

2009 STANDARD ANNUAL REPORTING

Funder Reports



movement advancement project ▶

October 2009

Movement Advancement Project

The Movement Advancement Project (MAP) is an independent, intellectual resource for LGBT organization executives and donors, funded by a small number of committed, long-term donors to the LGBT civil rights movement. MAP's mission is to speed achievement of full social and political equality for LGBT people by providing donors and organizations with strategic information, insights and analyses to help them increase and align resources for highest impact. In sum, MAP's research is designed to stimulate additional contributions to the LGBT movement, as well as additional productivity from those contributions.

2009 Standard Annual Reporting

The 2009 Standard Annual Reporting project provides a comprehensive and standardized look at the LGBT movement's finances across 54 major LGBT organizations and 21 of their largest institutional funders. The project aims to educate both new and longstanding LGBT movement donors and activists, and to encourage and sustain their commitment to the movement. MAP staff members assist organizations and foundations with submitting their data for the SAR program to ensure accuracy and standardization.

Contact Information

LGBT Movement Advancement Project (MAP)

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Denver, CO 80205
303-292-4455
www.lgbtmap.org

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1. Funders

Anonymous*	Horizons Foundation
Arcus Foundation	Johnson Family Foundation
Astraea Lesbian Foundation for Justice	Kevin J. Mossier Foundation
B.W. Bastian Foundation	Liberty Hill Foundation
The California Endowment	Open Society Institute
David Bohnett Foundation	The Overbrook Foundation
Evelyn and Walter Haas, Jr. Fund	The Paul Rapoport Foundation
Ford Foundation	Pride Foundation
Gill Foundation	Stonewall Community Foundation
Global Fund for Women	Tides Foundation
H. van Ameringen Foundation*	

2. SAR Quick User's Guide

* No individual Standard Annual Report, but grant data was used in aggregate analysis.

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Arcus Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded*</i>	<i>Endowment</i>
2000	\$165,014,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	Michigan & National
<i>501(c)(3) type</i>	
Private Foundation - 97%	
Operating Foundation - 3%	

Mission

The mission of the Arcus Foundation is to achieve social justice that is inclusive of sexual orientation, gender identity and race, and to ensure conservation and respect of the great apes.

* Arcus Operating Foundation founded in 2007

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

The Arcus Foundation's work focuses in 2 areas: LGBT Rights and Conservation of the Great Apes. Only the LGBT program is described below.

- **The Arcus LGBT Program** strives for meaningful change in the lives of LGBT people at the local (MI), national (US), and global levels. The program is organized to overcome both policy obstacles to full equality as well as cultural barriers to full acceptance and respect for LGBT people.

The Program is divided into 3 areas of focus: 1) Advancing LGBT Rights from the local to the global level; 2) Religion and Values; and, 3) Racial Justice, Sexual Orientation and Gender Identity.
- Advancing LGBT Rights from the local to global level. This program supports groups working to achieve policy change, improve movement effectiveness and secure new resources for LGBT human rights. In MI, the program pursues local and statewide LGBT protections, a stronger and more diverse movement that is more closely networked with allies at the state and local levels, more powerful LGBT communities of color, and new funders who support LGBT human rights. At the national level, the program supports efforts to advance LGBT rights in targeted states through participation in national collaborations; to inform and influence national policy, especially at the federal agency level; and, strengthens the power, voice and leadership of people of color, transgender people, and older LGBT people among others. At the international level, the program supports inclusion of LGBT human rights within international treaties, conventions and policy bodies; supports groups working for LGBT human rights in the Middle East, Africa and Southeast Asia; and works to increase resources available to support LGBT human rights efforts.
- Religion & Values - This program works to advance the moral equality of LGBT people by: 1) strengthening a pro-LGBT faith-based movement through investment in thought leadership, denominational policy change and influencing the understanding and attitudes of people of faith; and, 2) advancing faith-based advocacy in support of LGBT rights in the US and internationally.
- Racial Justice, Sexual Orientation & Gender Identity - Arcus works to build the power, voice and leadership of LGBT people of color to secure dignity and rights for all by: 1) supporting autonomous LGBT people of color organizations and leaders; 2) supporting efforts to transform the LGBT movement to become more effective in addressing issues of racial justice; and, 3) supporting efforts that strengthen the work of pro-LGBT racial justice advocates and allies in communities of color.

Geographic Focus

The Arcus LGBT Program supports organizations, programs and projects working in the following geographical areas:

- The state of MI, including statewide and locally focused projects
- Nationally in the US
- Internationally, at the global policy level and regionally and nationally in Africa, Southeast Asia and the Middle East.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

The goal of the Arcus Gay & Lesbian Program is to advance social justice inclusive of sexual orientation, gender identity and race. In order to achieve this goal, the Program is working toward achieving the following outcomes in the 4-year period, 2009-2012:

Advancing LGBT rights from the local to global level.

Michigan LGBT Rights

- Strong statewide and local policies in MI that protect LGBT rights
- A powerful, coordinated, effective and racially diverse LGBT movement in MI
- Organized and powerful LGBT people of color communities in MI
- Increased number of LGBT people who identify as openly LGBT
- Increased support for LGBT rights among people of faith
- Strong LGBT-inclusive faith-based advocacy networks
- Racial and economic justice advocates have increased awareness of and support for issues facing LGBT POC
- Increased funding for LGBT rights from in-state funders
- Civic leadership is more diverse and just

National LGBT Rights

- Pro-LGBT policy change in states around the country where Arcus has made specific investments
- Pro-LGBT policies enacted by federal agencies, especially in areas of aging, US foreign policy, military and justice sectors
- Transgender inclusive national policies enacted
- Clear, strong and effective inclusion of racial justice and transgender issues in the LGBT movement.

International LGBT Human Rights

- Recognition of LGBT rights and sexual rights in specific treaties, conventions and international policy-making bodies
- Decrease in number of countries that criminalize same sex relations
- US foreign policy explicitly supports and works for LGBT human rights
- Strong NGOs working for LGBT human rights in Africa, Middle East and Southeast Asia
- Increased level of foundation and donor resources supporting global LGBT human rights efforts

Religion and Values

- Inclusive religious denominational policies in the Lutheran, Episcopal, and Methodist denominations and in Conservative Judaism that affirm the ability of LGBT individuals to express their faith and live openly and honestly in same-sex relationships, as clergy and as parents.
- Increased effective advocacy within conservative religious bodies and institutions for LGBT inclusion
- Curricula affirming the moral equality and rights of LGBT people is incorporated within seminaries and faith-based universities
- A faith-based progressive social justice movement that is inclusive of LGBT human rights
- Strong pro-LGBT faith movements in Africa and other parts of the world
- Effective communications strategies help build awareness and support for LGBT issues among people of faith
- Inclusion of LGBT issues in funding of religion-oriented funders

Racial Justice, Sexual Orientation and Gender Identity

- Strong and effective LGBT people of color groups at the national and local levels
- National LGBT agendas that include and advocate for the priority needs of LGBT people of color
- Greater visibility and public acceptance of LGBT people of color in the LGBT community and in communities of color
- An influential and effective network of autonomous organizations by and for LGBT people of color that is actively pursuing an agenda of priority policy goals
- Increased pro-LGBT advocacy by ally leaders of color and racial justice organizations

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

Grant Application Process and Deadlines

Detailed information about the grant application process can be found on the Arcus Foundation website:
www.arcusfoundation.org.

To be considered for an Arcus Foundation grant, applicants must follow a 4 step process regardless of funding area.

Step 1: Confirm Eligibility:

- Applicants must be tax-exempt under Section 501(c)(3) of the Internal Revenue Code. Organizations seeking funds for international projects must have a US-based 501(c)(3) organization.
- Have in place an Equal Employment Opportunity (EEO) Policy that specifically includes sexual orientation and gender identity as well as all categories required under applicable federal and local laws. Organizations with non-compliant EEOs will not be considered for funding.

The Arcus Foundation will consider requests for general operating support, programs, public policy advocacy campaigns, public policy research, capital projects and organizational capacity building.

The Arcus Foundation does not make grants to/for:

- Individuals
- Scholarships, lobbying purposes, sponsorships, political campaigns or medical research projects.

Step 2: Speak with Foundation Staff - Check the website for the name of the appropriate staff person to contact and speak with them before applying.

Step 3: Submit Letter of Inquiry - To initiate a request for funding, an organization must first send a Letter of Inquiry (LOI) and confirmation that the organization meets Arcus' EEO policy eligibility requirements. A streamlined LOI may be submitted by organizations funded by Arcus in the last 3 years.

Step 4: Submit Formal Proposal - If invited to submit a Formal Proposal, applicants must follow the Foundation's prescribed format (see website for details: www.arcusfoundation.org). Streamlined proposal requirements are available to organizations funded in the last 3 years. Foundation staff will review all formal proposals, make site visits as necessary and prepare recommendations for the Board. Final decisions are made by the Foundation's board of directors. Applicants are notified of the decision in writing.

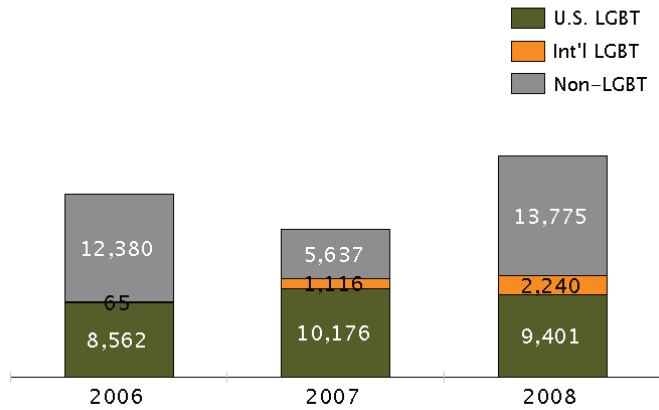
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Standard Annual Report**

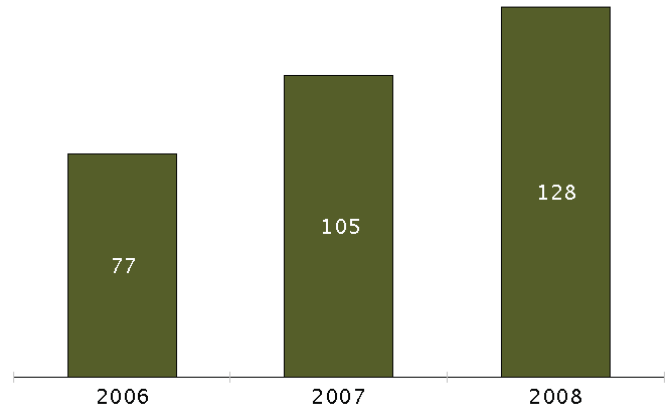
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

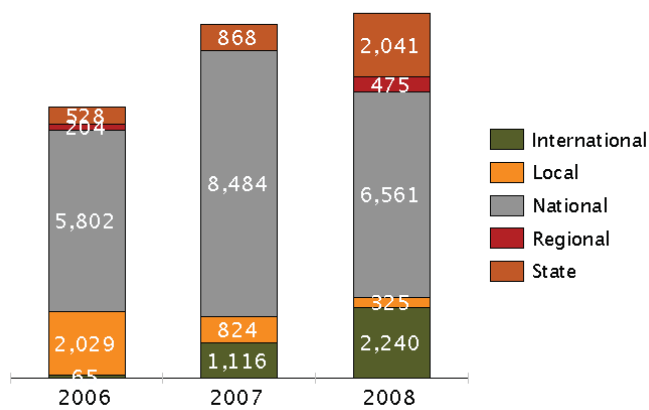
**LGBT vs. Other Grants
(\$000; US and Int'l)**



**Average LGBT Grant Size
(\$000; US and Int'l)**



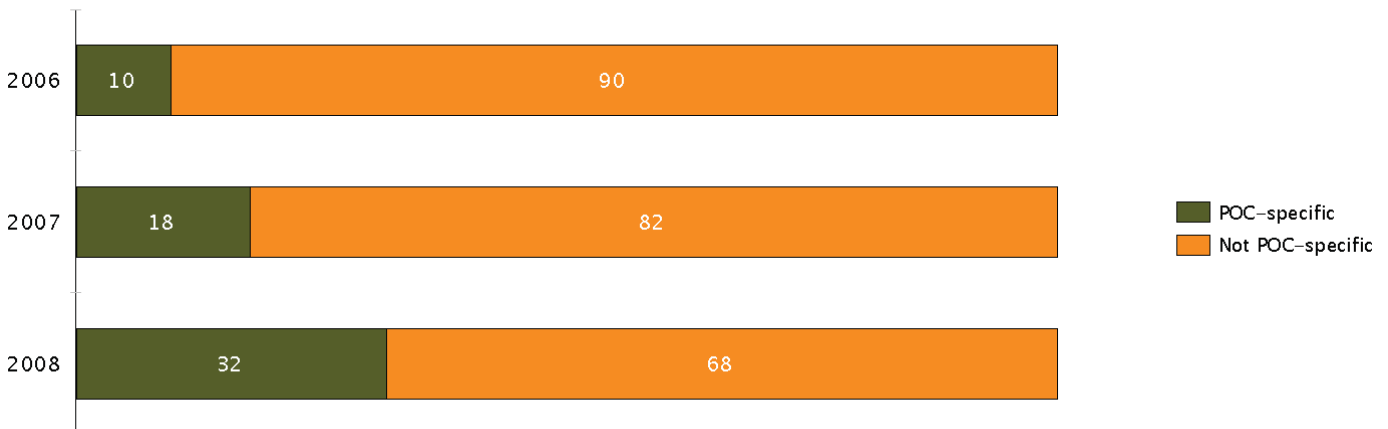
**LGBT Grants by Geographic Scope
(\$000; US and Int'l)**



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Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants

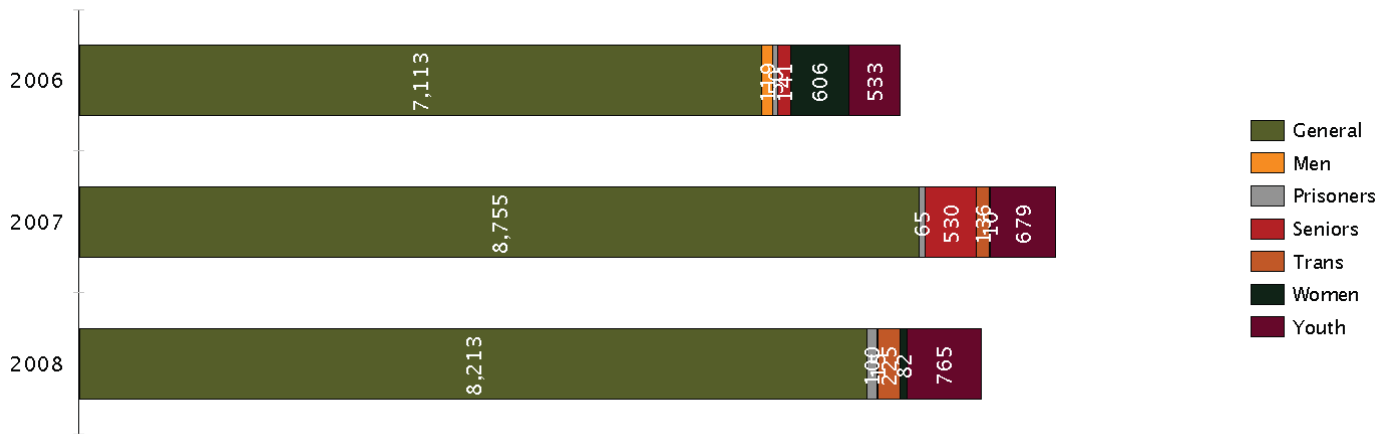


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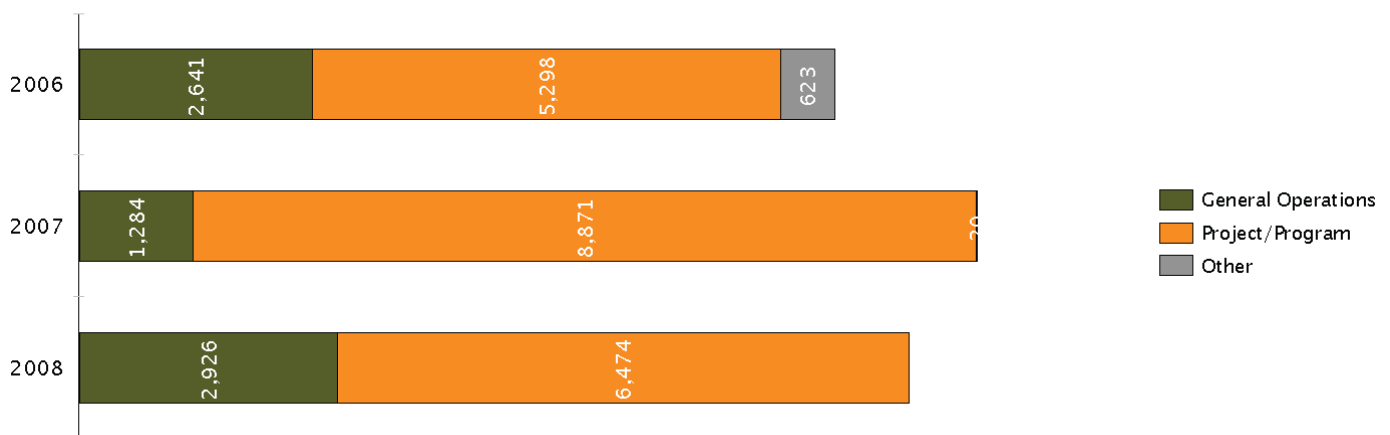
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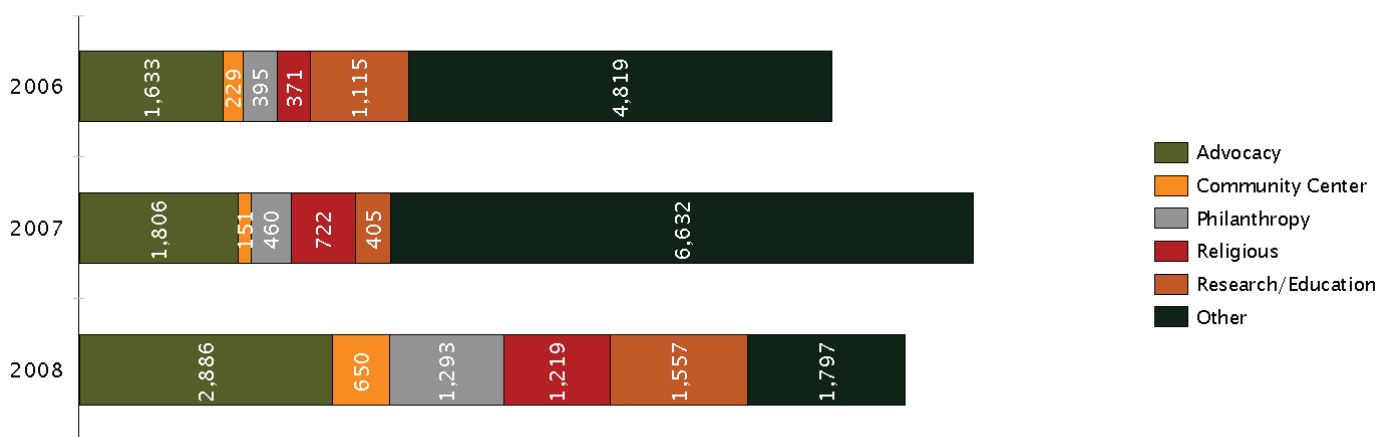
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)

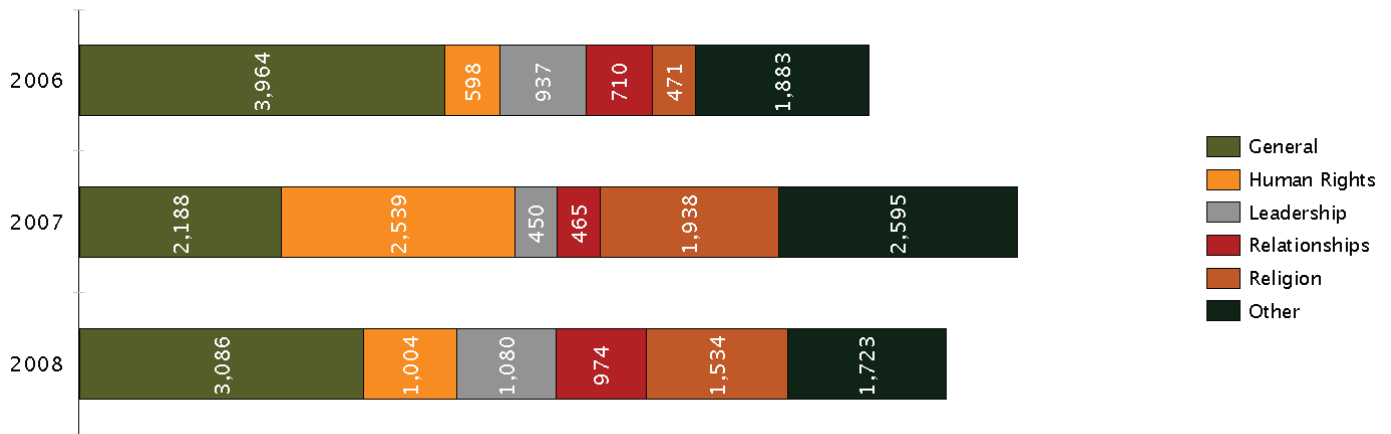


U.S. LGBT Grants by Recipient Type (\$000)



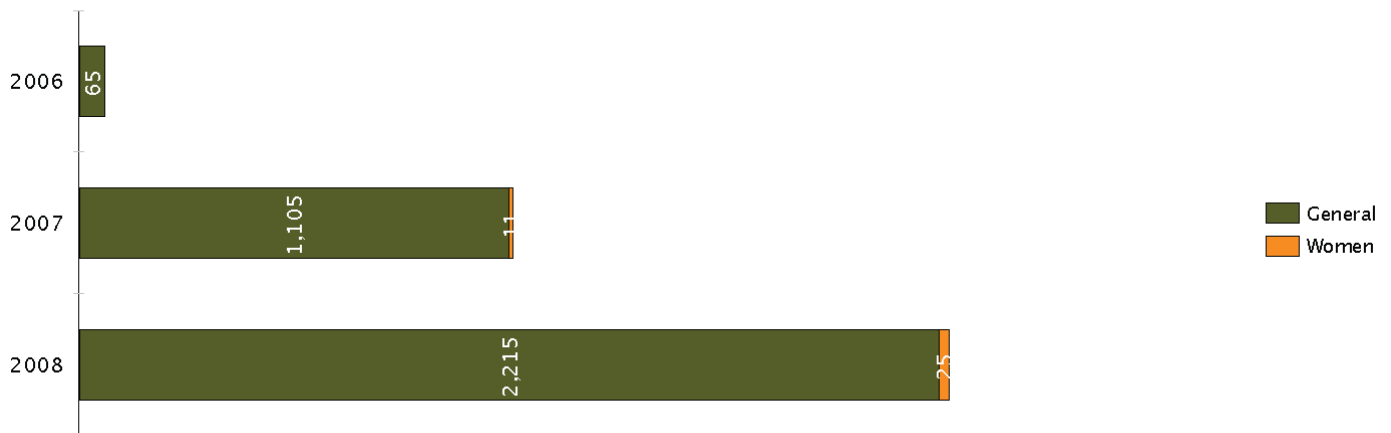
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)

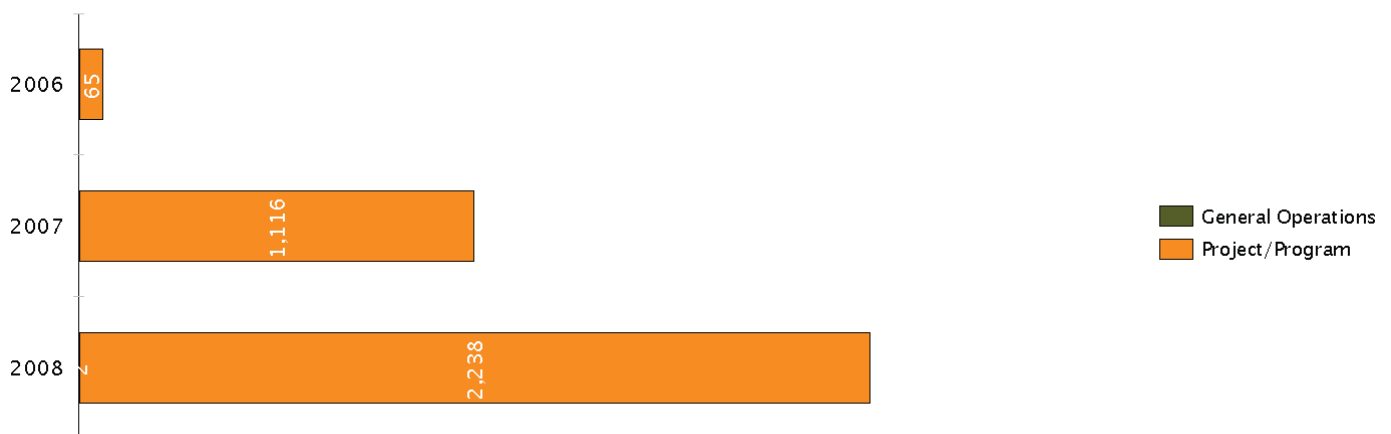


Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)



Int'l LGBT Grants by Support Type (\$000)

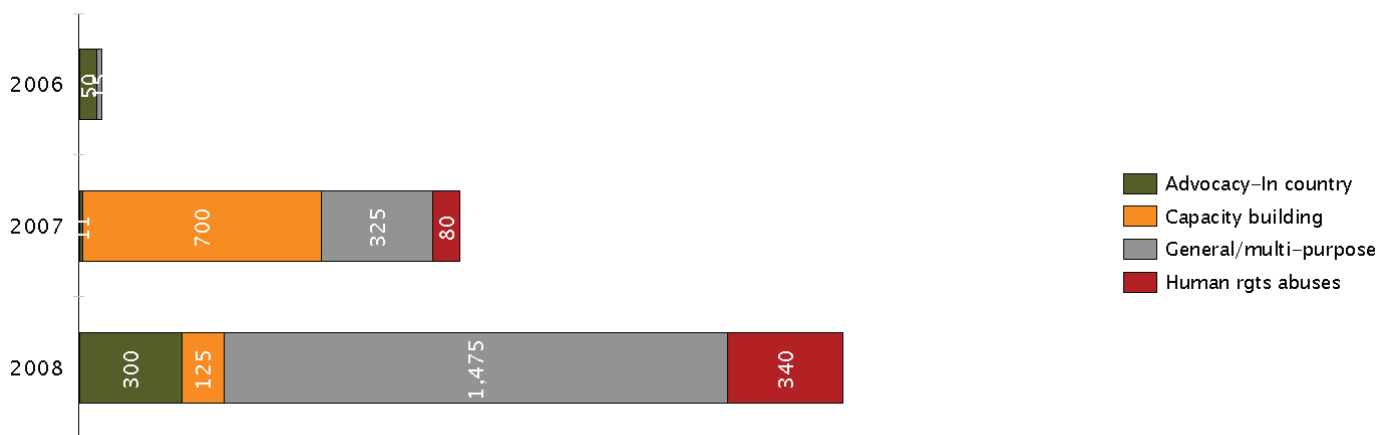


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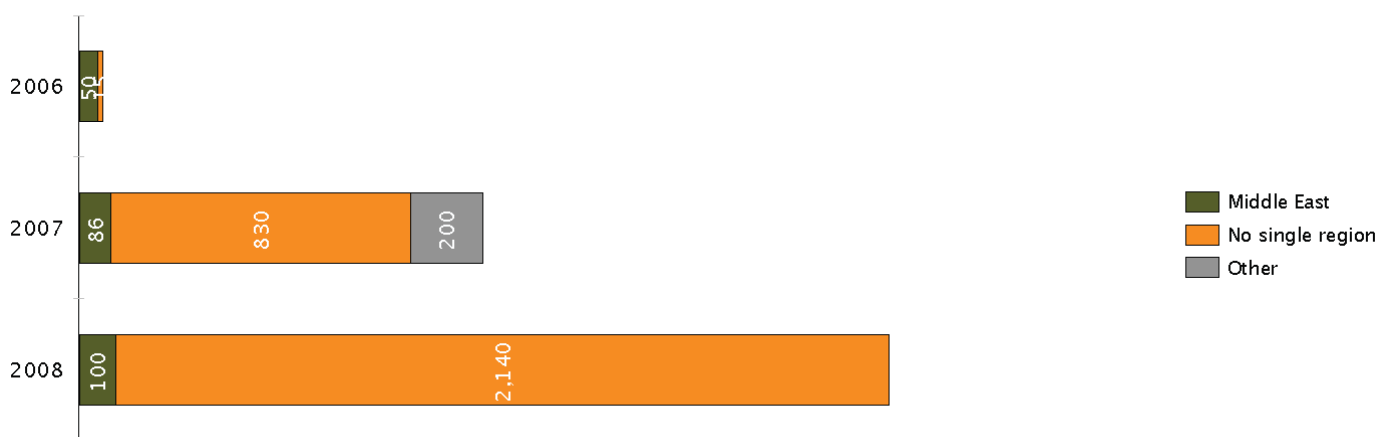
Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



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LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
16.5	58%	42%	15%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
24%	18%	34%	18%	0%	6%	

Note: Staff data as of 9/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Arcus Foundation 402 E. Michigan Ave. Kalamazoo, MI 49007 269-373-4373 www.arcusfoundation.org	New York Cambridge UK	Arcus Foundation - 501(c)(3) Arcus Operating Foundation - 501(c)(3)	Urvashi Vaid Executive Director urvashi@arcusfoundation.org

Funder's Notes and Advisories

- **Endowment** - The Arcus Foundation endowment was \$165,013,717 as of August 31, 2009.

