

COURAGE

INNOVATION

Gill Foundation

ANNUAL REPORT 2000

VISION

INTEGRITY

LEADERSHIP

BOLDNESS

COMMITMENT

ACTION

IMAGINATION

CHANGE

REFLECTION

IMPACT



2215 Market Street  
Suite 205  
Denver, Colorado 80205

303.292.4455 phone  
303.292.2155 fax  
[www.gillfoundation.org](http://www.gillfoundation.org)



## Gill Foundation Mission

The mission of the Gill Foundation is to secure equal opportunity for all people, regardless of sexual orientation or gender identity.

The mission is accomplished by:

- Providing grants to nonprofit organizations
- Strengthening the leadership and managerial skills of nonprofit leaders
- Increasing financial resources to nonprofit organizations
- Strengthening democratic institutions
- Building awareness of the contributions people of diverse sexual orientations and gender identities make to American society

### Contents

Financial Highlights . . . . .	1
Tribute to Katherine Pease . . . . .	2
Foundation Overview . . . . .	4
Leadership and Self-reflection . . . . .	6
Leadership and Gender Identity . . . . .	8
Leadership and HIV/AIDS . . . . .	10
Leadership Locally, Nationally and Globally . . . . .	12
Leadership and Youth . . . . .	14
Leadership and Gay and Lesbian Philanthropy . . . . .	16
Leadership and Capacity Building . . . . .	18
OutGiving 2000 . . . . .	20
Staff . . . . .	24
Grants . . . . .	26
Independent Accountants' Report . . . . .	36
Financial Statements . . . . .	37

The year 2000 was exciting for the Gill Foundation. We experienced incredible growth and launched new programs. We also gave more grants and provided training and technical assistance to more individuals and organizations than ever before.

As we look ahead, we do so with an eye to leadership. Leadership is the backbone of our movement to secure equal opportunity for all people, regardless of sexual orientation or gender identity. Leadership defines the priorities and determines the strategy.

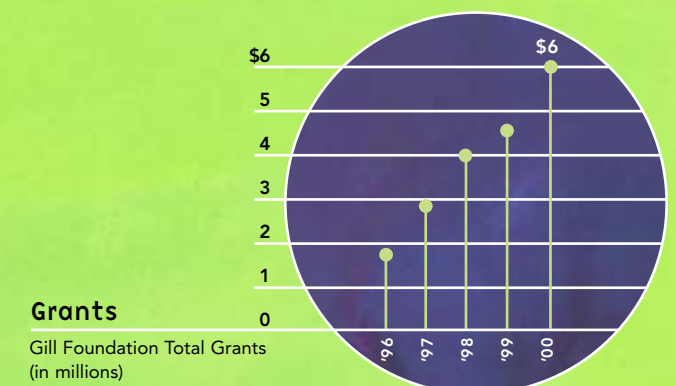
At the Gill Foundation, we have spent a lot of time thinking about leadership lately. For us, it is a time of leadership transition. Founding Executive Director Katherine Pease announced in January that she would leave the foundation after more than six years. She has been a true partner in implementing my vision and we wish her well in her future endeavors. We also welcome Claudia French, former executive director at AIDS Action in Washington, DC, who joins us as her successor.

Here's to leaders—past, present and future.



**Tim Gill**  
Founder and Chairman

## Financial Highlights





## Tribute to Katherine Pease

Tim Gill and the staff and board of directors of the Gill Foundation dedicate the 2000 annual report to Katherine Pease, founding executive director. While no one individual can claim responsibility for the Gill Foundation's success, we recognize Katherine's leadership in its growth and development.

**T**alk to Katherine Pease about her life as an LGBT activist and she likely will tell you about the growth and possibility of a movement for lesbian, gay, bisexual and transgender equality.

She might tell you about the change she has witnessed and impacted—in the Gill Foundation and herself.

Katherine Pease came to the Gill Foundation as its first employee in 1995. She had spent the previous few years of her life as an activist: in November 1992, she was a 22-year-old volunteer working in Colorado Springs on the campaign to defeat Colorado's anti-gay Amendment 2. The day after the surprise passage of Amendment 2, she worked with fellow activists to start a grassroots LGBT organization, *Ground Zero*, which ultimately would become a significant voice in the national debate about gay rights in the 1990s. As the founding president of *Ground Zero*, Katherine's challenge was to respond effectively to a virulent attack on Colorado's lesbian, gay, bisexual and transgender population. And she did.

In 1993, she began working to build awareness of the financial contributions of gay men and lesbians by helping to develop funding programs that support children and youth organizations across Colorado. In the fall of 1993, through her involvement in the Cheshire Ball, a program that funds children and youth programs throughout Colorado, she met Tim Gill and a professional relationship emerged. A year later, while living in Washington, DC, and planning the next move with her partner, Bruce, a late night phone call changed her life. Tim Gill asked her to move back to Colorado to lead his private foundation. When he mentioned that he wanted his foundation to grant money, continue the work of the Cheshire Ball and convene donors, she replied: "I'm not sure that would be enough work for one person." Katherine

now smiles at the thought; memory has a way of reminding us of our miscalculations.

In 1995, Katherine became the first staff person of the Gill Foundation. She established the foundation's first funding guidelines, advocating for a focus on non-urban areas. That spring, the Gill Foundation convened 14 donors and activists to discuss the foundation's role in providing resources to LGBT philanthropists. From this came the Gill Foundation's first national donor conference

in May 1996. That year, Katherine assisted Mickey MacIntyre with conceptualizing and launching the foundation's technical assistance and training program, now the OutGiving Department. At the same time, things were changing and maturing in her personal life. In December, she introduced a third member to her family: Perry, a 50-pound Corgi/Yellow Labrador from a local animal shelter. Perry quickly became the unofficial mascot of the foundation, wandering the offices with poise and approval.



Katherine's dog, Perry.

The foundation grew. In 1996 and 1997, Katherine helped classify the funding areas and define the strategic direction of the Gay and Lesbian OutGiving Fund, which later became the Gay and Lesbian Fund for Colorado. For its first two-and-a-half years, she handled the foundation's grantmaking; only recently did she hand over the foundation's national docket to another staffer. In 1997, as a bisexual, she directed the foundation to include bisexual and transgender communities within its program areas. In 1999, she captured the essence of the foundation's role in the national dialogue on high engagement philanthropy. In addition to serving as the foundation's primary spokesperson, she positioned the foundation as a leading voice on this type of philanthropy, challenging misinformation and pushing philanthropy to be more self-reflective and thus more effective, and to bring more LGBT visibility to the philanthropic national dialogue. As the founding executive director of a foundation rooted in and committed to the values of the new economy and the technological industry, her insight was invaluable to the discussion.

By the end of 1999: 24 people were employed by the Gill Foundation and the Gay and Lesbian Fund for Colorado; more than \$13 million had been awarded to organizations across the country; thousands of people had benefited from the work of the OutGiving Department; and the foundation had a mission statement, funding guidelines and a budget. Katherine advocated for funding that recognized the role of multiple strategies in social change, including community development, political work, research and strategy,



Katherine Pease (as Sally Bowles) at the Cheshire Ball, passing the Cheshire Cat to Mike Smith, Executive Director of the Gay, Lesbian, Bisexual, Transgender Community Services Center of Colorado.



identity-based work, and resource development. She conceptualized complementary grant opportunities, such as a \$1 million initiative aimed at strengthening urban LGBT people of color organizations. She identified leadership development as one of the most crucial elements in social change and helped launch a collaborative leadership training program for Colorado LGBT leaders, co-created a leadership development funding area within the Gay and Lesbian Fund for Colorado and helped develop a national leadership training for LGBT leaders. She reflected on her role, on her strengths and on her future. She looked at the hours and energy spent in managing a growing foundation. She noted her desire for more family. She craved a new career direction and a slower pace. She felt that the foundation she helped create had matured to the point where leaving it would not jeopardize its vitality and

continuance. It might even invigorate it. She would tell you that therein lies the essence of leadership.

And one day, while traveling through Europe in the summer of 2000, she decided to move on: "I made the decision to leave at a time when the

organization was stronger than ever—a time when the foundation's structure had been built," she said. "We had an extraordinary staff and board that could continue the work of the foundation."

Katherine added, "Leadership changes can be healthy for organizations because they allow for fresh thinking that invigorates the programmatic work."

When the decision became actualized, she reflected on the numerous activists she met over the years who reminded her of the power of commitment and humility—that a social justice movement's catalyst ultimately is its people. She thought about her connection to Tim Gill and the extraordinary learning that came with helping to institute his vision, while remaining inspired

by his generosity, his philanthropy and his kindness. She reflected on the staff members who have touched her life, including her friendship with Kelvin McNeill, former communications director for the Gill Foundation, who died in a car accident in the summer of 1998.

She thought about growth and change. She marveled at the role that the Gay and Lesbian Fund for Colorado had played in transforming public attitudes about sexual orientation in the Colorado Springs community. She encouraged our communities to value leadership and the people who practice it daily. She expressed her commitment to strengthening the relationship between foundations and their grantees, between people with money and people without. She encouraged us to think about personal spiritual growth and to remember that while the struggle that comes with transforming one's soul can be agitating and difficult, the rewards are revitalizing. And she reminded us that a movement also changes and grows. That over the last decade, public attitudes toward sexuality have shifted toward more acceptance and understanding, that the infrastructure of the LGBT movement has grown stronger—in rural and urban communities—and that our greatest challenge lies in learning how to work together across our political, religious and ideological differences.

She also would tell us that the Gill Foundation—in its few years of existence—has played a significant role in transforming our society into one that is working to secure equal opportunity for all people, regardless of sexual orientation or gender identity.

And we would tell her that so has she.



Stepping down from the board of directors of Funders for Lesbian and Gay Issues: (l to r): Katherine Pease, Antonio Maciel (Open Society Institute), Nancy Cunningham (Funders for Lesbian & Gay Issues), and Stuart Burden (MacArthur Foundation).



Gill Foundation founding board and staff (l to r): Tim Gill, Brittany Weber, Mickey MacIntyre, Davol Tedder, Katherine Pease. Not pictured: Patty Ebrahimi.



Katherine and her partner, Bruce, on the night of the gala opening of Colorado's Ocean Journey. Katherine sits on the board of directors of the Denver aquarium.



With friends at the Millennium March on Washington, April 2000.



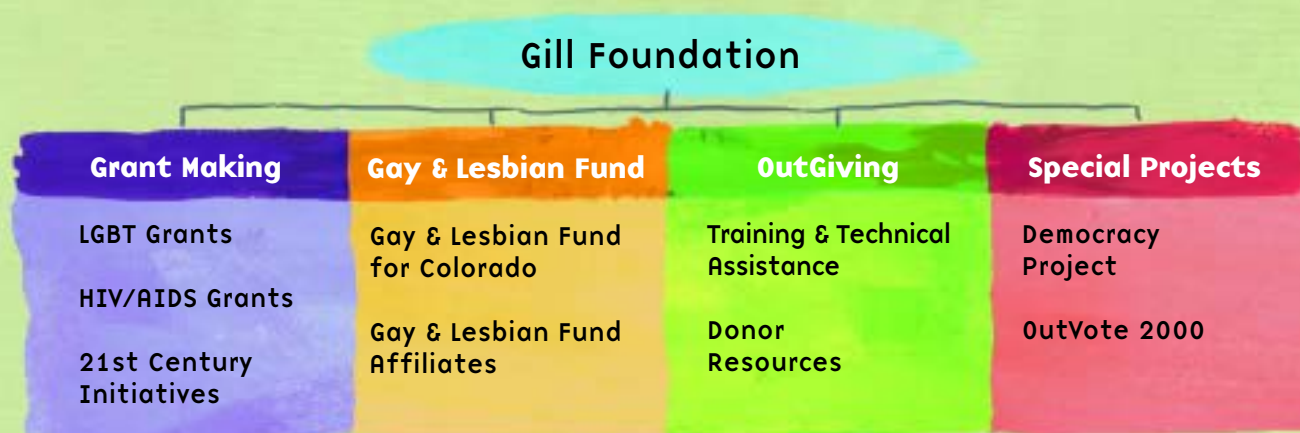
— Katherine Pease



## LEADERSHIP IS evident in grantees, donors, training participants and others

In lesbian, gay, bisexual and transgender (LGBT) communities and communities living with HIV/AIDS, we provide grants, training and technical assistance to spur the growth of LGBT and HIV/AIDS organizations. We also encourage giving by expanding a network of donors invested in strengthening LGBT organizations. Connecting donors to LGBT social change work has been a focus of the Gill Foundation since its inception.

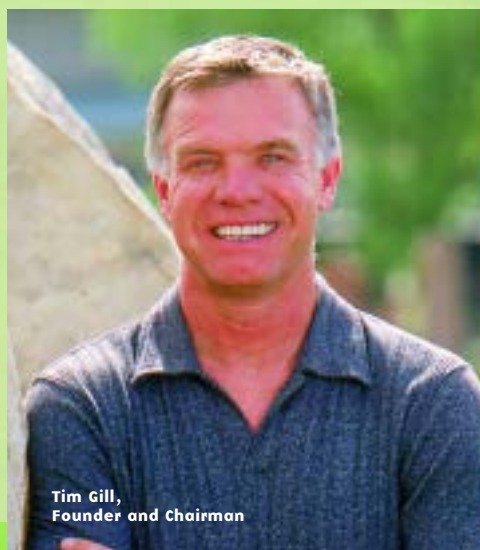
In the wider philanthropic community, we provoke conversations about the need for funding LGBT and HIV/AIDS causes, while furthering a dialogue about other philanthropic needs, such as the emergence of high-engagement philanthropy and its impact on social change work. And in the broader dialogue, we promote the contributions of gay men and lesbians to American society.



In 2000, leadership also occurred at home, in the programmatic and structural changes of the Gill Foundation. We revised our mission to include gender identity, ensuring that our foundation strives to secure equal opportunity for all people, regardless of sexual orientation or gender identity. We explored new territories by launching an LGBT voter project aimed at strengthening LGBT voter participation. And we continued to support LGBT and HIV/AIDS nonprofits throughout the country, through our grantmaking, through our training and technical assistance, and through our work with donors.

We also continued to forge stronger ties between our grantmaking program and our training and technical assistance program, OutGiving. For example, in 2000 the foundation convened a diverse, representative group of LGBT leaders to provide direction for our Urban LGBT People of Color Organizations Initiative, which contains a grantmaking and technical assistance component.

In 2000, the Gill Foundation awarded \$6 million to 472 organizations, and the Gill Foundation's OutGiving Department worked with more than 400 organizations in dozens of communities, and hosted four conferences for donors, including OutGiving 2000, the national donor conference.



Tim Gill,  
Founder and Chairman

## Gill Foundation

*The Gill Foundation is the umbrella that manages many of the projects and aspects of the foundation's work. Started by Tim Gill in 1994, the foundation encompasses two major project areas—Gill grants and the Gay and Lesbian Fund—and employs more than forty people in Denver and Colorado Springs, Colorado.*

### Gill Foundation Grantmaking

The core grantmaking program provides funding to Colorado, national and nonurban nonprofits that serve lesbian, gay, bisexual and transgender communities and communities living with HIV/AIDS. Qualifying organizations are located in communities of 1.5 million or fewer residents.

### Gay and Lesbian Fund

The Gay and Lesbian Fund was designed to support community nonprofits while highlighting the contributions of gay men and lesbians. The Gay and Lesbian Fund for Colorado was launched in 1996. By the end of 2000, it had awarded more than \$4.2 million to organizations throughout Colorado. The Gay and Lesbian Fund for Colorado funds five program areas: arts and culture; children, youth and families; leadership development; public broadcasting; and social justice. The Gay and Lesbian Fund affiliates program provides opportunities for LGBT people and their allies to create similar models in their communities that promote gay and lesbian giving, support community programs, and encourage fair workplaces by advocating for nondiscrimination policies that include sexual orientation.

### Gill Foundation 21st Century Initiatives

In 1999, the staff and board of the Gill Foundation created the 21st Century Initiatives to augment its programs in three important sectors of the lesbian, gay, bisexual and transgender community. The 21st Century Initiatives include: Urban LGBT People of Color Organizations, investing \$1 million to develop leadership and strengthen people of color organizations in urban areas within the LGBT movement; Statewide Advocacy Organizations, committing \$1.5 million to strengthen the infrastructure of statewide LGBT advocacy organizations; and Community Centers in Non-Urban Areas, committing \$2 million to support and establish community centers in non-urban communities. Each program is being developed with input from a working group that is representative of the community served by the initiative.

## Gill Operating Programs

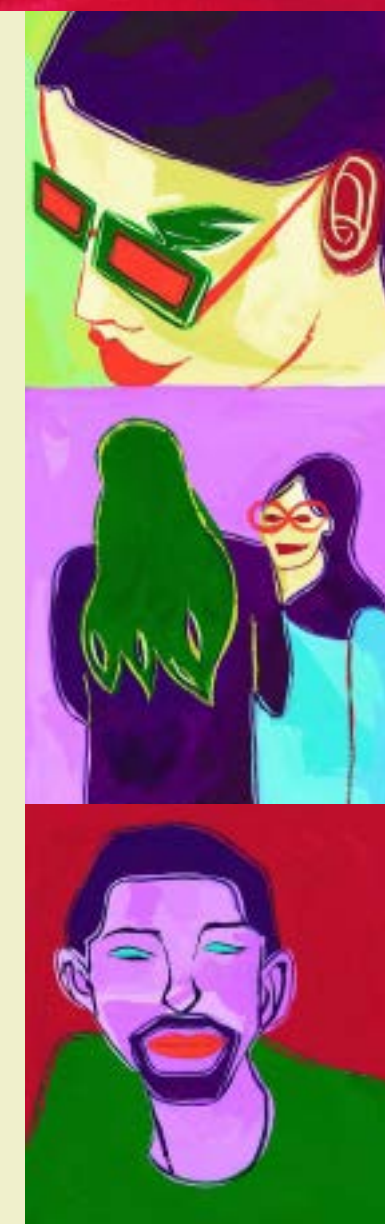
*The Gill Foundation operates numerous non-grantmaking programs. This includes the OutGiving Department, the foundation's training and technical assistance arm, and OutVote 2000, a voting project aimed at strengthening LGBT voter participation. In 2001, several new projects are being launched, including the Gill Communications Fellows Program, a program that connects communications professionals with LGBT nonprofits; and the Democracy Project, a nonpartisan effort aimed at increasing participation in the democratic process among LGBT and allied people.*

### Gill Foundation's OutGiving Department

Because a movement for social change costs money, the Gill Foundation established the OutGiving Department in 1995. Working with organizations around the country, OutGiving trains nonprofits to raise money. Through the donor resources program, the Gill Foundation works with a network of donors around the country to help them become more effective in their giving and in their work with the nonprofits they fund.

