Building a world where we can all be who we are, where we are.
As we approach Pride Foundation’s 35th year, we continue to be in awe of the brilliance, generosity, and resilience of our communities—a feeling that only grows stronger every year.

2019 has been a year of change for Pride Foundation. We both stepped into new leadership roles, while also rolling out the new strategic plan that will guide Pride Foundation’s work into the future. Throughout this, our work today remains grounded in the vision of our founders, and continues to be renewed and inspired by you—the supporters, volunteers, scholars, grantees, and partners who make up the Pride Foundation family.

Your dedication, support, and vision have made Pride Foundation what it is today. Since 1985, supporters like you have created opportunities for people in towns, cities, and rural places across the Northwest to come together, dream bigger—and build the world that we all deserve.

You have changed people’s lives.

As we look forward into 2020 and beyond, we know there is even more change on the horizon. But we are drawing on that sense of awe, and approaching the next year with a renewed sense of determination, possibility, excitement, and hope.

We know that, no matter what happens, we will never stop fighting for the world we all deserve—the world where all LGBTQ+ people can be who we are, where we are.

From the bottom of our hearts, thank you for being in this with us—then, now, and for years to come.

With pride,

Katie Carter
CEO

Brandy Pirtle-Guiney
Board President

Building a world where we can be who we are, where we are.
We envision a world in which all LGBTQ+ people live safely and openly as our whole selves in the communities we call home.

“Those who say it can't be done are usually interrupted by others doing it.”
—James Baldwin

“You have to act as if it were possible to radically transform the world. And you have to do it all the time.”
—Angela Davis

“If you have come here to help me, you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”
—Lilla Watson

“There is no such thing as a single-issue struggle because we do not live single-issue lives.”
—Audre Lorde

Pride Foundation fuels transformational movements to advance equity and justice for LGBTQ+ people in all communities.
None of us will be free until we are all free. Justice for LGBTQ+ communities is fundamentally intertwined with racial, gender, immigrant, disability, and economic justice—and we will show up for movements for liberation with our words, actions, and dollars.

This vision ripples through our work every day to build toward our collective liberation—and the world our communities urgently need and deserve.

We have to believe we will get there—and also remember that we are in this together. Because it is our collective actions that will create the sweeping waves that will transform our world.

Pride Foundation has rooted our work in these four key strategies to help get us there.

This work, your commitment, and our shared belief in this vision has the power to change the moment we are in.
Since 1985, we have utilized every tool at our disposal to build a better, safer, and more inclusive world for LGBTQ+ people and our families. 

Today, we continue to fuel the leaders and organizations working for justice in our communities through:

- Developing innovative, thoughtful, and nimble programs that are responsive to what our communities need.
- Resourcing organizations serving those most impacted by injustice, particularly communities of color.
- Supporting the educational dreams of movement leaders financially, and through community support and encouragement.
- Utilizing the breadth of our resources and connections to support our communities beyond funding alone.

Our communities hold the revolutionary solutions to the challenges we are facing. Together, we are fueling the organizations fighting for change and the leaders driving them forward.

Undocumented and Unafraid, Queer and Unashamed
by Monserrat Padilla, Guest Contributor

There’s a belief that in many Latinx immigrant communities, our families won’t accept us as LGBTQ+. But during my coming out experience, I have never felt more connected to my immigrant community.

In 2012, I was at an immigration solidarity march where I was going to share my story about being undocumented. I remember thinking: “I’m not going to come out as queer. I don’t want them to know.” But when I walked on stage, I knew what I had to do. I said: “I’m undocumented and unafraid, queer and unashamed.” And I said it in Spanish.

Las abuelas, las tias, los tios—all the people who were there shouted: “YES, mijo! I’m so proud of you!”

After that, I started living openly in all parts of my life as an undocumented trans woman, fighting at the juncture where my worlds overlap.

I’ve been in the United States for 25 years, since I was 2 years old. This is my life. This is my country.

Undocumented students like me cannot access financial aid, so I paid my entire tuition at the University of Washington out of pocket. I sold hotdogs outside of Neighbors Nightclub four days a week, from 10pm to 5am, to make extra money.