- **Non-LGBT Grant Funding Areas:**

The Arcus Great Apes Program - The goal of the Arcus Great Apes Program is to ensure the respect and survival of the Great Apes and their natural habitat. The Arcus Great Apes Program supports conservation and policy advocacy efforts that promote the survival of the Great Apes in the wild and in sanctuaries that offer safety and freedom from invasive research and other forms of exploitation. The Program's three key goals are: 1) Pursue economic development that is compatible with conservation of great apes and their habitat; 2) Build an effective and coordinated movement of organizations and individuals working to conserve great apes and their habitat; and, 3) Promote recognition and respect for the value of great apes, especially the right to live free from exploitation and private ownership. Support is limited to activities that specifically impact gorillas, chimpanzees, orangutans, bonobos, siamangs and/or gibbons. In FY2008, Arcus provided \$6,952,874 in support for Great Ape conservation.

Special Opportunities - At its own initiative, the Arcus Foundations makes a limited number of grants to organizations whose work focuses outside of our two main program areas—LGBT rights and conservation of the great apes. In 2008, Arcus provided \$5,700,902 in special opportunity grants.

A note about the Foundation's Michigan Racial and Economic Justice Initiative: Not included in the listing of 2008 grants, are 13 grants awarded in connection with the Michigan Racial & Economic Justice Initiative, a special project of the Michigan LGBT Program. The Michigan LGBT Program has three goal areas: 1) achieve LGBT rights in MI; 2) build the power, voice and leadership of LGBT POC; and 3) achieve racial justice in MI. The Initiative, which falls within the third goal area, currently supports a cohort of racial justice organizations in Kalamazoo to build organizational capacity, strengthen racial justice advocacy and support the work of advocates to achieve meaningful economic and racial justice for people in MI. These grants totaled \$1,121,220.

- **Arcus Operating Foundation** - The Arcus Operating Foundation engages in research and dissemination, information mapping, special projects, and convening activities in order to achieve social justice that is inclusive of sexual orientation, gender identity and race and to ensure conservation and respect of the great apes.

In 2008, the AOF undertook the following activities to advance this mission:

- Commissioned and disseminated a series of studies on topics related to funding of international LGBT human rights projects.
- Convened a group of individual donors, foundation funders, human rights activists and other experts in Bellagio, Italy, to strategize about new approaches to expand philanthropic support for international LGBT human rights efforts.
- Supported organizational development and technical assistance to the largest great ape sanctuary in the US and to a large conservation sanctuary program in Kenya.

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- Commissioned research on existing public policy protections and gaps in those protections in the US with regard to protecting great apes in captivity. Commissioned a review of the number and location of apes being used in the entertainment industry in the US.
- Convened a group of Catholic theologians, activists and other leaders to discuss how efforts to promote the moral equality of LGBT people could be advanced within Catholic institutions.

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Astraea Lesbian Foundation for Justice
Standard Annual Report

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IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1977	\$3,976,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	International
501(c)(3) type	
Public Foundation - 100%	

Mission

Our mission is to work for social, racial, and economic justice throughout the world. Our grantmaking and philanthropic advocacy programs help lesbians and allied communities challenge oppression and claim their human rights. Accordingly, we raise and disburse funds to programs and initiatives that directly benefit or serve our diverse constituencies; promote community-building, capacity building, and movement building; expand the community that support lesbian and LGBTI issues; and educate individuals about philanthropic giving.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **US Grantmaking Program** - We support programs and policies that strive to eliminate oppression based on race, age, sex, religion, sexual orientation, gender identity, economic exploitation, physical and mental ability, anti-Semitism, and other such factors. Our US Grantmaking Program reflects a commitment to LGBTI POC organizations, and purposefully target organizations that are led by and for LGBTI women of color; led by and for trans, intersex, and/or other gender non-conforming communities of color; and led by LGBTI communities that are historically under-resourced within LGBTI communities (e.g. youth, elders, immigrants, low-income people, people with disabilities, Indigenous peoples and other communities of color), and who integrate issues of under-resourced communities in the organization's/project's work. Core and general support and/or project support from Astraea to grantee organizations receive funding via the US Panel Grants, US Multi-Year Movement Building grants, US Emergency Grants, US Movement Resource Fund, US Collaborative Grants, US Philanthropic Grants, Astraea Visual Arts Fund, Lesbian Writers Fund, Margot Karle Scholarship Fund, and US Donor-Advised Funds and Grants.
- **International Fund** - Astraea's International Fund awards grants to innovative LGBTI human rights and social change organizations based in Africa, Asia/Pacific, the Caribbean, Eastern Europe/Commonwealth of Independent States, Latin America, and the Middle East. The funding for core and general support or project support from Astraea to grantee organizations is delivered via International Panel Grants, which are determined by a panel of LGBTI activists, with input from national advisory and colleague institutions with extensive expertise and experience related to specific regions eligible for funding. Our Social Change Opportunity Fund is an initiative providing multi-year grants to LGBTI organizations with impressive track records of success in conducting timely and effective institutional change work in their countries. Astraea's Movement Resource Fund provides organizations with the support necessary to launch important social change efforts and to assist the work needed to sustain organizational impact. The Emergency Fund is a rapid-response grantmaking mechanism that enables Astraea to provide limited support to organizations that face an immediate political emergency or opportunity unforeseen at the time of the original request. The International Fund also includes, International Collaborative Fund and International Donor-Advised Grants.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Increase resource support for progressive LGBTQ POC groups in the US and internationally and improve economic and social conditions of LGBTQ POC communities.
2. Amplify political aptitude and organizational capacity for progressive LGBTQ POC groups in the US and internationally.
3. Identify and build autonomously sustainable supports for people-based movements.
4. Increase visibility and promote application of intersectional and multi-strategy approaches to social change efforts, and inform and organize donors for mobilization.
5. Participate in networks of funders and movement organizations to strengthen infrastructure for intersectional social justice movement-building work.

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Key Grantmaking Guidelines (condensed)

About the US General Fund - Organizations/projects can apply for general support or project-specific funding. Astraea is a public foundation that raises funds every year for grantmaking activities. Given realities of our funding limitations, the panel is not able to provide grants to all worthwhile projects.

Maximum grant size is \$10,000. Grants have generally ranged from \$4,000 - \$10,000.

As a feminist, progressive, lesbian foundation, Astraea specifically seeks to secure resources for Lesbian, Trans, Intersex, and LGBTI social change organizations and projects (including film, video, media and cultural projects) that directly address the depth and complexity of critical issues in LGBTI communities. This includes progressive and/or women's organizations and projects that are led by LGBTI people, and that integrate LGBTI issues in their programs.

Baseline Criteria

All applicants must meet the following criteria in order to be reviewed for funding:

- Primary work is for social change: Seeks to eliminate oppression through systemic change, and address the root causes of injustice
- Active participation and leadership of communities most affected: Communities most affected by issues that the organization/project seeks to address are involved in the organization's leadership and programmatic development, implementation and evaluation
- Commitment to social, racial, economic and gender justice, and feminist commitment to address multiple intersections of oppression experienced by lesbians and LGBTI communities: Organization demonstrates commitment to feminist principles, including inclusivity and self-determination
- Annual organizational budget of \$750,000 or less
- In addition to meeting the above criteria, film, video, media and cultural projects that are supported by Astraea represent the depth and complexity of lesbian and/or trans experiences, contradict stereotypes and reflect the diversity within lesbian, trans and/or intersex communities.

Funding Priorities

The following are additional factors that the US General Fund panel considers when reviewing applications and making funding decisions:

- Clear social change strategy and impact, with long-term vision for change that address intersections of multiple forms of oppression; multi-issue work that actively makes connections across divisions
- Led by and for LGBTI women of color
- Led by and for trans, intersex, and/or other gender non-conforming communities of color
- Led by LGBTI communities that are historically under-resourced within LGBTI communities (e.g. youth, elders, immigrants, low-income people, people with disabilities, Indigenous peoples and other communities of color, etc.), and integrates issues of under-resourced communities in organization/project's work
- Based in rural or other geographic areas where isolation may present barriers to visibility and community organizing.
- Organizations/projects with least access to traditional/mainstream funding
- Works in alliance and/or builds coalition with other justice movement organizations (that are not necessarily only LGBTI); actively broadens notions of traditional "LGBTI issues" and/or builds the capacity of other movements to integrate LGBTI issues in their analysis and work
- Organizations/projects where community organizing and base-building for mobilization are primary strategies.
- Internal/external practices reflect progressive political principles, and build community capacity to directly challenge oppression and engage in social change work (e.g., provides opportunities for leadership development of members and staff; incorporates political education, anti-oppression work; utilizes popular education techniques; develops structures/processes that promote sharing of power and resources, etc.)
- Organizations/projects with clear structures, processes, and mechanisms for accountability to communities being organized/served
- Strategic and timely impact of grant to organization/project's success.

Funding Exclusions

Astraea's US General Fund generally does not provide support for the following:

- Individual projects (e.g., graduate research, fellowships, etc.)
- Organizations with strong leadership from only 1 individual
- Private business or profit-making efforts (including business development)
- Organizations with budgets of over \$750,000
- Projects that are based in or sponsored by a university, college, or other academic institution
- Capital campaigns, endowments, or deficit financing

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- Direct social service projects, research projects, or one-time events that are not part of, or linked to, ongoing social change organizing strategies
- Organizations/projects that are not based in the United States, territories (Puerto Rico, etc.) or Indigenous nations sharing a border with the United States
- Efforts that endorse candidates for public office.

About the International Fund for Sexual Minorities – The fund supports groups, projects, or organizations working towards progressive social change which are led by lesbian, gay, bisexual, transgender, and intersex (LGBTI) communities and directly address oppression based on sexual orientation and/or gender identity/expression.

Groups That Are Eligible To Apply

Please note that your group should meet ALL of the following criteria to be eligible for a grant. Groups, projects, and organizations that are eligible to apply are:

- Based in Africa, Asia/the Pacific, Eastern Europe/Commonwealth of Independent States, Latin America/the Caribbean, or the Middle East
- Led by and/or for LGBTI communities. Non-LGBTI-led groups must demonstrate how they address LGBTI human rights issues and how they involve LGBTI's in organizational and programmatic decision making
- Doing work towards social change, on issues affecting LGBTI people and/or people who are penalized, persecuted or harassed for their gender identity, gender expression, and/or sexual orientation
- Non-governmental organizations, not-for-profit groups, or the equivalent, with organizational budgets of \$500,000USD or less
- Groups that have been active for at least one year at the time you send in your proposal. A group which has been active for less than one year may apply if you demonstrate your group's ability to sustain activities over the long-term and illustrate how a grant would help you to build your organization's capabilities.

Funding Priorities

Applicants should meet the preceding eligibility criteria. Given limited funds, Astraea is unable to offer financial support to all groups that meet the above criteria. The following are additional factors that the International Fund Panel considers when reviewing applications and making funding decisions.

- Are directed by and targeted to lesbians/bisexual women
- Are directed by and targeted to transgender and/or intersex communities
- Led by/for LGBTI communities that are historically under-resourced within LGBTI communities (e.g., youth, elders, ethnic minorities, migrants/refugees, low-income people, people with disabilities, sex workers, etc.)
- Groups that have active participation and leadership from the communities most affected by issues on which the group works.
- Projects funded by Astraea embrace inclusivity and reflect the diversity of the geographic region in which they do their work.
- Demonstrate an understanding of the connections amongst different oppressions facing LGBTI peoples, and have a commitment to address other forms of oppression such as oppression based on class, race, ethnicity, age, physical and mental ability, gender, national identity, and religious affiliation
- Develop leadership and build communities' capacity to achieve social change, particularly proposals that strengthen an organization's ability to organize (organizing may be defined as activities that actively engage people affected by societal problems in the process of identifying and pursuing solutions)
- Works in alliance and/or builds coalition with other justice movement organizations (e.g., sex worker rights, human rights, etc.)
- Internal/external organizational practices reflect social justice principles (e.g., clear structures and processes for accountability to communities being served)
- Groups that are based in countries/locations that do not yet have significant LGBTI resources
- Have limited access to traditional sources of funding.

Funding Exclusions

Astraea's International Fund generally does not provide support for the following:

- Individual projects (e.g., graduate research, fellowships, etc.)
- Organizations with strong leadership from only 1 individual
- Private business or profit-making efforts (including business development)
- Projects that are based in or sponsored by a university, college, or other academic institution
- International organizations proposing projects with local partners
- Groups whose sole purpose is to generate income or to provide charity to individuals, direct social service projects, research projects, or one-time events that are not part of, or linked to, ongoing social change organizing strategies

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- Efforts that endorse candidates for public office (incl. political parties and election campaigns)
- Capital campaigns, endowments, or deficit financing
- Organizations with budgets of over \$500,000USD.

Funding Level & Types Of Support

The maximum size grant from Astraea's International Fund panel is \$10,000USD. In the past, the average grant size has ranged from \$2,000 - \$6,000USD. Organizations that meet Astraea's eligibility criteria and priorities for funding are encouraged to apply for general support.

- General Support: Organizations may apply for general support, including expenses such as salary and rent, equipment, training, and staff needs that help build the management and programmatic capacity of the group to carry out its work
- Project Support: Organizations or groups that meet our guidelines may apply for a specific project or for program support.

Review Process

- Applications are reviewed and discussed by the International Fund Grants Panel, with participation from the International Fund Advisory Board and Astraea staff. Comments on applicants are also accepted from Astraea's institutional partners
- All applicants are notified by email of funding decisions within five months after the application closing date

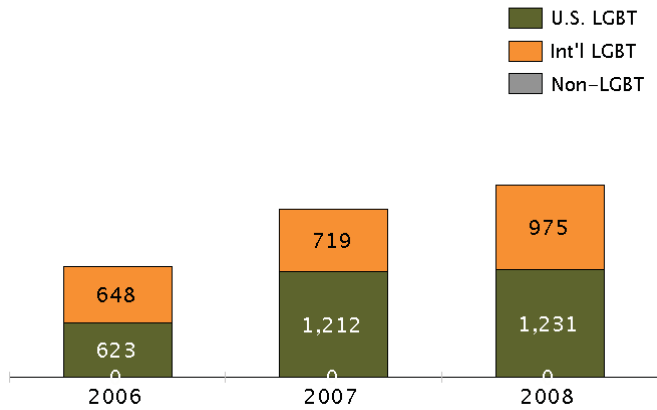
Conditions Of A Grant

- Groups awarded a grant will receive a written term of agreement. A progress report is due within 6 months of grants made, and a final report is due within a year of the grant
- A group may receive only one grant from the International Fund panel in a 12 month period. However, there is no limit to the number of consecutive-year grants an organization may be awarded. A group may also consider applying to other Astraea funding programs
- Grants will only be made to non-governmental organizations and/or projects which meet in form and spirit of the criteria which are used in determining non-taxable 501(c)(3) status in the United States of America (i.e., organizations operated for charitable or educational purposes)
- Grants can only be made to the bank account of the organization. Astraea does not make grant payments to the account of an individual

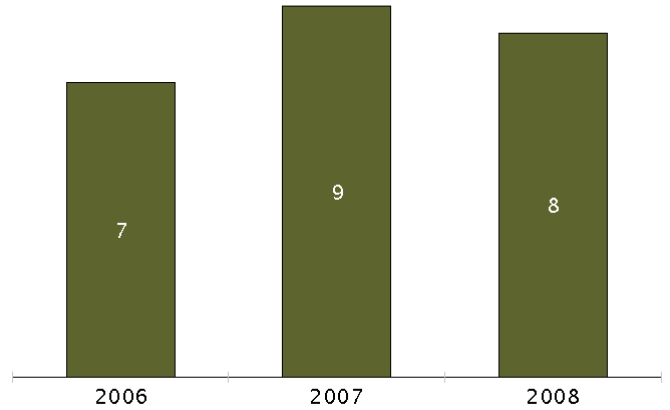
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

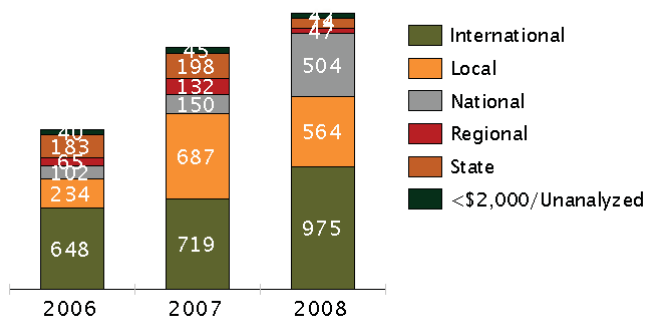
LGBT vs. Other Grants
 (\$000; US and Int'l)



Average LGBT Grant Size
 (\$000; US and Int'l)



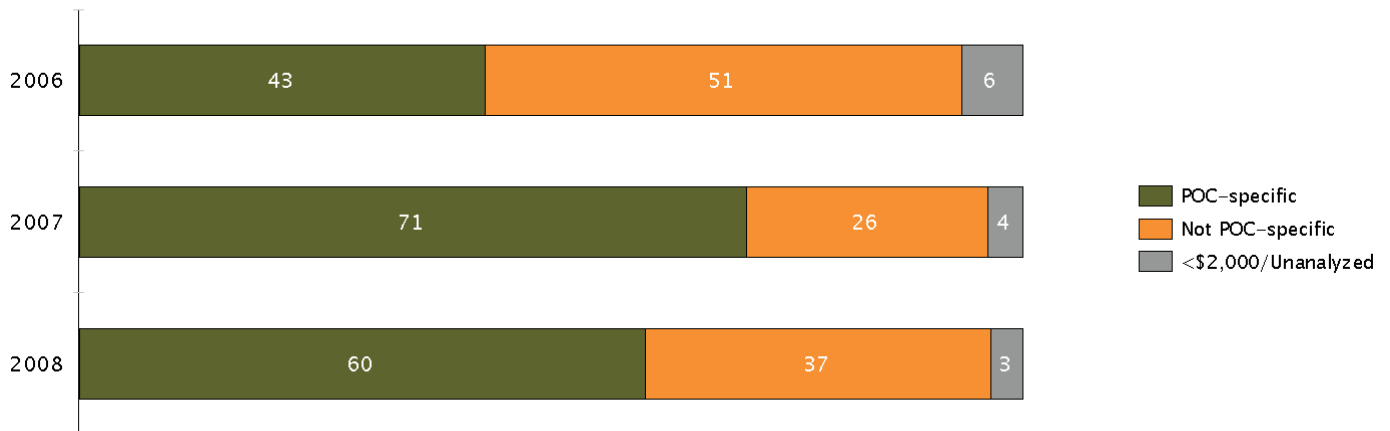
LGBT Grants by Geographic Scope
 (\$000; US and Int'l)



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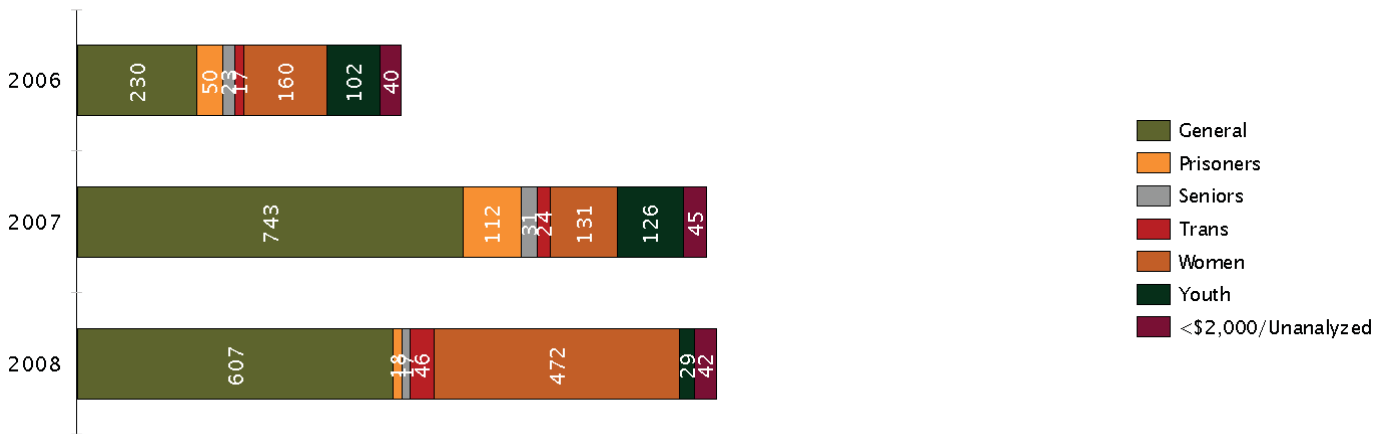
Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants

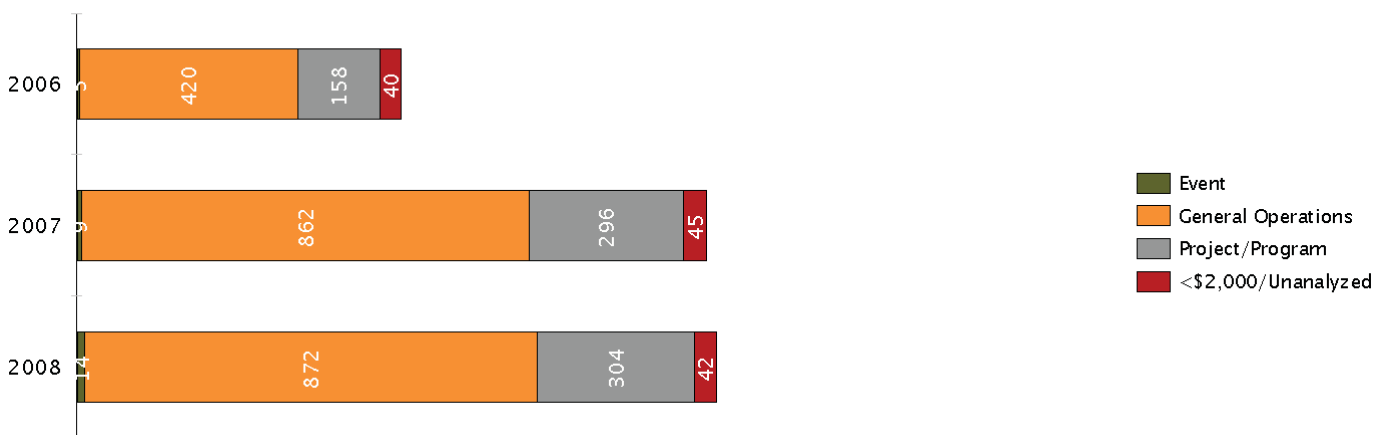


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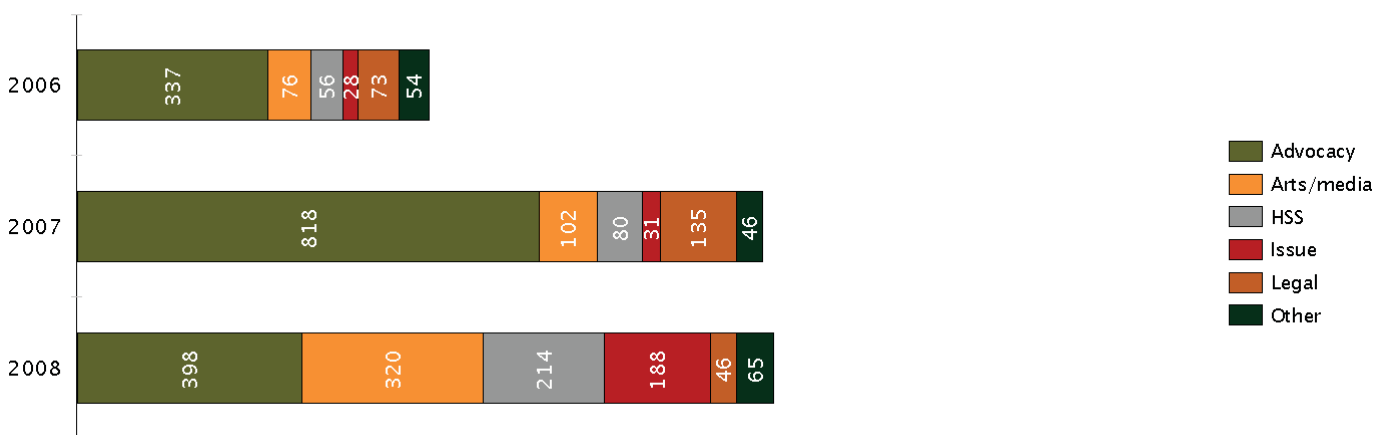
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)

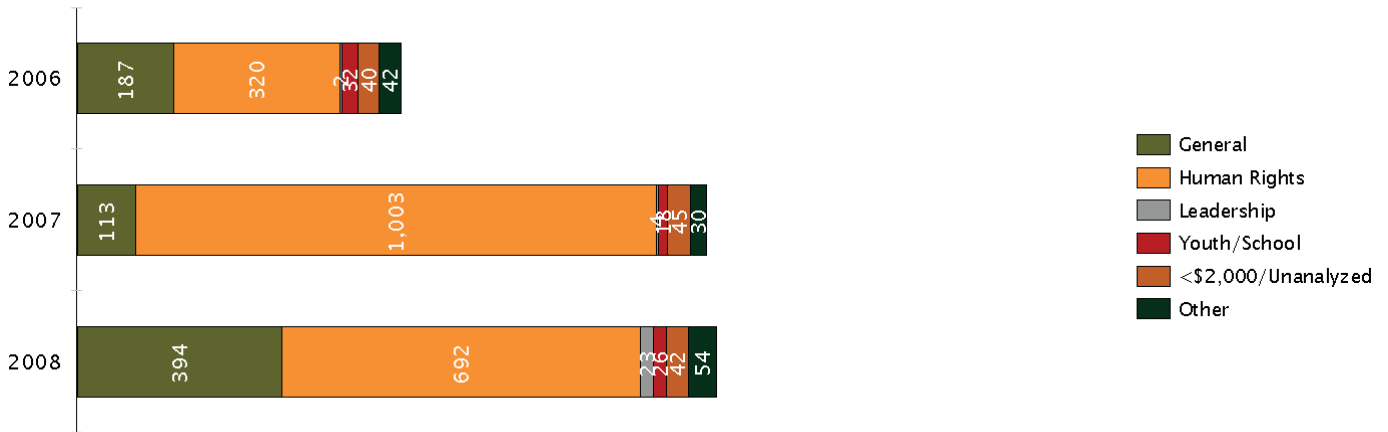


U.S. LGBT Grants by Recipient Type (\$000)