### OutVote 2000

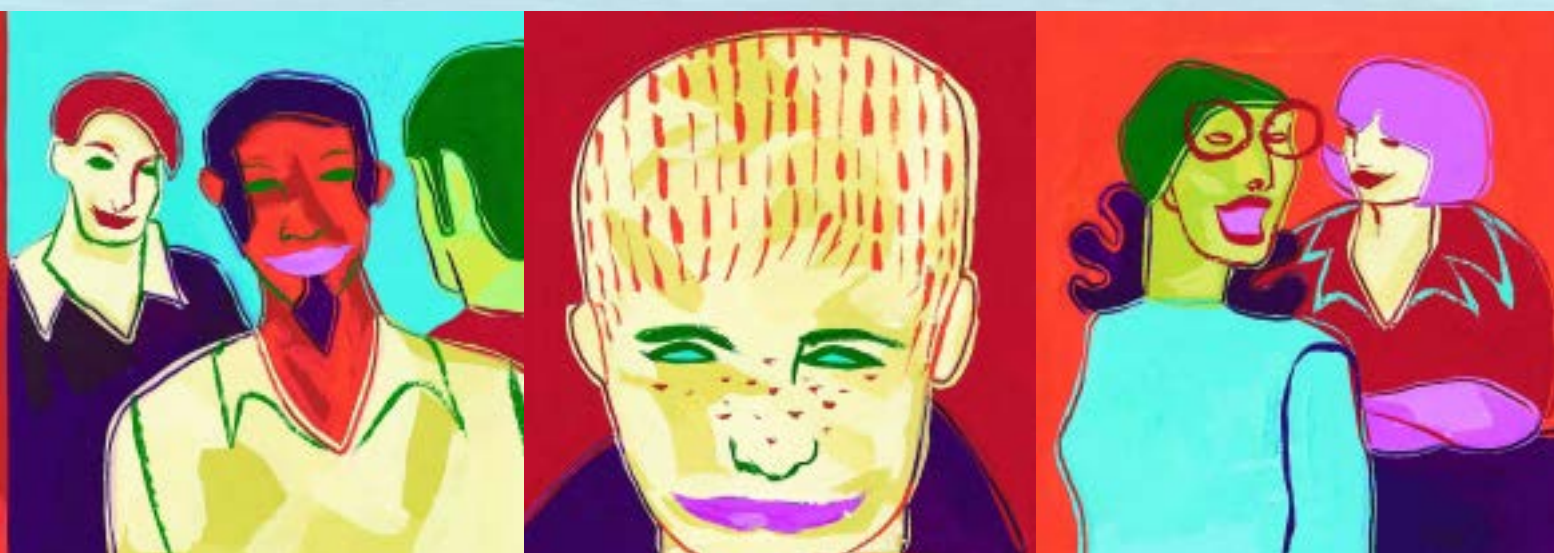
Sponsored as a public service by the Gill Foundation, OutVote 2000 was a nonpartisan effort that encouraged voter participation by lesbian, gay, bisexual and transgender people. OutVote 2000 included field organizing, advertising, direct mail and phone banks, on-line activism and public opinion research. The effort produced a report entitled *Out of the Closet and Into the Voting Booth: Lesbian, Gay, Bisexual and Transgender Voters in 2000*, a study profiling lesbian, gay, bisexual and transgender voters in the 2000 election.





## LEADERSHIP IS creating a space for self-reflection

Let's start by stating that leadership is essential to the development of a healthy movement for social change; nurturing it will ensure that our movement will last for many years. Leadership is provoking the conversation—it's challenging ourselves to think deeply about leadership and its connection to our survival. Leadership is asking questions that identify what's missing and what's working in the LGBT movement. Is there a leadership void in the LGBT movement? How do individuals relate to communities? How can we support the people, the organizations and the ideas within our LGBT communities? Leadership can mean shifting our approaches to gender identity, youth, the AIDS epidemic, building self-sustaining organizations, gay and lesbian philanthropy, and our visions for local, national and global organizing. Or it can mean ensuring that our movement's individuals have the tools to create a safer, better world for all of us. Who knows? Twenty years from now, the conversation on leadership may be moot. That's reason enough to have the discussion.



Leadership is an essential ingredient in any struggle for civil rights. Leaders define the vision and build consensus. Without leadership, there are no movements, only independent operators.

As the movement for LGBT social justice matures, we must keep an eye to leadership. We must ask difficult questions: Where do we see leadership within our movement? How has it been defined? What are the challenges to this leadership? Who does it include? Who does it leave behind? Is it effective?

Consider the role of leadership in the context of earlier movements for civil and human rights. William Lloyd Garrison, Arthur and Lewis Tappan and others became credible voices against slavery, effectively launching the abolitionist movement, when they formed the American Anti-Slavery Society in Philadelphia in 1833. They were beacons, shining light on the injustices of slavery and inspiring others to join their cause.

Consider, also, the role of people like the Rev. Hosea Williams, Congressman John Lewis, the Rev. Fred Shuttlesworth, Rosa Parks and the Rev. Martin Luther King Jr. in the modern movement for equality for African

Americans. While many people participated in this struggle for justice, it was the vision and pioneering spirit of these individuals and others that ignited passion in the masses.

And consider the importance of Jane C. Hunt and Lucretia Mott in the effort for women's equality. In 1848, the two led the organizing of the "First Women's Rights Convention" with the goal of discussing the social, civil and religious rights of women. They brought together women who were committed to seeking equality and motivated them to believe they could reach their goals.

Indeed, history has shown that leaders are essential to the success of any effort. Our challenge is to ensure that we embrace leadership from all corners of our LGBT movement, nurture it where it exists, help develop it where it is lacking and celebrate it when it shines.

Leadership is evident in many places in the LGBT movement. We see it in people like Ivy Fox, who, as a 16-year-old high school student, helped ignite a controversy when she insisted on her right to start an extracurricular organization where students could talk about issues relevant to LGBT people. When her school turned down her request and the school board refused to reverse the decision,

Fox sued. Four years later, the Salt Lake City, Utah, school board approved the organization.

And we see it elsewhere—in youth, people of color, HIV/AIDS activists, gender activists and others. We are fortunate that a wealth of successful organizing is occurring in small towns and large cities across the U.S., and in our nation's Capitol.

Still, there is cause for serious concern. Consider: turn-over in LGBT organizations is extremely high; burn-out is such a problem that many organizations consistently fail to keep enough board members to meet even the minimum requirements of their bylaws; there is a dearth of people of color in leadership roles within our organizations; and the role of personalities often is so important that when powerful executive directors leave, the organizations fold or teeter on the brink of extinction.

Leadership is not easy for individuals or organizations. Leaders help ignite the flame that allows organizations, ideas and movements to rise from obscurity and irrelevance to become powerful forces. But it is hard work. We might all consider the following approaches when working with others who are in leadership roles:

- *Support efforts toward leadership. Accept that not every attempt will be successful, but that it is through the trying that success is eventually attained.*
- *Make sure that criticism is constructive. People who assume leadership roles often find themselves on the defensive, which can take away precious energy from the work to which they are committed.*
- *Be patient. It takes time for individuals, communities and organizations to reach their goals.*
- *Offer honest assessments. Leadership requires an ability to hear varying viewpoints and critiques. And it requires the ability to accept that a change in direction may be necessary.*

Yes, there are things we can do to make life easier for those who assume the mantle of leadership. Likewise, there are expectations we should have for those who lead:

- *Successful leaders inspire others. They create in others the desire to succeed in their roles. They cause others to want to develop their own visions.*
- *Leaders also are willing to step aside and out of the spotlight. They work to help others become leaders and best define their success through the potential for an issue or movement to continue without their involvement. They know the right time to be forceful and make quick decisions and when it is more appropriate to build consensus.*
- *Leaders also create the space for people to succeed and fail. They recognize that progress requires failures and that it is through both successes and missteps that we learn the most effective strategies.*



Clearly, leadership is more than the people who practice it; at root, it is about a set of principles that govern the way we interact and accomplish our goals.

The Gill Foundation is committed to building stronger leaders. The foundation was a major funder of the Lundy Leadership Challenge, a three-year initiative designed to develop collaborative leadership among Colorado's LGBT leaders. The program began in 1998 and ended in May 2001.

Then in 2000, the Gill Foundation launched a new initiative to develop the skills and abilities of people who have been identified as national leaders within the LGBT movement. Through the National Leadership Project, 20 LGBT leaders from a variety of backgrounds are developing even stronger skills. Participants completed a week of engaging and intensive exercises at the Center for Creative Leadership, an international nonprofit educational institution devoted to leadership education. They will determine the next steps in their development and will help the Gill Foundation develop strategies to support existing leaders and nurture emerging leaders.

And as we plan for the future, the Gill Foundation commits to doing our part to develop leadership by helping to build stronger individual leaders in our communities, creating more collaborative efforts and extending support to those who practice leadership daily. We appreciate the role that we are allowed to play. We will use it to build a healthier world for us all.

**"Quality leadership is neither the product of one great individual nor the result of odd historical accidents. Rather, it comes from deeply bred traditions and communities that shape and mold talented and gifted persons. Without a vibrant tradition of resistance passed on to new generations, there can be no nurturing of a collective and critical consciousness—only professional conscientiousness survives."**

—Cornell West, *Race Matters*



## LEADERSHIP IS redefining the role of gender identity in the LGBT movement

It's as simple as the advice offered by GenderPAC Executive Director Riki Wilchins at the Gill Foundation's OutGiving National Donor Conference in September of 2000: "The moral center of a movement is defined by how well and how long we fight for those who are not us, for those more easily left behind." While our movement has grown and diversified—including an increase in the number of organizations that work on gender issues—many of our organizations have "left behind" transgender communities. Others have incorporated transgender issues into their visions and into their programming. Earlier this year, we revised our mission to include gender identity—recognizing the growing number of transgender organizations in social change work and furthering the awareness about the connections between sexual orientation and gender identity. The moral center is shifting.



**Intersex Society of North America**  
Petaluma, California  
Gill Foundation National LGBT Grantee  
[www.isna.org](http://www.isna.org)

Five U.S. families each day are faced with the decisions that come from having a child born with atypical sex anatomy, which makes it difficult to determine if the child is male or female. Since the 1950s, many doctors have dealt with these intersexed children by performing genital surgery, often without the parent's understanding or consent.

"The motivation for this really harmful medical model comes from homophobia," said Cheryl Chase, executive director of the Intersex Society of North America (ISNA). "When doctors and parents see unusual sexual anatomy, they immediately believe that the child will grow up to become a homosexual. Doctors use this to convert the situation into a medical emergency."

ISNA is "devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with atypical sex anatomy." ISNA has raised public awareness about intersexuality in the general public and the medical establishment and has begun to reform the practices of doctors specializing in intersex.

"We want to illustrate that people don't always come in two types," said Chase.

In 1999, ISNA worked with the Constitutional Court of Colombia to pass legislation that would recognize intersexed people as a protected minority in Colombia—a world first. Because of the legislation, Colombian doctors are required to provide more information to parents of intersexed children before they decide to perform surgery.

ISNA's work earned it the International Gay and Lesbian Human Rights Commission's 1999 Felipa De Souza award, which honors organizations and/or individuals working on human rights throughout the world.

According to Chase, leadership occurs when ISNA connects various people working on intersex issues, including doctors, psychologists, sociologists, LGBT activists and intersex activists.

"We're making sure that they share their work with each other," she said. "Intersex is an aspect of human nature that transcends lots of categories and we're helping them break down those categories."

**Gender Public Advocacy Coalition, Inc.**  
Washington, DC  
Gill Foundation National LGBT Grantee  
[www.gpac.org](http://www.gpac.org)

For Riki Wilchins, one purpose of its 1st Annual National Conference on Gender was to gather people to discuss their participation in a movement organized on the issue of gender.

"We wanted to bring together all the diverse communities and identities that have a stake in gender civil rights," said Wilchins, executive director of Gender Public Advocacy Coalition (GenderPAC). "Everyone there was interested in exploring how they can gain full equality in the workplace, in communities, and in the schools, regardless of their gender."

GenderPAC's mission is to serve as "the national advocacy organization working to ensure every American's right to their gender free from stereotypes, discrimination and violence, regardless of how they look, act or dress or how others perceive their sex or sexual orientation." GenderPAC focuses on legislation, education and legal action.

According to Wilchins, the Gill Foundation's challenge grant helped give GenderPAC "visible legitimacy" with donors and foundations. In addition, the Gill Foundation's staff provided training and technical assistance, which proved useful to them as a first-year organization with a new 501(c)(3) status and a board of directors.

In May 2001, GenderPAC held the 1st Annual National Conference on Gender, in conjunction with its 6th Annual National Gender Lobby Day. The conference included an all-day institute on gender law, a track exploring the connections among gender, age, race and class, and numerous workshops on gender policy and strategy. At the lobby day, attendees met with their congressional representatives to educate them on stopping gender-based hate, and creating fair workplaces and schools where all children are valued and respected, regardless of gender. Wilchins noted that the conversation about leadership begins with the individual.

"Leadership comes from that impractical and totally inconvenient thing: a passion to make the world a better place, the spiritual faith that it is possible, and a personal vision of what that should look like," said Wilchins.

**"The people who make a difference in history are those who fight for freedom—not because they're guaranteed to succeed—but because it's the right thing to do. And that's the kind of fighters that history demands today."**

—Leslie Feinberg, *Transliberation*



**GenderPAC**  
Attendees at the Millennium March on Washington speak with Riki Wilchins, (second from right), executive director of GenderPAC, a national organization "working to ensure every American's right to their gender free from stereotypes, discrimination and violence."



**Intersex Society of North America**  
Debbie Hartman and daughter Kelli, who was subjected to sex reassignment at several weeks of age. Debbie and Kelli are featured in the half-hour documentary *Redefining Sex*, a documentary distributed by ISNA that examines the ways that doctors treat intersexed children.



# LEADERSHIP IS

## addressing the changing needs of an epidemic

If there's a lesson to be learned from the AIDS pandemic, it's that a disease will teach us to learn from our successes while adjusting our work to tackle new challenges. Witness the forward strides in our public dialogue on HIV/AIDS, including conversations among health providers, government officials, media and the general public. Take note of emerging therapies and other research that foretells of more effective approaches to prevention and treatment and eventually, a cure. The pandemic also continues to tell a grim story, but in different ways. Witness the statistics indicating a high incidence of people of color and young people in domestic HIV infections, along with the reemergence of infections among men who have sex with men. Witness the spread of AIDS throughout the world, ravaging entire generations of people in countries within Africa and Asia. As we move into a new phase of collective response — an era of continual discussion and new populations with HIV/AIDS — we believe that our ability to respond will remain closely connected to our ability to understand the constantly changing nature of AIDS.



### National Minority AIDS Council

Washington, DC  
Gill Foundation National HIV/AIDS Grantee  
[www.nmac.org](http://www.nmac.org)

For Carlos Velez, addressing the local needs of the AIDS epidemic requires using a local model that draws connections between HIV-status and other identities.

"The populations that remain vulnerable to HIV are those that are still marginalized in our society," said Velez, development director for the National Minority AIDS Council (NMAC).

"It's essential that in order to adequately address HIV, we also understand the need for social justice, and that it is not just about a disease, but just one of several issues that afflict disenfranchised individuals," Velez added.

Established in 1987, NMAC is "dedicated to developing leadership within communities of color to address the challenge of HIV/AIDS." NMAC accomplishes this through advocacy efforts, a public policy division, technical assistance, conferences (including the annual United States Conference on AIDS) and various publications.

One aspect of NMAC's work is an effort to empower local community members to access various types of funding in order to address local needs related to HIV/AIDS. Through its public policy division, NMAC sponsors regional policy and advocacy skills training and technical assistance sessions for people of color.

"In order to receive federal funds to subsidize community programs and services, it is imperative for the needs of those most affected by HIV and AIDS to be heard," said Velez.

According to the Center for Disease Control and Prevention, Blacks and Hispanics accounted for more than half of the AIDS cases reported through June 2000. In addition, Blacks and Hispanics accounted for more than half the total deaths of people with AIDS. Through a general operating support grant in 2001, the Gill Foundation will support NMAC in building leadership in communities where funding resources and HIV/AIDS services are needed, specifically communities of color not reached by restricted government funding awarded to NMAC.

NMAC Executive Director Paul Kawata believes leadership is about providing the information and skills to make decisions about HIV care, prevention and education. "It is our belief that, given the appropriate information and resources, communities of color will be able to address this epidemic that has caused such devastation in our communities," he said.

### Housing Opportunities for People with AIDS

Gill Foundation Colorado HIV/AIDS Grantee  
Colorado Statewide

The physical and psychological effects of living with HIV/AIDS can be challenging enough, but some Colorado residents are faced with the uncertainty of where they will live, due to the high cost of housing across the state.

There is good news for some of those families. A partnership between the Gill Foundation, five Colorado AIDS service agencies and the state of Colorado resulted in a \$1.37 million grant from the U.S. Department of Housing and Urban Development's Housing Opportunities for People with AIDS (HOPWA).

The grant is being used to develop housing for low-income families living with HIV/AIDS in rural Colorado, and is administered by The Colorado AIDS Project for the four non-urban Colorado AIDS service organizations: Boulder County AIDS Project, Northern Colorado AIDS Project, Southern Colorado AIDS Project and Western Colorado AIDS Project. The Gill Foundation provided a grant that paid for the convening of the AIDS service organizations and design of the application process.

Jo Rosenquist, executive director of Western Colorado AIDS Project, said that the collaborative leadership of the partner agencies serves as an example of how organizations with common goals and objectives can come together for the greater good of the community.

Because many low-income people living with HIV/AIDS in rural communities have limited resources, they often need to choose housing over food, food over medicine, or medicine over housing. This grant will provide affordable, safe housing for 50 low-income Colorado families in rural areas who are living with HIV/AIDS.

"I think generally there is an inclination to think of leadership as coming from an individual. But when a group of truly committed individuals come together like people did around this HOPWA grant, you see true leadership; people who are willing to work through 'give and take' for one common and greater good," said Rosenquist.

**"AIDS is a test of who we are as people...Remember that someday the AIDS crisis will be over. And when that day has come and gone there will be people alive on this earth—gay people and straight people, black people and white people, men and women—who will hear the story that once there was a terrible disease, and that a brave group of people stood up and fought and in some cases died so that others might live and be free."**

—Vito Russo, author and activist, 1987



### Housing Opportunities for People with AIDS

Five Colorado AIDS services organizations are using a \$1.37 million grant from the U.S. Department of Housing and Urban Development's Housing Opportunities for Persons with AIDS to develop housing for low-income families living with HIV/AIDS in rural Colorado.



### National Minority AIDS Council

NMAC Executive Director Paul Kawata addresses a record audience of more than 3,000 at the United States Conference on AIDS. In his speech, Kawata said, "It is our memory of those who have passed that guides us in our work, that inspires us to keep on with the struggle when we feel like going no further."