I got my first scholarship from Pride Foundation in 2013. It not only helped me cover tuition costs—it showed me that an entire organization was working to support students like me. This scholarship was the beginning of a long and multi-faceted relationship with Pride Foundation.

\[continued\ on\ next\ page…\]
In my organizing work, I often end our days with a chant from Assata Shakur to remind us why we are doing this work together: “It is our duty to fight for freedom. It is our duty to win. We must love each other and protect each other. We have nothing to lose but our chains.”

I’m so grateful for that moment when I came out on stage in 2012—and for the outpouring of support I’ve experienced since. I’m still proud to say that I’m undocumented and unafraid, queer and unashamed—and to get to work so other people can feel safe to say it too.

To become a sponsor for an asylum seeker or to learn more about WAISN, visit waisn.org.

“For the first time, all of my identities are part of this project. And through projects like this one, it is making it more clear that immigrant justice is LGBTQ+ justice.”

Monserrat Padilla
Western Washington Coordinator
Washington Immigrant Solidarity Network

I’m now a coordinator for the Washington Immigrant Solidarity Network (WASIN), a Pride Foundation grantee. We are the largest immigrant-led statewide coalition building a defense line for immigrant and refugee communities. Alongside Pride Foundation and a network of organizations across Washington, we are supporting LGBTQ+ immigrants and refugees in detention centers, where LGBTQ+ detainees are 15 times more likely to be assaulted, and are often placed in solitary confinement.

We are building broader community support by finding sponsors to provide housing to the detainees who are released from custody—making it possible for asylees fleeing persecution to find safety and support while they continue their legal journey.

For the first time, all of my identities are part of this project. And through projects like this one, it is making it more clear that immigrant justice is LGBTQ+ justice.

“Community Impact

Grants

Total grant funding since our founding $69,842,955
Fiscal Year 2018-2019
Total grant funding $1,171,650
Community Grants Funding $550,000
Donor Advised and Area-of-Interest Funding $627,650

Issue Area

Food and Housing Security/Homelessness 16%
Health Access/Culturally Responsive Services 17%
Economic Security/Workplace Protections 21%
Education Access/School Safety 27%

Primary Population Served

Older Adults 30%
Trans/Gender Diverse 20%
Rural/Remote 27%
People of Color 21%
Youth 2%

Scholarships

Total scholarship funding since our founding $5,906,727
Fiscal Year 2018-2019
Total scholarship funding $540,000
Number of students awarded scholarships 135

Percent of students who live in rural areas 47%
Percent of students who have experienced homelessness 50%
Percent of students who identify as trans or gender diverse 53%
Percent of students who identify as people of color 67%
Percent of students who are living with a disability 13%
Since 1985, we have fought for a world where everyone in our communities can be our whole selves in all the places we call home—regardless of zipcode.

Today, we remain committed to shifting cultural acceptance and advancing our legal rights through:

- Sharing our stories to build empathy and broaden understanding of LGBTQ+ people and our lives.
- Lifting up the full lived experiences and diversity of our community.
- Mobilizing strong local networks where our communities are seen, valued, and heard.
- Advancing policies that ensure all LGBTQ+ people have full lived and legal equality.

Across 29 states, more than 100 anti-LGBTQ+ laws were introduced in the 2018 legislative session.4

People who know LGBTQ+ people are 2x as likely to be supportive of LGBTQ+ equality compared with those who don’t.4

In Samoa, oral tradition and storytelling is the fabric of our culture. Before colonization, we passed down our history through song, oration, and acknowledgements from generation to generation,” explains Manumalo Ala'ilima, co-chair of United Territories of Pacific Islanders Alliance Portland (UTOPIA PDX), an all-volunteer organization that provides sacred spaces for Queer and Trans Pacific Islanders (QTPIs).

UTOPIA PDX, a Pride Foundation grantee, hosts a storytelling series called ‘Talanoa’, which from Samoan loosely translates as ‘our word is our bond.’ These events are an opportunity for QTPIs to share their stories and perspectives related to timely issues, and publicly lift up voices that are often excluded from the narrative of what it means to be LGBTQ+.