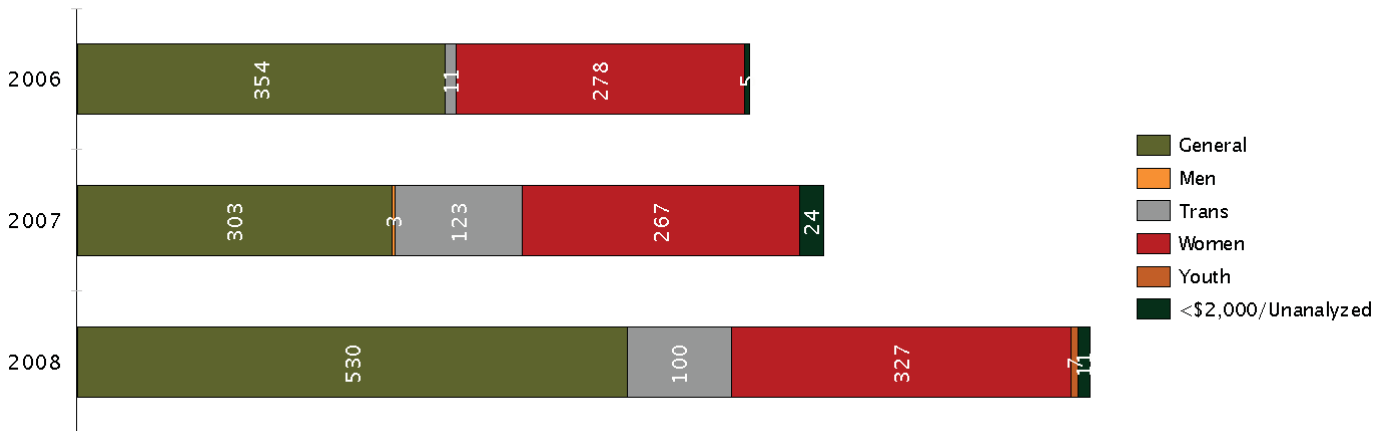
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)

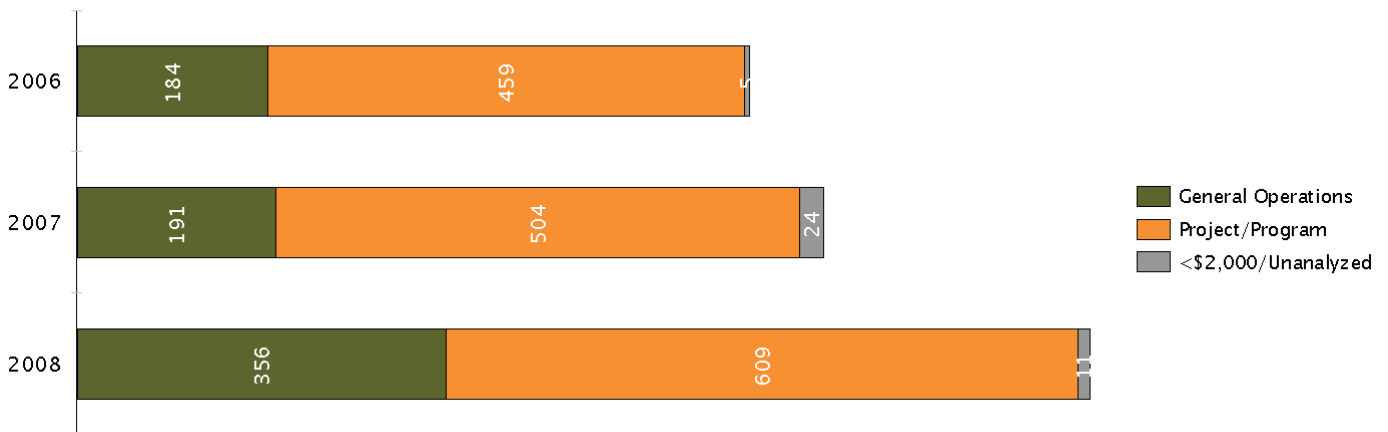


Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)

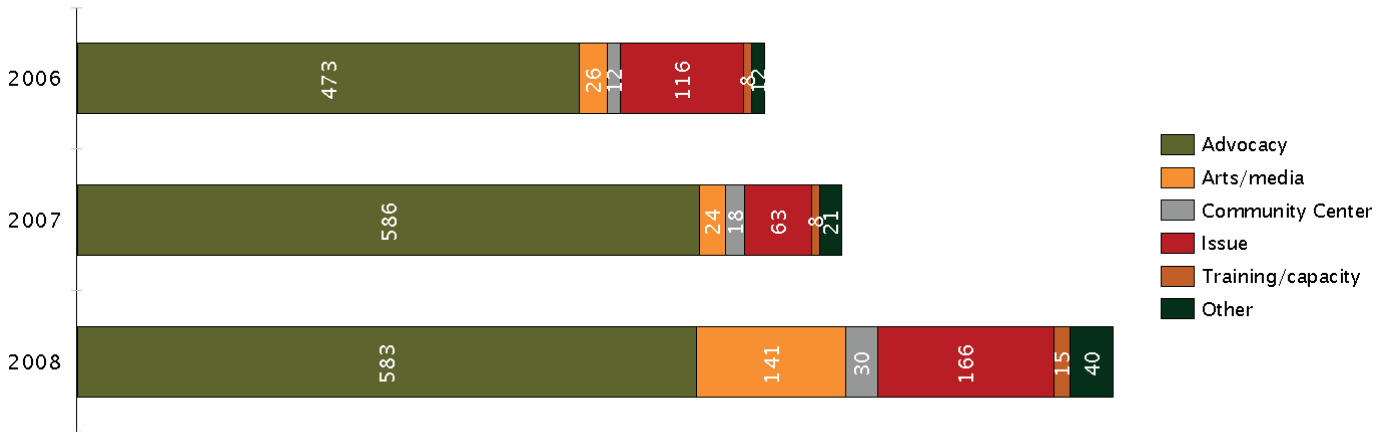


Int'l LGBT Grants by Support Type (\$000)

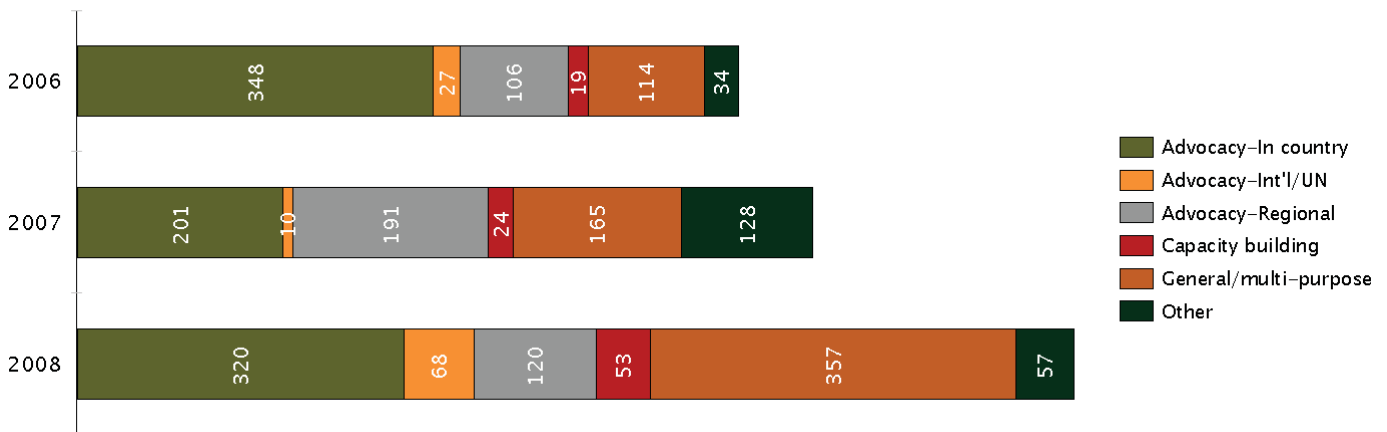


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

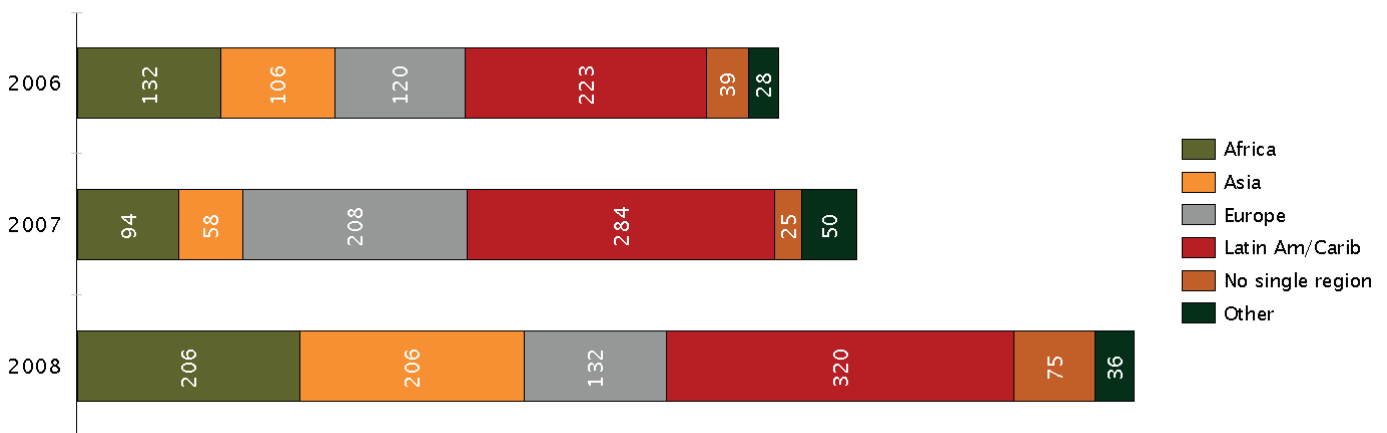
Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



2009

Astraea Lesbian Foundation for Justice
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
5.0	20%	80%	20%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
40%	40%	20%	20%	0%	0%	

Note: Staff data as of 7/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Astraea Lesbian Foundation for Justice 116 E. 16th St., 7th Floor New York, NY 10003 212-529-8021 www.astraeafoundation.org	None	Astraea Lesbian Foundation for Justice, Inc. - 501(c)(3) (Public Foundation)	Mai Kiang Director of Programs mkiang@astraeafoundation.org

Funder's Notes and Advisories

Highlights of Astraea programs

Astraea Movement Building Program

Racism and sexism and homophobia are embedded in both the Left and the Right. Economic injustice grows throughout the country. People with disabilities are rendered invisible in our movement. A global perspective on human rights, economic justice, and the environment are critical to our survival. For these reasons, Astraea funds international programs as well as a queer people of color-led Movement Building Program that develops and practices intersectional social change work. We believe it is the understanding of how the different parts of our lives intersect and the connections we make with one another that will bring us to the realization of lasting social change in a time when our population is rapidly changing. It is only when people feel their lives are connected and the well being of ourselves is dependent upon the well being of others that we will eradicate racism and sexism and economic injustice both in our LGBTI movement and in the country at large. Intersectional politics are the struggle against isolation, division, alienation, and inequality based on difference.

Our plan is to build the power of people of color and their organizations to take leadership and set directions in the LGBTI and progressive movements. We based the plan on these beliefs gained from our work over the past 30 years:

1. *Movement-building and social change work happen over multiple years yet LGBTI social change organizations are often unable to access multi-year commitments that would allow them to develop their capacity and strategies effectively.*
 - We provide funding of \$150,000 over three years
2. *General operating funds are not enough. Grantees need additional opportunities to receive small grants for particular strategic needs.*
 - We provide small grants for special projects, technical assistance and travel, ranging from \$1000 to \$10,000
3. *Doing collaborative work requires face to face meetings and relationships built over time.*
 - We convene our grantees at least once a year in meetings to learn from each other and share strategies; we convene them by phone in between meetings
4. *A movement-building program requires staff and tech support.*
 - We have a 3-person team, one of whom is a half-time coordinator, to support the groups, and our tech person works to develop new media methods for group communication
5. *It is important that grantees, supported by staff, work on setting agendas and strategies.*
 - We worked in the beginning with a consultant to set the agenda with the groups and to do facilitation; then we grew into groups setting the agenda and doing the facilitation as well
6. *The foundation needs long-term relationships, trust, and mutual respect with grantees.*
 - We chose 12 grantees who had been funded through small grants over a period of years; there was already a grounding of understanding and working relationships

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Convenings and The San Antonio Strategy

The first convening:

On October 15-17, 2007, Astraea convened its 7 Movement Building grantees to share their best ideas, to build relationships, and to develop joint strategies for sustainability.

As you would expect of those committed to building a movement, they came desiring connection to others, new ideas, better skills. "How can we sustain what we are doing, how can we get more money to the movement?" "What are the opportunities for learning how other movement building organizations work, how they figure things out?" "How can we connect to each other, build relationships that can spread to others, develop shared strategies?"

Each group told the story of their organization and described their leadership structure. What they had in common was their commitment to intersectional work and their efforts to develop new ways of shared leadership.

Some key questions from the group about movement building issues:

- What happens when funding is for marriage or don't ask/don't tell, and we are trying not to focus on marriage or support militarization?
- What are specific ways and strategies for addressing the power and challenges to leadership within organizations, esp. when they come from your constituency/membership?
- What if you as a trans person don't see yourself in the LGBT grouping? How to sort out the meaning and place for us in the movement, and how do we connect to each other?
- What is our relationship to other sectors of social justice movements?
- How do we want to do this work, fighting in the same way, or trying out something new?

And finally, some thoughts and questions about working together as grantees:

- We want to figure out a way to do work together and build analysis and new models together
- We want to react less and build something new, build up instead of tearing down. We can offer our films about immigration - we're thinking about doing a national traveling film screening and discussion
- We want to do this work in a more sustained, strategic way
- How can we link movements locally and nationally; for example, immigration work—create a national movement based in communities? What would it look like if we were able to work together? How could there be national responses to local situations involving QPOC? There's nothing coordinated or cohesive now

Conclusion: It would be exciting and powerful to work together nationally in ways that reflect local realities and that are rooted in local work.

The second convening:

On July 25-27, Astraea brought/funded two representatives from each of the 10 Movement Building groups to attend the Raising Change Conference in San Francisco. On the day following the conference, we convened to discuss fundraising, and in particular, to consider a strategy for fundraising together.

We began with this framing:

- Fundraising is organizing
- Fundraising is base building
- Fundraising is movement building

Questions/ Points to Consider:

Fundraising gives us a way to look at our work and our movement. Does it build and involve a base? Does it shift people to rise up and do something for an issue? Your base is the most fundamental concern in fundraising and it is most central to movement building.

During this day together, we:

- Discussed economic and fundraising conditions today;
- Listed all of its funding sources for each organization, and we analyzed the small number of sources and the implications for their work;
- Considered the possibility of seeking funding together and named the advantages and disadvantages.

The Movement Building Grantees brought forward these ideas:

We will look at all 10 of the groups in terms of shared values—intersections between communities, engagement in base building in some way, explicit agenda of social justice, leadership development between constituents, long term movement building strategy and vision, queer POC and trans POC focused.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

What we bring to the table: We bridge communities and the Queer Left. We represent the leadership of different constituencies and issues. We will approach the foundation—giving them the opportunity to help set policy and show leadership through their funding. Instead of looking at reform, they will have opportunity to be a leader in making change.

We will create a national model of shared intersections, shared strength to affect change and to bring our constituents together. We will have our people involved. Individually and collectively we will be accountable to educating ourselves and others. We will create a 10 and 20 year strategic plan to create infrastructure building, interactive training, relevant to the needs and constituencies for queer and trans POC orgs. We will use multiple models—self determination, modular, relevant based on region, different types of social change activism—arts, cultural change, explicit commonalities and shared political platform.

This exercise provided the foundation and commitment to pursue the idea of a collaborative strategy in the 3rd convening.

The third convening and the San Antonio strategy

In May 2009 they came from all over the country to the Esperanza Peace and Justice Center in San Antonio—12 queer people of color groups and multi-racial groups led by people of color. The Audre Lorde Project, FIERCE, the Sylvia Rivera Law Center, and Queers for Economic Justice from New York; Transgender, Gender Variant and Intersex Justice Project and Queer Women of Color Media Arts Project from the Bay Area; Affinity Community Services from Chicago; National Queer Asian Pacific Islander Project from Seattle, DC, and NY; Southerners on New Ground from Atlanta; the Center for Artistic Revolution from Little Rock; Allgo and Esperanza from Texas.

Because they are committed to movement building, each group brought three participants, not just a single leader. There were 40 who attended, talking and working together in Esperanza's 10,000 sq. ft. building that houses the cultural/political work of the cross-generational, multi-racial and multi-issued San Antonio progressive community.

At this convening, the groups were able to demonstrate how they had benefited from money that allowed them to build capacity, develop their base, and be ready to join with each other to create a greater impact than they can singly. How did this happen? Through talking with each other at a 3-day meeting ably facilitated by members of three grantee groups; through eating together; through attending a first-ever concert by Puerto Rican Lourdes Perez and Lebanese May Nasr; and through building collaborative strategies for social justice.

Every organization is dealing with some of the major organizational issues now faced across the country:

- What to do as the funding pool diminishes and many non-profits are disappearing—how to make the transition from funded work to that which is minimally funded;
- How to do leadership transition, especially when the leader is a founder or has decades of work with the organization—how to create new structures, new methods, be cross-generational, and use transitions as a way to expand vision and work;
- How to use new technology to create a broader, politically educated, involved base;
- How to move into genuine movement building by working collaboratively rather than competitively—how to change an entire way of thinking that has evolved from nonprofit structures.

In this third year of the program, the Movement Building partners have agreed upon a national strategy with a goal of:

- Moving intersectional politics;
- Building a wider base;
- Providing political education using our best national and local facilitators;
- Developing the groundwork for policy work.

The strategy has two parts:

In September 2009, a team from the 12 organizations began working on a model for local social justice schools across the US, using a shared curriculum and technology for greater accessibility and lower costs. The schools will have four sections:

- Consciousness raising, using personal stories and analysis;
- Political education using Astraea's interactive social justice networking website for downloadable video and podcast classes;
- Training in hard skills relevant to employment;
- Policy identification and development.

The schools will be linked through curriculum and facilitator/teacher exchanges. They will grow a base of activists trained in intersectional politics and practices and provide a place for analysis and strategies for bringing about collective power for change.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Another team is working on People's Movement Assemblies in twelve locations to:

- Practice direct democracy;
- Bring community members together to build and strengthen base;
- Hear all communities voices on what issues are most important to them;
- Practice group decision-making in developing a resolution on an issue to take to the USSF;
- Identify critical POC issues across the country;
- Use this information to help determine what policy the Movement Building groups will work on together.

Additionally, the 12 groups will work together to plan a one-day queer national convening on the day before the USSF officially begins.

These 12 movement building grantees, dedicated and passionate about the work of social justice, are looking in the same direction and beginning to join together in shared strategies that have greater impact—one solid step toward building a movement that has significant leadership and participation from queers of color.

Latin American Women's Funds Consortium - Mobilizing for Lesbian, Bisexual, and Transgender Communities Sexual Diversity Project

The Consortium of Latin American Women's Funds *Mobilizing for Lesbian, Bisexual, and Transgender Communities Sexual Diversity Project* is a two-year regional collaboration of six Latin American Women's Funds. The Astraea Lesbian Foundation for Justice has been invited as a guest fund, to grant in countries with no local or sub-regional fund currently. The Consortium of Latin American Women's Funds is composed of the following:

- Angela Borba Fund (Brazil)** <http://www.angelaborbafundo.org/>
- Fondo Alquimia (Chile)** <http://www.fondoalquimia.org/>
- Fondo Centroamericano de Mujeres (for Central America)** <http://www.fcmmujeres.org/es/>
- Fondo Mujer (Colombia)** <http://www.fondomujer.org/>
- Fondo de Mujeres del Sur (for the South Cone)** <http://www.mujeresdelsur.org/portal/>
- Semillas (Mexico)** <http://www.semillas.org.mx/>

The overarching goal of the project is to strengthen the lesbian, bisexual, and transgender women's movements throughout Latin America. As such, the project will provide grants, technical assistance, and opportunities for peer learning and local and regional strategizing to about 63 organizations working with and for LBT communities in 17 countries. In addition, local organizations will benefit from work conducted by two regional network organizations, contracted to help strengthen local movements, as well as from cross-regional exchanges with similar movements in the United States. Grants are for general support or for project support for organizations who work with LBT communities, but whose work is not entirely focused in this area.

Astraea Justicia en el Camino Convening, Lima, Perú

From January 29 through February 3, 2009, 26 lesbian and trans activists from Latin America came together in Lima, Perú, for Justicia en el Camino, a regional Convening at Demacer, a modest vacation center owned by a teachers' union, in a country where workers' movements are strong and matter. The meeting gave them an opportunity to share about their work, dialogue, learn from one another and from experts, and strategize in relation to their endeavors on sexual rights and gender liberation. This time together also brought laughter and tears, as the activists—representing 8 organizations based in Ecuador (Fundación Causana and Taller Comunicación Mujer); Bolivia (Asamblea Feminista/Mujeres Creando Comunidad), Dominican Republic (Colectiva Lésbica Feminista Tres Gatas and Transsa Dominicana) and Perú (Colectiva Feminista La Mestiza and Lesbianas Independientes Feministas y Socialistas), broke through the isolation and marginalization often faced by those who, in any society, go against the grain.

Throughout panel sessions focused on the political framework of one another's work, the socio-political context of their countries, especially as it relates to LGBTQ issues, their coalition work with other social movements, or training on organizational development, fundraising, and media, these activists spoke about their activities. With agendas and goals that more than not seem ambitious for their internal capacity, some of their programs range from building a national trans cultural center; seeking implementation of complaint mechanisms in newly-passed Constitutions that offer sexual orientation and gender identity protections; building a lesbian feminist community leadership school; building a movement of trans people and putting an end to hate-motivated crimes and official indifference; stopping the forced hospitalization of young lesbians; to documenting lesbian activism over a twenty-five year period through oral history and a film project as a tool to inspire and mobilize a silent and afraid multi-generational constituency of lesbian, bisexual, and questioning women, just to name a few.

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Some of the conclusions coming out of this convening included developing region-wide cultural and artistic spaces and products; for others it was important to develop an Andean lesbian network; for the trans organizations, it was imperative to collaborate to consider organizing a trans Convening in the region. Some wanted to explore and create a communications strategy to tackle homophobia, lesbophobia, and transphobia throughout Latin America. But for all, one thing was clear: they wanted to continue to stay connected and continue to count on one another politically, organizationally and personally as lesbian and trans activists in a larger LGBTQ movement that often leaves them behind or silences them, or seeks to speak for them; they wanted to continue to learn from one another, and "not have to reinvent the wheel." They wanted to stay connected, to continue to work towards Justicia en el Camino, so that justice could be on its way or as it is Astraea's commitment, so that justice could continue to be in the making.

For additional information please contact the Astraea Lesbian Foundation for Justice or visit our website at www.astraeafoundation.org.

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B.W. Bastian Foundation
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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1996	\$10,640,232
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	Intermountain West
<i>501(c)(3) type</i>	
Private Foundation-100%	

Mission

The B.W. Bastian Foundation strives to build community and understanding by supporting local and national institutions. Financial support is directed at educational outreach, cultural and HIV/AIDS programs. A strong commitment is placed on programs and organizations that benefit, encourage, and preserve the rights of individuals and promote equality for the Gay, Lesbian, Bisexual and Transgender community.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- We primarily fund either Intermountain West or National organizations that benefit, encourage and promote equality for the LGBT community. We fund organizations that provide "social" services for the LGBT community such as LGBT community centers, homeless teen drop-in centers, legal aid services, HIV/AIDS services, political organizations working for equal rights for the LGBT community, etc. We also fund cultural and artistic endeavors such as LGBT filmmaking and theater productions to bring LGBT social issues to a wider audience.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

Please contact the B. W. Bastian Foundation for further information.

Key Grantmaking Guidelines (condensed)

The B.W. Bastian Foundation only supports organizations who wholeheartedly embrace the principle of equality. As such, each organization must include a statement specifically stating their commitment to equality for all Americans, including the gay and lesbian community.

Typical grants range between \$100 and \$15,000 dollars.

Our geographic area of funding includes the Intermountain West and National grantmaking in the US.

All grants or requests related to capital campaigns, buildings and renovations, and/or major gifts in excess of \$15,000 are exclusively solicited.

Only ONE request annually per organization will be considered.

Grants will be paid in the year that they are given but will not be paid over multiple years.

A new EEO policy inclusive of gender expression and sexual orientation must be included with requests.

Our new website (www.bastianfoundation.org) has gone paperless and we will not accept paper requests after 2008. All submittals must be made online and include the following:

- Amount requested
- An executive summary of the grant proposal
- Specific project or program to be funded
- The problem, need, or issue to be addressed by the project and the outcomes expected
- The population that will benefit
- The specific goals and objectives to be achieved and the approach and methods to be used
- The project budget and timeline, including an explanatory narrative where appropriate
- Other sources expected to help fund the project, and plan for follow-up funding
- The plan to evaluate and report the results achieved
- Identification of, and information about other similar programs
- The qualifications and experience of key personnel and information about the use of volunteers

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

- A brief description of the grant seeker and a statement of its mission and activities
- The grantseeker's most recent annual report and a copy of the IRS classification letter
- A list of current trustees, key administrators, and staff
- A statement of equality from the Board of Trustees or Directors
- Any other information which will help the Foundation understand the merit of the proposal.

Application Deadlines:

- March 15th for an April 15th grant
- September 15th for an October 15th grant
- November 15th for December grant - solicited and holiday-related grants only

All previous grantees must also complete an online year-end report prior to submitting a request for new funding.