## LEADERSHIP IS welcoming social change locally, nationally and globally

There's a specific insight that comes with connecting ourselves to people working in other local communities, people working at a national level and people throughout the world; it allows us to adapt our work and our visions to what's taking place around us. Practically, it makes sense. A federal policy directly impacts the lives of people throughout the nation's regions. Similarly, a U.S. organization's ability to influence change within our country can improve the lives of people worldwide. Think about the possibilities. We can share our successes and insights across state borders. We can exchange leadership practices with people in other countries and add freshness to all of our work. We can share resources and experiences, and collaborate in ways that allow us to help and learn from each other. It's insight that's gained, but it's also something more: it's social change.



### Lundy Leadership Challenge

Denver, Colorado

Gill Foundation Colorado LGBT Grantee

Lorenzo Ramirez, a Denver activist and artist, debated for several weeks whether to submit his application for the Lundy Leadership Challenge, a three-year pilot program that gathered approximately forty current and emerging leaders in Colorado's lesbian, gay, bisexual and transgender (LGBT) communities to learn collaborative leadership. He submitted it on the application deadline.

Three years later, he has no regrets.

"I think that the Lundy Leadership training has definitely changed me," said Ramirez. "It has helped me learn to interact with people who are not people of color. I think it's a wonderful opportunity for people to stretch themselves."

The Lundy Leadership training originated as a joint project among the Lundy Foundation, the Gill Foundation and Colorado's LGBT communities. According to Vic Dukay, project director of the Lundy Foundation, the training was created to address leadership concerns in Colorado's LGBT communities, including the interpersonal skills among Colorado LGBT leaders, and the impact of AIDS on the lives of LGBT leaders.

"We wanted to stop people from hitting each other over the head, to figure out a way to do it differently," said Dukay. "We didn't know exactly what that looked like, but we knew it had to change."

Since 1996, the Gill Foundation has provided about \$286,000 to the Lundy Leadership training. Dukay noted that the Gill Foundation was the first funding partner to provide a three-year commitment to the project, which helped leverage funding from other sources.

For Dukay, the conversation on leadership is crucial.

"As a movement, we don't talk enough about the importance of leadership, including our roles as leaders and as followers. We should ask ourselves: 'Why do we need it? What's the impact on our community if we don't have it?'" said Dukay.

In May 2001, about 30 participants completed the three-year training.

"What Lundy has attempted to do is figure out how people can come together and work across their differences," said Dukay. "Leadership is about engaging people at local and national levels, and understanding their individual perceptions without discounting any of them."

### LLEGÓ, the National Latina/o Lesbian, Gay, Bisexual, Transgender Organization

Washington, DC

Gill Foundation National LGBT Grantee

www.llego.org

For Martín Ornelas-Quintero, the national conference El Encuentro embodies a core purpose of LLEGÓ: to create unique spaces for LGBT Latina/os. The Gill Foundation awarded a grant to support LLEGÓ's 8th Encuentro in October 2000.

"We believe that the best way to reach queer Latina/os is through queer Latina/o organizations," said Ornelas-Quintero, executive director of LLEGÓ, the National Latina/o Lesbian, Gay, Bisexual, Transgender Organization. "At El Encuentro, we don't need to justify our ethnicity or our sexual orientation. It's not just a conference, it's about creating a place where we can make space for queer Latina/os, analyze our realities and celebrate our people."

As part of its mission, LLEGÓ is "devoted to organize Latina/o lesbian, gay, bisexual and transgender (LGBT) communities on a local, regional, national and international level, addressing the needs to overcome social, health and political barriers faced due to sexual orientation, gender identity and ethnic background." LLEGÓ works on health issues, including those concerns pertaining to HIV/AIDS and women's health, and civil rights issues, by collaborating with the media, government and various LGBT and Latina/o organizations.

"LLEGÓ works by supporting the capacity of local leaders and institutions; we're building a national organization by sustaining a national network," said Ornelas-Quintero.

Ornelas-Quintero ties the conversation on leadership directly to the mission of LLEGÓ.

"Leadership is gaining our voices and working collectively to have our voices heard," he said. "Leadership is a brown, gay man seeing another on television and being inspired to speak to his parents; it's a government panel on domestic violence that looks at the specific needs of LGBT Latina/os; and it's calling homophobia where it exists and racism where it rears its ugly head. Leadership is a frame of mind and a state of being."

The Gill Foundation's 2000 grant for general operating support helped LLEGÓ leverage other foundation resources, and helped support advocacy efforts not funded by government money, said Ornelas-Quintero.

### International Gay and Lesbian Human Rights Commission

San Francisco, CA

Gill Foundation National LGBT Grantee

www.iglhrc.org

Surina Kahn, executive director of the International Gay and Lesbian Human Rights Commission (IGLHRC), finds herself constantly explaining its focus on international organizing.

"We want to push local domestic organizations—nationally, locally and regionally—to think beyond the borders of the United States because it's the morally right thing to do, because we can really learn from the experiences and struggles of activists throughout the world, and because the conservative Right Wing has begun investing time and money internationally on issues that affect LGBT people and people living with HIV/AIDS," said Kahn.

IGLHRC works to protect and advance the human rights of sexual minorities throughout the world, specifically LGBT people and people living with HIV/AIDS. Established in 1990, IGLHRC responds to human rights violations on the basis of sexual orientation, gender identity and HIV sero-status through documentation, advocacy, coalition building, public education and technical assistance.

Kahn explains that IGLHRC relies on the leadership of the many activists throughout the world with whom they work.

"Everything we do is about local control," said Kahn. "We really need to support leadership from the people who are most impacted by the policies that affect them. That's the most important form of leadership development in which we can invest resources."

IGLHRC has staff positions focused on regional support in Asia and the Pacific, Africa and Southwest Asia, and Latin America. IGLHRC is currently collaborating with activists in Brazil to produce a report on the successful strategies that Brazilian activists employed to provide accessible and affordable AIDS medications to people throughout Brazil. Kahn believes that it's a culturally sensitive model that other countries can reference when addressing the global AIDS epidemic.

"As an organization, we're trying to come up with new models so that we're not solely focused on the human rights model, which relies heavily on government, but also looking at transforming other institutions, such as the family and religious institutions," said Kahn.



### Lundy Leadership Challenge

Participants of the Lundy Leadership Challenge present an exercise at a weekend module. In 2001, about 30 people completed the three-year training intended to develop collaborative leadership skills among Colorado LGBT community members.



### LLEGÓ

Mirka Negroni, co-chair of LLEGÓ, speaks to attendees of El Encuentro, LLEGÓ's national conference for LGBT Latina/os, as Tom Valverde, former board member, looks on. LLEGÓ addresses issues important to LGBT Latina/os at local, national and international levels.



### International Gay and Lesbian Human Rights Commission

IGLHRC staff march in Rome for World Pride 2000. IGLHRC hosted a conference on religion and sexual diversity in conjunction with World Pride. The conference drew an audience of about 500 people from around the world.



## LEADERSHIP IS embracing youth in our LGBT organizing

The success of the LGBT movement can be seen in its youth. Just look at the organizations run by and for youth — organizations that celebrate youth as leaders of today. It also can be seen in LGBT organizations that empower youth as leaders and as decision-makers. Daily, these organizations shape a vision for themselves and our communities by supporting the specific needs of youth, addressing their physical and mental health, and creating safe spaces for LGBT youth in our schools and in our families. More and more, in our schools and on the streets, young people feel empowered to “come out,” to declare their sexualities and their genders, to assert themselves as leaders, and to create and lead organizations that meet their own needs. We embrace youth organizing because our survival depends on it. When we invest in young people, we ensure that our movement is long lasting. We ensure that a healthy cadre of leaders works for our freedom for years to come.



### National Youth Advocacy Coalition

Washington, DC

Gill Foundation National LGBT Grantee

[www.nyacyouth.org](http://www.nyacyouth.org)

The National Youth Advocacy Coalition (NYAC) offers a place for youth who want to assert themselves as participants within the lesbian, gay, bisexual and transgender movement.

NYAC's mission is “to advocate for and with young people who are lesbian, gay, bisexual or transgender in an effort to end discrimination against these youth and to ensure their physical and emotional well-being.”

NYAC represents more than 130 youth centers around the U.S. NYAC also operates the Bridges Project, a national clearinghouse of information and materials affecting LGBT youth; an HIV/STD Prevention Project; regional conferences; and the National Summit, a forum for youth to exchange information and to learn strategies for program development and advocacy.

“At NYAC there is a tremendous amount of support for the work that youth do,” said Justin Louie, NYAC's board chair, who began his board term as a 22-year-old youth activist from San Francisco. “Our voice is taken seriously; they recognize that youth have valid ideas and can participate at a level equal to those of varied ages.”

Racial and economic justice is a major focus of the organization's work. NYAC has created a Racial and Economic Justice Initiative to build bridges among movements that look to foster the healthy development of youth and youth leadership, as well as to movements that seek to end oppression and support diversity.

“NYAC is committed to finding the intersections between race, class, gender and sexual orientation,” stated Craig Bowman, executive director of NYAC.

Gill Foundation funding has allowed NYAC to fund its new initiative and to build its infrastructure.

“Since our founding, NYAC has been committed to amplifying the voices of young people in our movement. We believe that youth need to be involved at every level, and in every conversation—be those programmatic, direct service, or public policy—and that without them, our movement will be weakened,” stated Bowman. “At NYAC, leadership requires an uncompromising commitment to social justice, and an unwavering belief in the power of young people to effect positive social change.”

### Outright

Portland, ME

Gill Foundation Non-urban LGBT Grantee

[www.outright.org](http://www.outright.org)

The enthusiasm is clear in Executive Director Tami Eldridge's voice when she talks about Outright's involvement with lesbian, gay, bisexual and transgender youth in the Portland, Maine area.

She has good reason to be excited. In 2000, Outright moved into a new facility that enables the organization to serve 80 to 100 youth every month; nearly 400 were served in the first four months of 2001, the goal for the entire year.

Outright's purpose is “to create safe, positive and affirming environments for young lesbian, gay, bisexual, transgender and questioning people, ages 22 and under.” A collaborative of youth and adults provides support, education, advocacy and social activities. Program leadership and board representation are shared by youth and adults.

With the new facility, attendance at Outright's popular drop-in and support group programs has increased two-fold. The drop-in program is a social venue where 60 to 70 youth per night get to know their peers, play music, relax in the library or play video games. Others go to Outright for peer and adult counseling on relationships, HIV/STD prevention and substance abuse.

The Gill Foundation grant provided Outright the resources to further develop programs that reach beyond the new facility, such as the speakers' bureau. Outright's youth and staff go into every ninth grade health classroom in Portland city schools to address issues of homophobia and heterosexism.

“Leadership is not a separate program at Outright, it's organic to how we exist in the world,” said Eldridge. “Because we are a youth/adult collaboration, youth are leaders in every aspect of our organization.”

**“I am only 18 years old and I have seen a lifetime's worth of ignorance. But that's only one of the reasons I am here today. I believe in freedom—freedom of gender, freedom of speech and thought, and freedom to love. Freedom is the foundation on which our democracy, our America the beautiful, was laid. By giving in to silence, we are thereby forfeiting our freedom. So for God's sake, speak up. We deserve it. As a youth, my voice is often overlooked. Yet we, the youth, are a very powerful voice of the present. Make sure we're not left behind.”**

— Ivy Fox, East High Gay/Straight Alliance, Millennium March on Washington, April 2000



### Outright

Outright provides many opportunities for youth to work together and learn from each other. At a summer “Outing Club” trip, youth participated in a challenge course.



### National Youth Advocacy Coalition

NYAC Youth Summit participants relax after a day of workshops and the “Generation of Impact” pre-election rally in front of the White House.



# LEADERSHIP IS

## supporting community nonprofits through gay and lesbian philanthropy

Shifting public dialogue takes time, resources and ingenuity. The Gay and Lesbian Fund for Colorado's mission has two, interconnected purposes: to support community nonprofits throughout Colorado, and to highlight the contributions of gay men and lesbians. Through the first focus, we've been able to support and strengthen the work of hundreds of programs throughout Colorado in the areas of arts and culture; social justice; children, youth and families; public broadcasting and leadership development. We've also raised visibility about the existence and the financial commitment of gay men and lesbians to our communities. It's a long and complex journey—that of transforming a state's dialogue to celebrate the humanity of all of our people—but in the end, it's a satisfying and attainable one. We challenge anyone involved in social change work to behold a Gay and Lesbian Fund banner at a grantee event and not appreciate its magnitude. That's shifting public dialogue.



### Autism Education Action Group

Colorado Springs, CO  
Gay and Lesbian Fund for Colorado Grantee

Michelle Linn, a mother of two children with autism, plans to persevere until state changes are made to provide adequate programs and funding to support families with autistic children.

Linn and a group of parents and professionals formed the Autism Education Action Group (AEAG) in 1999 to coalesce the resources, ideas and energies of other families facing the challenges of raising children with autism.

Autism is a developmental disability that interferes with the normal development of the brain in areas that affect social interaction and communication skills.

The mission of AEAG is to provide community-based services for autistic individuals through educational forums and home consultations. AEAG also helps with the expenses associated with caring for autistic children by raising funds to pay for direct services to families.

When Linn's children were diagnosed with autism, she looked to the medical community, Colorado's public school system and social service agencies for resources and support. She grew frustrated by the lack of information available to parents of autistic children in Colorado. Through her research, she learned that other states including Wisconsin, Delaware, New Jersey, New York and Maryland have comprehensive programs to provide services to autistic children through their state departments of education and Medicaid programs.

A Gay and Lesbian Fund grant funded an Applied Behavior Analysis (ABA) workshop led by Ruth Donlin, M.S., an experienced ABA professional. Donlin provided an intensive one-day lecture that was attended by a capacity audience of more than 125 medical and educational professionals and community members. The program demonstrated how ABA could be used effectively in home and school settings when working with autistic children.

The funds also allowed for six in-home consultations to train families to better care for and encourage their own autistic children.

Linn believes the role of AEAG is to work to change Colorado laws to require better services for children with autism.

"By increasing the knowledge base with factual, up-to-date information, people in leadership positions will have the tools to make better decisions in our community," said Linn.

### Community Resource Center

Denver, CO  
Gay and Lesbian Fund for Colorado Grantee  
[www.crcamerica.org](http://www.crcamerica.org)

Carol Crawford speaks proudly of the thousands of nonprofit leaders who have benefited from the Community Resource Center's (CRC) leadership training and technical assistance programs during the past two decades.

"We provide the tools for them to take back what they learn, which really expands the capacity of their organizations," said Crawford, director of leadership development. She works with Steve Graham, executive director, to direct CRC's Colorado Nonprofit Leadership and Management Program.

Now in its 20th anniversary year, CRC "provides leadership training, technical assistance and consultation to community-based organizations in Colorado and across the country."

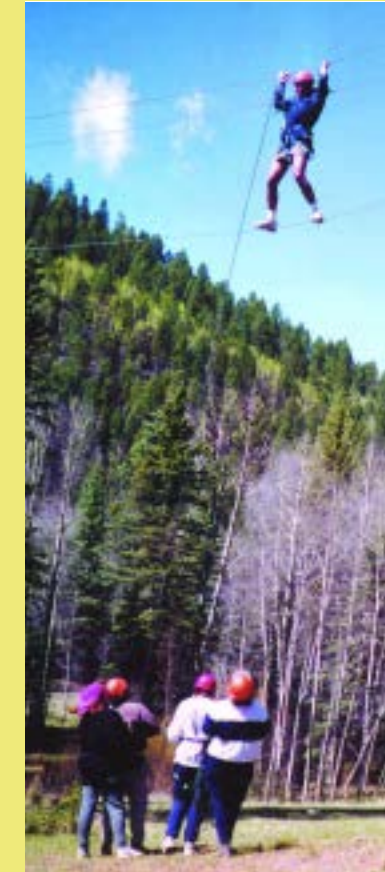
CRC's training focuses on the individual, although it sometimes targets the organizational level as well, providing the assistance needed to establish a new 501(c)(3), then the subsequent tools needed to develop a viable organization.

The year-long Leadership Training Program is geared to executive directors, senior staff and board members of Colorado nonprofit organizations with annual budgets of \$500,000 or less. The training is highly interactive and diverse, and the curriculum topics include: exploring individual leadership styles, fundraising, board development, marketing, budgeting and others. Each participant works with a mentor who is an experienced professional from the corporate or nonprofit sector, the funding community or is a member of the Association of Fundraising Professionals. The Gay and Lesbian Fund grant gave three individuals the opportunity to participate in the program.

Leadership development is the centerpiece of CRC's work. "In a nonprofit context, leaders not only stimulate staff, board, and volunteers to act strategically to further the organization's mission, but they also move the organization to play central roles in the broader community for the benefit of the organization and its constituents," said Graham.

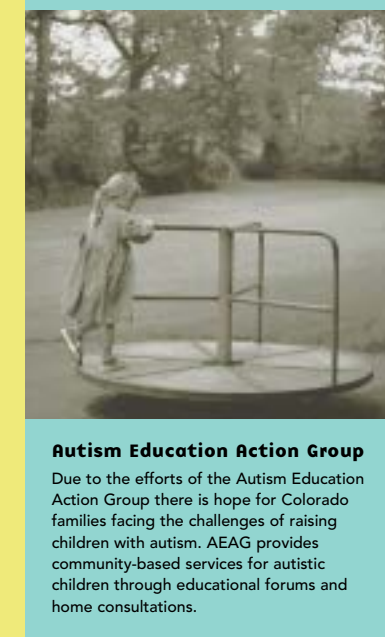
**"Leadership has a harder job to do than just choose sides. It must bring sides together."**

— Jesse Jackson, U.S. civil rights activist, "Face the Nation," April 1988



### Community Resource Center

Community Resource Center's programs include leadership training "challenge courses." Here, participants guide a fellow leader across a 35' high wire.



### Autism Education Action Group

Due to the efforts of the Autism Education Action Group there is hope for Colorado families facing the challenges of raising children with autism. AEAG provides community-based services for autistic children through educational forums and home consultations.



## LEADERSHIP IS building organizational capacity

There's an adage we use that captures our thinking as we provide training and technical assistance to organizations throughout the country: Give people a fish and they eat for a day—Teach people to fish and they eat for a lifetime. Our OutGiving Department teaches hundreds of people to fish every year. Through our technical assistance and training arm, we work with organizations throughout the country to enhance their skills at fundraising, donor development and organizational development. Our donor resources program stocks the pond by helping to increase the amount of money going to social change by identifying and cultivating donors at regional conferences, and through our national donor conference, OutGiving.



TEACH A  
PERSON  
TO FISH



Through the OutGiving Department, our training and technical assistance program, we provide training to dozens of organizations and hundreds of individuals each year. The goal of the department is to strengthen organizations: to give them the tools to be better fundraisers, to have stronger boards, to develop their organizations and their leaders, and to provide resources to identify and build relationships with donors in the LGBT community.