The Talanoa series and other similar storytelling approaches from Indigenous organizations are culturally-rooted models to building a richer understanding of LGBTQ+ communities.

In all movements that work to build public support and understanding, determining what stories are told, how they are told, and who tells them is critical to making real change.

“True progress means that culture must meaningfully change alongside our legal victories. Together, we are shifting understanding and acceptance by sharing the stories of our lives.”

“When we’re facing harmful legislation, there is incredible pressure to find messaging quickly that will most effectively sway the general public and combat the narratives being used against us,” explains Isyss Agaiotupu Honnen, Project Director of Pride Foundation’s public education and policy advocacy program, TRANSform Washington.

“While we are not in the midst of a legislative attack, we have the opportunity to broaden public understanding of the full diversity and lived experiences of LGBTQ+ communities.”

Our Word is Our Bond

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Sharing Our Stories continued

Working in partnership with Transgender Law Center and a network of trans and gender diverse people and organizations from across the country, we are working to do just that.

Together, we are asking: What if public education efforts in response to legislative attacks mirrored the diverse perspectives of UTOPIA PDX’s Talanoa series? What if those most impacted by injustice were the ones to develop the messaging tools and strategies to drive our movements for justice forward?

“There are critical messaging ideas within our own communities that we can use to build out grassroots organizing strategies based in storytelling,” Isyss affirms.

With generous support from a national funder, we are researching messaging strategies to find ways to build public understanding and empathy for non-binary people—and ensuring it is community-driven and infused with Indigenous values every step of the way.

Alongside these community partners, we are creating storytelling and messaging toolkits that will be shared with grassroots organizations across the region and country that they can then tailor to their own communities and use in their work to shift hearts and minds.

Integral to this work is continuing to support and nurture the grassroots storytelling efforts of indigenous groups like UTOPIA PDX. Together, we know we can build empathy through authentic storytelling—and genuinely shift understanding and acceptance of the breadth of people in our communities.

“Together, we are asking: What if public education efforts in response to legislative attacks mirrored the diverse perspectives of UTOPIA PDX’s Talanoa series? And what if those most impacted by injustice were the ones to develop the messaging tools and strategies to drive our movements for justice forward?”

Isyss Honnen
Pride Foundation Project Director for TRANSform Washington

Learn more about UTOPIA PDX at facebook.com/utopiapdxportland.

Our Community Impact
Fiscal Year 2018–2019

National Convenings
with organizational and community leaders to develop messaging strategies, build community, and strengthen movements.

Trans 101 Trainings
for businesses, community organizations, schools, and government agencies

Community Events
to build connections and lift up issues impacting trans and gender diverse people

20+
Organizations Represented

11+
States Represented

9
Trainings

374
Participants

8
Events

147
Participants
Since 1985, Pride Foundation has held a vital role in the LGBTQ+ movement in the Northwest.

Today, we continue to drive transformative movements as a funder, connector, convener, collaborator, and advocate through:

• Elevating opportunities in philanthropy to deepen investments in LGBTQ+ communities.
• Supporting movement leaders, while building a bigger table that has seats for everyone.
• Collaborating to build networks across movements, sectors, and geographic regions.

Open To All: Businesses Driving Change in Montana

When Erica Brubaker lived in Colorado, she canvassed door-to-door to fight for the issues and causes she cared about most.

Now, as the owner of Wild Joe’s Coffee Spot in Bozeman, Montana, she takes a different tact.

“I get to create change right in my business,” Erica explains. “It’s a new and productive way I can influence change in Montana. Honestly, it’s been one of the best parts of being a business owner.”

Erica and her husband, Ryan, have owned Wild Joe’s for 3 years, and openness and inclusivity have been driving forces since day one.

“Providing a safe space for everyone that walks in the door is our top priority—including things like gender neutral restrooms,” she explains.

Erica joined Pride Foundation’s supportive business initiative, Open to All, so that she could live out her values as a business owner publicly. She wants everyone in town to know that they will be treated with respect in her shop, whether they work there or are stopping in for a cup of coffee.