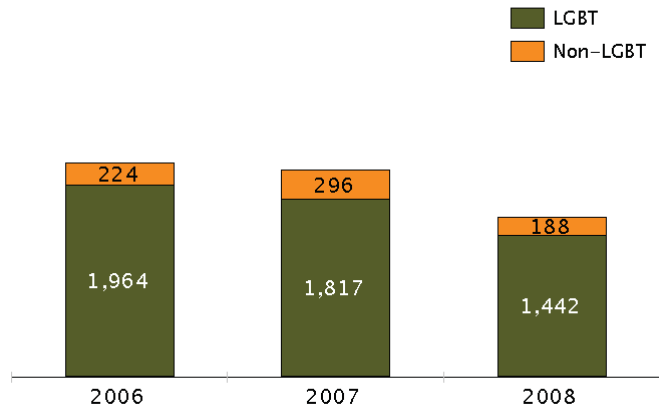
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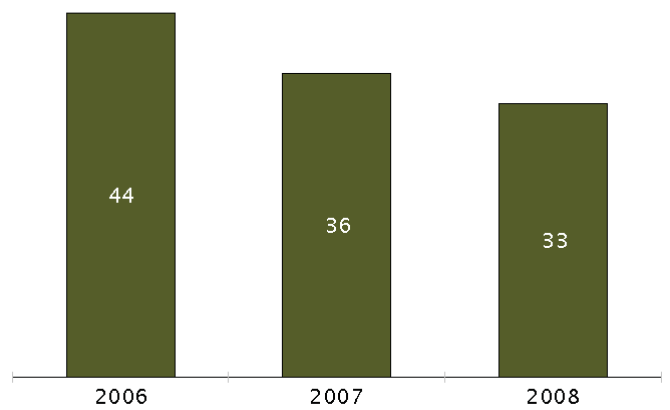
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Grantmaking Patterns (U.S. only)

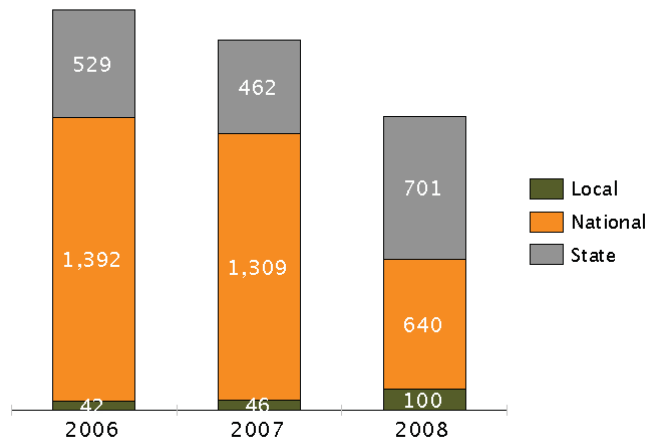
LGBT vs. Other Grants (\$000)



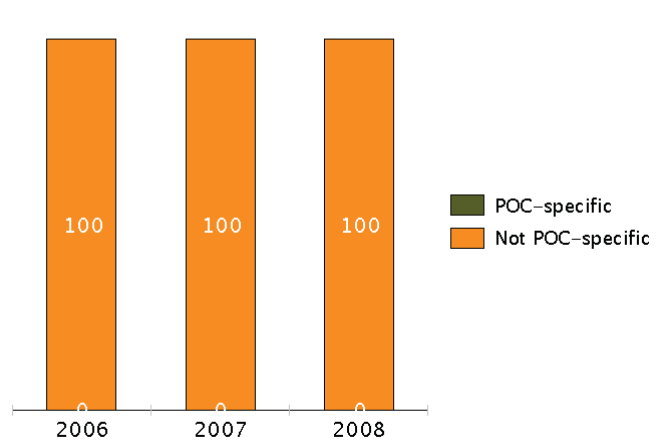
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)



Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

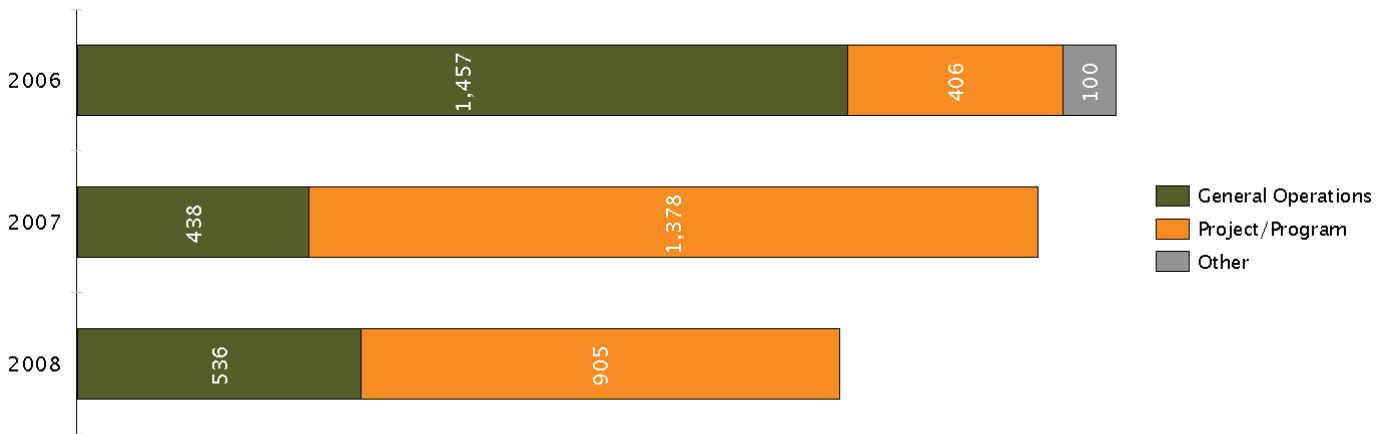


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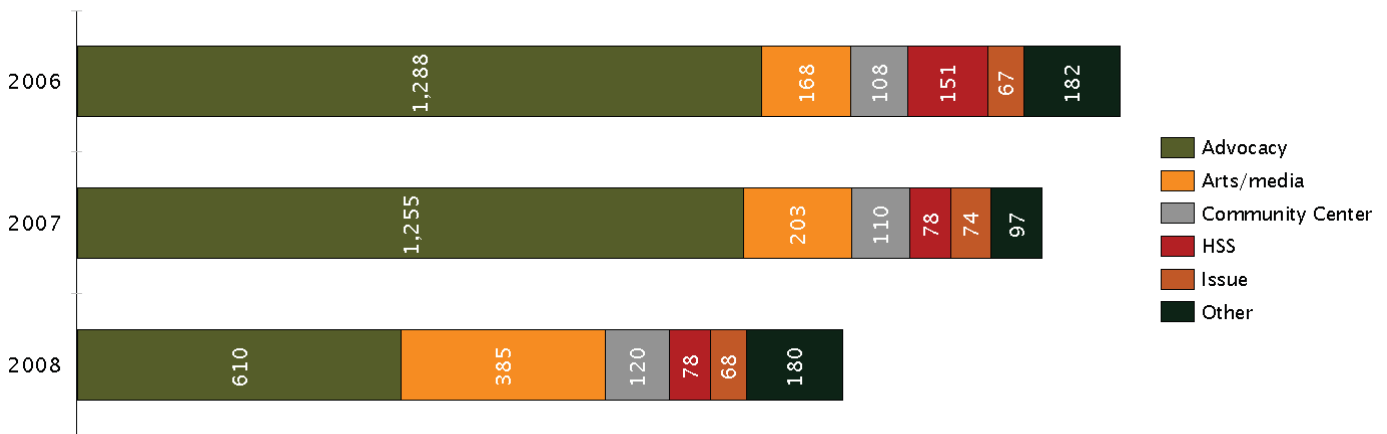
**B.W. Bastian Foundation
Standard Annual Report**

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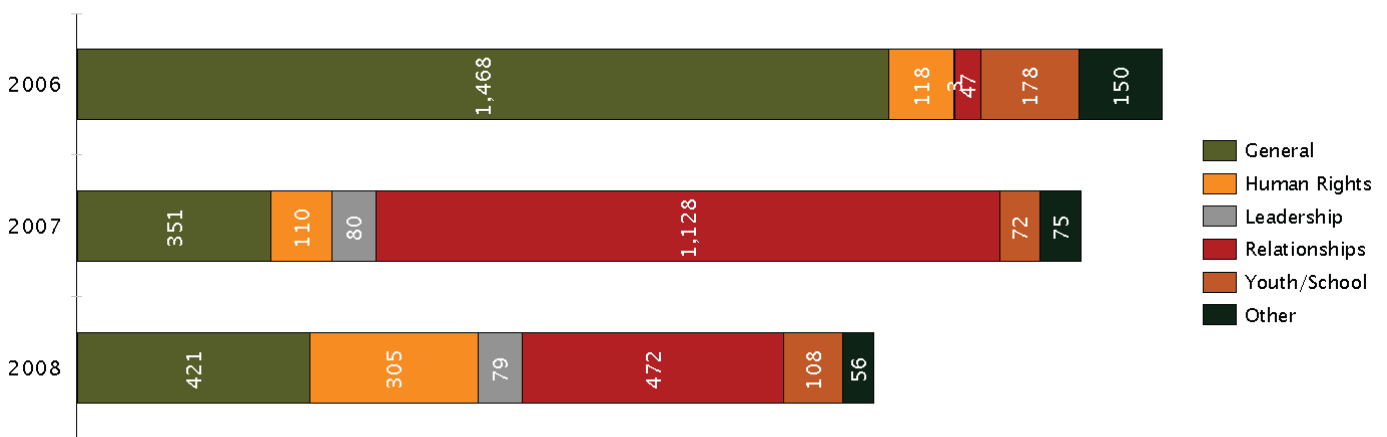
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



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B.W. Bastian Foundation
Standard Annual Report

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LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.0	100%	0%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 5/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
B. W. Bastian Foundation 51 W. Center, #755 Orem, UT 84057 810-322-0260 www.bastianfoundation.org	None	B. W. Bastian Foundation - 501(c)(3)	Michael Marriott Executive Director/Trustee michael@bwbproperties.com

Funder's Notes and Advisories

Grants Awarded - FY2006, FY2007, and FY2008 LGBT-relevant grants include Mr. Bastian's personal giving of, \$1,379,000, \$1,194,000, and \$542,350, respectively.

For additional information, please contact the B.W. Bastian Foundation, or visit our website at www.bastianfoundation.org.

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**The California Endowment
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IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1996	\$4,657,628,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	California
501(c)(3) type	
Private Foundation-100%	

Mission

The California Endowment's mission is to expand access to affordable, quality health care for underserved individuals and communities, and to promote fundamental improvements in the health status of all Californians.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- Please contact The California Endowment for additional information.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

Please contact the California Endowment for additional information.

Key Grantmaking Guidelines (condensed)

The California Endowment welcomes unsolicited grant proposals throughout the year, with no deadlines. Eligible organizations must be tax-exempt under Section 501(c)(3) of the IRS code.

The following types of grants are available to applicants to help advance The Endowment goals - 1) access to health; 2) culturally competent health systems; and 3) community health and the elimination of health disparities:

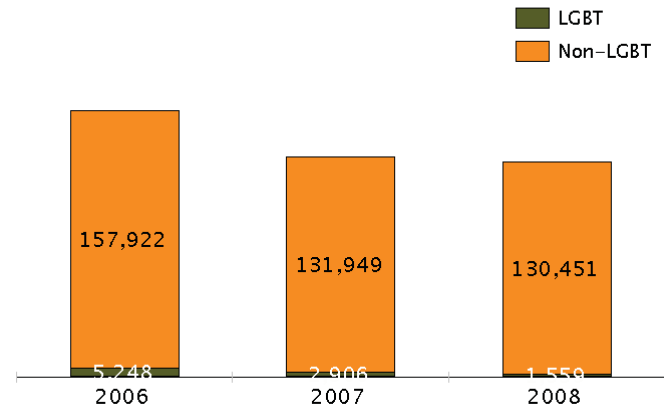
- Projects such as policy development and advocacy, replication, adaptation or new development of evidence-based program models, community mobilization, organizing and coalition-building, community leadership development, startup activities of new organizations, conferences, practice- or policy-oriented research and evaluation
- Capacity-building grants to support activities that strengthen an organization, or a coalition of organizations, to better work toward achievement of its mission and goals such as organizational assessments, strategic planning, fund development, board and staff development, organizational learning and assessment, advocacy, and work to initiate or strengthen collaborative efforts
- Core operating activities for organizations with annual operating budgets less than \$500,000 may be considered.

Applicants must submit a grant application with a project narrative that includes objectives and outcomes, an evaluation plan, and a risk analysis as well as a project budget.

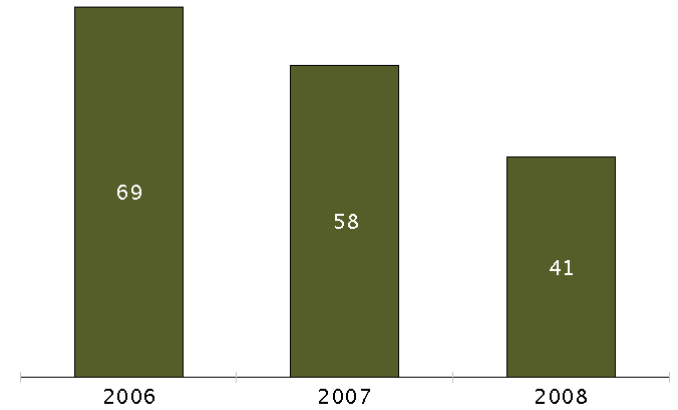
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

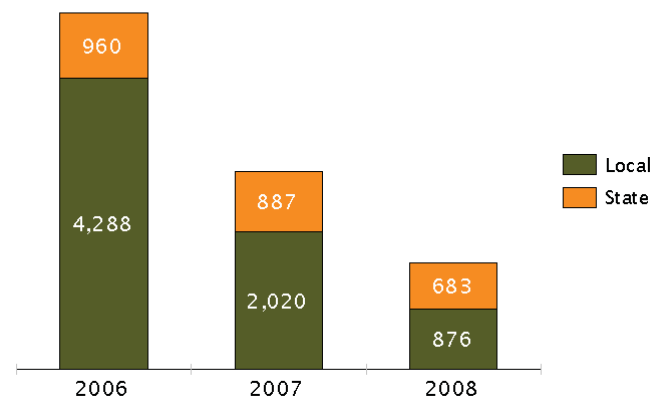
LGBT vs. Other Grants (\$000)



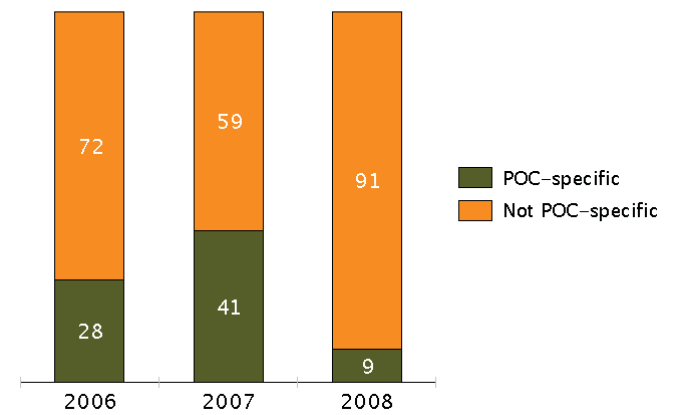
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

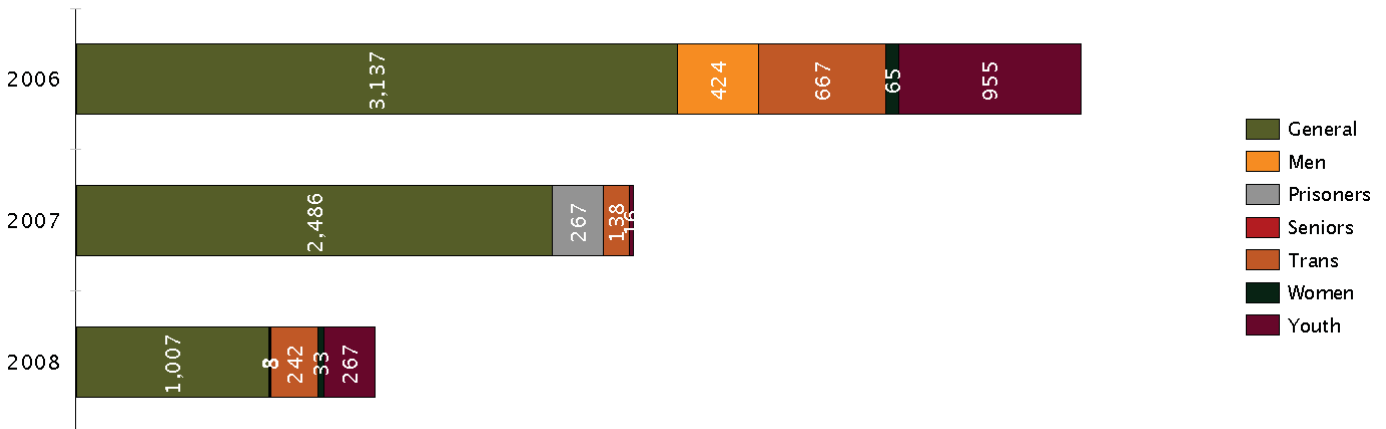


Percent POC-specific Grants



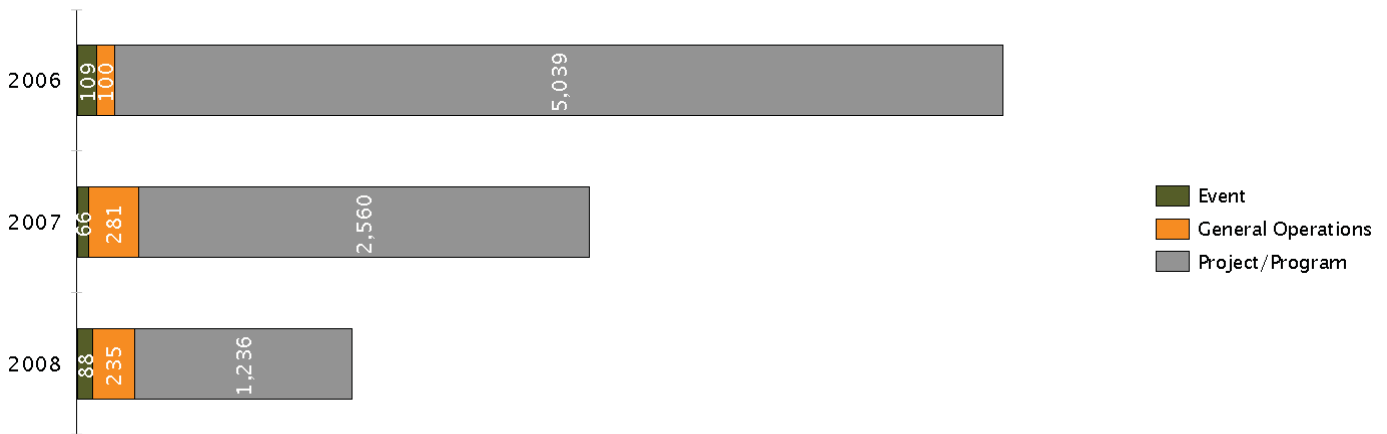
Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

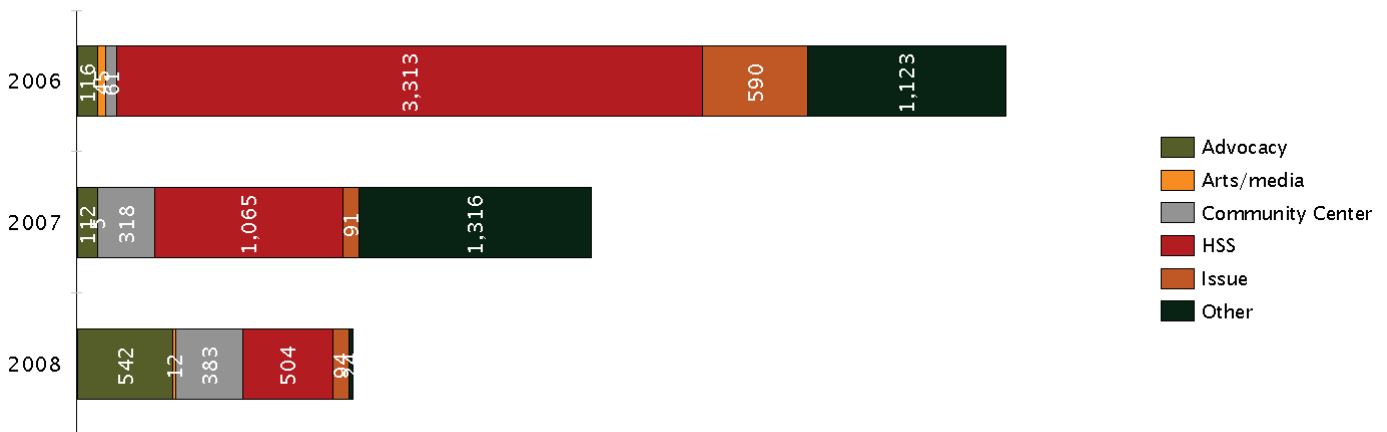


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

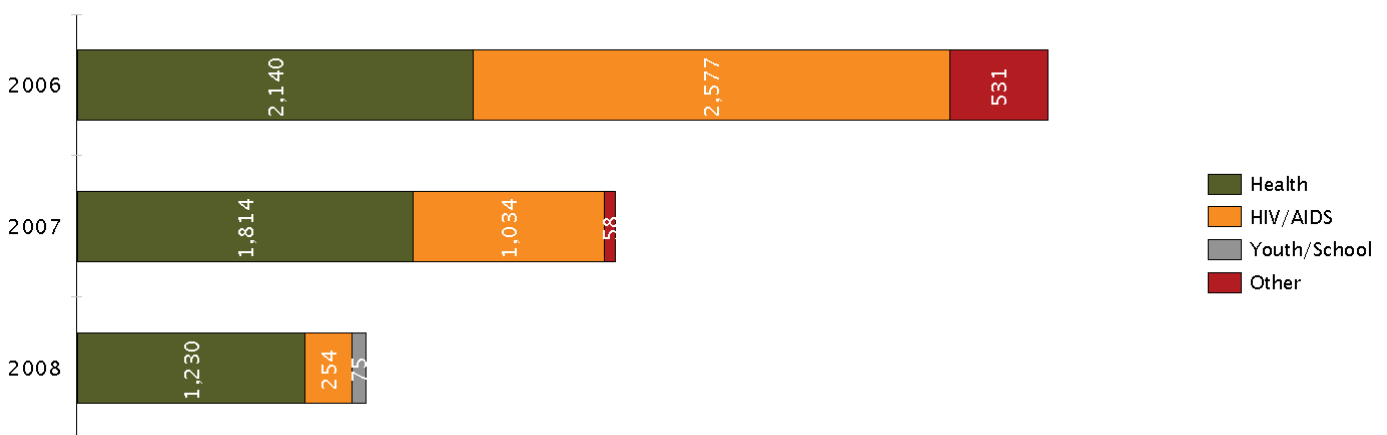
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**The California Endowment
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
N/A	N/A	N/A	N/A			
<i>African American/ Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
N/A	N/A	N/A	N/A	N/A	N/A	

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
The California Endowment 1000 N. Alameda St. Los Angeles, CA 90012 800-449-4149 www.calendow.org	None	The California Endowment - 501(c)(3)	Daniel Zingale Senior Vice President, Policy Communications and Public Affairs dzingale@calendow.org

Funder's Notes and Advisories

1. **LGBT Grants** - To identify FY2008 LGBT-relevant grants (and for future fiscal years), the search criteria included both LGBT-specific grants and HIV grants benefiting the LGBT community.

Please contact The California Endowment for additional information.

2009

David Bohnett Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1999	\$23,767,757
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	Southern CA
501(c)(3) type	
Private Foundation-100%	

Mission

David Bohnett and the David Bohnett Foundation are committed to improving society through social activism. We pursue our mission by providing funding, state-of-the-art technology and technical support to innovative organizations and institutions that, in addition to meeting our funding guidelines, share our vision.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **LGBT Giving Program** - The David Bohnett Foundation is a key supporter in the LGBT community and strives to improve our society through social activism. Since 1998, the Bohnett Foundation has assisted and promoted philanthropic organizations that foster positive portrayals of lesbians and gay men in the media. As of today, the Foundation has contributed \$15 million + to nonprofit organizations across the US that work to support the LGBT community and push for equal civil rights and liberties for all Americans.
- **CyberCenter Program** - The David Bohnett CyberCenters, located in 51 cities throughout the US, offer free access to the Internet and computer classes for the traditionally underserved LGBT community. The CyberCenters also serve as a hub for educational opportunities for seniors and youth with 12 CyberCenters located in universities. The first CyberCenter was opened in 1998 at the Los Angeles Gay & Lesbian Center. Its mission of providing software training, classes and internet access inside a comfortable, informal environment proved so successful that it served as a blueprint for all 60 CyberCenters around the nation. The David Bohnett Foundation continues to "refresh" existing CyberCenters with state-of-the-art IBM technology, including the latest in software and hardware design. Most CyberCenters are located inside an LGBT community center that serves its local area.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. **Marriage Equality** - Through strategic giving, well-developed state and national planning and non-traditional partnerships, we expect to make substantial progress in contributing to the effort to guarantee marriage equality for all.
2. **Adoption Rights** - Our goal is to see all states enact laws and policies that protect children and families from anti-LGBT discrimination. This includes overturning or preventing laws that seek to limit the ability for gays and lesbians to create and nurture healthy and happy families.
3. **Media Portrayals of the LGBT Community** - Through our grantmaking, we will seek to grow the # of accurate and honest portrayals of the LGBT experience.
4. **David Bohnett CyberCenters** - We would like to continue the growth, reach and impact of our David Bohnett CyberCenter program by continuing to provide LGBT community centers with state-of-the-art computers and Internet technology.

Key Grantmaking Guidelines (condensed)

The David Bohnett Foundation awards grants in the following planned giving areas:

1. National and So. CA organizations that serve the needs of the LGBT community
2. Educational, research, and recreational opportunities for local LGBT community centers via access to the internet
3. Organizations serving the unique cultural and educational needs of the people of LA
4. The reduction and elimination of the manufacture and sale of handguns in the US
5. Voter registration and education
6. Animal language research and eliminating rare animal trade.

Eligible organizations must have a 501(c)(3) IRS designation.

2009

David Bohnett Foundation
Standard Annual Report

Page 2
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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

The David Bohnett Foundation does not fund:

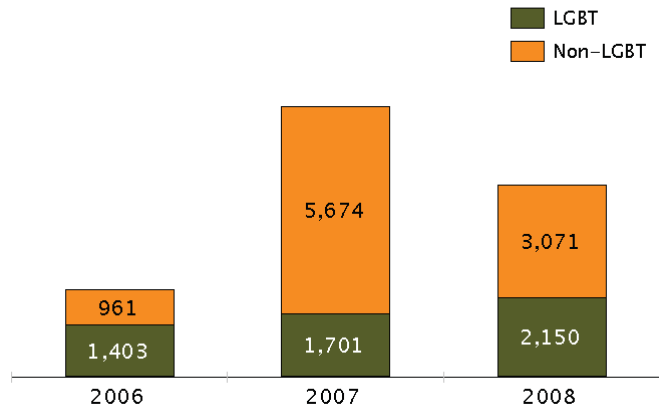
- Individuals
- Videos or other film productions
- Organizations outside the US.

Potential applicants must submit a Letter of Inquiry via the Foundation's website. If the Letter of Inquiry is accepted, the applicant must submit an online grant application. Please visit the website at www.bohnettfoundation.org for current application deadline dates.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

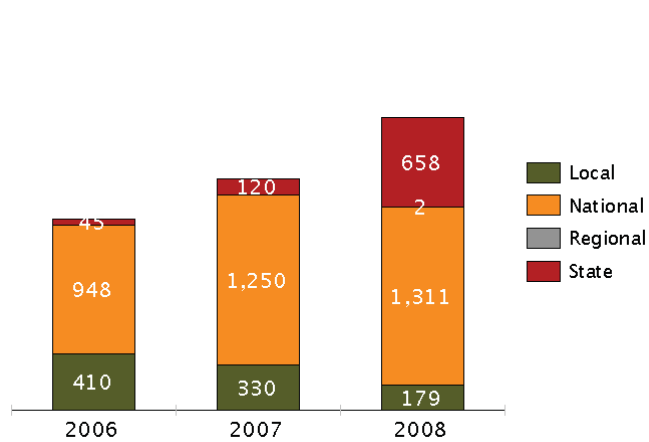
LGBT vs. Other Grants (\$000)



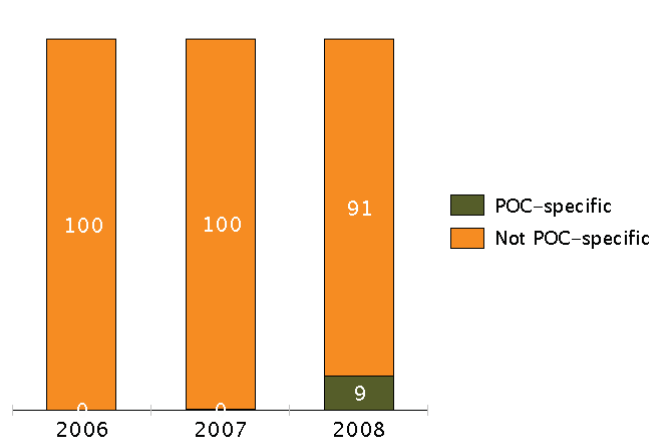
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

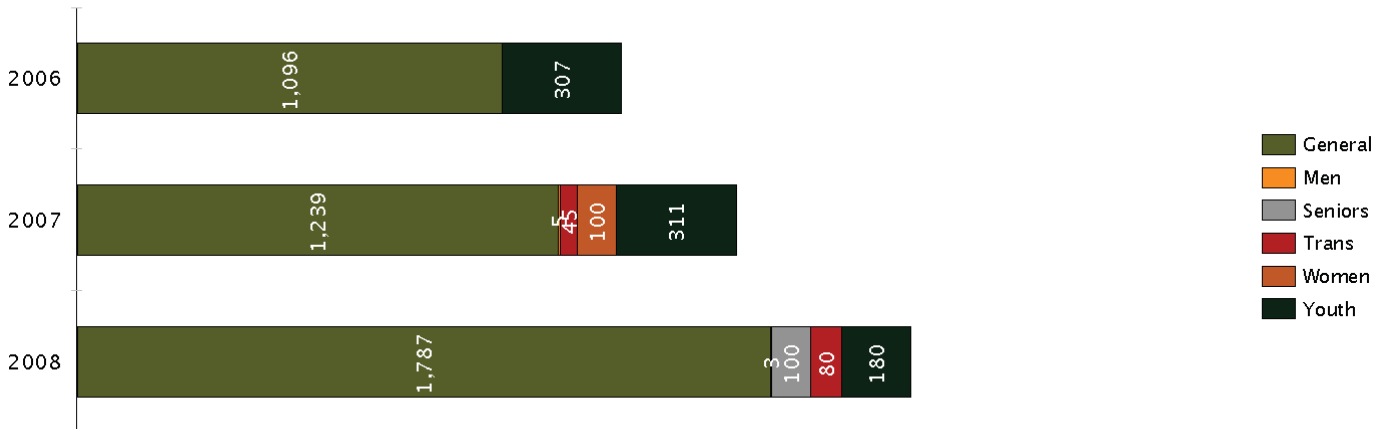


Percent POC-specific Grants



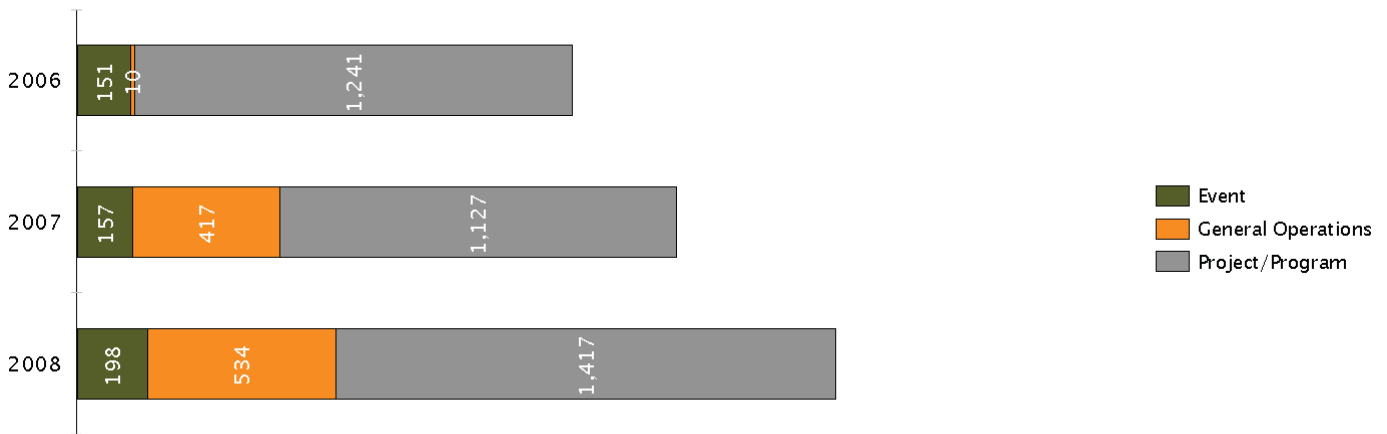
Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