### Some of OutGiving's programs include:

#### InCommunity

The InCommunity program provides fundraising training, organizational development and donor resources workshops in ten non-urban communities across the country each year. The OutGiving staff works with these communities for a full year, facilitates the workshops, provides one-on-one consultation with organizational leaders and builds a base for collaboration among the community's nonprofit organizations.

#### Professional Enrichment Program (PEP)

The PEP program provides opportunities for LGBT leaders to develop their leadership, fundraising and organizing skills. The program provides financial assistance for conference fees, travel and accommodations to activists, development professionals, elected officials and community leaders to attend conferences such as the National Gay and Lesbian Task Force's annual Creating Change and the Association for Fundraising Professionals International Conference on Fundraising. PEP also includes several other programs. The Sabbatical program is an opportunity for an LGBT leader to work with another LGBT organization to study fundraising strategies. The National Board Training program helps LGBT organizations to enhance the skills of its board of directors through a full-day organizational training.

#### National Training Institute

The institute gathers staff, board members and volunteers for two and a half days of fundraising training, including two tracks tailored to individuals with different levels of fundraising expertise. The weekend program also provides an excellent opportunity for LGBT leaders and allies to network, share ideas and build alliances.

### Milwaukee LGBT Community Center

2000 InCommunity Site  
Milwaukee, WI  
[www.mkelgbt.org](http://www.mkelgbt.org)

Neil Albrecht, executive director of the Milwaukee LGBT Community Center, has seen improved organizational capacity for Milwaukee's nonprofit community organizations as a result of the Gill Foundation's OutGiving InCommunity program.

"Prior to the InCommunity program, there had been a history of floundering and dissolving LGBT organizations in Milwaukee," said Albrecht, who served as site coordinator for the program. "The primary reasons were a lack of interest in building community leadership and lack of fundraising skills to maintain the financial viability of these organizations."

A goal of the Gill Foundation's OutGiving InCommunity program is to get more money flowing into organizations that serve the lesbian, gay, bisexual and transgender community.

The OutGiving department worked with the center for a full year, providing ten technical assistance workshops that taught participants how to become better fundraisers and increase their organizational development skills, therefore building the capacity of their organizations.

The center partnered with the Non-Profit Center of Greater Milwaukee to provide the trainings. According to Albrecht, "Organizations with little knowledge of the LGBT movement came together to benefit from the workshops, particularly community-based nonprofits serving people of color."

Albrecht believes that, as a result of the InCommunity program, there is a broader understanding of collaboration and leadership among Milwaukee's community organizations.

"It was a great experience to see the common threads among community organizations, LGBT and non-LGBT," said Albrecht. "We gained a greater understanding of oppression and marginalization among all community organizations."

**"The burden of today's historical moment, when identities worldwide are radically reformulating, is for us to speak to and with each other, across the borders of identity, across our multiple expressions and strategies of self-empowerment, in ways that build a truly radical multi-cultural coalition, perhaps even community."**

—Marlon T. Riggs, film director and producer, media activist and lobbyist



### Milwaukee LGBT Community Center

Several of Milwaukee's nonprofit community organizations spent a year working together, building the capacity of their organizations through the trainings provided by the Gill Foundation's OutGiving InCommunity program. The Milwaukee LGBT Community Center served as host agency for the program.



# OUTGIVING 2000

## Chart Your Philanthropic Course

September 14-17, 2000  
Interlaken Inn  
Lakeville, Connecticut

OutGiving donor conferences are tailored to individual philanthropists—lesbian, gay, bisexual, transgender and heterosexual—who give or have the financial ability to give \$25,000 annually, or who have made a \$10,000 or greater single contribution in the past year, not necessarily to an LGBT organization.

OutGiving provides a solicitation-free space for leading individual donors who support LGBT organizations. Participants discuss issues that impact their giving, enhance existing donor networks and create new ones, cultivate and support donor-activist leadership and continue to build a philanthropic community that can expand support for LGBT organizations and the LGBT movement as a whole.

In 2000, 144 people attended OutGiving, an increase over the 88 people who attended in 1999.



### OutGiving 2000 provided opportunities for participants to:

- Learn what's happening – in the LGBT movement and elsewhere – and how donor-activists have helped and continue to create successes;
- Develop specific strategies to increase the base of support that will secure human rights for lesbian, gay, bisexual and transgender people;
- Discover how other donors make tough funding decisions and design their own giving portfolios;
- Become more effective in giving by garnering new ideas from others; and
- Meet other donors and share personal giving experiences and commonalities and explore specific issues facing donor communities.

### Host

Tim Gill

### Co-Chairs

Lynn Greer  
Charlie Rounds  
Tom Rielly  
Megan Smith

### Host Committee

Bruce M. Abrams  
Michael Armentrout & Collin Ingraham  
Hosea Baskin  
Alvin Baum  
Terry Bean  
Stephen Bennett  
Sandy Berris & Michael Heidebrink  
Bruce Chemel  
Jerry Clark  
Jody Cole  
Don Davis  
Gita Drury  
Jay A. Gandy  
Tracy Gary  
Stuart Harrison & David H. Ring  
Craig Harwood  
Frederick Hertz  
Melanie Hope & Catherine Gund  
Eric Jirgens & Allan Gilmour  
Arthur M. Kaplan & Duane Perry  
Barry Karas  
Susan Ketcham & Anne Casscells  
Betsy Koffman & Lorraine Bates  
Jeff Lewy  
Andy Linsky  
Jane Marquardt  
Michael Moran  
Shad Reinstein & Jody Laine  
Bill Resnick  
Alice Kleberg Reynolds  
David H. Ring  
Melvin Rushton & Tom Polgreen  
Ted Snowdon  
Jeff Soref  
Dr. Lo Sprague  
Andrew Tobias  
Jim Toevs  
Henry van Ameringen  
Ellen Wagner & Anne Derryberry  
Léonie Walker  
Timothy C. Wu



Christopher Paliani

### Christopher Paliani

Christopher Paliani admits he didn't put a lot of thought into his giving in the past.

"I tended to give just because someone asked me and not because I had a plan," said Paliani of Media, Pennsylvania. "I don't think I was giving strategically."

Before he attended OutGiving, Paliani talked to people who had gone to previous conferences.

"I'd heard a lot of great things," he said. "Mostly, I'd heard of some of the changes they'd made in the way they were giving."

Paliani said OutGiving gave him the resources to plan for his giving. He now thinks more about ways to effect change through his philanthropy.

"The sessions have been helpful in getting information about what is happening right now," he said. "I think just having a lot of conversations with the other donors was helpful. It opens your eyes to all the possibilities."



Trish Houck

### Trish Houck

Trish Houck spent several years working in AIDS service organizations and founded a gay and lesbian chamber of commerce in her hometown of Dallas, Texas. Still, she didn't feel connected to the larger world of gay and lesbian philanthropy.

Then she came to OutGiving 2000. It was her first OutGiving experience.

"I thought this could be an opportunity to find out more about what's going on nationally," she said. "A large part of it has been curiosity."

Houck said most of her philanthropy in the past has been directed to women's and girls' causes. She plans to continue those, but will also broaden her giving to LGBT causes.

Houck learned about OutGiving about three years earlier from a friend who met a Gill Foundation staff person during a national LGBT event. Houck said the conference provided her with more information about organizing and philanthropic efforts across the country.

"I enjoyed the workshops," Houck said. "But the best part was being able to talk to other people."



Bob Denny

### Bob Denny

For Bob Denny, OutGiving has been a life changing experience.

Denny, of Cedar Falls, Iowa, was working on estate planning. He met someone in Des Moines who knew

someone on the Gill Foundation staff. That led to conversations with Gill Foundation representatives. Based on those conversations, he attended the 1997 OutGiving conference in Aspen, Colorado.

"I think you get out of it what you need or want," Denny said.

In 1997, he focused on attending workshops. In 1999, he worked on establishing relationships with people he had identified as having special knowledge from which he could benefit. OutGiving 2000 was his third conference. He combined the two approaches.

"The idea of OutGiving is to get people like me here," Denny said.

Denny said his giving is much more strategic now and he thinks OutGiving is a good experience for others.

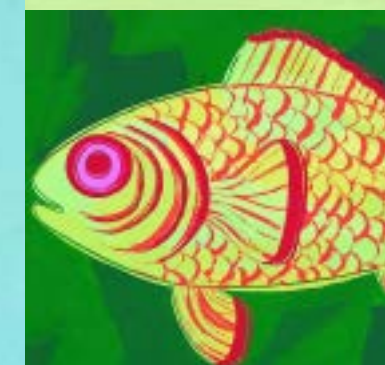
"It's definitely someplace you need to come at least once."

### Tim Gill matches donations

Tim Gill, host of OutGiving 2000 offered a challenge/match to participants in an effort to increase donations to nonprofit organizations. The Gill Foundation matched donations by individual conference attendees, up to \$1,000, to the nonprofit organization of their choice. As a result, \$185,561 was distributed among 77 organizations. The total for all four conferences exceeds \$407,000.



Leonie Walker, Tim Gill, Shad Reinstein, Jody Laine, and Ise Bosch (front).



OutGiving 2000 co-chairs Megan Smith, Charlie Rounds and Lynn Greer. Not pictured: Tom Rielly.



# OUTGIVING 2000

Plenaries at OutGiving provide opportunities for participants to learn more about a variety of topics and to share their experiences. All plenaries are led by people with expertise in the area being discussed. The following are summaries of plenaries held during OutGiving 2000.

## Putting the BT in LGBT

Riki Wilchins, Executive Director, Gender Public Advocacy Coalition (GenderPAC)

Wilchins spoke with OutGiving 2000 participants about the role of bisexual and transgender people in the LGBT movement. The following is an excerpt of her speech. The full text is available at <http://www.gillfoundation.org/conversations/se00.htm>.



Riki Wilchins

"I'm going to tell you that as far as our apparently endless public debate over whether gender belongs in a gay movement—that the boys we beat up after school, the girls we humiliated for looking just like the gym teacher, and all those people your mom and mine 'just knew' were homosexuals—all that was about gender.

Because the gays and lesbians picked out for harassment or assault are almost always targeted because of their gender; because they aren't just like everyone else; because they are visibly queer.

And so it's not so much a question of including gender, as of recognizing that gender has always been a part of the gay agenda and always will be.

I am fond of observing that GenderPAC has no 'allies program,' because gender is too basic to be confined to any one group and too fundamental to leave anyone behind. Gender rights are for all of us. And here I mean gender in its widest sense, including sexual orientation, because I take it as self-evident that the mainspring of homophobia is gender — the notion that gay men are insufficiently masculine or lesbian women somehow necessarily inadequately feminine. And I include sex because I take it as prima facie that what animates misogyny and sexism is our society's fear and loathing around issues of vulnerability or femininity.

In a post-identity movement, who we are is not a precondition for working together. Our identification as gender activists comes out of the work we do. And so identity becomes not a cause of our politics, but an effect — not a wall to be defended and debated but something mobile, personal and flexible that changes and grows with us as our understanding of ourselves changes and grows."

## From a Rainbow Flag to a Rainbow Coalition: Diversifying Our Donor Universe

Moderator: Tim Wu, Washington, DC

Panel: Patricia Chang, Donor, President and CEO, The Women's Foundation, San Francisco, CA; Marcia Martin, Special Assistant to Donna Shalala, U.S. Secretary of Health and Human Services, Clinton administration

Three people of color panelists discussed with OutGiving participants the challenges and opportunities of engaging more people of color in LGBT philanthropy. OutGiving plans to continue the conversation at future conferences.

Few groups are addressing issues of LGBT people of color donors, Wu said. In fact, ethnic groups in philanthropy are largely the only places where this work is happening, according to Chang.

"It makes sense that if we want to ensure the future of philanthropy, we need to reach out to new donors in these communities," she said. "For those of us who have worked with different groups, we know that it is by working collaboratively that we do our best work."

Martin agreed that working in collaboration is essential. It goes far beyond building relationships with people working on different issues, she said; it must be about developing a common agenda.

"Forget the coalition," she said. "I want to talk to you about collaborative politics."

People of color are donors, but they often give in ways not recognized by traditional philanthropy, the trio said. As an example, Latino populations send untold billions back to their home countries, Chang said.

"In my state of California, where we are trying to push people away from citizenship, we need to examine how we are also pushing people away from philanthropy," she said.

In black communities, the giving often happens through religious institutions, said Martin.

"In the community I come from and the family I come from, there is a tradition of giving to the church," said Martin, who is black. "It is the vehicle that people use for attachment to community and it is the vehicle that people use for giving."

Still, there are ways to interest more people of color in other types of philanthropy, and it starts with making sure everyone is represented in gay and lesbian circles, Martin said.

"The most collaborative thing the gay and lesbian donor community can do," she said, "is to be as diverse as we can."



Patricia Chang and Tim Wu

Marcia Martin



## LGBT Issues in the Political Arena: From the Inside

Vermont legislator Bill Lippert talked with OutGiving participants about the effort to achieve civil unions for same-sex partners in his home state. Lippert was vice chairman of the Vermont House Judiciary Committee when the legislation, which was approved in late 1999, was introduced.

Lippert gives much of the credit for Vermont's civil union bill to the state supreme court, which required lawmakers to come up with an arrangement that would allow same-sex couples all of the benefits and responsibilities of marriage.

"My whole world was changed because they were so strategic," he said. "People lived with the fear that if we did nothing, the Supreme Court likely would grant the whole enchilada—gay marriage."

That moved people to come up with a law that would fulfill the court's mandate, but wouldn't go as far as marriage, he said.

But Lippert had been involved in the struggle for civil rights for LGBT people long before this bill was introduced. He was a founder of Vermont's first gay and lesbian organization. When he was appointed to the Vermont Legislature, he knew he wanted to be on the judiciary committee because that was where any bill for gay and lesbian rights would start.

"My mother and father gave me a commitment to social justice and setting the world right and I have a deep commitment to my roots," he said.

Lippert is proud of the support the bill received from both Democrats and Republicans. Some received criticism from their constituents. Some have since lost their seats as a result of doing what they believed was right—voting for domestic partnership.

"That dialogue has transformed Vermont forever," Lippert said. "Our world—your world, has been permanently changed."

## The Future We Give For

About Face Theatre, Chicago, IL

Featuring Andre Gardner, Daniel Bernardo and Brenna Conley-Fonda

Youth from Chicago's About Face Theatre performed a skit about the challenges of being a young person who is lesbian, gay, bisexual and/or transgender. They also participated in a question-and-answer session, during which they called on OutGiving participants to encourage their peers to become more involved with young people.

"What the youth need most is mentors and people to take an interest in them," Conley-Fonda said.



Andre Gardner, Daniel Bernardo & Brenna Conley-Fonda

## The New Economy and New Philanthropy

Katherine Pease, former executive director, Gill Foundation

Pease discussed the changing economy and the needs, desires and expectations of donors participating in "high engagement philanthropy" and "new economy philanthropy." A lively conversation about the benefits and difficulties of high engagement philanthropy emerged among OutGiving 2000 participants.

According to Pease, these are behaviors often associated with high engagement philanthropy:

- Taking risks by supporting organizations that are looking at innovative approaches to solving complex social problems;
- Providing seed money for start-up entrepreneurial organizations;
- Demanding more attention be paid to outcomes;
- Investing their expertise, contacts and general business knowledge in the projects they support;
- Making fewer, larger grants;
- Making longer-term investments in the organizations they care about; and
- Partnering with others who have similar philanthropic goals.

## Excursions

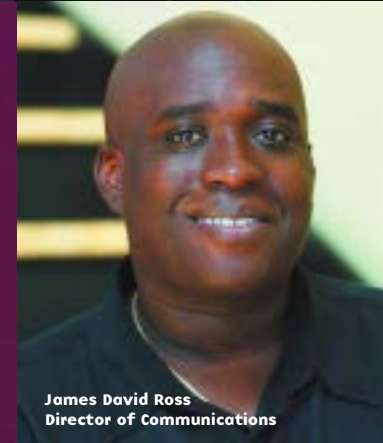
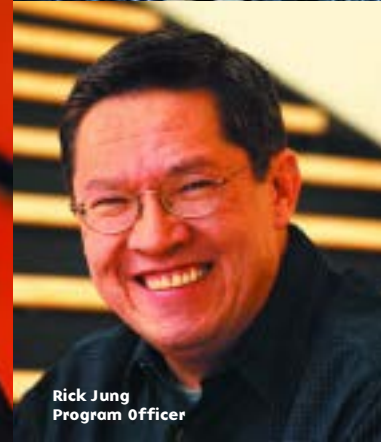
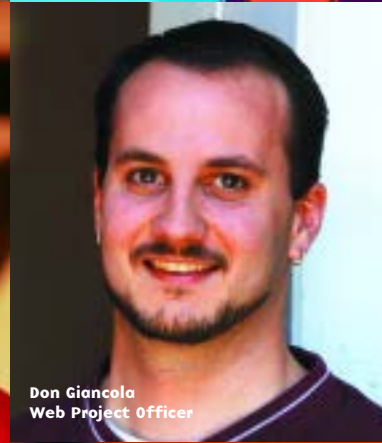
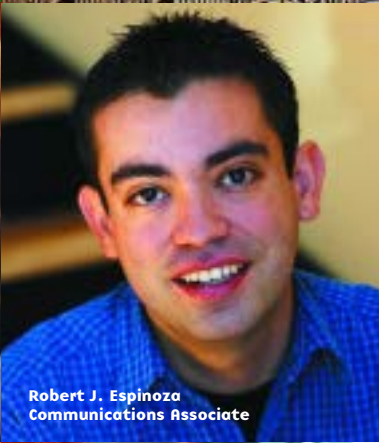
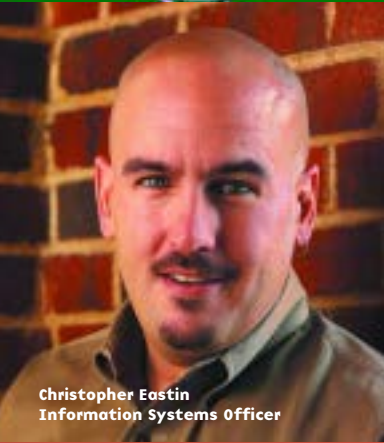
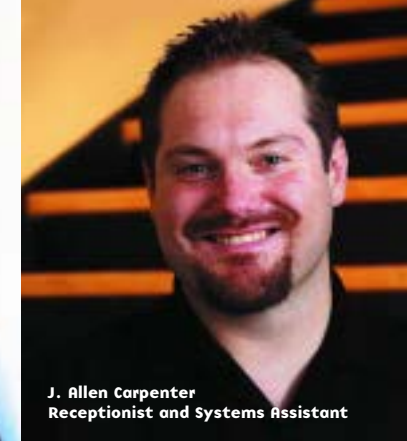
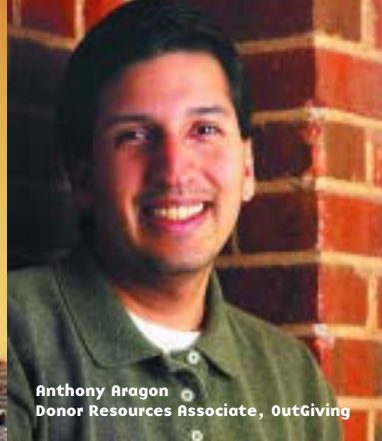
OutGiving isn't all work. Each donor conference builds in opportunities for donors to put fun into their philanthropy. Excursions allow participants a fun way to test their skills, get some exercise and learn more about each other. Among the excursions of OutGiving 2000: auto racing school, bicycle riding, antique shopping, hiking and whitewater rafting.