“We have 14 employees, and one of the reasons people tell us they want to work here is that it’s a welcoming, open space. We are passionate about treating every single person who walks through our doors equally—regardless of race, sexual orientation, gender identity, or income level.”

Open to All began in 2016 to strengthen the network of businesses and organizations committed to creating safe spaces for all LGBTQ+ people who live, work, and visit Montana. Since then, more than 250 businesses, non-profits, and community groups have joined.

continued on next page...
Over the coming years, Pride Foundation hopes to expand support for businesses participating in Open to All through network-building opportunities, trainings, informational newsletters, and supporting efforts to make their spaces even more welcoming and affirming.

When Erica reflects on Wild Joe’s future involvement with Open to All, her answer is simple:

“I want to help create a city where people feel welcomed as they are. We have to be open—as businesses, and as people—if we want to grow.”

To join Open to All or to learn more, visit pridefoundation.org/open-to-all.

“I want to help create a city where people feel welcomed as they are. We have to be open—as businesses, and as people—if we want to grow.”

Erica Brubaker
Owner, Wild Joe’s Coffee Spot
Bozeman, MT

In places like Alaska, Idaho, and Montana where LGBTQ+ people do not have statewide non-discrimination protections and can still be discriminated against legally, collaboration across sectors is critical to creating a better, safer world for LGBTQ+ people.

Pride Foundation has also deepened partnerships with two of our grantees in Bozeman—Montana Racial Equity Project and Bridgercare—to ensure racial, disability, and gender justice are prioritized with participating business owners. Together, these organizations have empowered an additional 60+ businesses to join the initiative.

“We are helping to show that all of our issues and communities are intertwined, and that the LGBTQ+ community in Montana is incredibly diverse,” Kim Leighton, Pride Foundation’s Regional Officer in Montana, explains. “LGBTQ+ people hold many identities—our community is made up of people of color, people living with disabilities, and more. These identities are not separate.”

“l want to help create a city where people feel welcomed as they are. We have to be open—as businesses, and as people—if we want to grow.”

Erica Brubaker
Owner, Wild Joe’s Coffee Spot
Bozeman, MT

Since Open to All began in 2016...

Our Community Impact

250+ businesses, organizations and community groups — have signed on — 20 towns, cities, and rural communities throughout Montana.

“I’m a queer woman of color married to my soulmate—who happens to be a transgender man... I want Montanans of all identities to know that my work is here to celebrate every dimension of who they are and what makes a family, a union, and a community.”

Meera Mohan-Graham
Meera Graham Photography – Missoula, MT

“I find that the only way to live is to let love in... I’m proud to be a part of a movement and continue my allyship to all marginalized and oppressed communities.”

Ashlee Owens
Transformative Counseling, LLC – Billings, MT

“Being an out and proud gay man in small town Montana, this project is extremely important.”

Cody Marney
Owner of The Edge Salon – Choteau, MT

“We are parents and grandparents and want everyone’s children to be treated with kindness, dignity, and respect.”

Stephanie Dueck
Little Pipestone Ranch Soap Company – W. Mahall, MT

18
Amplifying Generosity

In 1985, we were founded with a simple, yet visionary idea: Giving together, building community.

Today, after nearly 35 years and more than $74 million invested in pursuit of that vision, we continue to inspire generosity through:

• Proactively mobilizing resources to ensure we are responsive and prepared, no matter what comes our way.
• Partnering with individuals, families, and businesses to invest in opportunities to advance equity and justice.
• Developing deep relationships in cities and towns across the region to strengthen and unite movements for change.
• Uplifting the generosity within our communities that is grounded in the fundamental value of our shared humanity.

85% of Pride Foundation supporters got connected through a friend or family member who was inspired by our work.

Opening Doors for LGBTQ+ Latinx Students

Growing up in rural Yakima Valley in Central Washington, Kris Gonzalez remembers her father and his family working in fields cutting turnips, asparagus, grapes, and the toll this labor took on them.

“My grandparents were immigrants from Mexico who faced a lot of hardships. Growing up, there were a lot of doors that were not open to me—I didn’t even know there were doors.”