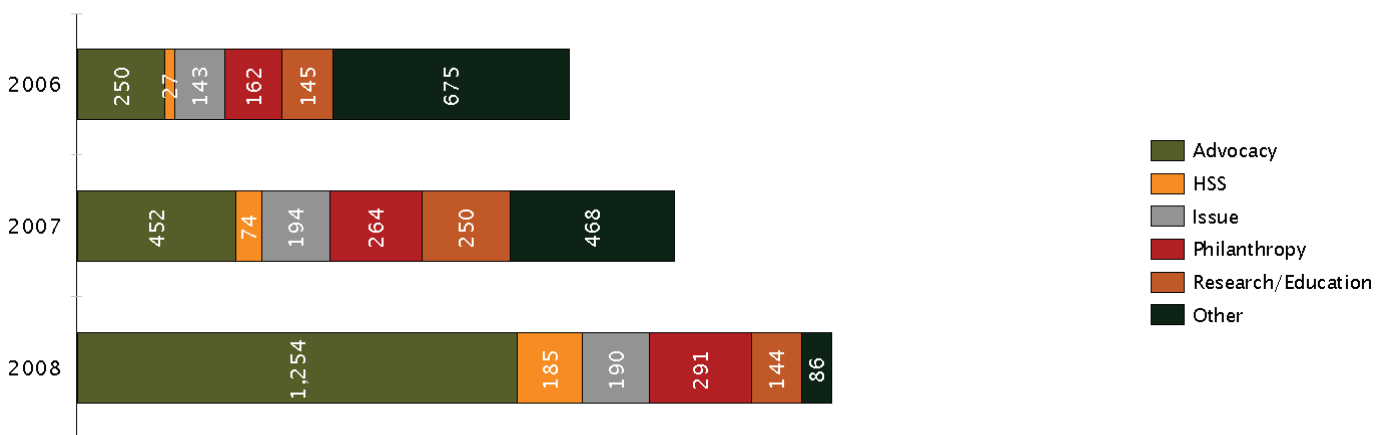


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

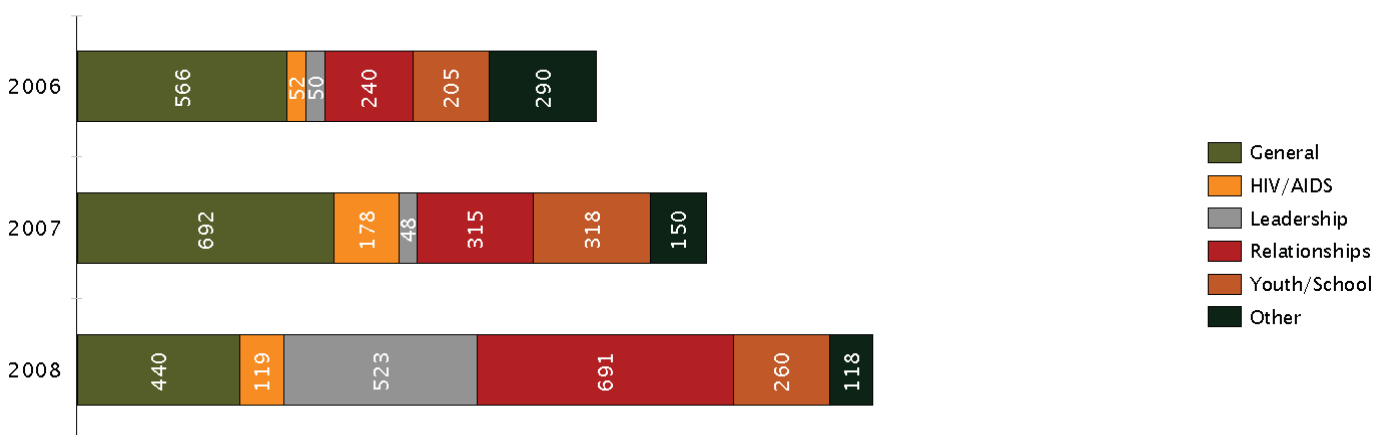
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

David Bohnett Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.4	100%	0%	0%			
<i>African American/ Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	45%	55%	0%	0%	0%	

Note: Staff data as of 6/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
David Bohnett Foundation 245 S. Beverly Drive Beverly Hills, CA 90212 310-276-0001 www.bohnettfoundation.org	None	David Bohnett Foundation - 501(c)(3)	Michael Fleming Executive Director michael@bohnett.com

Funder's Notes and Advisories

For additional information, please contact the David Bohnett Foundation or visit our website at www.bohnettfoundation.org.

2009

Evelyn and Walter Haas, Jr. Fund
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1953	\$420,000,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	CA, Bay Area
501(c)(3) type	
Private Foundation-100%	

Mission

The Evelyn and Walter Haas, Jr. Fund seeks to fulfill our founders' vision of a just and caring society where all people are able to live, work and raise their families with dignity. The Fund is dedicated to celebrating and building community. The Haas, Jr. family's love and deep appreciation for the vitality and beauty of the San Francisco Bay Area and its diverse people and cultures inspire our work. Guided by the values of fairness, equality and opportunity, we are compelled to confront injustice and some of society's most difficult issues. In all our work, the Fund strives to be a voice of hope and a force for positive change.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Advancing equal rights** - The movement for gay and lesbian rights is at a crossroads. Gay and lesbian Americans continue their struggle for equal rights and protections under the law. They are asking for basic freedoms available to others: the freedom to marry, raise a family, and live in a place where they are welcomed as neighbors and as equal participants in community life.

The Evelyn and Walter Haas, Jr. Fund has been a leader in the movement for equal marriage rights and other protections for gays and lesbians. While the November 2008 victory of Proposition 8 in California was a clear setback, the movement has regained momentum in recent months as other states have acted to allow gay and lesbian people to marry. Now, the Haas, Jr. Fund is working with its partners to bring still more states into the column of those supporting equal marriage rights.

The Haas, Jr. Fund continues its leadership on this issue through an array of national partnerships. We played an instrumental role in creating the Freedom to Marry Collaborative and the Civil Marriage Collaborative. Through these collaborations as well as our other grantmaking, we're investing in litigation, public education, organizing and other activities in states where real progress is possible on this issue in the months ahead.

At the same time, the Haas, Jr. Fund also is working with its partners to bring about pro-gay policy changes at the national level. We're supporting efforts to promote equal access to public services, housing and employment, including service in the military, for gay and lesbian Americans. In addition, we're investing in activities to make faith communities more welcoming and supportive for gays and lesbians and their families.

Gay and lesbian people and their families deserve equal rights and an equal opportunity to participate in their communities and in the institutions that bring Americans together. Working with our partners at the local, state and national levels, the Haas, Jr. Fund seeks to ensure that gays and lesbians are able to enjoy the same freedoms as everyone else, including the freedom to marry someone they love.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

In response to these challenging economic times, the Evelyn and Walter Haas, Jr. Fund remains actively engaged in the work of advancing rights and opportunities for people in need and we are increasing grant payments in 2009. However, because of significant commitments to current grantees and the uncertainty in the markets, the Fund has limited resources for new grantees and is temporarily accepting grant proposals on an invitation-only basis.

The Bay Area is home to a strong gay and lesbian community that has provided leadership in the national struggle for equality. Nevertheless, here and across the US, gay and lesbian people continue to face censure and discrimination.

The Fund seeks full protection of human and civil rights for gay and lesbian people through strengthening legal rights and protections. In addition, we are committed to securing an equal place for gay and lesbian people and their families in our communities and institutions. We recognize their rights as citizens to live in a safe and supporting environment and to enjoy the benefits of full membership and participation in our communities.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

Funding Priorities

Legal Protections:

We support efforts to strengthen legal protection of gay and lesbian people and their families from discrimination and to establish and to uphold LGBT laws at local, state, and federal levels. The Fund supports selected legal work, education of the public, and community organizing focused on protections in access to public services, housing, and employment, including gay people's right to serve in the military.

We also support strategies to educate the public about civil marriage for gay and lesbian people, build alliances among gay and non-gay organizations on this issue, and advance local and regional freedom-to-marry organizing in CA.

Grants outside CA are by invitation only.

Institutional Change:

In order to assure equal and fair treatment for gay and lesbian young people and families, it is essential to change the policies and practices of key institutions that serve them, particularly schools and child care centers. We are interested in protecting LGBT young people from harassment and violence in public education, especially through programs that implement CA's Student Safety and Violence Prevention Act. In pursuit of the same goals, we support work to educate child care workers about gay families' strengths and the challenges they face, as well as to change practices in child care centers in order to make them welcoming to gay families.

In addition, the Fund is exploring work toward overcoming homophobia in communities of faith and making congregations welcoming to their lesbian and gay members. This new area includes efforts to reduce the destructive effects of anti-gay religious doctrine, promote connections among lesbian and gay people and their allies of various faith traditions, and build the public voice of a gay-affirming interfaith community.

HIV Prevention:

While the Fund generally does not support health-related causes, the HIV epidemic stands apart as a clear and immediate threat to young gay men and people of color. The Fund is interested in programs that integrate culturally sensitive, anti-homophobia education and advocacy into HIV prevention efforts, particularly those targeting communities of color.

Grants in this area are by invitation only.

Two Special Initiatives:

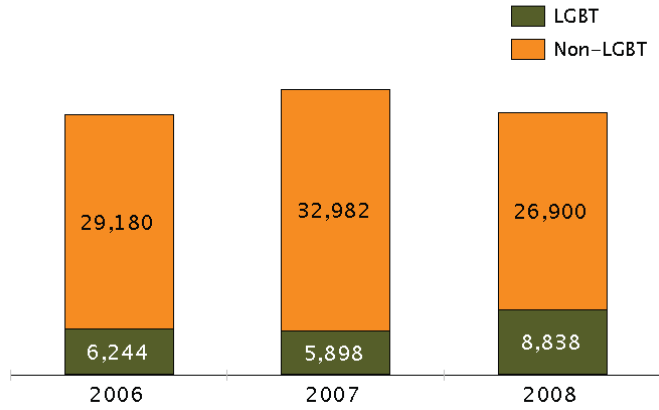
The Fund helped launch and continues to be involved in 2 ambitious initiatives aimed at securing lesbians' and gay men's right to marry:

- **The Freedom to Marry Collaborative**, begun by the Fund, brings together diverse partner organizations across the country both to educate the public and to pursue legal advances toward the right to marry. In addition to playing a crucial role in coordinating a nationwide effort, this collaborative is providing training, counsel, and resources to state and local groups. From 2001 to 2006, the Fund awarded \$1.8 million to the Freedom to Marry Collaborative.
- **The Civil Marriage Collaborative** is a new national re-granting program supported by 6 funders. It is directing \$1.3 million toward the most promising state-level grassroots advocacy efforts to advance the right to marry by framing public debate. The grants are supporting a variety of programs to educate the lesbian and gay community and the broader public about how marriage discrimination hurts families and children. From 2004 to 2006, the Fund awarded \$850,000 to the Civil Marriage Collaborative.

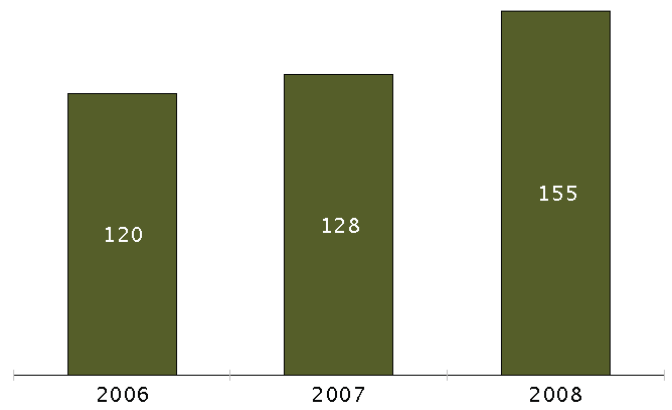
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

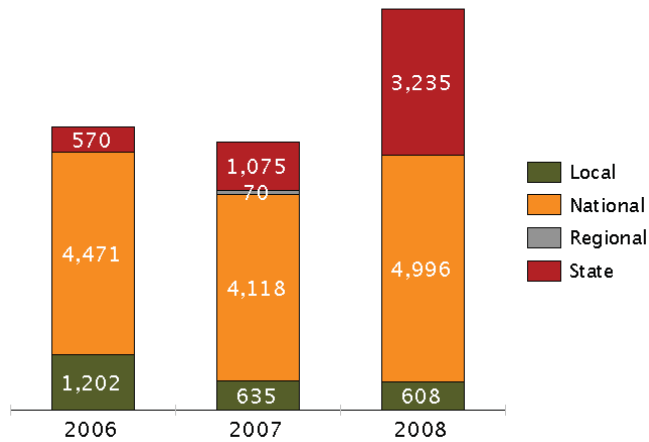
LGBT vs. Other Grants (\$000)



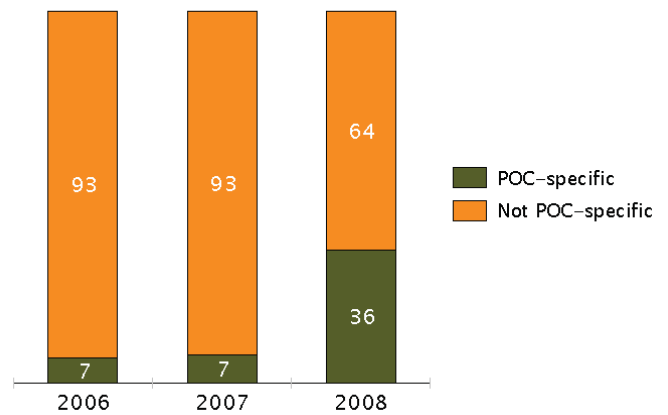
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

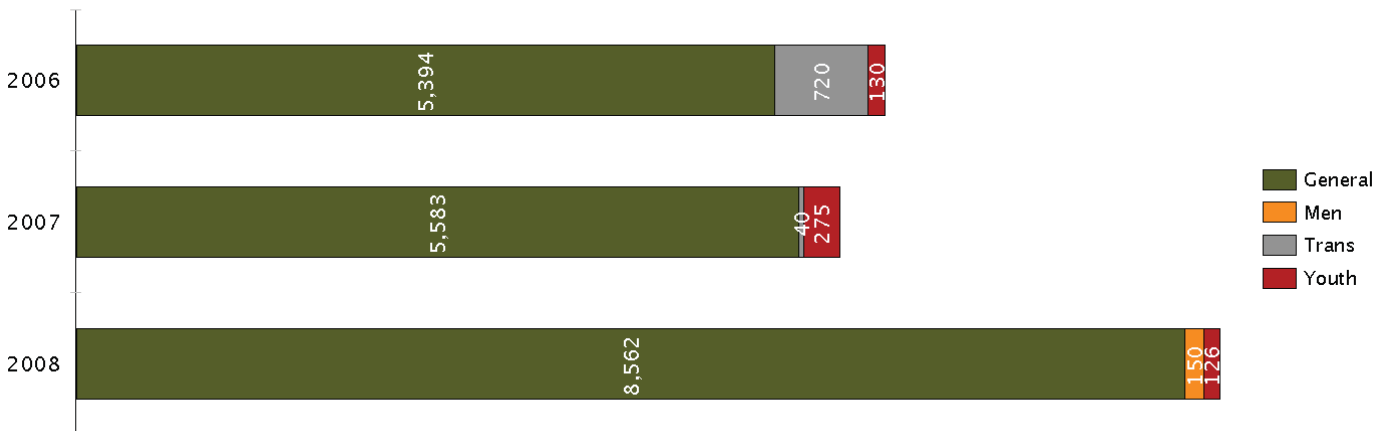


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

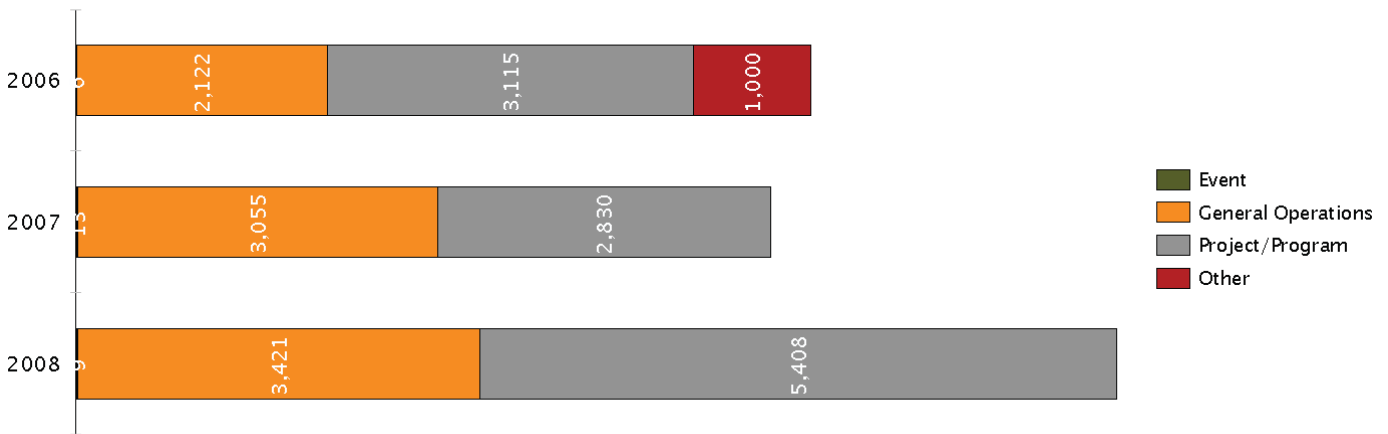


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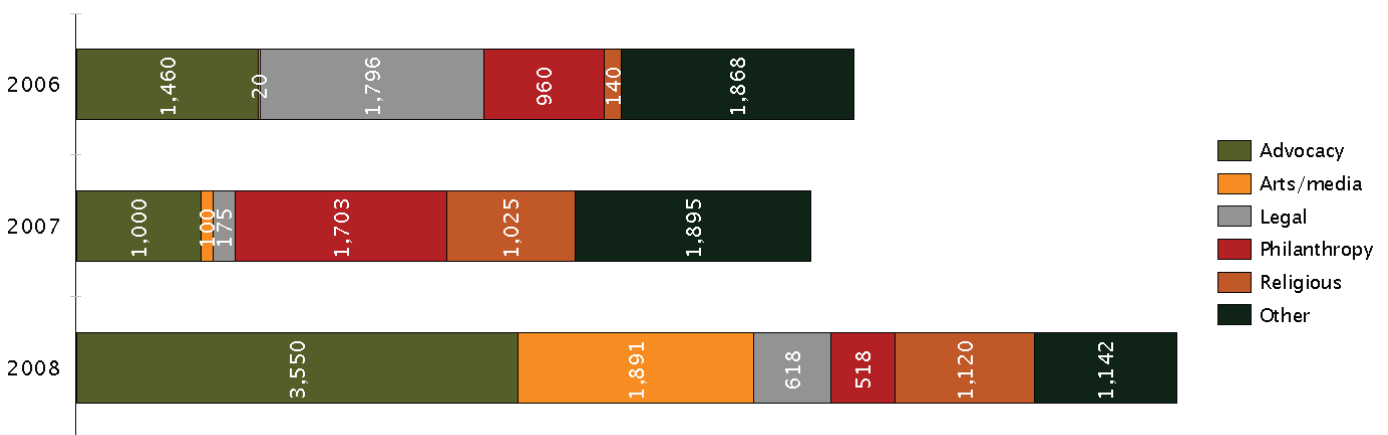
**Evelyn and Walter Haas, Jr. Fund
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

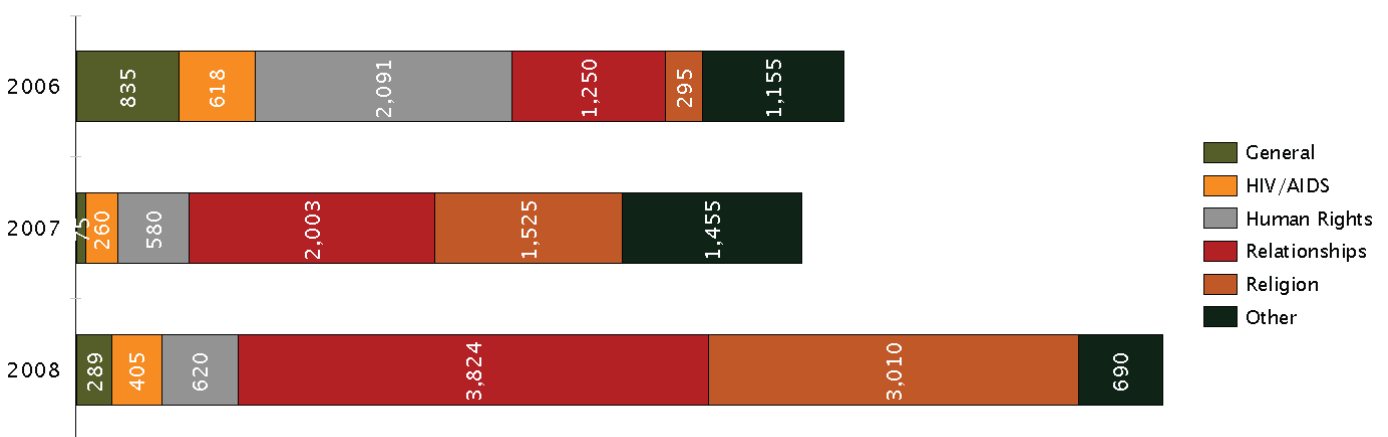
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**Evelyn and Walter Haas, Jr. Fund
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
3.0	67%	33%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
33%	0%	33%	33%	0%	0%	

Note: Staff data as of 6/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Evelyn and Walter Haas, Jr. Fund One Market, Landmark Suite 400 San Francisco, CA 94105 415-856-1441 www.haasjr.org	None	Evelyn and Walter Haas, Jr., Fund - 501(c)(3)	Matt Foreman Program Director matt@haasjr.org

Funder's Notes and Advisories

Haas, Jr. Fund Temporarily Accepting Proposals on Invitation-Only Basis - In response to these challenging economic times, the Evelyn and Walter Haas, Jr. Fund remains actively engaged in the work of advancing rights and opportunities for people in need and we are increasing grant payments in 2009. However, because of significant commitments to current grantees and the uncertainty in the markets, the Fund has limited resources for new grantees and is temporarily accepting grant proposals on an invitation-only basis. We pledge to continue serving as a resource for grantees and the community, even if existing commitments preclude us from providing your organization with financial support at the present time. We promise to keep you informed of any changes in our policies in the months ahead. Thank you.

For additional information, please contact the Evelyn and Walter Haas, Jr. Fund at 415-856-1400 or check out our website at www.haasjr.org.

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Ford Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment *</i>
1936	\$11,045,128,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	International
501(c)(3) type	
Private Foundation-100%	
<small>*as of 9/30/08</small>	

Mission

The Ford Foundation is a resource for innovative people and institutions worldwide. Our goals are to: strengthen democratic values, reduce poverty and injustice, promote international cooperation, and advance human achievement.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Asset Building and Community Development** The program helps strengthen and increase the effectiveness of people and organizations working to find solutions to problems of poverty and injustice.
- **Knowledge, Creativity, and Freedom** The program works globally to advance achievement in the arts, education, and scholarship, and to advance a positive understanding of sexuality.
- **Sexuality and Reproductive Health** This field is addressed in all 3 of the foundation's programs.
- **Peace and Social Justice** This program primarily supports strategies that focus on policy, civic participation, and the law to strengthen the rule of law, build more democratic and accountable governments, and create opportunities for civil society to thrive and fulfill the promise of human rights.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. To build knowledge, develop policy, and deepen public understanding of sexuality and its relationship to human fulfillment, culture, religion, and identity.
2. To advance the human rights of LGBT communities in the places where the Foundation works by: a) strengthening LGBT organizations and leaders, particularly LGBT people of color organizations and leaders; b) supporting the inclusion of LGBT issues into the priorities of the broad array of human rights organizations with which the Foundation works; and, c) building staff understanding of current debates, organizational strategies and lessons learned on these issues in diverse contexts.

Key Grantmaking Guidelines (condensed)

Grant seekers should first submit a letter of inquiry discussing the purpose of the project for which funds are being requested including: the problems and issues to be addressed, information about the organization conducting the project, estimated budgets, time period, and qualifications of those who will be engaged in the project.

If the foundation determines that the project meets its present interests and funds permit, the grant seeker will be asked to submit a formal proposal. There is no grant application form.

In some instances, the foundation requires the grantee organization to match the foundation's grant with funds from other sources.

The foundation supports pluralism and equal opportunity in its grantmaking and in its internal policies. The opportunities that prospective grantee organizations provide for women and other disadvantaged groups are considered in evaluating proposals.

Applications are considered throughout the year. Normally applicants may expect to receive within 6 weeks an indication of whether their proposals are within the foundation's program interests and budget limitations. If the proposal is being considered for a grant, the approval process is generally completed within 3 months. Activities supported by grants and program-related investments must be charitable, educational, or scientific, as defined under the appropriate provisions of the U.S. Internal Revenue Code and Treasury Regulations. The foundation monitors grants through regular financial and narrative reports submitted by the grantee.