## We want you in 2002!

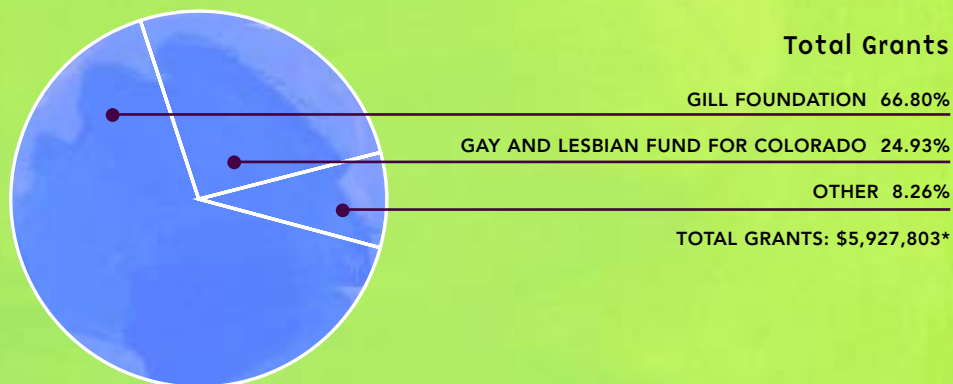
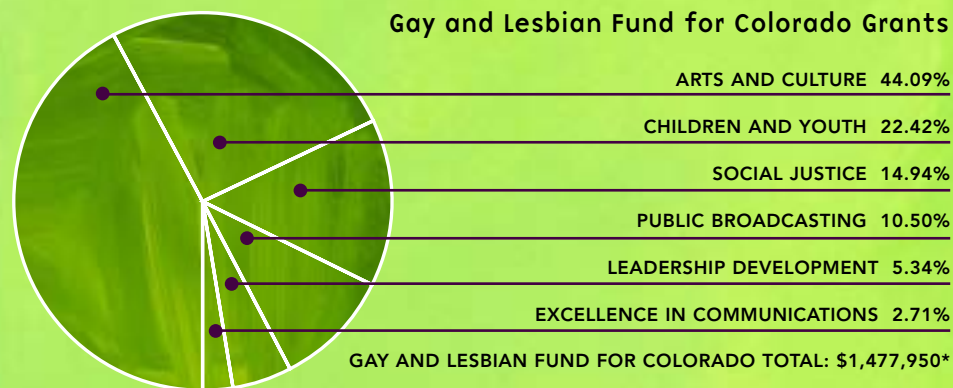
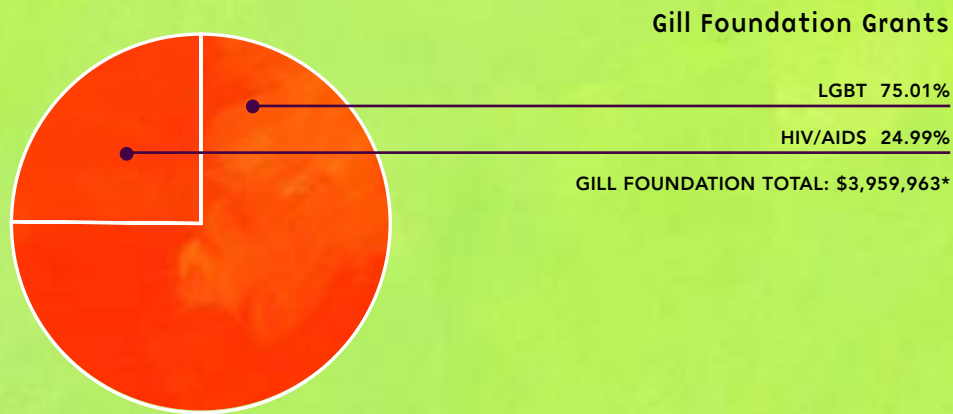
OutGiving 2002  
May 16-19, 2002  
Rancho Bernardo Inn  
North of San Diego, CA







## 2000 Grants & Financials



\*represents total cash grants paid and pledged in 2000, including conditional grants

## Gill Foundation Grants

TOTAL: \$3,959,963\*

### LESBIAN, GAY, BISEXUAL AND TRANSGENDER

<b>A Territory Resource</b>	<b>\$15,000</b>
Seattle, WA, program support for re-granting outside King County—year two of three	
<b>Advocates for Youth</b>	<b>\$7,500</b>
Washington DC, program support for Meeting the Health Needs of Young Lesbian and Bisexual Women: The Power of Community Project	
<b>AFFIRM Youth</b>	<b>\$5,000</b>
Greenville, SC, general operating support	
<b>AIDS Community Services of Western New York</b>	<b>\$1,000</b>
Buffalo, NY, program support for Chautauqua County Gay & Lesbian Information Hotline—year two of two	
<b>Allan G. Calkin Human Rights Education and Research Fund</b>	<b>\$10,000</b>
Austin, TX, program support for Rural Outreach Project	
<b>Alliance For Full Acceptance</b>	<b>\$10,000</b>
Charleston, SC, program support for Media Campaign	
<b>ALSO For Gay Youth</b>	<b>\$4,000</b>
Sarasota, FL, general operating support	
<b>American Civil Liberties Union Foundation</b>	<b>\$50,000</b>
New York, NY, program support for the Lesbian and Gay and HIV/AIDS Rights Project—year one of two	
<b>American Civil Liberties Union of Colorado</b>	<b>\$15,000</b>
Denver, CO, program support for LGBT outreach	
<b>American Civil Liberties Union of Idaho</b>	<b>\$10,000</b>
Boise, ID, program support for Coming Out of Idaho education project	
<b>American Friends Service Committee - Pacific Southwest Region</b>	<b>\$20,000</b>
Pasadena, CA, seed grant for Hawaii Gay Liberation Program—year two of two	
<b>Amnesty International USA</b>	<b>\$15,000</b>
New York, NY, program support for OUTFront program	
<b>An Uncommon Legacy Foundation</b>	<b>\$40,000</b>
Washington DC, general operating support—year two of two	
<b>Astraea Foundation</b>	<b>\$75,000</b>
New York, NY, program support for Funders for Lesbian and Gay Issues, general operating support/program support for funders—year two of two	

<b>Austin Latino/a Lesbian and Gay Organization</b>	<b>\$25,000</b>
Austin, TX, general operating support/capacity building support—year one of three	
<b>Basic Rights Oregon</b>	<b>\$15,000</b>
Portland, OR, program support for Fair Workplace Project	
<b>Boulder County Health Department</b>	<b>\$15,000</b>
Boulder, CO, program support for OASOS—year one of two	
<b>Boulder Valley Women's Health Center, Inc</b>	<b>\$10,000</b>
Boulder, CO, program support for Lesbian Health Outreach Program and Teen Clinic—year one of two	
<b>Bromfield Street Educational Foundation</b>	<b>\$2,500</b>
Jamaica Plain, MA, program support for Prisoner Project/sponsorship of OutWrite Conference—year two of two	
<b>Cape and Islands Gay and Straight Youth Alliance</b>	<b>\$7,500</b>
Monument Beach, MA, program support for Drop-in Center	
<b>Carolina Rainbow Family Coalition</b>	<b>\$7,500</b>
Columbia, SC, general operating support	
<b>Center for Campus Organizing</b>	<b>\$7,500</b>
Boston, MA, program support for LGBT program	
<b>Center for Democratic Renewal</b>	<b>\$10,000</b>
Atlanta, GA, general operating support	
<b>Center for Lesbian and Gay Civil Rights</b>	<b>\$10,000</b>
Philadelphia, PA, program support for Statewide/Rural Attorney Network Program	
<b>Children of Lesbians and Gays Everywhere</b>	<b>\$10,000</b>
San Francisco, CA, general operating support	
<b>Coalition For Equality in New Mexico</b>	<b>\$15,000</b>
Santa Fe, NM, general operating support—year one of three	
<b>Colorado Outward Bound School</b>	<b>\$20,000</b>
Denver, CO, program support for Lesbian, Gay, Bisexual and Transgender Youth Outward Bound program	
<b>Colorado State University Foundation</b>	<b>\$15,000</b>
Ft. Collins, CO, seed grant for Gay, Lesbian, Bisexual, Transgender Resource Center—year three of three	

<b>Community Council for Adolescent Development</b>	<b>\$12,000</b>
Colorado Springs, CO, general operating support	
<b>Community Counseling Center</b>	<b>\$7,500</b>
Las Vegas, NV, program support for Transgender Support and Advocacy Program	
<b>Community Foundation Serving Boulder County</b>	<b>\$15,300</b>
Boulder, CO, program support for Open Door Fund—year two of three /sponsorship of 5th Annual Monsoon Dinner	
<b>Compass Stepstone Center</b>	<b>\$7,000</b>
Carbondale, CO, program support for SPIR&T	
<b>Connecticut Women's Education and Legal Fund</b>	<b>\$7,500</b>
Hartford, CT, program support for statewide LGBT Hate Crimes Project	
<b>Cream City Foundation</b>	<b>\$15,000</b>
Milwaukee, WI, general operating support—year one of three	
<b>Denver Gay Men's Chorus</b>	<b>\$10,000</b>
Denver, CO, program support for the 2000 Spring Concert	
<b>Denver Public Library Friends Foundation</b>	<b>\$15,000</b>
Denver, CO, program support for the LGBT Manuscript Collection project—year one of two	
<b>Denver Women's Chorus</b>	<b>\$5,000</b>
Denver, CO, program support for Where I Live Breast Cancer project	
<b>Duke University Press</b>	<b>\$5,000</b>
Durham, NC, program support for GLQ: A Journal of Lesbian & Gay Studies—year three of three	
<b>Empire State Pride Agenda Foundation</b>	<b>\$15,000</b>
New York, NY, program support for New York State Lesbian, Gay, Bisexual, and Transgender Health and Human Services Network	
<b>Equality Colorado</b>	<b>\$79,000</b>
Denver, CO, general operating support/program support for Western Equality/program support for Colorado Safe Schools Coalition	
<b>Equality Florida</b>	<b>\$20,000</b>
Tampa, FL, program support for Equality Florida Human Rights program—year one of two	
<b>Esperanza Peace and Justice Center</b>	<b>\$25,000</b>
San Antonio, TX, program support for LGBT programs—year one of two	

\*represents total cash grants paid and pledged in 2000, including conditional grants



<b>Family Diversity Projects</b>	<b>\$10,000</b>
Amherst, MA, program support for Love Makes a Family /capacity building support	
<b>Family Pride Coalition</b>	<b>\$15,000</b>
San Diego, CA, general operating support	
<b>Franklin Community Action Corporation</b>	<b>\$4,000</b>
Greenfield, MA, program support for Lesbian, Gay, Bisexual, Transgender, and Queer Youth Project	
<b>Fund for Southern Communities</b>	<b>\$15,000</b>
Decatur, GA, regranting for Southern Outlook Fund—year one of two	
<b>GALA Choruses</b>	<b>\$12,500</b>
Washington DC, program support for non-urban and minority scholarships / resource center development / technical assistance	
<b>Gay and Lesbian Advocates and Defenders</b>	<b>\$30,000</b>
Boston, MA, program support for Marriage Initiative—year one of two	
<b>Gay and Lesbian Community Center of the Ozarks</b>	<b>\$8,500</b>
Springfield, MO, general operating support/program support for youth	
<b>Gay and Lesbian Community Center of Utah</b>	<b>\$15,000</b>
Salt Lake City, UT, general operating support	
<b>Gay and Lesbian Medical Association</b>	<b>\$35,000</b>
San Francisco, CA, general operating support—year one of two	
<b>Gay and Lesbian Resource Center</b>	<b>\$10,000</b>
Des Moines, IA, challenge grant for fire recovery	
<b>Gay and Lesbian Resource Center of Cedar Rapids</b>	<b>\$4,000</b>
Cedar Rapids, IA, general operating support	
<b>Gay and Lesbian Victory Foundation</b>	<b>\$30,000</b>
Washington DC, general operating support	
<b>Gay and Lesbian Alliance Against Defamation</b>	<b>\$75,000</b>
Los Angeles, CA, program support for media research analysis program—year two of three	
<b>Gay, Lesbian and Straight Education Network</b>	<b>\$75,000</b>
New York, NY, program support for the Grassroots Organizing Project—year two of three	
<b>Gay, Lesbian, Bisexual, Transgender Community Services Center of Colorado</b>	<b>\$110,000</b>
Denver, CO, general operating support—year one of two / 1999 Cheshire Ball agreement—year two of two	
<b>Gender PAC</b>	<b>\$15,000</b>
Washington DC, program support	

<b>Georgia Equality Project Foundation</b>	<b>\$25,000</b>
Atlanta, GA, program support for rural Organizing and Empowerment Project	
<b>Greater Utica Lambda Fellowship</b>	<b>\$5,000</b>
Utica, NY, program support for Pride CNY	
<b>HARMONY</b>	<b>\$5,000</b>
Denver, CO, program support for Out and About Program	
<b>Heartland Alliance for Human Needs &amp; Human Rights</b>	<b>\$5,000</b>
Chicago, IL, program support for National Midwest Human Rights Partnership for Sexual Orientation	
<b>Human Dignity Coalition</b>	<b>\$2,500</b>
Bend, OR, general operating support	
<b>In the Life Media, Inc</b>	<b>\$35,000</b>
New York, NY, general operating support—year two of two	
<b>Independence House</b>	<b>\$7,500</b>
Hyannis, MA, program support for Domestic Violence Intervention Program	
<b>Independent Gay Forum</b>	<b>\$1,500</b>
Miami, FL, general operating support	
<b>Indiana Civil Liberties Union</b>	<b>\$10,000</b>
Indianapolis, IN, program support for Gay and Lesbian Rights Task Force—year three of three	
<b>Institute for Cultural Partnerships</b>	<b>\$15,000</b>
Harrisburg, PA, program support for Youth and Diversity Project	
<b>Institute for Gay and Lesbian Strategic Studies</b>	<b>\$10,000</b>
Amherst, MA, general operating support—year two of three	
<b>International Foundation for Gender Education</b>	<b>\$10,000</b>
Waltham, MA, general operating support	
<b>International Gay and Lesbian Human Rights Commission</b>	<b>\$60,000</b>
San Francisco, CA, general operating support—year one of two	
<b>Intersex Society of North America</b>	<b>\$10,000</b>
Ann Arbor, MI, general operating support	
<b>Jacksonville Area Sexual Minority Youth Network</b>	<b>\$10,000</b>
Jacksonville, FL, general operating support	
<b>Kalamazoo Gay / Lesbian Resource Center</b>	<b>\$15,000</b>
Kalamazoo, MI, program support for LGBT programs / technical assistance—year one of two	
<b>Kentucky Fairness Alliance</b>	<b>\$15,000</b>
Louisville, KY, general operating support	
<b>KUSP</b>	<b>\$10,000</b>
Santa Cruz, CA, general operating support for Outright Radio	

<b>Lambda Community Center</b>	<b>\$20,000</b>
Fort Collins, CO, general operating support—year one of two	
<b>Lambda GLBT Community Services</b>	<b>\$9,000</b>
El Paso, TX, general operating support	
<b>Lambda Group</b>	<b>\$10,000</b>
Baton Rouge, LA, general operating support	
<b>Lavender Youth Recreation and Information Center</b>	<b>\$15,000</b>
San Francisco, CA, program support for LYRIC's Youth Talkline / Infoline targeting rural communities in northern California	
<b>Lesbian and Gay Community Center of New Orleans</b>	<b>\$10,000</b>
New Orleans, LA, general operating support	
<b>Lesbian and Gay Community Services Center</b>	<b>\$20,000</b>
New York, NY, program support for National Association of Community Centers	
<b>Lesbian and Gay Immigration Rights Task Force</b>	<b>\$10,000</b>
New York, NY, general operating support	
<b>Lundy Foundation</b>	<b>\$50,000</b>
Denver, CO, program support for Leadership and Community Building Initiative	
<b>Lutheran Social Services of Minnesota</b>	<b>\$6,000</b>
Duluth, MN, program support for Together for Youth	
<b>Maine Diversity Alliance</b>	<b>\$20,000</b>
Portland, ME, general operating support	
<b>Maine Rural Network</b>	<b>\$7,500</b>
Standish, ME, general operating support	
<b>Mautner Project for Lesbians With Cancer</b>	<b>\$10,000</b>
Washington DC, program support for Healing Works Conference	
<b>Merrymeeting AIDS Support Services</b>	<b>\$5,000</b>
Brunswick, ME, program support for PFLAG chapter / program support for MidCoast Outright Lesbian, Gay, Bisexual, Transgender, and Queer Youth Programs	
<b>Milwaukee LGBT Community Center</b>	<b>\$18,000</b>
Milwaukee, WI, general operating support—year one of two	
<b>Mountain Pride Media</b>	<b>\$6,000</b>
Richmond, VT, general operating support—year one of two	
<b>Naropa University</b>	<b>\$5,000</b>
Boulder, CO, program support for LGBT diversity office—year one of two	
<b>National Black Lesbian and Gay Leadership Forum</b>	<b>\$30,000</b>
Oakland, CA, sponsorship of the 2000 Annual Conference	