“Looking back, I know I wouldn’t be who I am today without my grandmother, Edna,” Kris reflects. “She believed in me wholeheartedly. When I cut my hair short and changed my name to Kris at age four, she supported me.”

Edna believed education was the key that would open doors, and this inspired Kris to become a teacher. Kris’s path, though, was not without struggle. She was closeted for 17 years out of fear of being fired.

“Eventually, I came out because I believed it was my responsibility to show my students that they could be exactly who they are,” Kris explains.

Kris’s commitment to supporting students extends beyond her classroom. In 2015, she joined a Pride Foundation scholarship review committee focused on supporting Latinx youth.

“The experience of reading their applications reminds me of my history and the legacy I want to leave in this world,” Kris reflects.

Inspired by her grandmother, the stories of Latinx students, and supported by the generosity of family and friends, Kris recently started the Edna Earl Education Scholarship for Latinx LGBTQ+ and allied students studying education.

“I know firsthand how much a supportive community can mean. I can’t think of a better way to honor my grandmother than by working to open even more doors for students through education and wholehearted support of exactly who they are.”

Pride Foundation is the only LGBTQ+ community foundation in the Northwest. Through partnerships with our supporters, we are impacting the lives of LGBTQ+ people in every corner of our region.
Our Community Impact

Fiscal Year 2018–2019

1,400 Donors made a gift to Pride Foundation this year

365 Visionaries have pledged to support Pride Foundation in their estate planning

267 Sustainers support Pride Foundation with a monthly gift

73 Fundraisers were hosted this year by individuals and businesses on behalf of Pride Foundation

286 Volunteers reviewed grants and scholarship applications

$145,456 in Volunteer Time was donated

Building a world where we can be who we are, where we are.

Glacier National Park | Montana
With support from generous donors, fundholders, and volunteer grant reviewers, Pride Foundation awarded $1,171,650 to more than 340 remarkable organizations. This includes investments from our Community Grants Program, Sponsorship Program, Rapid Response Fund, Donor Advised Funds, and Area-of-Interest Funds.

### 2018-2019 Grantees

**Alaska**
- ACLU of Alaska Foundation
- Alaska Children’s Trust
- Alaska Humanities Forum
- Alaskan AIDS Assistance Association
- Covenant House Alaska
- Identity, Inc.
- Kachemak Bay Family Planning Clinic
- Tundra Women's Coalition

**Idaho**
- 6th Judicial District Case Program
- ACLU of Idaho Foundation
- Boise Contemporary Theater
- Boise Men's & Women's Chorus
- Boise State University
- Concordia University School of Law

**Montana**
- 406 Pride
- Adventure Cycling Association
- Big Sky Pride Happiness & Joy Foundation
- Idaho Transgender Healthcare Advocacy Coalition Inc.
- Inland Northwest Comprehensive
- Interfaith Housing Council
- Jewish Family Services
- Kids for Peace Montana
- Montana AIDS Coalition
- Montana College of Liberal Arts and Sciences
- Montana Community Foundation
- Montana Mental Health Association
- Montana Nonprofit Center
- Montana Women's Legal Defense Network
- Missoula Pride
- Missoula United Way
- Missoula Women's Giving Circle

**Oregon**
- Audubon Society of Portland
- Black Rights Oregon Education Fund
- Black United Fund of Oregon
- Blue Mountain Heart to Heart
- Books to Prisoners
- Brooks College Foundation
- Cascade Public Media (KCTS)
- Cascade Area Health Education Center
- Cascade Public Media (KCTS)
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Pride Foundation is proud to support the educational dreams of movement leaders both financially, and with community support and encouragement. In 2019, generous donors and dedicated volunteer scholarship reviewers made it possible to award $540,000 to 135 LGBTQ+ and allied students across the Northwest.

Your generosity matters. Thank you for making a significant impact on LGBTQ+ people and communities. You are helping create a better, safer, and more equitable world.
Our family of Visionaries (people who have pledged to support Pride Foundation in their estate planning) is a community of 365 generous supporters who want their legacy to help build a better and safer world for LGBTQ+ people and our families—today, and for generations to come.