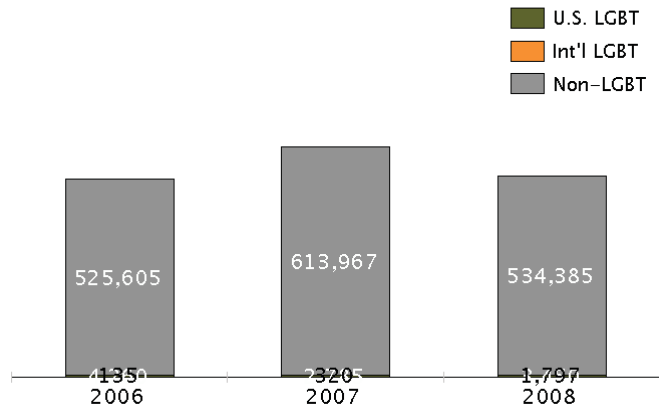
2009

**Ford Foundation
Standard Annual Report**

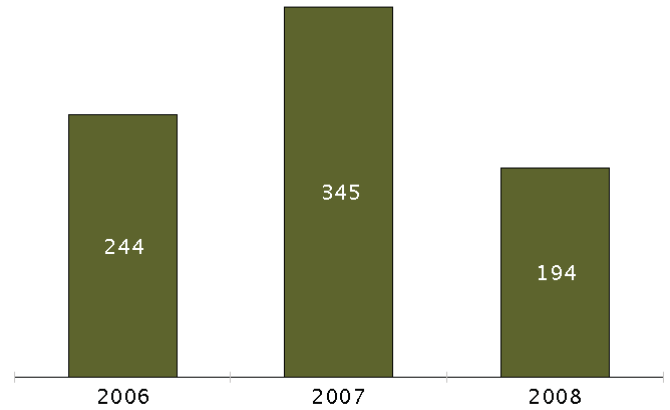
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

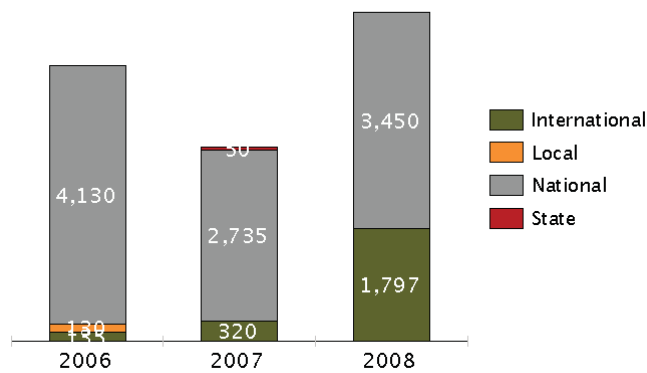
**LGBT vs. Other Grants
(\$000; US and Int'l)**



**Average LGBT Grant Size
(\$000; US and Int'l)**



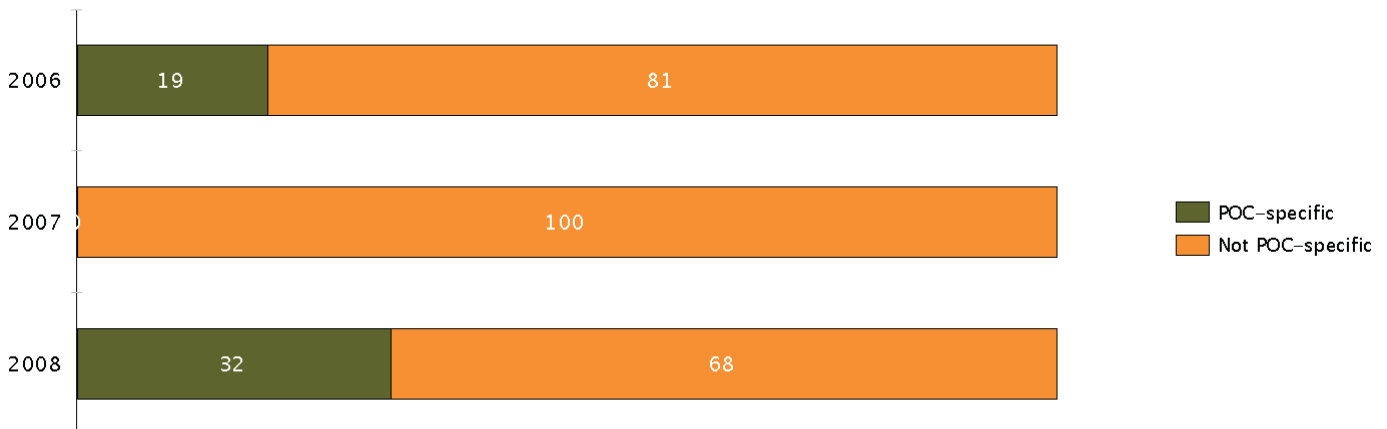
**LGBT Grants by Geographic Scope
(\$000; US and Int'l)**



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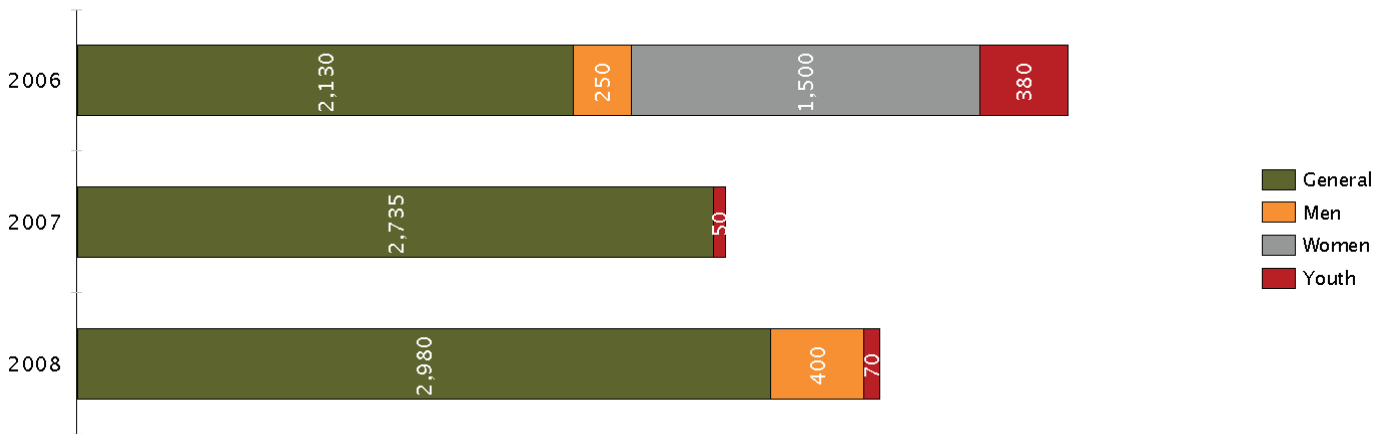
Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants

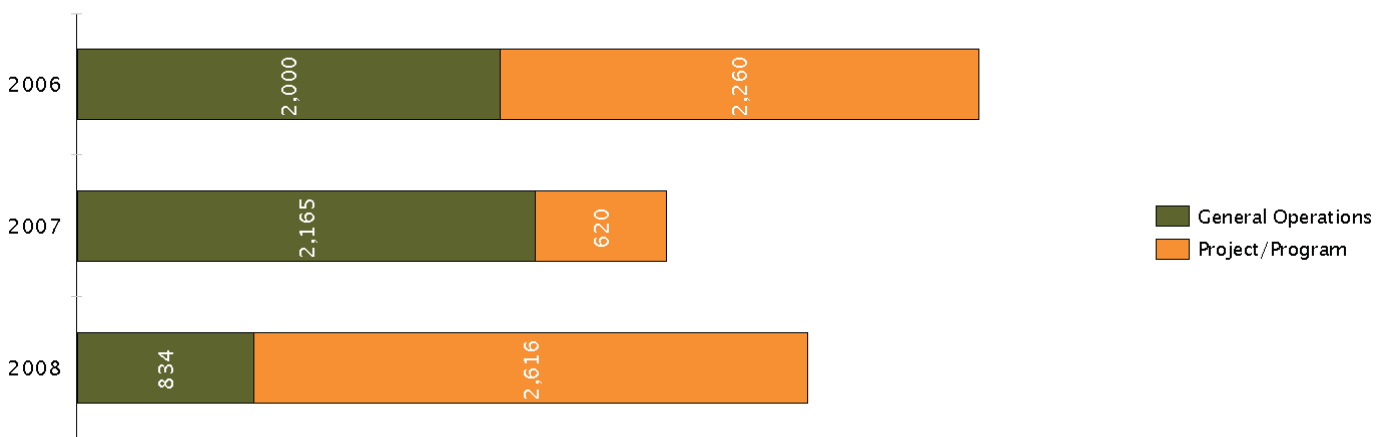


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

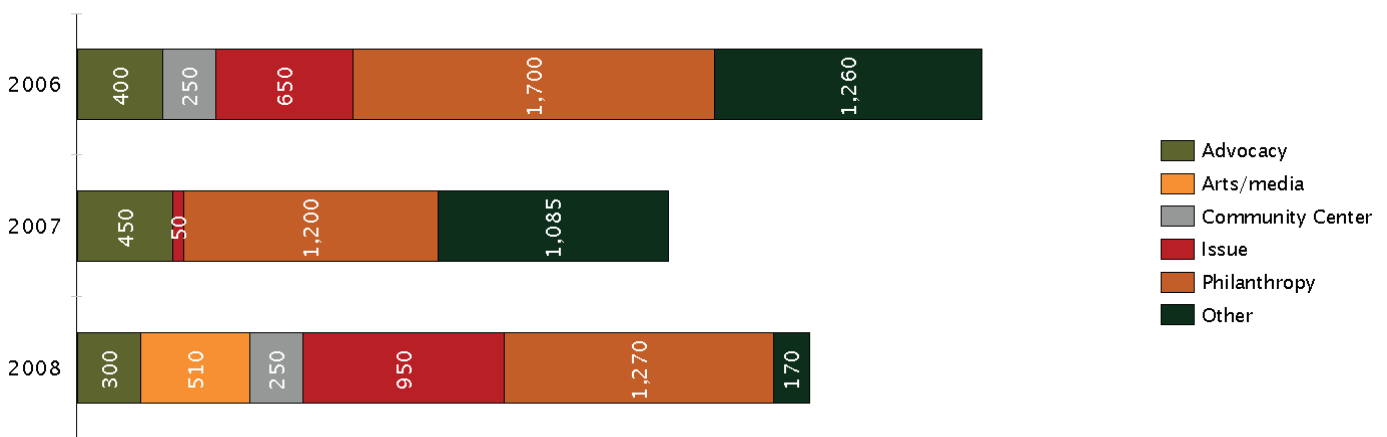
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)

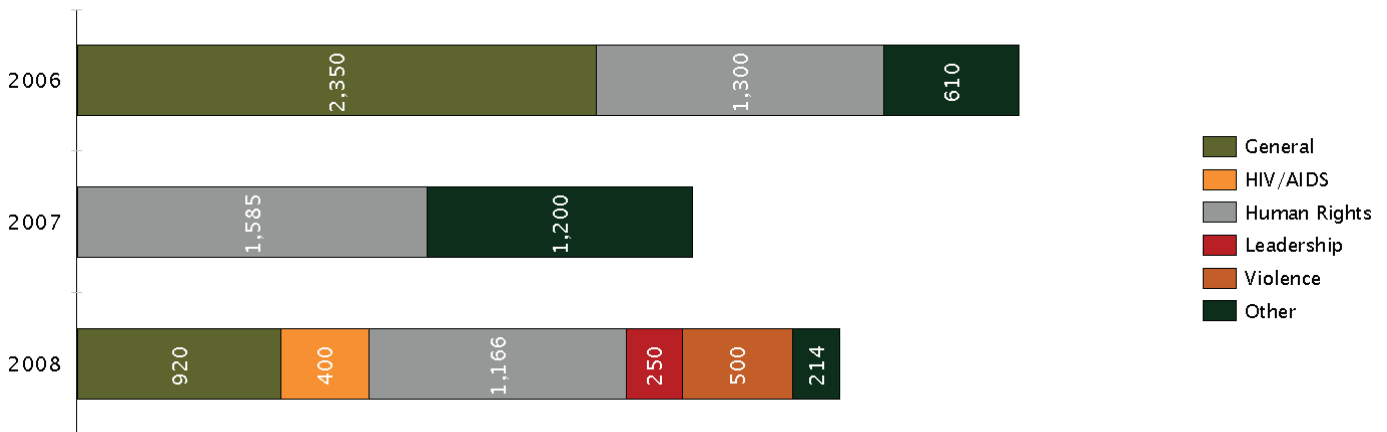


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**Ford Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)

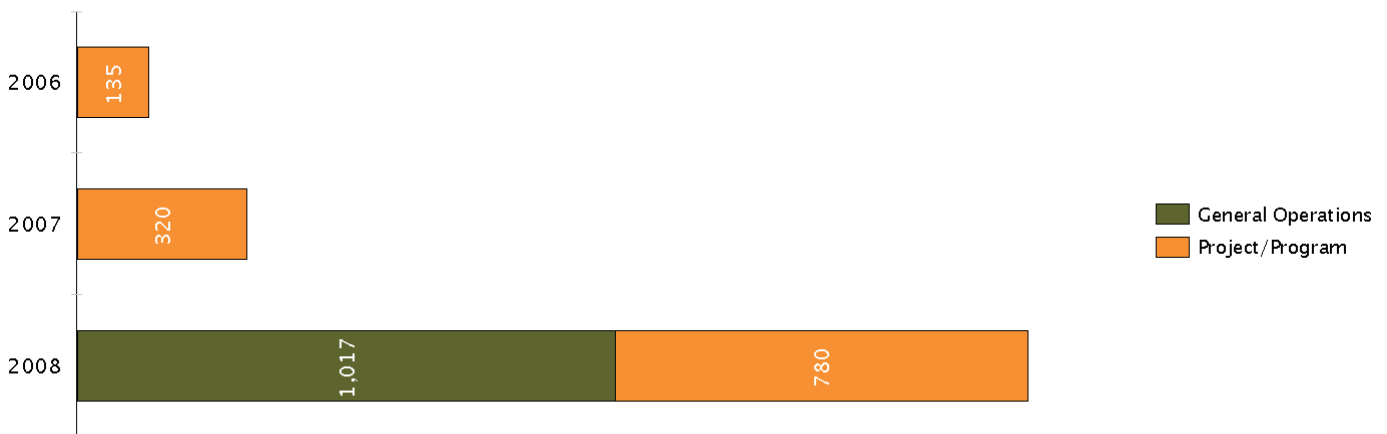


Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)

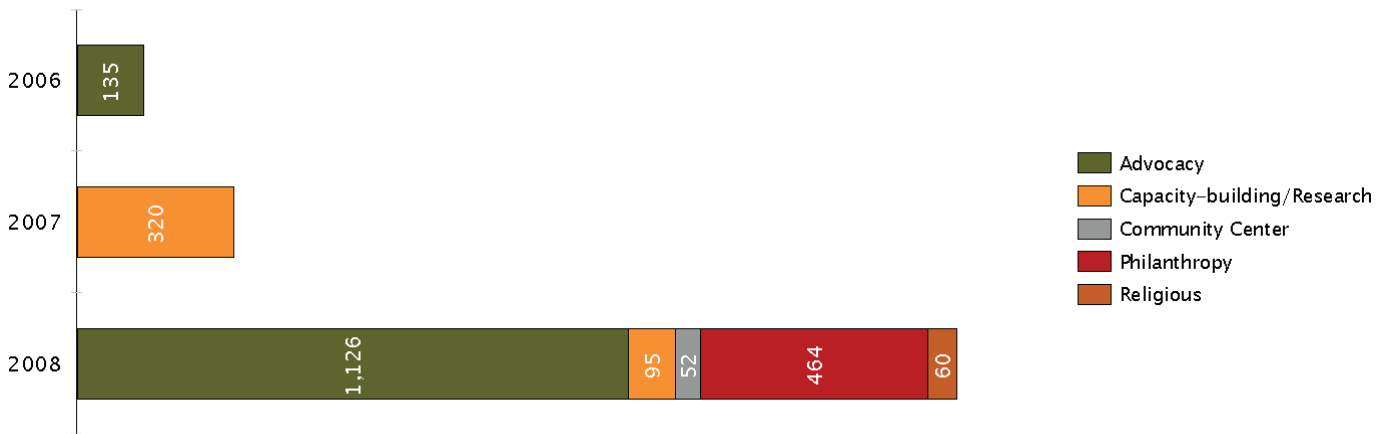


Int'l LGBT Grants by Support Type (\$000)

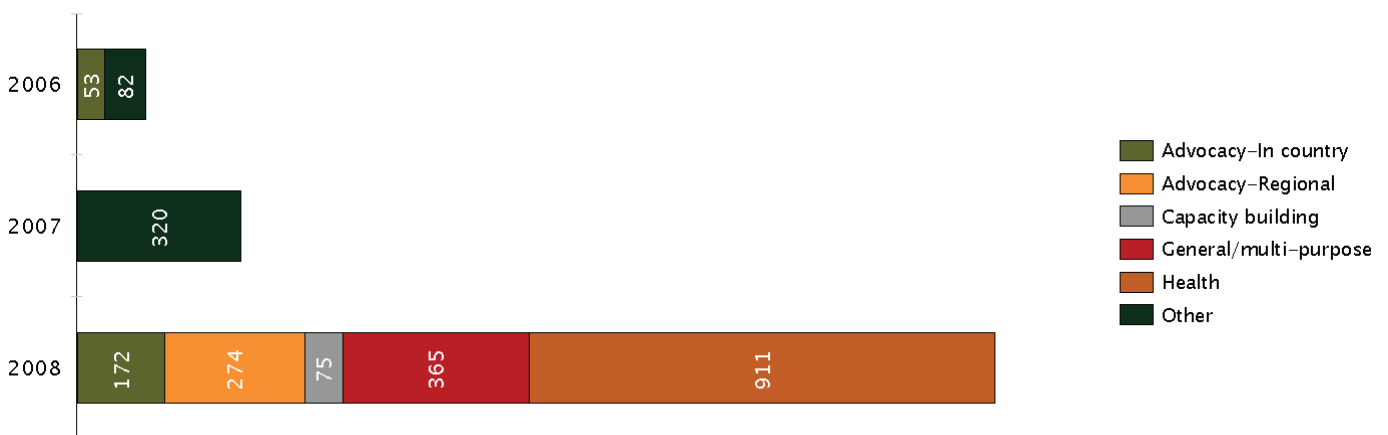


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

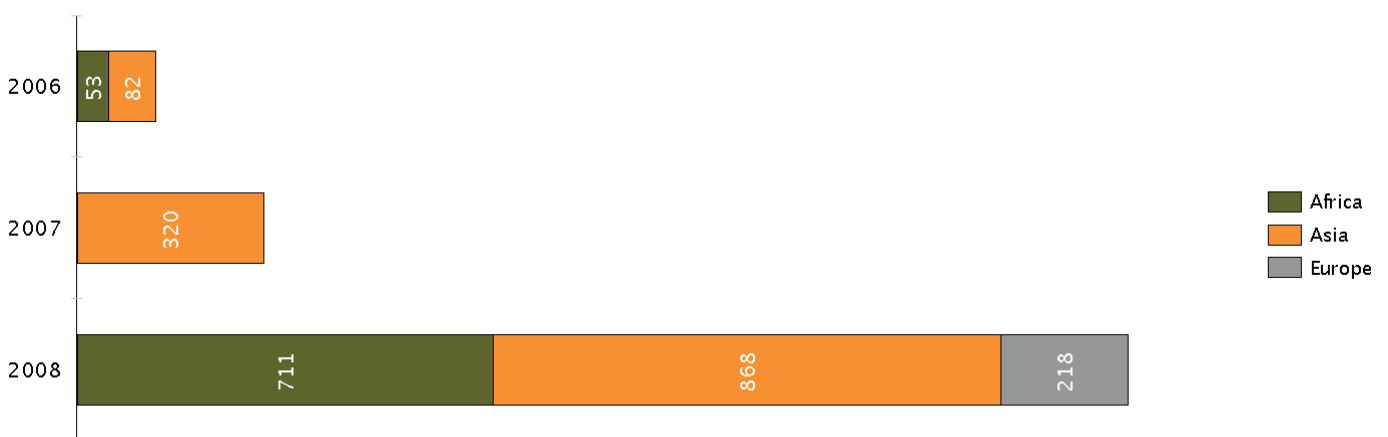
Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



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**Ford Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>		
N/A	N/A	N/A	N/A		
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>
N/A	N/A	N/A	N/A	N/A	N/A

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Ford Foundation 320 E. 43rd St. New York, NY 10017 212-573-5000 www.fordfound.org/program/humanr.cfm	None	Ford Foundation - 501(c)(3)	Sara Rios Director: Human Rights Unit s.rios@fordfound.org

Funder's Notes and Advisories

- Grantmaking Area Review** - The Ford Foundation is currently completing a comprehensive review of its grantmaking areas. Five-year key planned accomplishments, as listed on page 1, are general and do not reflect the final results of our current review.
- Non-U.S. LGBT and HIV/AIDS Grants** - Additional grants not included above are: grants related to HIV/AIDS that are not specific to the LGBT community.

Please contact the Ford Foundation for additional information or visit our website at www.fordfound.org.

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1994	\$227,445,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	National
501(c)(3) type	
Private Foundation-50%	
Operating Foundation-50%	

Mission

Securing equal opportunity for all people, regardless of sexual orientation or gender expression.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **LGBT and Allied Organizations** - Provide grants to qualified national and statewide LGBT and allied organizations working to:
 - Secure equal rights and responsibilities for LGBT people;
 - Increase civic participation by LGBT people;
 - Partner with non-LGBT allied organizations to increase acceptance, visibility, and understanding of LGBT people;
 - Increase awareness of LGBT people within the non-LGBT community;
 - Increase grassroots organizing and advocacy on a statewide level; or,
 - Build capacity of state-based LGBT organizations.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

Our Vision for Success: 2012

1. A majority of states have broad, inclusive LGBT nondiscrimination protections (including hate crimes and safe schools), and some version of family recognition. In our home state, CO has nondiscrimination protections (including safe schools) and domestic partnership recognition and is a model for both implementation of these laws and how a progressive gay/non-gay coalition protects the laws.
2. Increased # of congregations and schools across the country have affirming LGBT policies and practices. In CO, a broader group of mainstream institutions that impact youth, families, arts and culture, and civic participation have affirming LGBT policies and programs.
3. A well trained and connected group of community and nonprofit leaders for LGBT and allied organizations provide the necessary talent to attain LGBT movement goals.
4. Individual donors and institutional funders increase their giving to Gill's strategic objectives and grantees by \$5 million.
5. Gill's grantmaking strategies as well as its organizational culture and practices are admired by funders, grantees, and allied social movements because they reflect the values of transparency, integrity, diversity, flexibility, responsiveness, and innovation.
6. Gill is recognized as an employer that develops internal leaders and attracts top talent to its efforts.
7. With the trust and confidence of his family, the board, and a positive economic environment, Tim Gill increases his innovative philanthropy and political giving.

Key Grantmaking Guidelines (condensed)

Eligibility

- Eligible organizations must have a 501(c)3 IRS designation.
- A Board-approved nondiscrimination policy inclusive of sexual orientation and gender expression in effect.
- Provide programming in the US or its recognized territories.

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Funding Limitations

- Organizations may apply by invitation only (CO-based organizations follow a letter-of-intent process).
- Organizations may submit only one application every 12 months.
- Grant requests should not exceed 15% of an organization's total budget or 50% of a project budget.
- First-time applicants rarely receive grants in excess of \$15,000.

Funding Exclusions - The following are ineligible for grant funding under these guidelines:

- Endowments;
- Capital projects;
- Pride events;
- Film and media production;
- Debt relief or retirement;
- HIV/AIDS clinical research; or,
- HIV/AIDS direct client services and prevention efforts outside of CO.

For detailed information on grant guidelines and application procedures, visit www.gillfoundation.org.

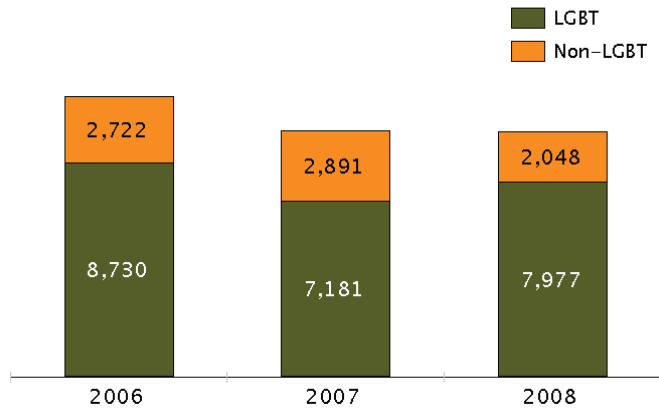
2009

**Gill Foundation
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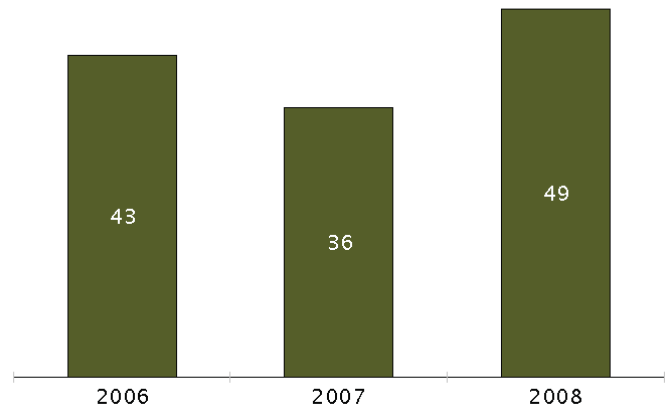
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

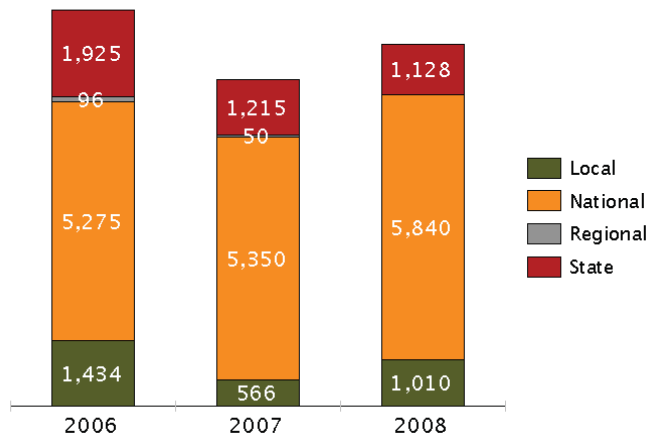
LGBT vs. Other Grants (\$000)



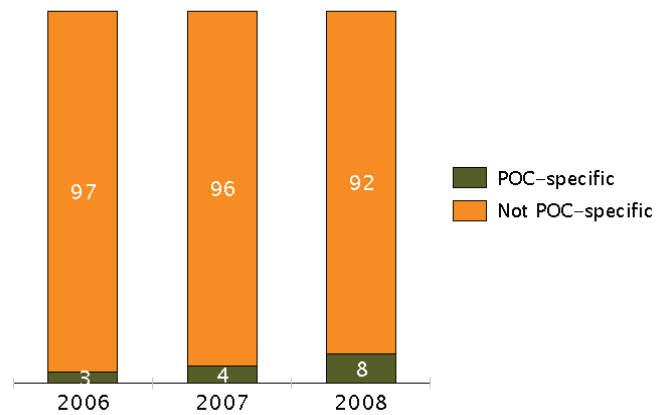
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)



Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

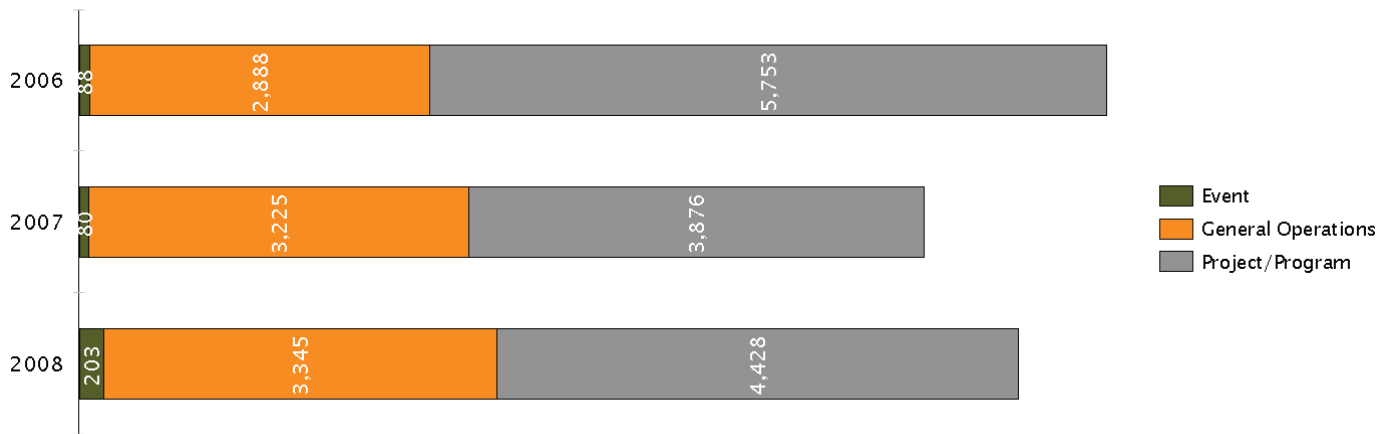


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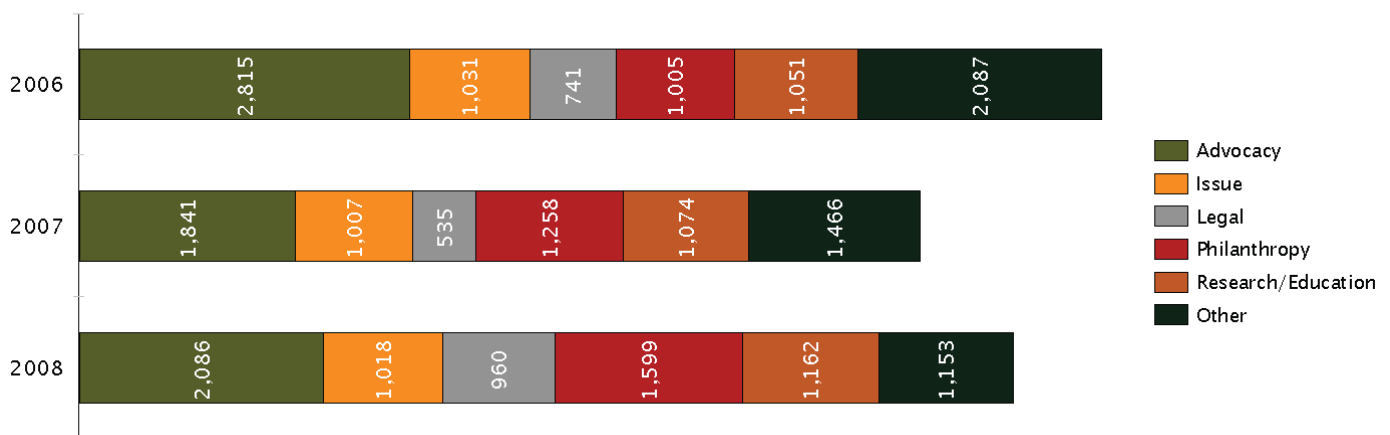
**Gill Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

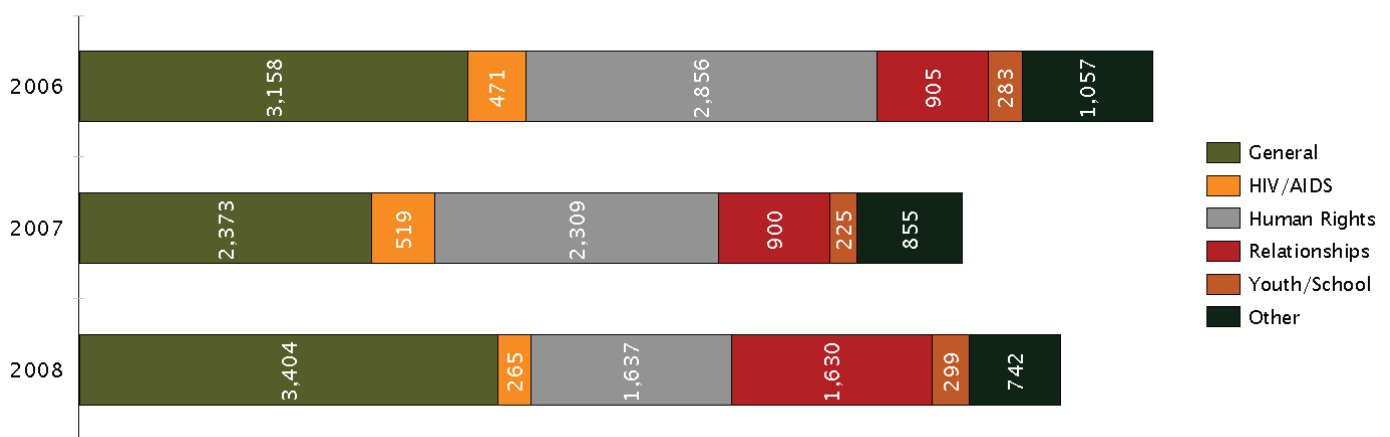
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



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**Gill Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
13.0	54%	46%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
8%	0%	77%	15%	0%	0%	

Note: Staff data as of 4/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Gill Foundation 2215 Market St. Denver, CO 80205 303-292-4455 www.gillfoundation.org	Colorado Springs	Gill Foundation - 501(c)(3) Gill Operating Foundation - 501(c)(3)	See Notes and Advisories

Funder's Notes and Advisories

1. Non-LGBT Grantmaking - In addition to the LGBT-relevant grantmaking programs described above, the Gay & Lesbian Fund for Colorado is a project of the Gill Foundation. The Foundation devotes a significant amount of grants and other resources to the Fund. The Fund supports programs that enhance the quality of life in CO and promote equality for all people, particularly in the areas of arts and culture, civic leadership, healthy families, and public broadcasting.