<b>National Center for Lesbian Rights</b>	<b>\$60,000</b>
San Francisco, CA, program support for the national public relations and visibility campaign, and expansion of family law work—year two of three	
<b>National Coalition of Anti-Violence Programs</b>	<b>\$15,000</b>
New York, NY, program support for gay, bisexual and transgender men in the National Technical Assistance Program	
<b>National Gay and Lesbian Task Force Policy Institute</b>	<b>\$110,000</b>
Washington DC, program support for field program/sponsorship of Federation of Statewide Lesbian, Gay, Bisexual, and Transgender Political Organizations Conference / program support for Leadership Development Training Program	
<b>National Latina/o Lesbian, Gay, Bisexual and Transgender Organization</b>	<b>\$66,000</b>
Washington DC, general operating support / sponsorship of 2000 Annual Conference	
<b>National Lesbian and Gay Journalists Association</b>	<b>\$30,000</b>
Washington DC, general operating support—year two of two / sponsorship of NLGJA 10th Anniversary Conference	
<b>National Youth Advocacy Coalition</b>	<b>\$55,000</b>
Washington DC, general operating support	
<b>NetCorps</b>	<b>\$20,000</b>
Eugene, OR, program support for IMPACT Project	
<b>New Conservatory Theatre Center</b>	<b>\$15,000</b>
San Francisco, CA, program support for The Other Side of the Closet for rural communities in California—year one of two	
<b>North Carolina Lambda Youth Network</b>	<b>\$15,000</b>
Durham, NC, general operating support	
<b>Northland Gay Men's Center</b>	<b>\$5,000</b>
Duluth, MN, general operating support	
<b>Northwest Coalition for Human Dignity</b>	<b>\$10,000</b>
Seattle, WA, program support for Safe Schools Coalition of Washington Community Access Project—year one of two	
<b>Only One</b>	<b>\$10,000</b>
Boulder, CO, program support for Two Spirit Society of Colorado	
<b>OutCharlotte</b>	<b>\$7,500</b>
Charlotte, NC, general operating support	
<b>OutFront Minnesota</b>	<b>\$40,000</b>
Minneapolis, MN, general operating support / capacity building—year one of two	
<b>OUTKitsap</b>	<b>\$4,309</b>
Port Orchard, WA, general operating support	
<b>OutReach, Inc</b>	<b>\$15,000</b>
Madison, WI, program support for Education and Community Advocacy Program	

<b>Outright</b>	<b>\$15,000</b>
Portland, ME, general operating support—year one of two	
<b>Outright Vermont</b>	<b>\$8,000</b>
Burlington, VT, general operating support	
<b>OutSmart in the Midlands</b>	<b>\$10,000</b>
Columbia, SC, general operating support / program support for Get Active and South Carolina Lambda Youth Network	
<b>Parents, Families &amp; Friends of Lesbians &amp; Gays</b>	<b>\$30,000</b>
Washington DC, general operating support / program support for Families of Color Network	
<b>Parents, Families &amp; Friends of Lesbians &amp; Gays, Denver</b>	<b>\$12,500</b>
Denver, CO, general operating support—year one of three	
<b>Parents, Families &amp; Friends of Lesbians &amp; Gays, Juneau</b>	<b>\$3,000</b>
Juneau, AK, program support for Safe Schools Project	
<b>Parents, Families &amp; Friends of Lesbians &amp; Gays, Nashville</b>	<b>\$3,000</b>
Antioch, TN, program support for the Billboard / On Screen Campaign	
<b>People for the American Way</b>	<b>\$20,000</b>
Washington DC, program support for Hostile Climate Project—year two of two	
<b>Pikes Peak Gay and Lesbian Community Center</b>	<b>\$25,000</b>
Colorado Springs, CO, general operating support	
<b>Pikes Peak Lavender Film Festival</b>	<b>\$2,000</b>
Colorado Springs, CO, sponsorship of Film Festival 2000	
<b>Planned Parenthood of the Mid-Hudson Valley</b>	<b>\$10,000</b>
Poughkeepsie, NY, sponsorship of trainings and conference	
<b>PREP Education Fund</b>	<b>\$12,000</b>
St. Louis, MO, program support for Grassroots Organizing Program	
<b>Pride Foundation</b>	<b>\$15,000</b>
Seattle, WA, program support for Washington Lesbian Organizing Project	
<b>PRIDE!</b>	<b>\$20,000</b>
Helena, MT, general operating support—year two of two	
<b>Progressive Leadership Alliance of Nevada</b>	<b>\$4,000</b>
Reno, NV, program support for A Rainbow Place, Northern Nevada's Gay & Lesbian Community Center / program support for Coalition for Unity	
<b>Progressive Media Project</b>	<b>\$10,000</b>
Madison, WI, program support for Queer Voices Project	
<b>Project Yes</b>	<b>\$40,000</b>
Miami, FL, program support for the national Safe Schools program / program support for Healthy Families program	

<b>Public Allies</b>	<b>\$15,000</b>
Milwaukee, WI, program support for lesbian, gay, bisexual and transgender allies	
<b>Public Communicators, Inc</b>	<b>\$20,000</b>
Boulder, CO, program support for lesbian, gay, bisexual and transgender national program / distribution expenses for Free Speech TV (FSTV)	
<b>Quad Citians Affirming Diversity</b>	<b>\$12,500</b>
Rock Island, IL, general operating support—year one of two	
<b>Rainbow Chorus</b>	<b>\$5,000</b>
Fort Collins, CO, general operating support	
<b>Rainbow Families</b>	<b>\$10,000</b>
Minneapolis, MN, general operating support / sponsorship of conference	
<b>Rainbow Outreach Center</b>	<b>\$1,300</b>
Omaha, NE, general operating support	
<b>Rainbow Regional Community Center</b>	<b>\$10,000</b>
Spokane, WA, general operating support	

<b>Reconciling Congregation Program</b>	<b>\$3,000</b>
Chicago, IL, sponsorship of United Methodist General Conference / distribution expenses for The Loyal Opposition	
<b>Rethinking Schools</b>	<b>\$6,000</b>
Milwaukee, WI, distribution expenses for Classroom Crusades: Responding to the Religious Right's Agenda for Public Schools	
<b>Roger Baldwin Foundation of ACLU</b>	<b>\$15,000</b>
Chicago, IL, program support for greater Illinois Outreach Initiative—year two of two	
<b>Rural Organizing Project</b>	<b>\$15,000</b>
Scappoose, OR, program support for Gender Justice Program	
<b>SafeHouse Denver</b>	<b>\$15,000</b>
Denver, CO, program support for Lesbian Domestic Violence Support Group	
<b>Samara Foundation of Vermont</b>	<b>\$15,000</b>
Burlington, VT, program support for LGBT programs / technical assistance—year one of three	

<b>Santa Fe Mountain Center</b>	<b>\$5,000</b>
Tesuque, NM, program support for Climbing Up / Climbing Out	
<b>Santa Fe Rape Crisis Center</b>	<b>\$10,000</b>
Santa Fe, NM, program support for Project GLYPH (Gay Lesbian Youth Preventing Homophobia)	
<b>Seacoast Outright</b>	<b>\$4,000</b>
Portsmouth, NH, program support for lesbian, gay, bisexual, transgender and queer youth outreach program	
<b>Seattle Lesbian Cancer Project</b>	<b>\$7,500</b>
Seattle, WA, program support for Rural Lesbian Health Outreach / Training for Providers	



Senior Action in a Gay Environment \$20,000

New York, NY, sponsorship of *Out of the Closet, Into The Future: Midlife and Aging in Gay America*

Servicemembers Legal Defense Network \$35,000

Washington DC, general operating support—year two of two

Sierra Club \$5,000

San Francisco, CA, sponsorship of *Mobilizing for the New Millennium*

Sojourner Feminist Institute \$10,000

Jamaica Plain, MA, program support for a national campaign directed to underserved lesbian, bisexual and transgender women

Southerners on New Ground \$19,000

Louisville, KY, general operating support/technical assistance

Statewide Pennsylvania Rights Coalition \$7,500

Howard, PA, general operating support

Stonewall Alliance of Chico \$7,500

Chico, CA, general operating support

Stonewall Library and Archives \$5,000

Fort Lauderdale, FL, capital support for Project Secure

Theatre on Broadway \$10,000

Denver, CO, program support for 2000/2001 theatre season

Time Out Youth \$10,000

Charlotte, NC, general operating support

Today's Management for Nonprofits \$5,000

Cheyenne, WY, program support for Hart Center Lesbian, Gay, Bisexual, and Transgender Project

Triangle Foundation \$20,000

Detroit, MI, program support for rural organizing project—year one of two

True Colors \$7,500

Manchester, CT, general operating support

Tulsa Oklahomans for Human Rights \$20,000

Tulsa, OK, program support for Building Fund Challenge

United Action for Youth \$8,000

Iowa City, IA, program support for Lesbian, Gay, Bisexual, Transgender, and Queer Allies Youth Group Project

United Church of Christ Coalition for LGBT Concerns \$20,000

Guilford, CT, general operating support/program support for Witness our Welcome 2000

United Gays and Lesbians of Wyoming \$15,000

Cheyenne, WY, challenge grant for general operating support

United States Urban - Rural Mission \$10,000

Durham, NC, program support for Community, Church and Sexuality project

University of California, Santa Barbara \$10,000

Santa Barbara, CA, program support for the Center for the Study of Sexual Minorities in the Military

University of Colorado at Boulder Gay, Lesbian, Bisexual, Transgender Resource Center \$11,500

Boulder, CO, general operating support—year one of two

University of Denver \$9,000

Denver, CO, program support for Gill Scholars—year three of five

University of Southern Colorado \$5,000

Pueblo, CO, program support for Identities in Art, Spring 2001 in Pueblo and Fall 2001 in Colorado Springs

University of Southern Maine \$17,554

Portland, ME, program support for Safe Zone Project 2000

Urban Peak \$25,000

Denver, CO, program support for LGBT youth program—year one of two

Vallecitos Mountain Refuge \$10,000

Taos, NM, program support for LGBT activist program for non-urban areas

Vermont Coalition for Lesbian and Gay Rights \$2,500

Montpelier, VT, sponsorship of Vermont Coalition for Lesbian and Gay Rights town meeting

Vermont Freedom To Marry Task Force \$40,000

Middlebury, VT, general operating support

Wingspan \$18,000

Tucson, AZ, general operating support/program support for domestic violence project

Wisconsin Research Center, Inc \$5,000

Milwaukee, WI, program support for Religious Right Education Project in rural Wisconsin

Woman Vision \$10,000

San Francisco, CA, program support for the National Longitudinal Lesbian Family Study

Women's Educational Media, Inc \$10,000

San Francisco, CA, program support for the distribution of *That's a Family!*

Women's Project \$10,000

Little Rock, AR, challenge grant for Arkansas Equality Network program—year one of two

Wyoming: Positives for Positives \$5,000

Cheyenne, WY, program support for education services in rural Wyoming

Young Women's Christian Association of La Crosse, WI \$8,000

La Crosse, WI, program support for GALAXY and RAY programs

TOTAL (LGBT): \$2,970,463

HIV/AIDS

ABC Quilts \$7,500

Northwood, NH, program support for prevention program

Adoption Exchange \$10,000

Aurora, CO, program support for Families Connecting with Kids program

AIDS Action \$35,000

Washington DC, general operating support

AIDS Alabama \$7,500

Birmingham, AL, program support for Prison Prevention and Education Program

AIDS Care \$17,500

Chicago, IL, program support for Diverse Communications and Health Media Foundation for broadcasting LesBiGay Radio over the Internet

AIDS Delaware \$5,000

Wilmington, DE, program support for Multi-session High School Prevention Program

AIDS Foundation Miami Valley \$7,500

Dayton, OH, program support for *Protecting our Youth* Program

AIDS Housing of Washington \$15,000

Seattle, WA, program support for CHAMP (Colorado Housing Assistance Made Possible)

AIDS Nutrition Services Alliance \$5,000

Washington DC, seed grant—year two of two

AIDS Project of Central Iowa \$35,000

Des Moines, IA, program support for prevention program for at-risk populations/program support for Northern Tier Special Needs Project

AIDS Project Rhode Island \$10,000

Providence, RI, program support for MESSENGER Men of Color Outreach Project

AIDS Resource Center of Wisconsin \$20,000

Milwaukee, WI, program support for Life Point Needle Exchange Program—year one of two

AIDS Vaccine Advocacy Coalition \$15,000

Washington DC, general operating support

Big Bend Cares \$15,000

Tallahassee, FL, program support for prevention education/technical assistance—year one of two

Blue Mountain Heart to Heart \$5,000

Walla Walla, WA, program support for IDU prevention program and capacity building support

Boulder County AIDS Project \$30,000

Boulder, CO, general operating support—year one of two

Broward House \$5,000

Fort Lauderdale, FL, program support for Young Gay Men of Color Prevention Project

Care Coordination Team \$5,000

Wichita, KS, general operating support/capacity building support for technology

Colorado AIDS Project \$125,000

Denver, CO, program support for Colorado Organizations Responding to AIDS: Colorado Collaborates Conference/program support for Cornerstone—year one of two/capacity building for Denver Resource Planning Council

ConnectCare \$10,000

Wichita, KS, program support for Our Gang Project targeting Latina/o communities

Coral Life Foundation \$10,000

Hagatna, Guam, program support for HIV prevention education

Douglas County AIDS Project \$10,000

Lawrence, KS, program support for peer-based HIV education program—year one of two

Greater Cedar Rapids Community Foundation \$8,000

Cedar Rapids, IA, program support for local AIDS prevention projects

The Greater Harrisburg Foundation \$10,000

Harrisburg, PA, program support for Faith Based Outreach, Educating the Community, and Youth Outreach programs

HIV Alliance \$10,000

Eugene, OR, program support for prevention and education programs

HIV Outreach Prevention Education \$7,500

Tulsa, OK, program support for prevention education

HIV/AIDS Council of Chatham County \$2,000

Pittsboro, NC, program support for People of Color Men's Peer Education Program

Howard Dental Center \$10,000

Denver, CO, general operating support—year one of two

Idaho AIDS Foundation \$6,000

Boise, ID, program support for HIV prevention education

Identity, Inc \$12,500

Washington DC, program support for National Nonurban Latino HIV Prevention Training Project

International AIDS Empowerment Project \$7,500

El Paso, TX, program support for Caring Through Education Project

Jewish Family Service \$10,000

Denver, CO, program support for Hearts and Hands Homemaking Program—year one of two

Junior Chamber Mission Inn Foundation \$10,000

Tulsa, OK, program support for the National HIV Prevention Program for Youth

Legal Center for People with Disabilities and Older People \$15,000

Denver, CO, program support for HIV/AIDS Legal Program—year one of two

Maui AIDS Foundation \$10,000

Wailuku, HI, program support for Hawaiian AIDS Education

Mi Casa \$25,000

Denver, CO, program support for FENIX Youth Theater Project—year one of two

Minnesota AIDS Project \$5,000

Minneapolis, MN, program support for Pride Alive in Greater Minnesota

Mississippi Phoenix Coalition \$15,000

Jackson, MS, program support for HIV/AIDS prevention education—year one of two

Mothers' Voices United to End AIDS \$10,000

New York, NY, program support for national education and advocacy

Ms Foundation for Women \$20,000

New York, NY, regranting support for the Women and AIDS Fund

National Association of People with AIDS \$15,000

Washington DC, program support for national prevention education and advocacy

New Mexico AIDS Services \$10,000

Albuquerque, NM, program support for MPower MSM prevention education project

Northern Colorado AIDS Project \$37,000

Fort Collins, CO, general operating support—year one of two/underwriting for the collaborative project for Colorado's AIDS Service Organizations (BCAP, CAP, NCAP, SCAP, WCAP)

People of Color AIDS Foundation \$18,000

Santa Fe, NM, program support for HIV Prevention Youth Peer Education

People with AIDS Coalition Colorado \$10,000

Denver, CO, general operating support—year one of two

People with AIDS Coalition of Utah \$1,500

Salt Lake City, UT, general operating support

Phoenix Concept \$10,000

Denver, CO, general operating support

Pierce County AIDS Foundation \$10,000

Tacoma, WA, program support for HIV prevention education

Project Angel Heart \$100,000

Denver, CO, program support for Campaign for Randy's Kitchen

Project Inform \$30,000

San Francisco, CA, program support for Integrated HIV/AIDS Treatment Education Program—year one of two

Red Ribbon Project \$2,500

Avon, CO, general operating support—year one of two

Red Rock Behavioral Health Services \$10,000

Tulsa, OK, program support for MSM Prevention Education

Regional AIDS Interfaith Network of Arkansas \$5,000

Little Rock, AR, program support for rural prevention education

Regional AIDS Interfaith Network, CO \$5,000

Denver, CO, general operating support

Rural AIDS Action Network \$10,000

Minneapolis, MN, program support for rural MSM prevention

South Arkansas Fights AIDS \$2,000

El Dorado, AR, program support for AIDS, Drugs and Teen Pregnancy workshop/program support for South Arkansas Fights AIDS Conference

Southern Colorado AIDS Project \$40,000

Colorado Springs, CO, general operating support—year one of two

Spokane AIDS Network \$5,000

Spokane, WA, program support for Friend to Friend Program

Treatment Action Group \$10,000

New York, NY, challenge grant for Office of AIDS Research Project

Utah AIDS Foundation \$15,000

Salt Lake City, UT, program support for Village Outreach Program—year one of two

Vermont Cares \$10,000

Burlington, VT, program support for peer outreach and advocacy

Western Colorado AIDS Project \$25,000

Grand Junction, CO, program support for HIV/AIDS prevention education in Western Colorado—year one of two

Women of Color Alliance \$2,500

Burlington, VT, program support for HIV prevention education

Woodlands \$7,500

Newark, OH, program support for HIV prevention education

TOTAL (HIV/AIDS): \$989,500

TOTAL (OTHER): \$418,265



# Gay and Lesbian Fund for Colorado Grants

TOTAL: \$1,549,575\*

## CHILDREN AND YOUTH

**Adoption Exchange** **\$5,000**  
Aurora, CO, sponsorship of Fantasy Ball 2000

**American Lung Association of Colorado** **\$3,000**  
Colorado Springs, CO, sponsorship of Open Airways for Schools program

**American Red Cross, Pikes Peak Region** **\$30,000**  
Colorado Springs, CO, program support for the Child Enrichment Center

**Association for Children for Enforcement of Support** **\$7,500**  
Colorado Springs, CO, challenge grant for general operating support/technical assistance

**Business of Art Center** **\$8,000**  
Manitou Springs, CO, sponsorship of FutureSelf workshops

**CASA of Colorado Springs** **\$40,000**  
Colorado Springs, CO, challenge grant for general operating support

**Center for Prevention of Domestic Violence** **\$32,500**  
Colorado Springs, CO, sponsorship of 2000 and 2001 Stop Family Violence Campaigns

**Cheshire Children’s Fund** **\$77,000**  
Denver, CO, re-granting for Colorado’s Children and youth agencies

**Child Care Connections** **\$5,664**  
Colorado Springs, CO, challenge grant for 2001 Pikes Peak Association for the Education of Young Children Trainings/ general operating support

**Children’s Advocacy Center for the Pikes Peak Region** **\$4,250**  
Colorado Springs, CO, sponsorship of Multi-Cultural Awareness workshop

**Children’s Literacy Center** **\$15,000**  
Colorado Springs, CO, challenge grant for Parents As Tutors program/general operating support

**Chins Up Youth and Family Services** **\$15,000**  
Colorado Springs, CO, program support for One-to-One Mentoring Program

**Colorado CASA** **\$5,000**  
Denver, CO, sponsorship of 5th Annual Colorado CASA Training Conference: Powerful Voices for Children

**Easter Seals Southern Colorado** **\$10,000**  
Colorado Springs, CO, program support for Children’s Therapy Services

**First Visitor** **\$5,500**  
Colorado Springs, CO, challenge grant for sponsorship of the 2001 Flowerbed program/general operating support

**Franciscan Family Wellness Program/ US Catholic Conference** **\$5,000**  
Colorado Springs, CO, challenge grant for the counseling program for troubled youth and their families

**Junior League of Colorado Springs** **\$25,000**  
Colorado Springs, CO, challenge grant for Court Care Project

**Kempe Children’s Foundation** **\$3,500**  
Denver, CO, sponsorship of the annual fundraising dinner, *An Open Door for Every Child*

**KIDPOWER** **\$7,000**  
Colorado Springs, CO, challenge grant for general operating support

**Pikes Peak Community Action Agency** **\$10,000**  
Colorado Springs, CO, challenge grant for general operating support/event sponsorship

**Pikes Peak Family Connections** **\$7,000**  
Colorado Springs, CO, challenge grant for Prevention-Based Marketing project

**Pikes Peak Therapeutic Riding Center** **\$5,000**  
Colorado Springs, CO, challenge grant for scholarship funds for low-income riders

**SET of Colorado Springs** **\$7,500**  
Colorado Springs, CO, challenge grant for the annual campaign

**Special Kids – Special Families** **\$10,000**  
Colorado Springs, CO, challenge grant for Respite Care Program

**Urban Peak** **\$15,000**  
Denver, CO, challenge grant for El Paso County program—year one of three

**WaysOut Academy** **\$15,500**  
Colorado Springs, CO, challenge grant for Las Hijitas program/general operating support

**Gay, Lesbian, Bisexual Community Services Center of Colorado** **\$35,000**  
Denver, CO, sponsorship of Chesire Ball to benefit Rainbow Alley Youth Center— year two of three

**TOTAL (Children and Youth): \$331,414**

“The time has come. You can feel it, in a hundred little ways year after year. It is so certain and inevitable, that the next century will be a time in which it is not simply safe, but commonplace to be openly gay.”