Anonymous (14)
Bruce M. Abrams
Joyce M. Allen
Carrie Amankwah
Raymond Araujo
Ronald L. Attrell
Alli Auldridge
Catherine Bachy
& Margaret Giffels
Barbara Bailey
Thatcher Bailey
Jolly Sue Baker
& Casey Hannan
Ben Bakkenta
Ted Bash
Becky & Mary Jo Bauen
Ward Beattie
Paul Beaudet
& David Wertheimer
Kate Beck
Allison Bosee
Christopher Boley
John Berg & Robert Roth
Mark J. Berg
Carrie Bonnell
Weyne Bittner
Peter Buescherstein
Mary Buxby
Marsha Buceta
James Braden
Ronald E. Bray
& Richard Mills
Jo Brandt
Zoe Brody
Tom & Dan Brown
Hal Browning & Robert Kipp
Anne & Nicole Browning
Sam Ciapanna & Dean Williamson
Ted Clark & Eugene Otto
Jim Clay
Grover Cleveland
Bryan Clinton
CMR Fund for a Better World
Thomas Connell
Caitlin Copple
Candy Cox
Steve Cranfield & Brian Hawkeford
Debra Crespin
Gary Crevling
Robert Cundall
& Dan Bross
Michael Damron & Thomas Manzochi
Zane T. Van Kirk
James Darke
Joel C. Davis
Karl A. Dernick
Zachary D'Amico
& Derek Defalco
Inn. m. dicky, Ph.D.
Tom Delin & Tom Davis
Cybil E. Dier
Bob Ding
Will Emma
Sara Elward

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Volunteers

Support from the dedicated and brilliant team of Pride Foundation volunteers in every corner of our region makes our work possible. Their expertise, talent, and commitment are the engine that drives—indeed, builds toward—the liberation of our community for all.
Pride Foundation is grateful to receive support and matching gifts from more than 100 generous businesses, employee groups, partnering nonprofits and foundations.

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<td>Dustin M. Wyman In Memory of David Gaines</td>
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<td>DST Systems, Inc.</td>
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<td>Employee Community Fund of Boeing Company</td>
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<td>Epixon, LLC</td>
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<td>Equity Federation</td>
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<td>EquityCard</td>
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<td>Evelyn &amp; Walter Haas, In Fund</td>
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<td>Facebook</td>
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<td>Factor 55, LLC</td>
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<td>Fidelity Charitable Gift Fund</td>
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<td>Fidelity National Title Company of Oregon</td>
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<td>First Congregational United Church of Christ</td>
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<td>Fatcat Pub</td>
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<td>The Foraker Group</td>
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<td>Fred Meyer</td>
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<td>Fred Meyer Community Rewards</td>
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<td>Frobenius for LGBTQ Issues</td>
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<td>G &amp; F Foundation</td>
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<td>Global Impact</td>
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<td>Google</td>
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<td>Greater Horizon</td>
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<td>Greater Tacoma Community Foundation</td>
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<td>GSBA</td>
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<td>Horizons Foundation</td>
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<td>Humanity United</td>
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<td>Imperial Sovereign Rose Court</td>
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</table>

Building a world where we can be who we are, where we are.

Clackamas River Forest Creek | Oregon

Organizational Support

This list reflects contributions made during our fiscal year April 1, 2018 – March 31, 2019.
We are grateful to the 110 Donor-Advised, Scholarship, and Area-of-Interest Fundholders who are engaging our communities across the Northwest in personal and deep ways through their generosity and commitment to advancing equity and justice for LGBTQ+ people and our families.