2. LGBT-relevant Operating Programs:

- **OutGiving** - The program works to engage and cultivate LGBT and allied philanthropists to help secure large-scale and long-term financial support to build a robust network of organizations working toward achieving full civil rights for LGBT people. The Gill Foundation's OutGiving conferences provide LGBT and allied philanthropists with the resources they need to develop a more focused and strategic approach to their giving, ultimately scaling up the movement's financing to build a self-sustaining network of organizations.
- **Democracy Project** - The Democracy Project provides data enhancements on membership lists, which help organizations efficiently target their constituents, lobby effectively, quickly collaborate, and practice smart fundraising.
- **Organization Building** - The goal of the program is to strengthen state-based LGBT advocacy organizations operating statewide.
- **Messaging** - Provides primary research on messaging efficacy, attitudinal trends, and media usage studies.

3. Contact Information:

For Colorado-based organizations:

Mary Lou Makepeace
Vice President, Colorado Programs
info@gillfoundation.org

For all other organizations:

Katherine Peck
Vice President, National Programs
info@gillfoundation.org

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Global Fund for Women
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1987	\$3,486,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	International
501(c)(3) type	
Public Charity - 100%	

Mission

The Global Fund for Women plays a leading role in advancing women's rights by making grants that support and strengthen women's groups around the world. We mobilize and redistribute resources that enable women to develop creative solutions to local, regional and transnational challenges. We bring grantees and donors together in an international network that promotes women's action for social change, equality, peace, and justice worldwide.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **The Global Fund for Women** - gives away \$8.5 million+ in grants to women-led organizations in 100+ countries each year. The Global Fund for Women is a responsive grantmaker and responds to the needs that applicants identify. The Global Fund considers the LGBT population a priority population. In the past fiscal year, ~10% of our funding went to groups specifically serving the LGBT community and funding work on LGBT issues.

The Global Fund for Women funds in five regional areas, including the Middle East and North Africa, Asia and Oceania, Latin America and the Caribbean, Europe and the Former Soviet States, and Sub-Saharan Africa. Within these regional areas, we fund in six programmatic themes: Advancing Health and Sexual and Reproductive Rights; Expanding Civic and Political Participation; Increasing Access to Education; Building Peace and Ending Gender-Based Violence; Ensuring Environmental Justice and Economic Opportunity; and Fostering Social Change Philanthropy. Grantees doing LGBT-relevant work are pervasive through each of these six programmatic themes.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Make responsive, innovative, and high impact grants that advance women's rights worldwide. This includes developing and implementing a diverse and responsive grantmaking portfolio of \$17 million per year by 2013, while sustaining general support and seed grants. Of our \$17 million grantmaking portfolio, we will maintain or increase our funding to LGBT groups at or around 10% of our total grantmaking.
2. Prioritize support to women's movements in all regions led by marginalized women facing multiple discriminations, including LBT women.
3. **Latin America and the Caribbean:** Strengthen support to local/national/regional initiatives that promote the use of regional and international mechanisms (UN and OAS) to advocate for law and policy that protect and recognize LGBT rights.
4. **Asia and Oceania:** Support groups strengthening public and legislative support for lesbian rights.

Key Grantmaking Guidelines (condensed)

The Global Fund for Women supports women's groups that advance the human rights of women and girls. We strengthen women's rights groups based outside the US by providing small, flexible, and timely grants ranging from \$500 to \$50,000 for operating and program expenses. We value local expertise and believe that women themselves know best how to determine their needs and propose solutions for lasting change. We identify and fund organizations led by and representing marginalized populations, which includes the LGBT community. The Global Fund for Women is a responsive grantmaker that accepts proposals from around the world in any language.

As part of its commitment to work toward a just, compassionate and equitable world, the Global Fund for Women has supported grassroots organizations dedicated to securing the human rights of LBT women since 1989. Global Fund grants have long supported organizations that are conducting public education campaigns to eliminate discrimination, developing publications by and for lesbian women; providing counseling to families that have lesbian or gay children; creating safe places where lesbians can

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Global Fund for Women
Standard Annual Report

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

meet and find support; and utilizing international human rights law to protect lesbian rights at national and local levels. In our 22-year history, the Global Fund has provided \$6.2 million+ in grants to 297 women-led organizations in 71 countries that work to advance the human rights of LGBT individuals and communities.

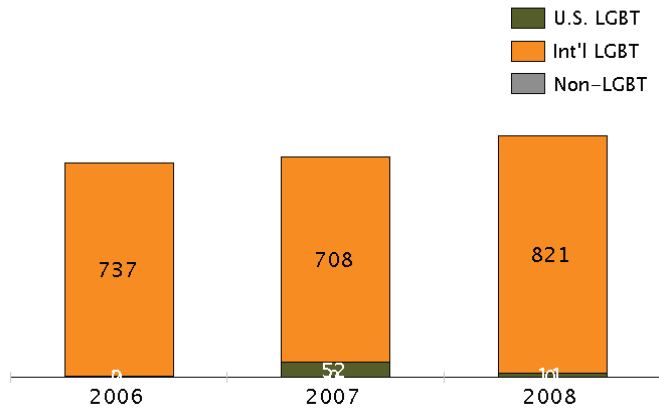
2009

**Global Fund for Women
Standard Annual Report**

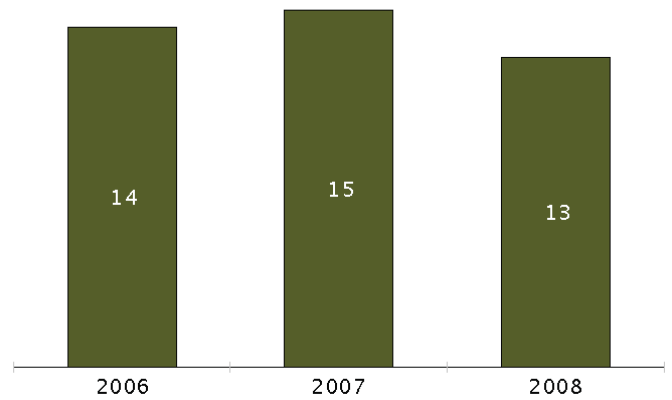
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

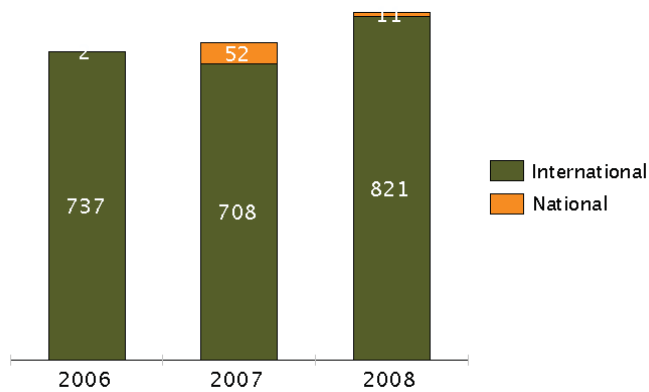
**LGBT vs. Other Grants
(\$000; US and Int'l)**



**Average LGBT Grant Size
(\$000; US and Int'l)**



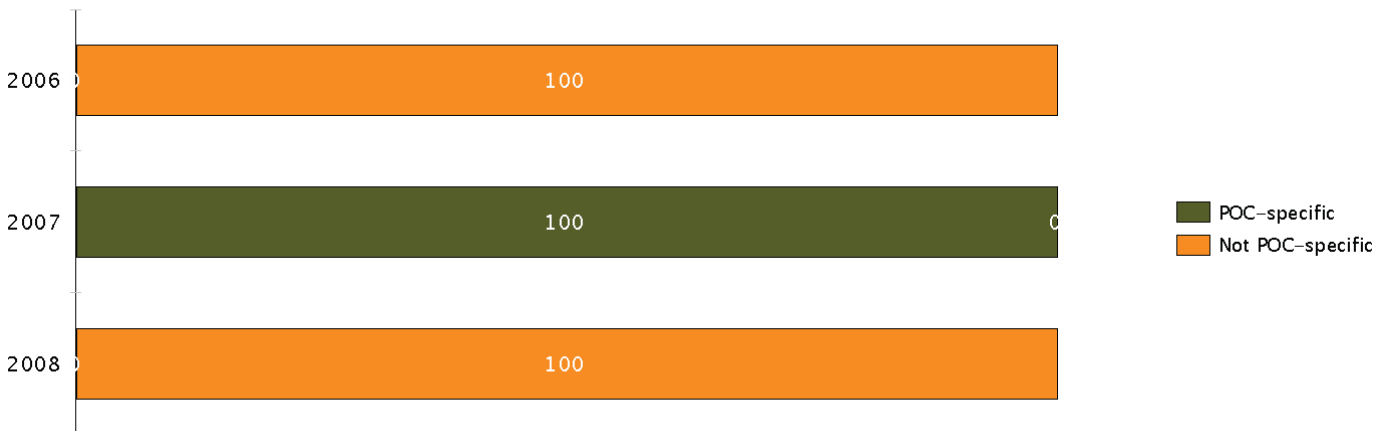
**LGBT Grants by Geographic Scope
(\$000; US and Int'l)**



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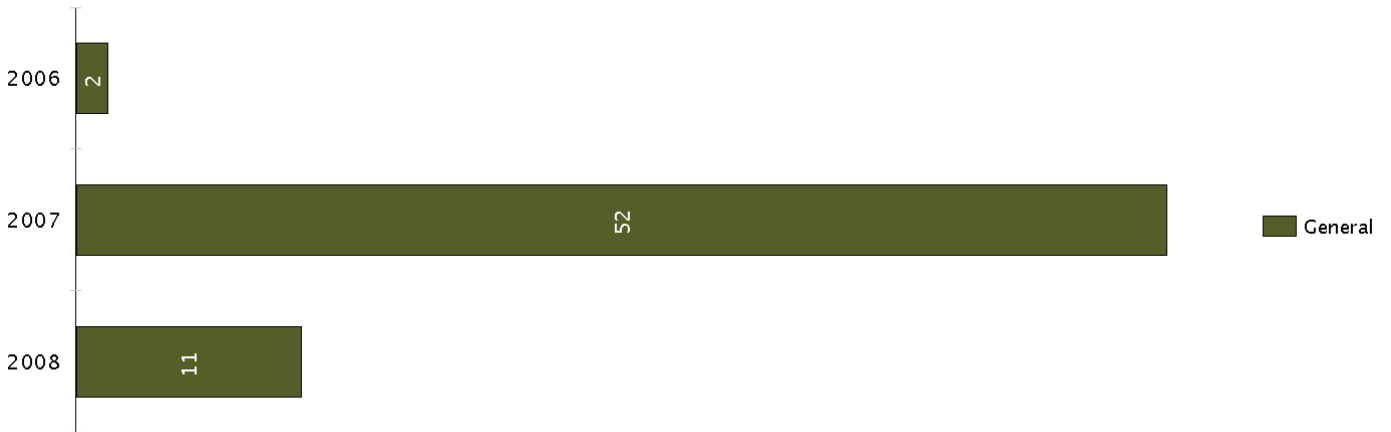
Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants



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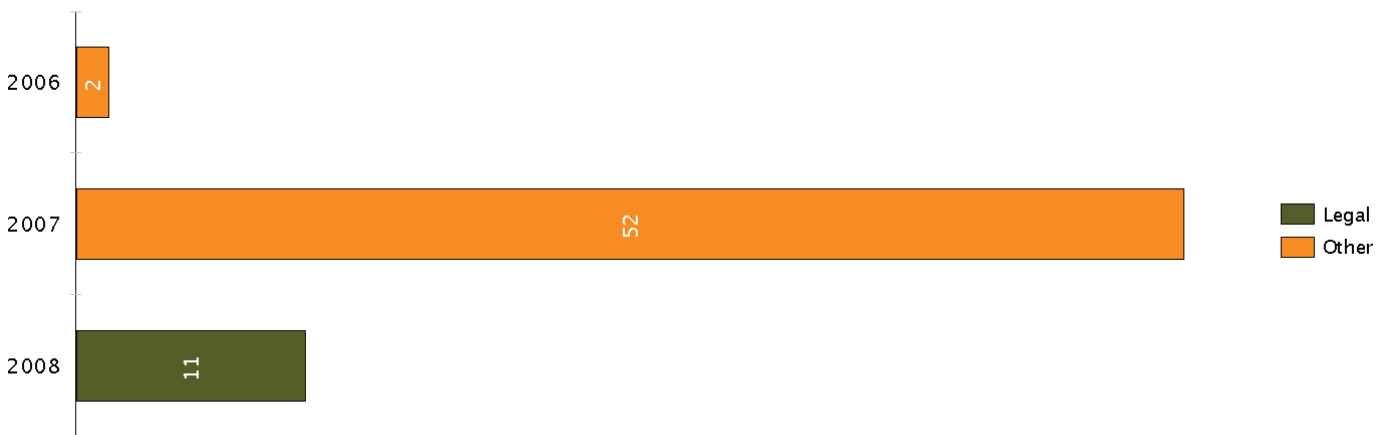
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)

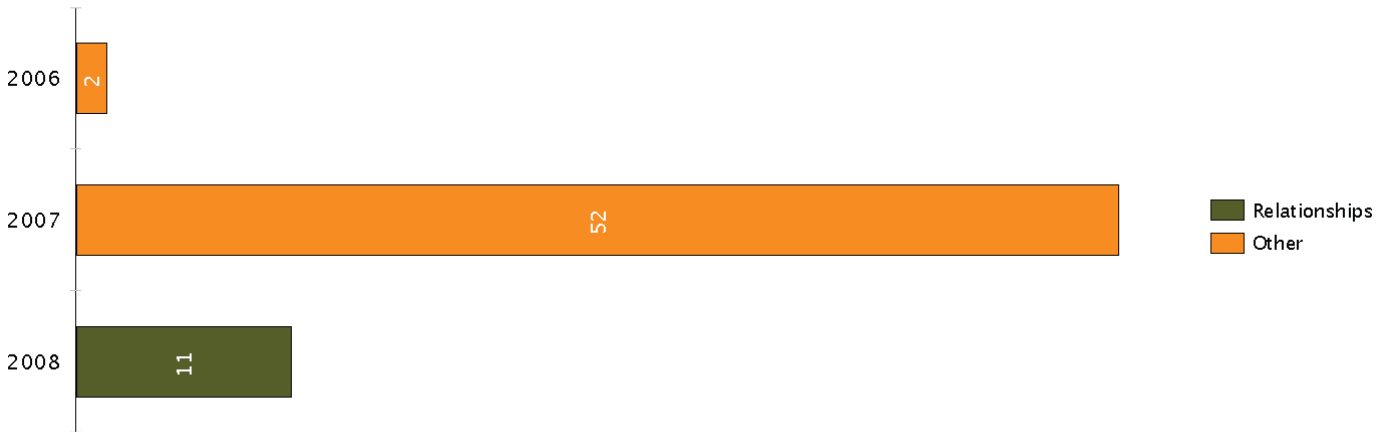


U.S. LGBT Grants by Recipient Type (\$000)



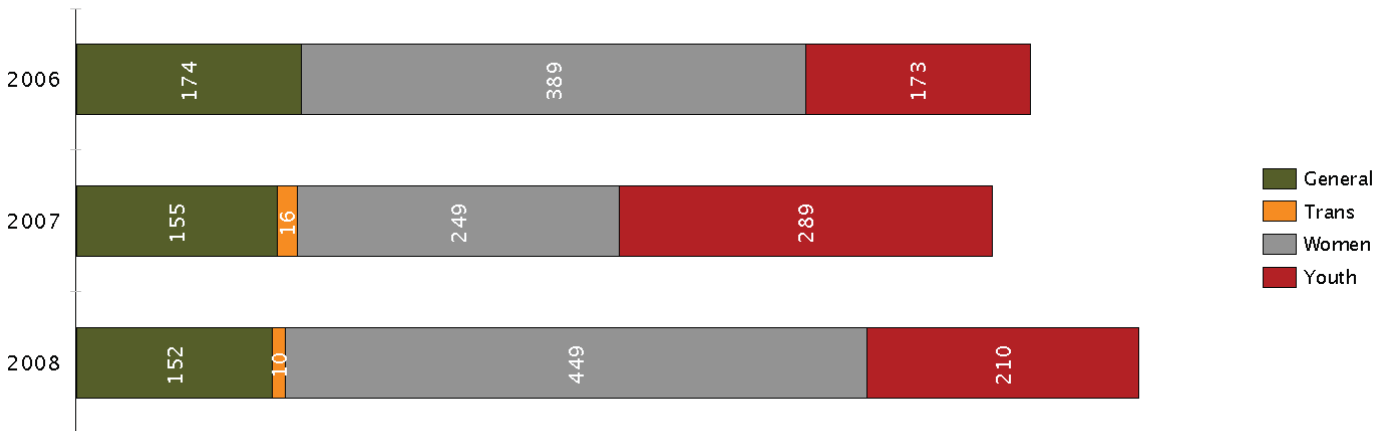
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)



Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)



Int'l LGBT Grants by Support Type (\$000)

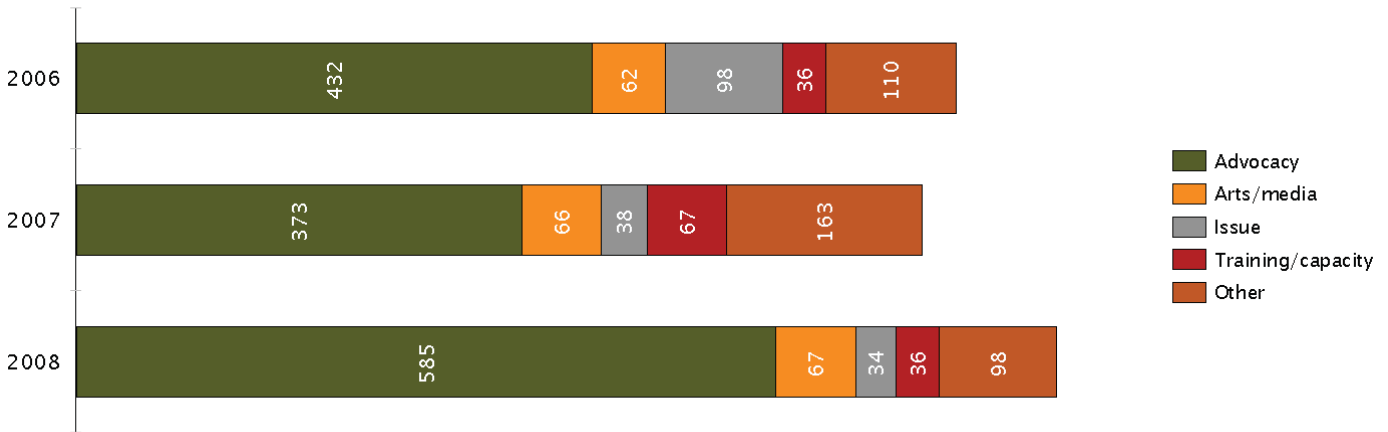


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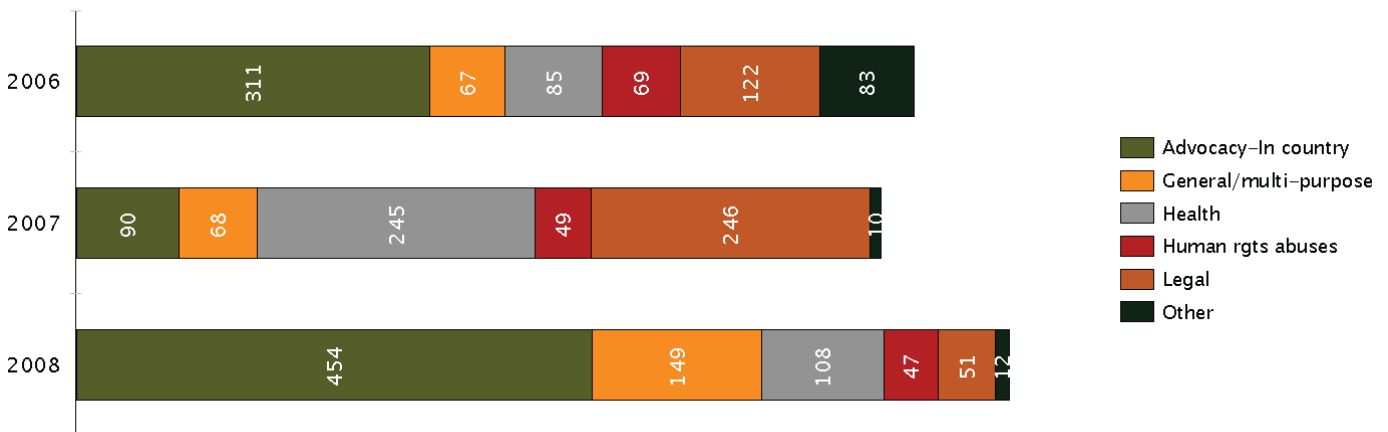
**Global Fund for Women
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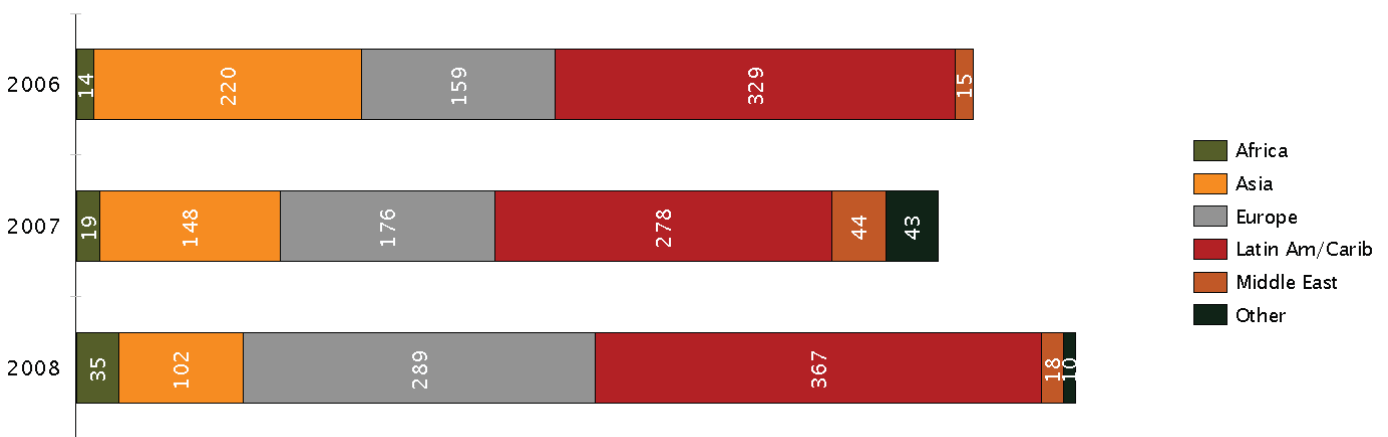
Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



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**Global Fund for Women
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
14.0	7%	93%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
14%	14%	29%	14%	0%	29%	

Note: Staff data as of 9/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Global Fund for Women 222 Sutter Street, Suite 500 San Francisco, CA 94109 415-248-4800 www.globalfundforwomen.org	None	Global Fund for Women - 501(c)(3)	Shalini Nataraj Vice President of Programs snataraj@globalfundforwomen.org

Funder's Notes and Advisories

For additional information please contact the Global Fund for Women or visit our website at www.globalfundforwomen.org.

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Horizons Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1980	N/A
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	San Francisco Bay Area
501(c)(3) type	
Community Foundation-100%	

Mission

Horizons Foundation works to create a world where all people live free from prejudice and discrimination and where LGBT people contribute to and thrive in a vibrant, diverse, giving, and compassionate community by: (a) mobilizing and increasing financial resources for the LGBT movement and organizations; (b) empowering individual donors and promoting giving as part of a healthy community; and, (c) building through planned giving a permanently endowed fund to help ensure our community's long-term capacity to secure the rights and meet the needs of LGBT people.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Community Issues** Annual program making grants to organizations in 9 Bay Area counties. Priority given to LGBT-primary organizations, with non-LGBT organizations eligible for LGBT projects. Grants made in 4 categories: (1) Awareness & Civil Rights; (2) Arts & Culture; (3) Human Services & Health; and, (4) Community-Building.
- **HIV/AIDS** Annual program making grants to Bay Area organizations working to ensure access to HIV primary care, to support needle-exchange programs, to prevent HIV transmission, and to meet immediate needs for housing and other basic life services.
- **LGBT WISE (Elders)** Two-year grants made to LGBT organizations in the Bay Area providing services to and advocating for LGBT elders. Programs promote health and well-being and foster community and connectedness among elders, as well as increased collaboration among LGBT providers.
- **Donor-Advised Funds** Grants made throughout the year to both LGBT and non-LGBT organizations in the Bay Area and throughout the country. Grants are made by Horizons and are recommended by donor advisers.
- **Fund for Advocacy and Political Initiatives** Annual grants made to support advocacy, voter participation, and education efforts to advance the rights and equality of LGBT people. Most grants are made in CA, with a few made outside CA. Major focus of program has been marriage equality.
- **POCIBLE** Annual program making grants to People of Color/LGBT organizations to help them develop their organizational capacity, sustain themselves and to play leadership roles in the larger LGBT community. This program is now linked with the following fellowship program.
- **Rickey Williams Leader Fellows** An annual grantmaking program to support emerging LGBT leaders of color in the Bay Area and LGBT POC organizations.
- **Gwen Araujo Fund for Transgender Education** Grants made to support education about transgender lives, with a particular focus on students.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Measurably increase capacity of LGBT movement to advocate for adoption and enforcement of policies impacting rights and well-being of LGBT people and for public funding commensurate with community need.
2. Invest in advocacy to secure marriage equality and other basic human and civil rights for LGBT people.
3. Increase the institutional stability and impact of key Bay Area LGBT organizations by investing in those organizations' fundraising capacity, especially among individual donors.
4. Deepen the capacity of POC-based LGBT organizations to advocate for and serve LGBT POC people and communities through grants and other means.
5. Measurably increase the availability of services and programs for LGBT elders in the Bay Area by investing in the capacity of LGBT organizations to serve this population.