—Anna Quindlen, March 1994, in her nationally syndicated column

## ARTS AND CULTURE

**Arvada Center for the Arts and Humanities** **\$10,000**  
Arvada, CO, sponsorship of Los Supersonicos art exhibit/*Sweet Charity* theatre production

**Aspen Ballet** **\$15,000**  
Aspen, CO, program support for Western Colorado Family Programming Tours— year one of two

**Aspen Dance Connection** **\$5,000**  
Basalt, CO, sponsorship of Zhongmei Dance Connection

**Aspen Filmfest** **\$12,000**  
Aspen, CO, sponsorship of the 2001 Aspen Shortsfest

**Black American West Museum and Heritage Center** **\$11,000**  
Denver, CO, sponsorship of *Vines and Threads: Black Style from Way Back* exhibit/challenge grant for general operating support

**Boulder Asian Pacific Alliance** **\$5,000**  
Boulder, CO, sponsorship of the 7th Annual Boulder Asian Cultural Festival

**Business of Art Center** **\$15,000**  
Manitou Springs, CO, sponsorship of the 2001 Main Gallery exhibits

**Carbondale Council on Arts and Humanities** **\$5,000**  
Carbondale, CO, sponsorship of the 2001 Performances in the Park series

**Central City Opera** **\$10,000**  
Denver, CO, sponsorship of *Gloriana*

**Cherry Creek Arts Festival** **\$10,000**  
Denver, CO, sponsorship of Art Scene Stage

**Children’s Museum of Colorado Springs** **\$10,000**  
Colorado Springs, CO, challenge grant for general operating support

**Children’s Museum of Denver** **\$10,000**  
Denver, CO, sponsorship of Children’s Theatre project

**Cleo Parker Robinson Dance** **\$15,000**  
Denver, CO, sponsorship of the 30th Anniversary Gala

**Colorado Actor’s Theatre** **\$25,000**  
Colorado Springs, CO, sponsorship of the 2000/2001 Mainstage series

**Colorado Ballet** **\$10,000**  
Denver, CO, sponsorship of the 40th Anniversary Gala

**Colorado Center For The Book** **\$6,000**  
Denver, CO, sponsorship of the 8th annual Rocky Mountain Book Festival Author Signing Area

**Colorado Chautauqua Association** **\$10,000**  
Boulder, CO, sponsorship of the 2000 Chautauqua Summer Festival

**Colorado Dance Festival** **\$5,000**  
Boulder, CO, sponsorship of the 18th Annual Summer Season

**Colorado Endowment for the Humanities** **\$3,500**  
Denver, CO, sponsorship of the Author Reception

**Colorado Music Festival** **\$5,000**  
Boulder, CO, sponsorship of 25th anniversary season

**Colorado Opera Festival** **\$15,000**  
Colorado Springs, CO, sponsorship of *The Magic Flute* and opening night reception

**Colorado Preservation, Inc** **\$5,000**  
Denver, CO, sponsorship of the 2001 Saving Places conference

**Colorado Springs Community Ventures** **\$15,000**  
Colorado Springs, CO, capital support of the Children’s Fountain Plaza/sponsorship of First Night Pikes Peak 2000

**Colorado Springs Dance Theatre** **\$5,000**  
Colorado Springs, CO, sponsorship of the 2000/2001 season

**Colorado Springs Fine Arts Center** **\$15,960**  
Colorado Springs, CO, sponsorship of the 2000/2001 Repertory Theater Company Season

**Colorado Springs Symphony** **\$16,200**  
Colorado Springs, CO, sponsorship of Family Classics Concert Series and the Symphony Ball

**Colorado Symphony** **\$7,500**  
Denver, CO, sponsorship of the *Verdi Requiem* and selected Masterworks Weekend Concert in the 2001/2002 season—year one of two

**Colorado Vocal Arts Ensemble** **\$1,300**  
Colorado Springs, CO, sponsorship of the 2001 concert series and Mysterious Musical Machine program

**Colorado Wind Ensemble** **\$1,000**  
Denver, CO, sponsorship of the Americana Concert

**Compass Stepstone Center** **\$2,500**  
Carbondale, CO, sponsorship of latino dances

**Cortez Cultural Center** **\$2,100**  
Cortez, CO, sponsorship of the Winter Music Series

**Creative Music Works** **\$5,000**  
Denver, CO, sponsorship of 2000/2001 season

**Creede Repertory Theatre** **\$10,000**  
Creede, CO, sponsorship of the 35th Anniversary Season

**Damon Runyon Repertory Theatre Company** **\$1,750**  
Pueblo, CO, sponsorship of the outreach education program

**David Taylor Dance Theatre** **\$5,000**  
Littleton, CO, sponsorship of a tour of rural Colorado towns

**DaVinci Quartet Association** **\$10,000**  
Colorado Springs, CO, sponsorship of the 2000/2001 Colorado Springs concert season

**Delta Gamma Anchor Center for Blind Children** **\$5,000**  
Denver, CO, sponsorship of *Art of the Eye II*

**Denver Arts, Culture and Film Foundation** **\$10,000**  
Denver, CO, sponsorship of the 2000 Colorado Performing Arts Festival

**Denver Bach Society** **\$3,000**  
Denver, CO, sponsorship of Marian Verbruggen Recorder Concert

**Denver Center for the Performing Arts** **\$10,000**  
Denver, CO, co-sponsorship of Wit

**Denver Film Society** **\$15,000**  
Denver, CO, sponsorship of the 2nd Annual Real/Reel Black Film Festival

**Denver Jazz on Film Festival** **\$4,000**  
Denver, CO, sponsorship of the 2000 Jazz on Film Festival

**Denver Public Library Friends Foundation** **\$5,000**  
Denver, CO, sponsorship of Booklovers Ball 2000

**El Cinco de Mayo** **\$5,350**  
Colorado Springs, CO, sponsorship of the 17th Annual Celebration and Recognition Banquet /sponsorship of El Cinco de Mayo festival

**Florence Architectural & Cultural Traditions** **\$5,000**  
Florence, CO, capital support for the Reception Room redesign

**Frequent Flyers Production** **\$5,000**  
Boulder, CO, sponsorship of *Theatre of the Vampires*

**Hannah Kahn Dance Company** **\$2,000**  
Englewood, CO, sponsorship of Boulder and Denver 2000/2001 performances

**Industrial Arts Theatre** **\$4,000**  
Denver, CO, sponsorship of the 4th Annual Women’s Playwright Festival

**Jazz Aspen Snowmass** **\$12,500**  
Aspen, CO, sponsorship of the 2000 Jazz Aspen Festival

**Jumpstart Productions** **\$1,000**  
Denver, CO, sponsorship of Space production

**Kim Robards Dance** **\$10,000**  
Denver, CO, sponsorship of the 2000 Colorado Tour

**Magic Moments** **\$5,000**  
Littleton, CO, sponsorship of the 2000 Season

**Manitou Institute** **\$5,000**  
Crestone, CO, sponsorship of Crestone Music Festival 2000

**Mizel Family Cultural Arts Center** **\$10,000**  
Denver, CO, sponsorship of *A Different Voice: Jewish Artists in Latin America*

**National Repertory Orchestra** **\$8,500**  
Breckenridge, CO, sponsorship of two performances in the 2000 season

**Newsed Community Development Corp.** **\$10,000**  
Denver, CO, sponsorship of El Cinco de Mayo Festival 2000, the Lead Heritage Scholarship program and the 2001 Civil Rights Awards— year one of two

**Opera Colorado** **\$10,000**  
Denver, CO, sponsorship of *Orpheus* and *Eurydice*

**Opera Theatre of the Rockies** **\$10,000**  
Colorado Springs, CO, sponsorship of *Gianni Schicchi* and *Pagliacci*



<b>Performing Arts Conservatory, Inc</b>	<b>\$5,000</b>
Grand Junction, CO, sponsorship of <i>My Name is Still Alice</i>	

<b>Performing Arts for Youth Organization</b>	<b>\$7,500</b>
Colorado Springs, CO, sponsorship of Performing Arts Link, and Children's Radio Theater	

<b>Physically Handicapped Amateur Musical Actors League, Inc.</b>	<b>\$10,000</b>
Denver, CO, challenge grant for the Outreach Program	

<b>Pikes Peak Arts Council</b>	<b>\$3,000</b>
Colorado Springs, CO, sponsorship of the Body Packaging art show	

<b>Pikes Peak Hospice</b>	<b>\$8,425</b>
Colorado Springs, CO, sponsorship of Trees of Life 2000	

<b>Pikes Peak Jazz Festival</b>	<b>\$3,000</b>
Woodland Park, CO, sponsorship of Pikes Peak Jazz Festival	

<b>Purgatory Festival of Music</b>	<b>\$20,000</b>
Durango, CO, sponsorship of the chamber music series, <i>Music in the Mountains</i>	

<b>Rocky Mountain Women's Film Festival</b>	<b>\$2,000</b>
Colorado Springs, CO, sponsorship of the 2000 Festival	

<b>Rocky Mountain Women's Institute</b>	<b>\$3,000</b>
Denver, CO, sponsorship of <i>Life: A Work In Progress</i>	

<b>Save the Sculpture</b>	<b>\$5,000</b>
Sterling, CO, challenge grant for Legacy Project	

<b>Speaking of Dance</b>	<b>\$10,000</b>
Denver, CO, sponsorship of the 8th Annual season and Colorado tour	

<b>Sprinkle Art dba Kennedy Center Imagination Celebration</b>	<b>\$15,000</b>
Colorado Springs, CO, sponsorship of <i>An Evening with Langston and Martin</i> , and the Teachers Workshop	

<b>Strings in the Mountains Festival of Music</b>	<b>\$10,000</b>
Steamboat Springs, CO, sponsorship of a weekend of concerts	

<b>Su Teatro</b>	<b>\$15,000</b>
Denver, CO, sponsorship of the 2000 and 2001 seasons—year one of two	

<b>Swallow Hill Music Association</b>	<b>\$8,500</b>
Denver, CO, sponsorship of Summer 2000 Family Concert Series	

<b>Telluride Council for the Arts and Humanities</b>	<b>\$8,375</b>
Telluride, CO, sponsorship of the 2001 Beaux Arts Ball, and the Telluride Box Office kiosk	

<b>Theatre in the Park</b>	<b>\$3,150</b>
Littleton, CO, sponsorship of the braille programs and sign language interpreters for the Summer 2000 Festival Series	

<b>Tri-Lake Center for the Arts</b>	<b>\$15,500</b>
Palmer Lake, CO, challenge grant for Roof Replacement Project	

<b>University of Southern Colorado</b>	<b>\$10,000</b>
Pueblo, CO, sponsorship of Colorado Music Fest's 4th of July Extravaganza	

<b>Western Museum of Mining and Industry</b>	<b>\$6,000</b>
--	----------------

<b>Western Slope Music Festival</b>	<b>\$5,000</b>
Crested Butte, CO, sponsorship of Dance Residency with Columbus Dance Theatre	

<b>Women's Arts Center and Gallery</b>	<b>\$2,000</b>
Denver, CO, sponsorship of the 2nd Annual Works of Art and People at Work event	

<b>Woodland Park Players, Inc</b>	<b>\$5,000</b>
Woodland Park, CO, sponsorship of Time to Live production	

<b>TOTAL (Arts and Culture):</b>	<b>\$651,650</b>
----------------------------------	------------------

LEADERSHIP DEVELOPMENT

<b>American Red Cross – Pikes Peak Region</b>	<b>\$5,000</b>
Colorado Springs, CO, sponsorship of the Elkhorn Conference Center and Pikes Peak Chapter, and Colorado Disaster Institute	

<b>Cheyenne Mountain Heritage Center</b>	<b>\$3,000</b>
Colorado Springs, CO, sponsorship of the Stratton Youth Leadership program	

<b>Chicano Unity Council</b>	<b>\$5,000</b>
Colorado Springs, CO, sponsorship of the 5th Annual Latino Youth Leadership Conference	

<b>Colorado Association of Nonprofit Organizations</b>	<b>\$5,000</b>
Denver, CO, sponsorship of Colorado Nonprofit Day 2001	

<b>Community Resource Center</b>	<b>\$7,800</b>
Denver, CO, sponsorship of workshops/technical assistance	

<b>First Congregational Church – United Church of Christ</b>	<b>\$16,100</b>
Colorado Springs, CO, challenge grant for general operating support/program support for youth programs	

<b>Girl Scouts Wagon Wheel Council</b>	<b>\$5,000</b>
Colorado Springs, CO, sponsorship of Women of Distinction Mardi Gras Gala	

<b>National Civic League of Colorado</b>	<b>\$10,000</b>
Denver, CO, sponsorship of Colorado Civic Conversations 2001	

<b>WaysOut Academy</b>	<b>\$2,000</b>
Colorado Springs, CO, program support for Hacer Tertulia Leadership Development Institute to support Latina/o programs	

<b>Women's Foundation of Colorado, Inc</b>	<b>\$15,000</b>
Denver, CO, sponsorship of The Status Project throughout Colorado—year one of two	

<b>Young Americans Education Foundation</b>	<b>\$5,000</b>
Denver, CO, sponsorship of Young AmeriTowne project (Denver and Wray, CO)	

<b>TOTAL (Leadership Development):</b>	<b>\$78,900</b>
--	-----------------

EXCELLENCE IN COMMUNICATIONS

<b>Colorado Association of Black Journalists</b>	<b>\$10,000</b>
Denver, CO, general operating support	

<b>Five Points Media Center Corp</b>	<b>\$10,000</b>
Denver, CO, program support	

<b>Rocky Mountain News in Education</b>	<b>\$20,000</b>
Denver, CO, sponsorship of Ethics in Journalism program—year one of two	

<b>TOTAL (Excellence in Communications):</b>	<b>\$40,000</b>
--	-----------------

SOCIAL JUSTICE

<b>9-5, National Association of Working Women</b>	<b>\$5,000</b>
Denver, CO, sponsorship of trainings and forums in Colorado Springs	

<b>American Civil Liberties Union of Colorado</b>	<b>\$13,000</b>
Denver, CO, sponsorship of community events/challenge grant for general operating support	

<b>ARC of the Pikes Peak Region</b>	<b>\$5,000</b>
Colorado Springs, CO, sponsorship of Cops, Courts and the Developmentally Disabled Community: Coming Together for a Safer Society workshops	

<b>Autism Education Action Group</b>	<b>\$3,500</b>
Colorado Springs, CO, sponsorship of the Applied Behavior Analysis Workshop and annual gala fundraiser	

<b>Brain Injury Association of Colorado</b>	<b>\$1,500</b>
Colorado Springs, CO, sponsorship of Athletes for Brain Injury Prevention Celebrity Dinner Auction	

<b>Centro de la Familia</b>	<b>\$7,400</b>
Colorado Springs, CO, sponsorship of Viviendo en Colorado Springs/challenge grant for general operating support	

<b>Cheyenne Village</b>	<b>\$10,000</b>
Colorado Springs, CO, program support for the Community Participation Program	

<b>Citizens Project</b>	<b>\$15,500</b>
Colorado Springs, CO, challenge grant for general operating support	

<b>Colorado Legal Services</b>	<b>\$500</b>
Colorado Springs, CO, general operating support	

<b>Colorado Progressive Coalition</b>	<b>\$12,500</b>
Denver, CO, challenge grant for the Colorado Springs Organizing Project/sponsorship of the 1st Annual Community Awards and Recognition Dinner/sponsorship of anti-racism training	

<b>Colorado Springs Independence Center</b>	<b>\$6,250</b>
Colorado Springs, CO, challenge grant for the American Disabilities Act Survey Project/ event sponsorship	

<b>Housing Advocacy Coalition</b>	<b>\$15,000</b>
Colorado Springs, CO, challenge grant for general operating support	

<b>Legal Aid Foundation of Colorado</b>	<b>\$6,500</b>
Denver, CO, challenge grant for general operating support	

<b>Legal Center for People with Disabilities and Older People</b>	<b>\$3,000</b>
Denver, CO, challenge grant for general operating support	

<b>PEAK Parent Center</b>	<b>\$6,000</b>
Colorado Springs, CO, sponsorship of the 3rd Annual Fundraising Event: Building an Inclusive Community	

<b>Physicians for Social Responsibility</b>	<b>\$3,000</b>
Denver, CO, sponsorship of Gun Violence Prevention Trainings in El Paso County	

<b>Pikes Peak Arts Council</b>	<b>\$3,000</b>
Colorado Springs, CO, sponsorship of the Mighty Muse Writing Project For Women	

<b>Pikes Peak Justice and Peace Commission</b>	<b>\$7,000</b>
Colorado Springs, CO, challenge grant for general operating support	

<b>Planned Parenthood of the Rocky Mountains</b>	<b>\$20,000</b>
Denver, CO, challenge grant for general operating support—year three of three	

<b>San Luis Valley Victim Offender Reconciliation Program</b>	<b>\$2,500</b>
Alamosa, CO, sponsorship of Youth Mediation Summit	

<b>United States Holocaust Memorial Museum</b>	<b>\$20,000</b>
Washington DC, general operating support for V. Duane Ruth Endowment Fund—year five of five	

<b>Urban League of the Pikes Peak Region</b>	<b>\$37,500</b>
Colorado Springs, CO, challenge grant for general operating support/event sponsorship	

<b>Western Colorado Congress</b>	<b>\$5,000</b>
Montrose, CO, sponsorship of the 20th Anniversary Celebration	

<b>Women's Foundation of Colorado, Inc</b>	<b>\$4,500</b>
Denver, CO, sponsorship of Women and Girls 2000 (Denver and Colorado Springs events)	

<b>Women's Resource Agency</b>	<b>\$7,620</b>
Colorado Springs, CO, sponsorship of the <i>Sapphire: The Uppity Blues Woman</i> performance	

<b>TOTAL (Social Justice)</b>	<b>\$220,770</b>
-------------------------------	------------------

“No matter if they tell you you are only one percent, or that two thousand years of your people have just been revised and thrown to the winds. Nothing can dim the burning light. You are home free, citizen and elder, one in a million. And there is no America without you.”