This list reflects current fundholders during our fiscal year April 1, 2018 – March 31, 2019.
Don Powell
Pride Financial Partners
Pride of the Rose
Stacey Prince & Teri Mayo
Rainbow City Band
Scott & Katie Remschler
Robert A. Repalle
Chet Rokachowski & Jerry Slipman
Robert Roblee & Ron Johnson
Chiquita Rollins
Robert Eugene Rosenberg
Fred Ross
Michael P. Schaefer
Cliff & Debbie Schenk
Linda Scoccia
Seattle Men’s Chorus & Seattle Women’s Chorus
Julie Shaprio & Shelly F. Cohen
Stephan Sife & Gordon Bennett
Southeast Alaska Gay and Lesbian Alliance
Gary Southerton & David Isle
Audrey Hart Sparkes
Andrew Taylor
Estate of Dr. William R. Teska
J. Thompson & J. Wittrock
Phoenix Two Spirit
Nicholas Utzinger & John Rochford
Janson Van Elve
James VanderMeer
Jim Vegher & John Grigsby
Lora Volkert
Stephen Walsh
Jon & Paul Warn
Roy & Julie Wash
Washington United for Marriage
Estate of Ric Weiland
Wells Fargo
Whidbey Giving Circle
Chris Williams & Joel Sekuta

current/former pride foundation board/staff member • deceased
Financials

Statement of Financial Position
Fiscal Year April 1, 2018 - March 31, 2019

Assets
Cash & Cash Equivalents 1,471,959
Investment Portfolio 34,451,772
Marketable Securities Held in Trust 311,533
Trusts 1,205,307
Property & Equipment, Net 1,205,307
Promises To Give 100,686
Other Assets 44,789
Total Assets: $37,623,247

Liabilities & Net Assets
Accounts Payable 32,945
Grants & Scholarships Payable 124,064
Trust Funds Held For Others 311,533
Other Liabilities 45,450
Net Assets:
Unrestricted 321,596
Temporarily Restricted 8,445
Permanently Restricted 25,663,011
Total Liabilities & Net Assets: $37,623,247

Statement of Operations
Fiscal Year April 1, 2018 - March 31, 2019

Revenue
Individual Contributions 1,176,068
Workplace Contributions 61,015
Corporate/Foundation 732,036
Bequests 439,910
Total Revenue: $2,501,710

Expenses
Scholarships 1,171,650
Regional Leadership Development 1,810,571
Fundraising 340,681
Management & General 307,384
Total Expenses: $4,151,882

Net Surplus (Shortfall)
Before Gains & Losses (1,650,172)
Net Investment Activity 2,868,149
Net Surplus (Shortfall): $1,217,977

Staff & Board

Revenue

Expenses

Board of Directors
Ben Bakkenta (WA)
Jason Berman (WA)
Caryn Brooks (OR)
Nicole Browning (WA)
Christopher Cullen (MT)
Jason Fussell (WA)
Steve Gurn (WA)
Emily Jackson-Edney (ID)
Jason Kildall (WA)
Ricardo Lopez (AK)
Malia Lyons (WA)
Lee Ann Martinson (WA)
Susan Marsarri (ID)
Greg Mihalas (WA)
Brendy Prittle-Guiney (OR)
Paige RayPay (MT)
Tara Smith (WA)
Lèle Galé Tolen (AK)
Jean Paul W. Byrick (WA)

Staff
Alli Auldridge
Director of Community Engagement
Tylene Carnell
Regional Philanthropy Officer, Washington
Katie Carter
CEO
Halley Cody
Data Manager
Jaysa Homan
TRANSform WA Project Director
Tai Jordan
TRANSform WA Community Engagement Coordinator
Katherine Kelley
Communications and Outreach Manager
Kim Leighton
Regional Philanthropy Officer, Montana
Steve Martin
Regional Philanthropy Officer, Idaho
Chelsea Robinson
Event and Donor Relations Coordinator
Ezra Shore
Volunteer Manager
Kim Sogge
Regional Philanthropy Officer, Oregon
Craig Williams
Office Manager
Janbo Wurm
Director of Finance and Operations

Revenue

Workplace Contributions 2%
Bequests 18%
Corporate/Foundation 29%
Individual Contributions 47%

Other 4%

Expenses

Management and General 7%
Fundraising 8%
Grants 28%
Regional Leadership Development 44%

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53
Our Mission

Pride Foundation fuels transformational movements to advance equity and justice for LGBTQ+ people in all communities across the Northwest.

Our Vision

We envision a world in which all LGBTQ+ people live safely and openly as our whole selves in the communities we call home.

Sources: