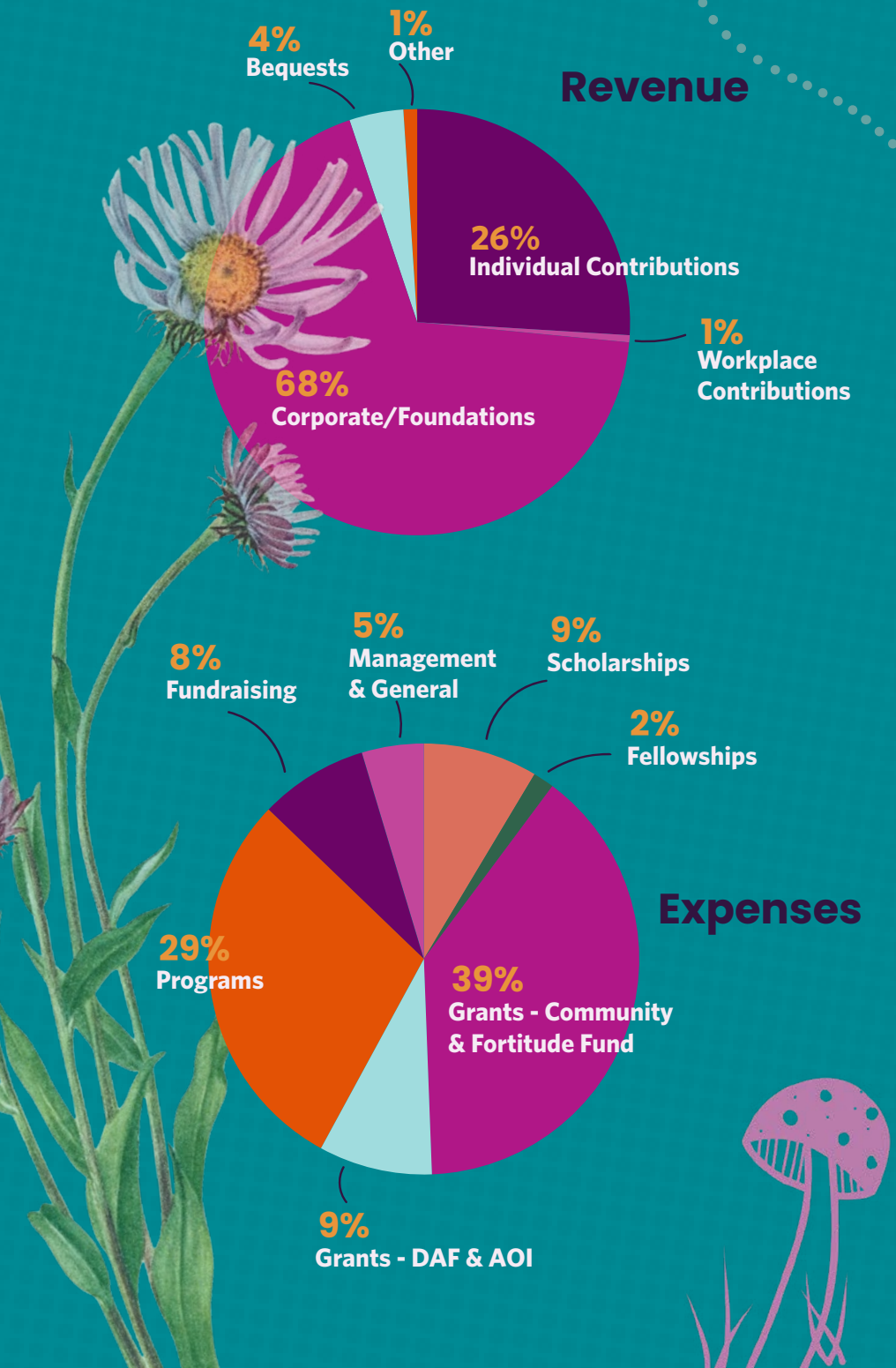
Cash & Cash Equivalents	$10,734,313
Investment Portfolio	$39,479,021
Trusts	$1,179,187
Property & Equipment, Net	$5,490
Promises To Give	$1,303,582
Right of Use Assets	$65,016
Other Assets	$150,615

Total Assets: $52,917,224

LIABILITIES AND NET ASSETS

Accounts Payable	$39,297
Grants & Scholarships Payable	$1,974,463
Operating Lease Payable	$69,377
Other Liabilities	$132,225
Net Assets:	
Unrestricted	$5,970,139
Temporarily Restricted	$18,751,852
Permanently Restricted	$25,979,871

Total Liabilities & Net Assets $52,917,224



Revenue

Individual Contributions	$1,981,954	26%
Workplace Contributions	$ 40,699	1%
Corporate/Foundation	$ 5,213,342	68%
Bequests	$312,992	4%
Other	$79,103	1%
Total Revenue	**$7,628,090**	

Expenses

Scholarships	$805,545	9%
Fellowships	$150,000	2%
Grants - Community	$3,681,000	39%
Grants - DAF & AOI	$799,354	9%
Programs	$2,746,551	29%
Fundraising	$765,493	8%
Management & General	$436,262	5%
Total Expenses	**$9,384,205**	

NET SURPLUS/(SHORTFALL) (before gains & losses).....($1,756,115)

Net Investment Activity.....$1,063,496

NET SURPLUS/(SHORTFALL).....($692,619)

CHANGES IN OPERATING CASH.....$3,977,637

OPERATING SURPLUS/(SHORTFALL).....$3,285,018

OUR STAFF



Rowan Quince Buckton
Senior Grants Program Officer



Katie Carter
CEO



Ira Wade Harris
Director of Programs



James Hoagland
Community Engagement Manager



Nickson Mathews
Scholarships Program Officer



MoHagani Magnetek
Senior Manager, Community Advocacy, Research, and Education



Steve Martin
Community Engagement Officer



Kaleigh Mency
Senior Grants Program Officer



Lynne Nguyen
Senior Operations Manager



Jude Perez
Donor Systems & Data Manager



Omni Romero
Director of Community, Advocacy, Research, and Education



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Assistant Director of Community Engagement



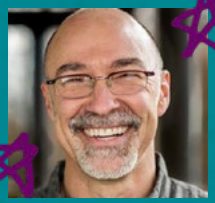
Jamila Taylor
Director of Community Engagement & Communications



Raquel Vincent
Senior Communications Manager



Craig Williams
Programs Operations Manager



Jimbo Worm
Director, Finance & Operations

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