—Paul Monette, *Last Watch of the Night*

PUBLIC BROADCASTING/MEDIA

<b>Colorado Public Radio</b>	<b>\$34,651</b>
Denver, CO, program underwriting/challenge grant for general operating support	

<b>Grand Valley Public Radio Company</b>	<b>\$13,475</b>
Grand Junction, CO, program underwriting/ challenge grant for general operating support	

<b>KAJX-FM Aspen Public Radio</b>	<b>\$8,400</b>
Aspen, CO, program underwriting	

<b>KBUT</b>	<b>\$1,680</b>
Crested Butte, CO, program underwriting	

<b>KGNU</b>	<b>\$20,120</b>
Boulder, CO, program underwriting/ challenge grant for general operating support/sponsorship of Capitol Coverage project	

<b>KRCC</b>	<b>\$24,850</b>
Colorado Springs, CO, program underwriting/challenge grant for general operating support	

<b>KRZA</b>	<b>\$9,000</b>
Alamosa, CO, challenge grant for general operating support	

<b>KSUT</b>	<b>\$6,100</b>
Ignacio, CO, program underwriting	

<b>KUNC</b>	<b>\$10,980</b>
Greeley, CO, program underwriting/special event sponsorship	

<b>KUVO</b>	<b>\$18,500</b>
Denver, CO, program underwriting /challenge grant for general operating support	

<b>North Fork Valley Public Radio: KVNF-FM</b>	<b>\$5,000</b>
Paonia, CO, challenge grant for the Signal Improvement Project	

<b>Telluride Community Television</b>	<b>\$2,500</b>
Telluride, CO, underwriting for the 2000/2001 television season	

<b>TOTAL (Public Broadcasting)</b>	<b>\$155,256</b>
------------------------------------	------------------

<b>TOTAL (GLFC Other):</b>	<b>\$71,625</b>
----------------------------	-----------------



# Financial Statements

## Independent Accountants’ Report

Board of Directors  
Gill Foundation and Gill Operating Foundation  
Denver, Colorado

We have audited the accompanying consolidated statements of financial position of GILL FOUNDATION and GILL OPERATING FOUNDATION as of December 31, 2000 and 1999, and the related consolidated statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Foundations’ management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of GILL FOUNDATION and GILL OPERATING FOUNDATION as of December 31, 2000 and 1999, and the changes in net assets and cash flows for the years then ended in conformity with generally accepted accounting principles.

BKD, LLP  
May 17, 2001  
Colorado Springs, Colorado

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION DECEMBER 31, 2000 AND 1999

### ASSETS

	2000	1999
CURRENT ASSETS		
Cash	\$ 7,350,297	\$ 82,720,603
Investments	198,552,821	40,867,047
Contribution receivable – related party	39,348,989	12,631,399
Contribution receivable – other	14,234	—
Prepaid expenses and other assets	16,369	12,237
Total Current Assets	245,282,710	136,231,286

### INVESTMENTS & LONG-TERM CONTRIBUTION RECEIVABLE

Related party receivable, Net of Current Portion	—	24,401,465
Investments	10,529,530	1,754,463
	10,529,530	26,155,928

### PROPERTY AND EQUIPMENT, At Cost

Office equipment	381,165	248,008
Furniture and fixtures	280,285	169,965
	661,450	417,973
	313,375	137,217
	348,075	280,756

\$ 256,160,315	\$ 162,667,970
----------------	----------------

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

Unpaid appropriations	\$ 1,427,373	\$ 636,500
Accounts payable and accrued expenses	184,924	101,066
Excise tax payable	143,884	61,420
Deferred excise tax payable	325,155	61,389
Total Current Liabilities	2,081,336	860,375

#### LONG-TERM UNPAID APPROPRIATIONS

Net of Current Portion	72,945	221,004
------------------------	--------	---------

#### NET ASSETS

Unrestricted	214,657,045	124,553,727
Temporarily restricted	39,348,989	37,032,864
	254,006,034	161,586,591
	\$ 256,160,315	\$ 162,667,970



## CONSOLIDATED STATEMENT OF ACTIVITIES

DECEMBER 31, 2000

	Unrestricted	Temporarily Restricted	Total
<b>REVENUES AND GAINS</b>			
Contribution revenue – related party	\$ 55,000,000	\$ 3,016,021	\$ 58,016,021
Contribution revenue	22,040,878	—	22,040,878
Conference revenue	119,155	—	119,155
Interest and dividend revenue	3,438,534	—	3,438,534
Net realized and unrealized gains on investments	22,854,749	1,475,504	24,330,253
Net assets released from restriction	2,175,400	(2,175,400)	—
Total Revenues and Gains	105,628,716	2,316,125	107,944,841
<b>PROGRAMS AND EXPENSES</b>			
OutGiving Project	1,938,064	—	1,938,064
Management - general	111,460	—	111,460
Total Programs and Expenses	2,049,524	—	2,049,524
<b>APPROPRIATIONS AND EXPENSES</b>			
Appropriations for grants	6,280,615	—	6,280,615
Communications expenses	1,722,047	—	1,722,047
Administrative expenses			
Grants administration	1,158,697	—	1,158,697
Taxes and investments fees	4,314,515	—	4,314,515
Total Appropriations and Expenses	13,475,874	—	13,475,874
CHANGE IN NET ASSETS	90,103,318	2,316,125	92,419,443
NET ASSETS, BEGINNING OF YEAR	124,553,727	37,032,864	161,586,591
NET ASSETS, END OF YEAR	\$ 214,657,045	\$ 39,348,989	\$ 254,006,034

See Notes to Consolidated Financial Statements

## CONSOLIDATED STATEMENT OF ACTIVITIES

DECEMBER 31, 1999

	Unrestricted	Temporarily Restricted	Total
<b>REVENUES AND GAINS</b>			
Contribution revenue – related party	\$ 90,875,263	\$ 4,699,420	\$ 95,574,683
Contribution revenue	9,441,550	—	9,441,550
OutGiving Project revenue	77,433	—	77,433
Interest and dividend revenue	789,222	—	789,222
Net realized and unrealized gains on investments	5,357,431	—	5,357,431
Total Revenues and Gains	106,540,899	4,699,420	111,240,319
<b>PROGRAMS AND EXPENSES</b>			
OutGiving Project	1,247,286	—	1,247,286
Management - general	164,641	—	164,641
Total Programs and Expenses	1,411,927	—	1,411,927
<b>APPROPRIATIONS AND EXPENSES</b>			
Appropriations for grants	5,104,120	—	5,104,120
Communications expenses	512,815	—	512,815
Administrative expenses			
Grants administration	578,842	—	578,842
Taxes and investments fees	519,230	—	519,230
Total Appropriations and Expenses	6,715,007	—	6,715,007
CHANGE IN NET ASSETS	98,413,965	4,699,420	103,113,385
NET ASSETS, BEGINNING OF YEAR	26,139,762	32,333,444	58,473,206
NET ASSETS, END OF YEAR	\$ 124,553,727	\$ 37,032,864	\$ 161,586,591

See Notes to Consolidated Financial Statements



CONSOLIDATED STATEMENTS OF CASH FLOWS

DECEMBER 31, 2000 AND 1999

	2000	1999
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 92,419,443	\$ 103,113,385
Items not requiring (providing) cash:		
Depreciation	176,158	79,222
Net realized and unrealized gains on investments	(24,330,253)	(5,357,431)
Deferred excise taxes	263,766	39,439
Changes in:		
Contributions receivable	(2,330,359)	(3,891,848)
Accounts receivable	—	10,254
Prepaid expenses and other assets	(4,132)	3,557
Accounts payable and accrued expenses	83,858	19,015
Income tax payable	82,464	37,541
Unpaid appropriations	642,814	49,932
Net cash provided by operating activities	67,003,759	94,103,066
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(142,130,588)	(11,147,507)
Purchase of property and equipment	(243,477)	(274,937)
Net cash used in investing activities	(142,374,065)	(11,422,444)
NET INCREASE (DECREASE) IN CASH	(75,370,306)	82,680,622
CASH, BEGINNING OF YEAR	82,720,603	39,981
CASH, END OF YEAR	\$ 7,350,297	\$ 82,720,603

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Foundations Operations** The Gill Foundation (the Foundation) was founded in 1994 by Timothy E. Gill as a not-for-profit charitable foundation to serve as a catalyst and provide resources for communities in pursuit of justice and equality, while building awareness of the contributions gay men and lesbians make to American society. Through grantmaking activities, technical assistance and other special programs, the Foundation invests in organizations serving the needs of gay, lesbian and bisexual people, and in community programs designed to improve the quality of life for everyone. The primary source of the Foundation’s revenue is through contributions from Mr. Gill.

The Gill Operating Foundation (the Operating Foundation), who has a common governing board with the Foundation, is a not-for-profit charitable foundation, created in 1999, designed to promote philanthropy through training, technical assistance and other special programs. Working with qualified not-for-profit organizations, the Operating Foundation trains organizations in fund raising and provides technical assistance in volunteer and board development. In addition, the Operating Foundation works with a network of donors around the country to help them become more effective in their giving and in their work with the not-for-profits they fund. The primary source of the Operating Foundation’s revenue is through contributions from Tim Gill.

**Principles of Consolidation** The consolidated financial statements include the accounts of the Foundation and the Operating Foundation. All significant inter-entity accounts and transactions have been eliminated in consolidation.

**Use of Estimates** The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

**Income Taxes** The Foundations are organized under Section 501(c)(3) as exempt private foundations. As such, excise taxes are paid on net investment income.

**Investments** Investments in equity and debt securities having a readily determinable fair value are carried at fair value. Other investments in limited partnerships and venture capital entities are reported based on the fair value of the underlying assets as reported by the entities in their financial statements. Investment income and gains that are initially restricted by donor stipulation and for which the restriction will be satisfied in the same year are included in unrestricted net assets. Other investment income, gains and losses are reflected in the statements of activities as unrestricted, temporarily restricted or permanently restricted based upon the existence and nature of any donor or legally imposed restrictions.

**Property and Equipment** Property and equipment are depreciated on a straight-line basis over the estimated useful life of the assets (three years for office furnishings and equipment).

**Contributions** Gifts of cash and other assets received without donor stipulations are reported as unrestricted revenue and net assets. Gifts received with a donor stipulation that limits their use are reported as temporarily or permanently restricted revenue and net assets. When a donor-stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

Unconditional gifts expected to be collected within one year are reported at their net realizable value. Unconditional gifts expected to be collected in future years are reported at the present value of estimated future cash flows. The resulting discount is amortized and is reported as contribution revenue.

**Appropriations** Appropriations are recorded as an expense when grants are approved for specific grantees and payment of the appropriation is probable. Appropriations that are expected to be paid more than one year subsequent to year-end and are measured at the present value of the future cash outflow using a discount rate commensurate with the risks involved.

NOTE 2: CONTRIBUTIONS RECEIVABLE – RELATED PARTY

Contributions receivable from the related party who is a member of the Foundations’ Board of Directors consist of the following unconditional promises to give:

	2000	1999
Due in less than one year	\$ 39,348,989	\$ 12,631,399
Due in one to five years	—	27,417,486
	39,348,989	40,048,885
Less: Unamortized discount on long-term contribution receivable	—	3,016,021
	\$ 39,348,989	\$ 37,032,864

Contributions receivable – related party are shown on the statement of financial position as follows:

	2000	1999
Contribution receivable	\$ 39,348,989	\$ 12,631,399
Contribution receivable, long-term	—	24,401,465
	\$ 39,348,989	\$ 37,032,864

Contribution revenue from the related party represents 73% and 91% of the total contribution revenue of the Foundations during 2000 and 1999, respectively, and consists of the following:

	2000	1999
Cash and investments received from the related party	\$ 55,000,000	\$ 79,051,436
Promise receivable – charitable gift trust	3,016,021	4,699,420
Change in promises receivable for direct and matching grants	—	11,823,827
	\$ 58,016,021	\$ 95,574,683



The promise receivable – charitable gift trust consists of a promise to donate assets held in a charitable gift trust which will be transferred to the Foundation during the year ending December 31, 2001. The fair value of the assets held in the trust as of the end of the year was used to determine the value of the promise receivable. The fair value of these assets could change significantly prior to the transfer to the Foundation.

NOTE 3: INVESTMENTS

Investments consisted of the following:

	Carrying Amount	
	2000	1999
Investment in partnerships and venture capital	\$ 103,733,209	\$ 22,811,351
Common stocks	35,449,376	11,914,715
Corporate debt funds	—	—
International funds	69,899,766	7,719,873
Money market funds	—	175,571
	\$ 209,082,351	\$ 42,621,510

Investments are shown on the Statement of Financial Position as follows:

	2000	1999
Investments – current	\$ 198,552,821	\$ 40,867,047
Investments – long-term	10,529,530	1,754,463
	\$ 209,082,351	\$ 42,621,510

Investment return consisted of the following:

	2000	1999
Net realized and unrealized gains on investments	\$ 24,330,253	\$ 5,357,431
Interest and dividend income	3,438,534	789,222
	\$ 27,768,787	\$ 6,146,653

NOTE 4: UNPAID APPROPRIATIONS

Unpaid appropriations are as follows:

	2000	1999
Due in less than one year	\$ 1,427,373	\$ 636,500
Due in one to five years	82,000	249,000
	1,509,373	885,500
	9,055	27,996
	\$ 1,500,318	\$ 857,504

Unpaid appropriations are shown on the statements of financial position as follows:

	2000	1999
Unpaid appropriations, current	\$ 1,427,373	\$ 636,500
Unpaid appropriations, long-term	72,945	221,004
	\$ 1,500,318	\$ 857,504

NOTE 5: CONDITIONAL UNPAID APPROPRIATIONS

Conditional unpaid appropriations depend on the occurrence of a specified future and uncertain event to bind the Foundation. Conditional unpaid appropriations are incurred as expenses when the conditions are substantially met. Conditional unpaid appropriations were \$628,138 and \$295,714 as of December 31, 2000 and 1999, respectively.

NOTE 6: TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purpose:

	2000	1999
Contributions receivable to support any activities of the Foundation	\$ 39,348,989	\$ 37,032,864

NOTE 7: OPERATING LEASES

The Foundation has noncancellable operating leases for office space in Denver, Colorado; Colorado Springs, Colorado and in Washington, D.C. The leases expire in August 2002, March 2002 and November 2000, respectively.

Future minimum lease payments are:

2001	\$ 129,782
2002	108,532
2003	25,500
Future minimum lease payments	\$ 263,814

Rent expense was \$167,010 and \$90,148 for the years ended December 31, 2000 and 1999, respectively.

NOTE 8: RETIREMENT PLAN

On November 1, 1997, the Foundation adopted a qualified defined contribution retirement plan which covers substantially all employees satisfying the length of service and age requirements. The retirement plan is funded on a current basis. Contributions are matched by the Foundations dollar for dollar up to the first 10% of employee compensation. Contributions to the plan were \$40,902 and \$25,546 for the years ended December 31, 2000 and 1999, respectively.

NOTE 9: EXCISE AND INCOME TAXES

The Foundations qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code and are a private foundation and private operating foundation. Accordingly, in lieu of federal income taxes, the Foundations are subject to an annual excise tax (2% for 2000 and 1999) on net investment income including capital gains. In addition, certain investments of the Foundations generate unrelated business income. This income is taxed at the corporate rate.

Deferred taxes are recognized in the financial statements for the excise tax on the unrealized gain on investments reported by the Foundation.

The provision for excise and other taxes and the excise tax payable include these components:

	2000	1999
Excise taxes currently payable	\$ 143,884	\$ 61,420
Deferred excise taxes payable	325,155	61,389
Total excise tax liability	\$ 469,039	\$ 122,809
Provision for excise tax - current	\$ 298,464	\$ 75,285
Provision for excise tax - deferred	263,766	39,439
Total provision for excise tax	\$ 562,230	\$ 114,724

NOTE 10: SIGNIFICANT ESTIMATES AND CONCENTRATIONS

Generally accepted accounting principles require disclosure of certain significant estimates and current vulnerabilities due to certain concentrations. Those matters include the following:

**Investments** As of December 31, 2000, 53% of the Foundations’ investment portfolio is invested in limited partnerships and venture capital organizations, some of which are off-shore entities. There is no ready market for these investments. The values reported in the Foundations’ financial statements are the market value reported by the entities in audited financial statements, federal tax Form K-1, or other internal valuations. These values could be volatile and could be significantly different on a subsequent valuation date.

**Contributions** All of contribution revenue for 2000 and 1999 was contributed by two donors. The first being the related party representing 73% and 91% of the total contribution revenue of the Foundations with the remaining 27% and 9% being contributed by a second donor during 2000 and 1999, respectively.

NOTE 11: COMMITMENTS

As part of their investments in certain partnerships and venture capital, the Foundations have commitments to provide additional investment, if requested.

NOTE 12: ADDITIONAL CASH FLOW INFORMATION

	2000	1999
Additional Cash Payment Information		
Excise taxes paid	\$ 216,000	\$ 37,744





### **Gill Foundation**

2215 Market Street  
Suite 205  
Denver, Colorado 80205

303.292.4455 phone  
303.292.2155 fax  
[www.gillfoundation.org](http://www.gillfoundation.org)



### **Gay and Lesbian Fund for Colorado**

8 South Nevada Avenue  
Suite 303  
Colorado Springs, Colorado 80903

719.473.4455 phone  
719.473.2254 fax  
[www.gayandlesbianfund.org](http://www.gayandlesbianfund.org)

To give us feedback on our 2000 Annual Report or for more information about grant guidelines and technical assistance, please visit our Web site at [www.gillfoundation.org](http://www.gillfoundation.org)