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

Horizons Foundation, a philanthropic social justice organization, serves the LGBT community throughout the Bay Area and beyond by supporting nonprofit organizations and increasing the financial resources available to the LGBT community in the 9 counties of the Bay Area and beyond. Awards are made through the following programs:

Community Issues - Grant proposals are accepted in the areas of Arts & Culture, Awareness and Civil Rights, Community Building, and Human Services and Education and reviewed by a grants panel comprised of community representatives. The panel makes its recommendations to Horizons' Board of Directors. Award maximum is \$10,000, and priority is given to organizations and projects that are organized by, and work on behalf of, underserved segments of the LGBT communities as well as programs that have limited appeal to traditional funding sources.

HIV/AIDS - Horizons Foundation, in partnership with the San Francisco AIDS Foundation and the National AIDS Fund, disburses funds raised through the annual AIDSWalk and AIDS Marathon events to support programs, initiatives, and activities that hasten the end of the AIDS pandemic and the human suffering caused by HIV. Typical awards are \$10,000-\$15,000. Priorities are: continuity of services to those with the least access; access to shelter and other basic needs; needle exchange; and, HIV prevention initiatives.

LGBT WISE - Working to Improve Services to Elders. This program is funded by a grant from The California Wellness Foundation and is a 2-year program designed to strengthen LGBT organizations providing elder services, to improve access and services that improve the lives of LGBT elders, and to build regional capacity to meet the needs of LGBT elders. These services include preventive and primary healthcare services, nutritional programs, in-home support as well as mental, emotional and/or social support. Grants will generally range from \$30,000 to \$40,000 for each year of the 2-year program.

Donor Advised Funds - Grants are made throughout the year to both LGBT and non-LGBT organizations in the Bay Area and nationally. Grants are recommended by donor advisors, often with strategic input from foundation staff. Grants range from \$250 to \$50,000.

Fund for Advocacy and Political Initiatives - The FAPI makes annual grants to support advocacy, voter participation, and education efforts to advance LGBT rights and equality, including marriage equality.

POCIBLE - People of Color Initiative to Build Leadership and Empowerment. This program is funded by a grant from the Funders of Lesbian and Gay issues and is a three year program designed to develop the capacity of POC/LGBT organizations, help develop leadership within those organizations and build bridges between them and the other LGBT organizations.

The Rickey Williams Leader Fellowships - These modest fellowships are designed to support LGBT organizations with a focus on people of color communities and to provide opportunities to develop leadership skills for people of color in the LGBT community.

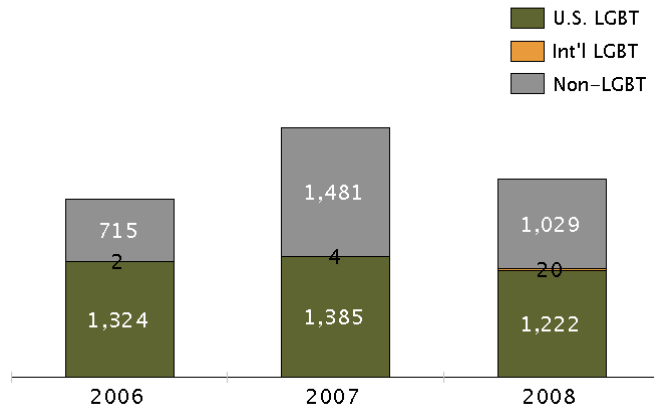
Gwen Araujo Memorial Fund for Transgender Education - This is a field-of-interest fund that was established by the family of the murdered 17-year old from Newark, CA, to give small grants to Bay Area organizations working in Bay Area schools to educate youth about transgender issues. The money is raised annually from individuals and the grants are invitation-only.

Civil Marriage Donor Circle - This is a special donor circle that supports a national funding collaborative making strategic grants for civil marriage and equal relationship rights.

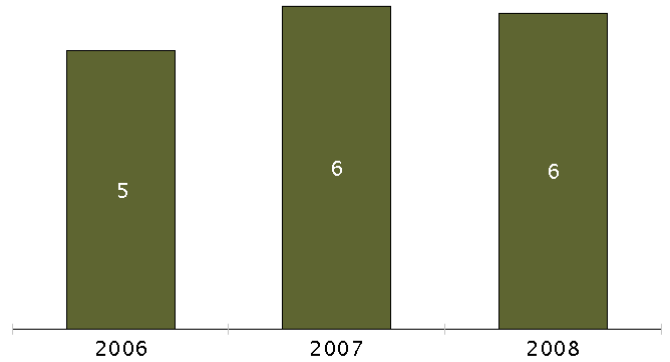
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

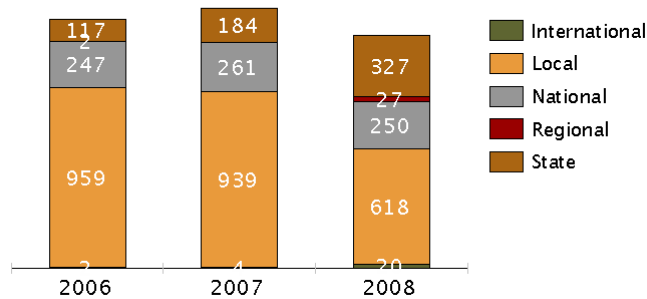
LGBT vs. Other Grants
(\$000; US and Int'l)



Average LGBT Grant Size
(\$000; US and Int'l)



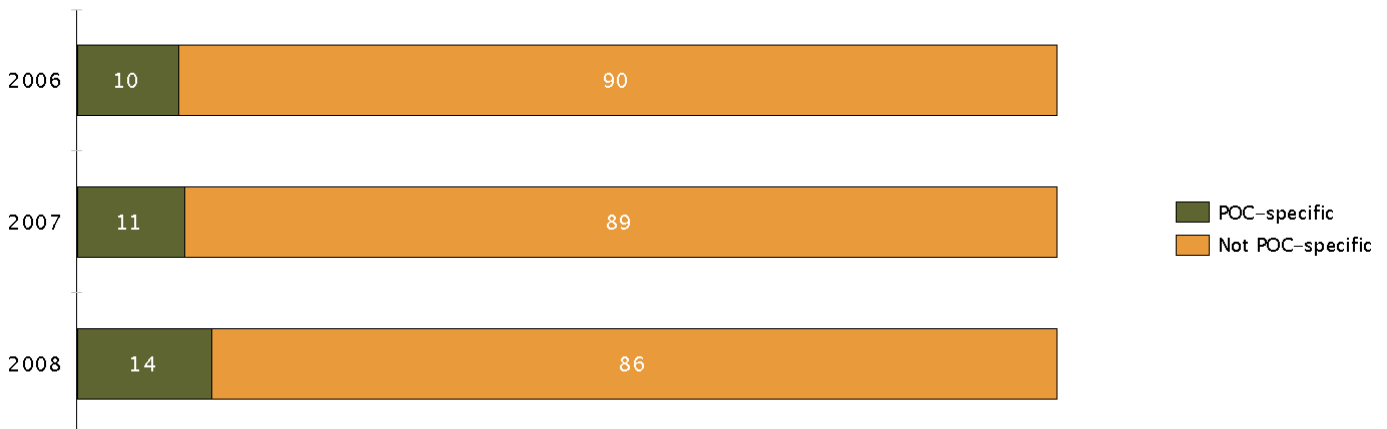
LGBT Grants by Geographic Scope
(\$000; US and Int'l)



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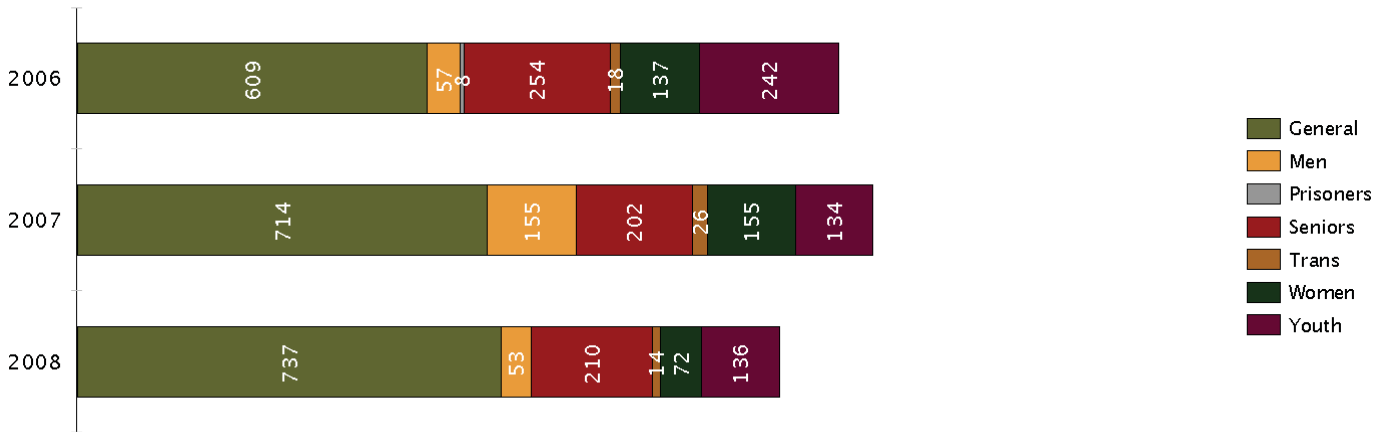
Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants

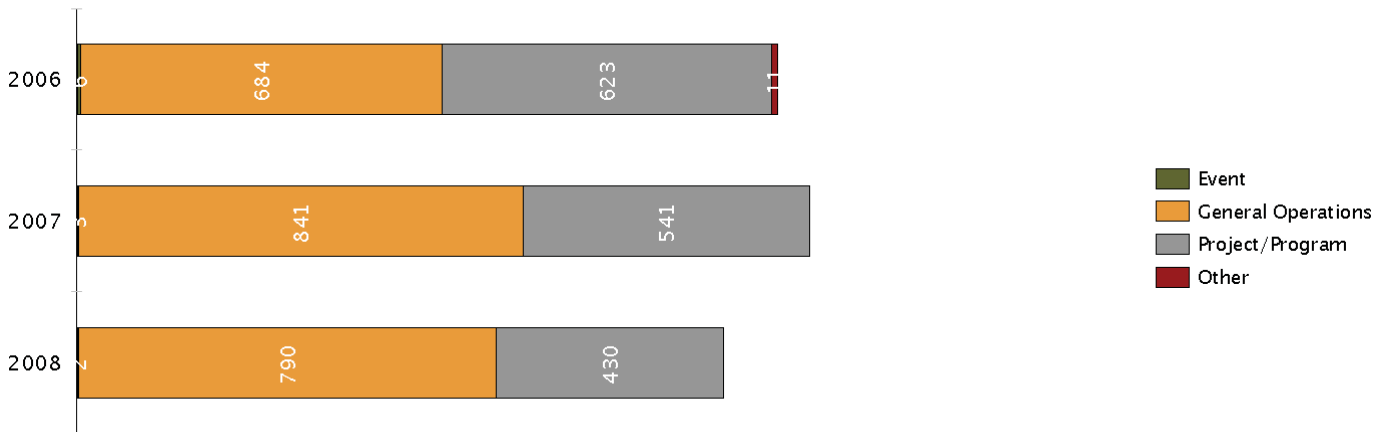


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

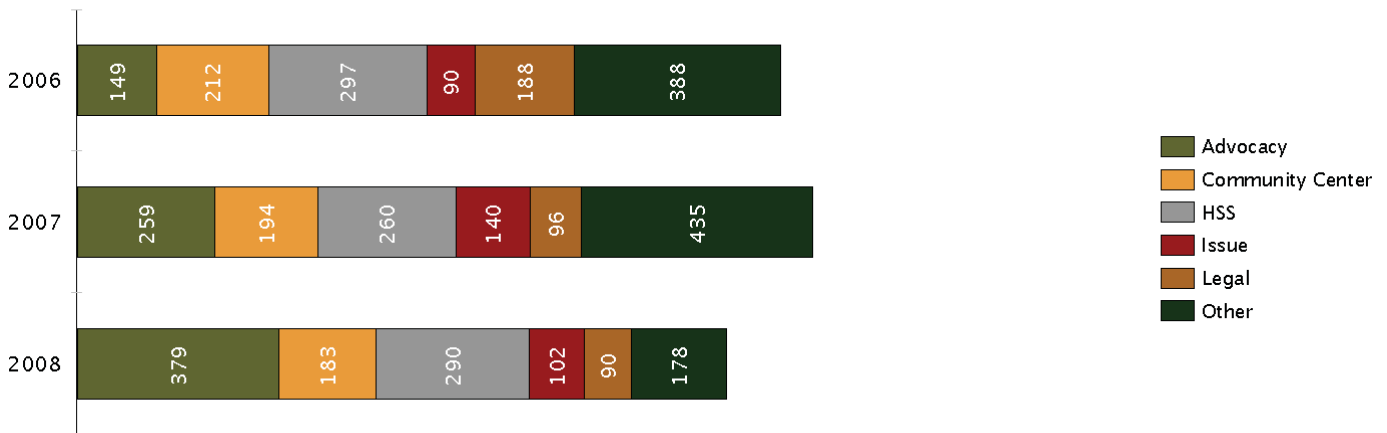
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)

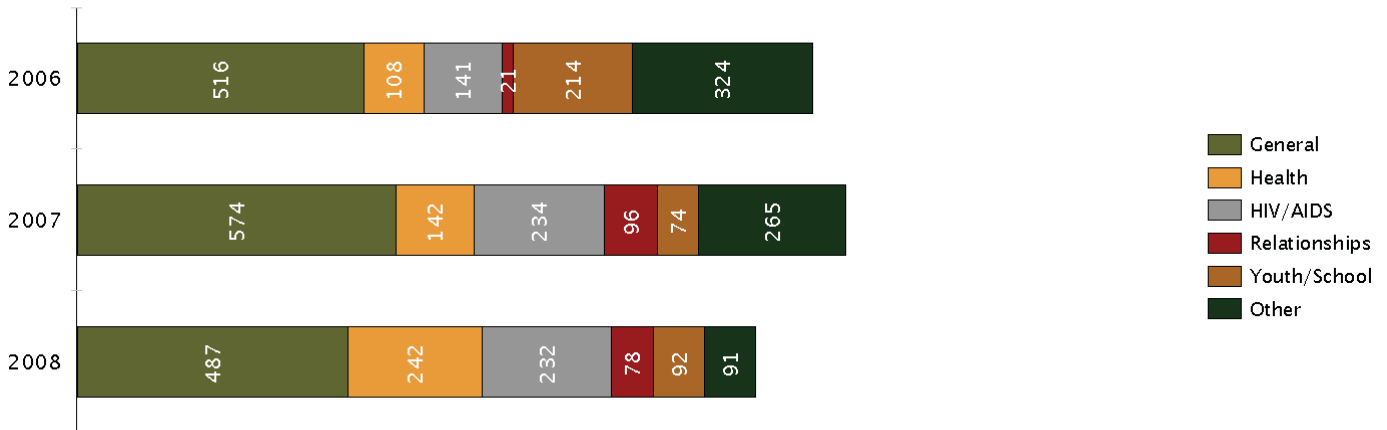


U.S. LGBT Grants by Recipient Type (\$000)



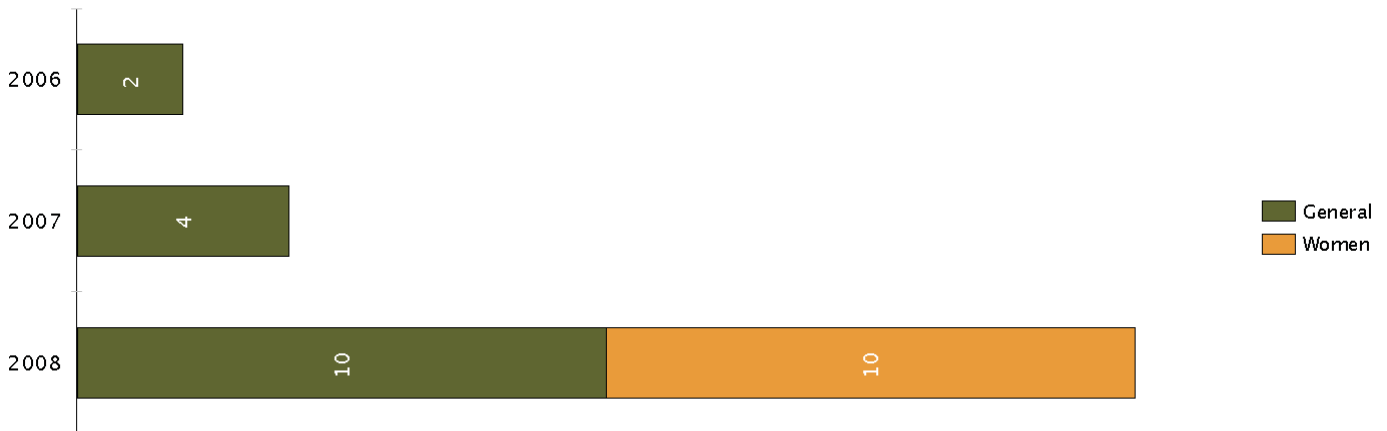
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)

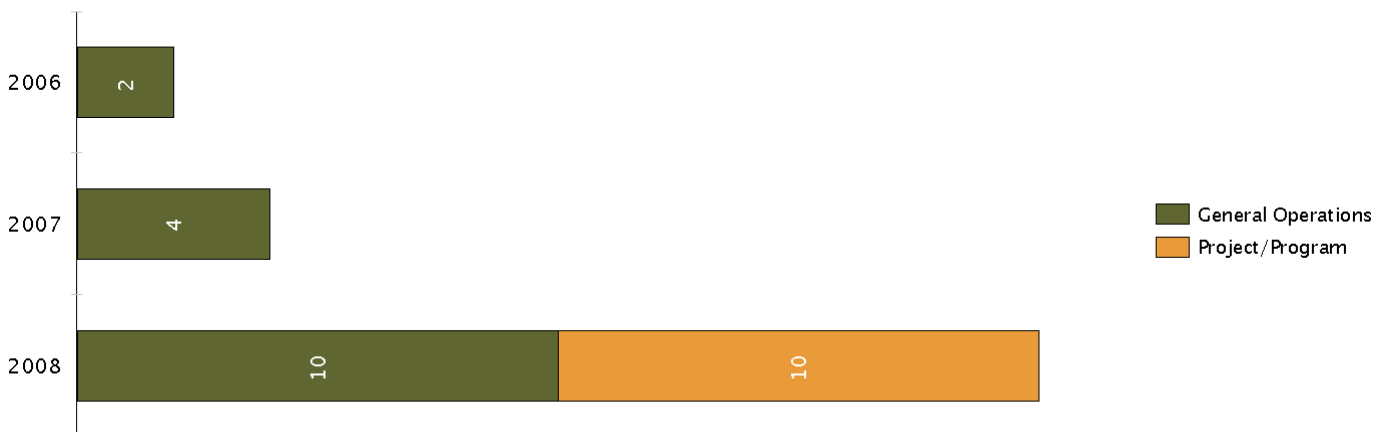


Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)



Int'l LGBT Grants by Support Type (\$000)

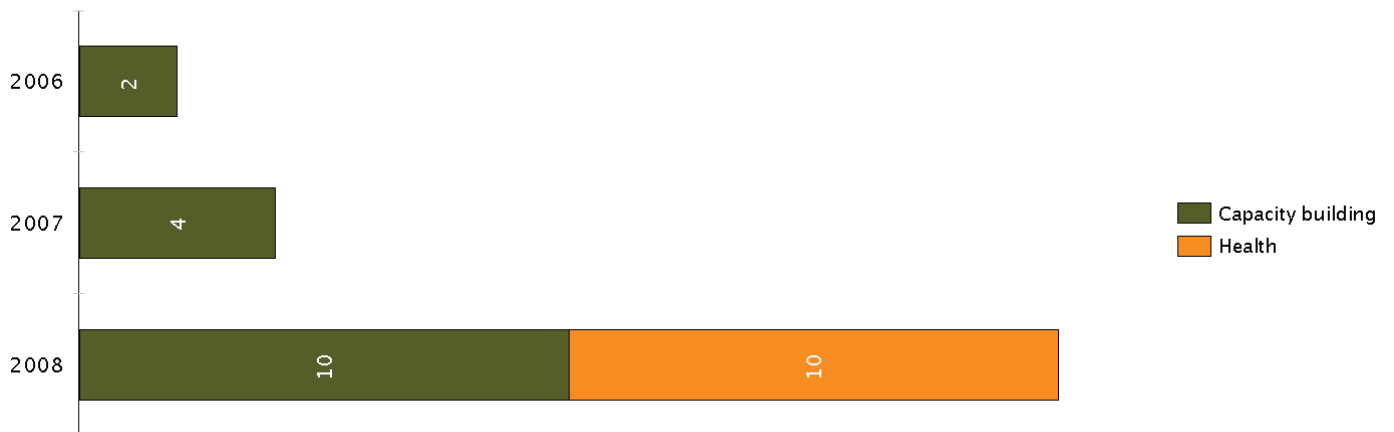


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

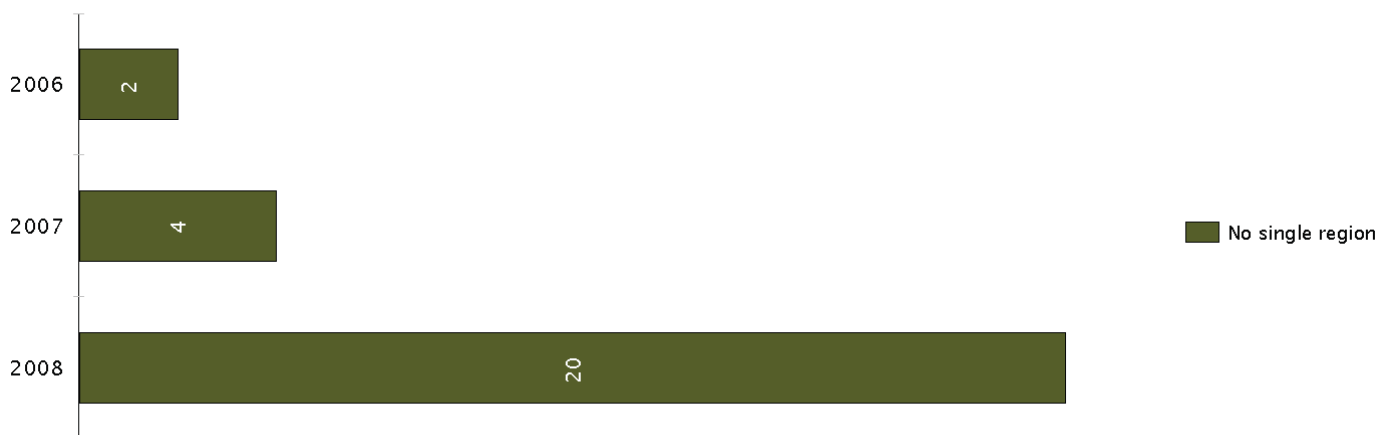
Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



2009

**Horizons Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.3	0%	100%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
38%	0%	24%	0%	38%	0%	

Note: Staff data as of 12/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Horizons Foundation 870 Market St., Suite 728 San Francisco, CA 94102 415-398-2333 www.horizonsfoundation.org	None	Horizons Foundation - 501(c)(3)	Jewelle Gomez Director of Grants & Community Initiatives jgomez@horizonsfoundation.org

Funder's Notes and Advisories

For additional information, please contact the Horizons Foundation, or visit our website at www.horizonsfoundation.org.

2009

Johnson Family Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1990	\$70,301,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	National
501(c)(3) type	
Private Foundation-100%	

Mission

Established in 1990, The Thomas Phillips and Jane Moore Johnson Foundation ("Johnson Family Foundation" or "JFF") is a progressive family foundation. JFF operates national grantmaking programs in the fields of Environmental Health and LGBT Issues, as well as place-based grantmaking programs in Vermont, the New York City metropolitan area, Pittsburgh and Telluride. Key areas of interest for the place-based programs include the environment; LGBT issues; arts and crafts; children and youth development; education; and economic, social and political justice.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

JFF envisions a world free from discrimination based on sexual orientation, gender identity and gender expression, where LGBT people are empowered to lead healthy and productive lives. To those ends, JFF makes investments that promote the mental health and well-being of LGBT people across the lifespan; empower queer youth; and build the capacity of the movement for LGBT equality.

Key strategies include:

- **Mental Health:** Includes the LGBT Mental Health Initiative (a pilot project to expand the capacity of LGBT community centers to offer high quality and responsive mental health services to their clients) and support for other projects that significantly advance our understanding of mental health issues facing the community
- **Youth and Family Acceptance:** Includes leadership support for GLSEN and the Queer Youth Fund and support for key projects in the field of family acceptance
- **Movement Building:** Includes advocacy-minded research and public education; funder collaborations; and other projects that have movement-wide impact

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Implementation of strategic planning priorities described above.
2. Increase in spending, from ~\$800k in 2008 to ~\$1.2M in 2009.
3. Launch of LGBT Mental Health Initiative; review and evaluation of pilot (2012).
4. Review/revisit approach to funding Youth and Family Acceptance (late 2010).

Key Grantmaking Guidelines (condensed)

JFF accepts grant proposals by invitation only (i.e., unsolicited proposals are not accepted). For those organizations invited to apply, deadlines are April 1 for the June cycle and August 1 for the October cycle. Proposal requirements include:

Requests for General Support

- IRS Determination Letter (first time applicants only)
- 3-5 page narrative proposal; if this is a renewal, you may include your progress report as part of the narrative
- Audit for past fiscal year; if not yet prepared, unaudited actuals
- Operating budget for current fiscal year and next fiscal year (if available)
- List of foundation funders, with names and amounts, for the current and past fiscal year.

2009

Johnson Family Foundation
Standard Annual Report

Page 2
10/9/2009

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Requests for Project Support

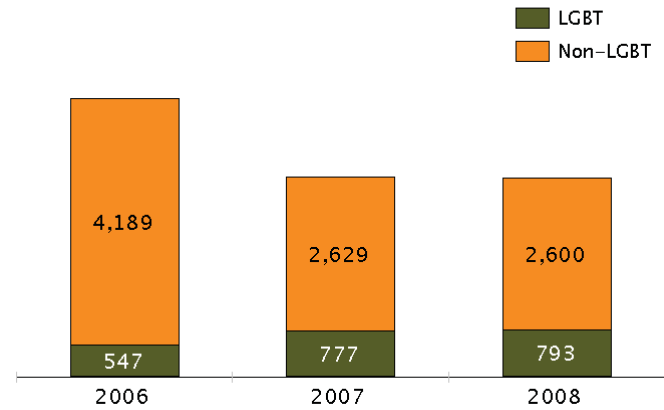
- Everything listed above
- 3-5 page narrative proposal outlining the project, include brief bios on key staff
- Project budget for current fiscal year and next fiscal year (if available)
- List of foundation funders for the project, with names and amounts, for the current and past fiscal years

For organizations that participate in SAR, where appropriate, the most recent SAR profile may be substituted for any of the requirements listed above (including, especially, historical financial information).

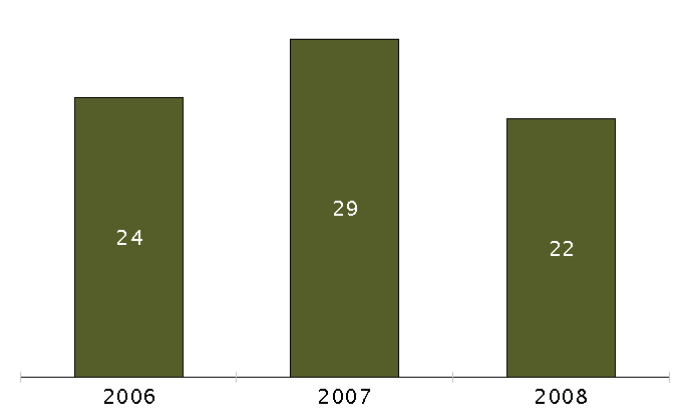
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

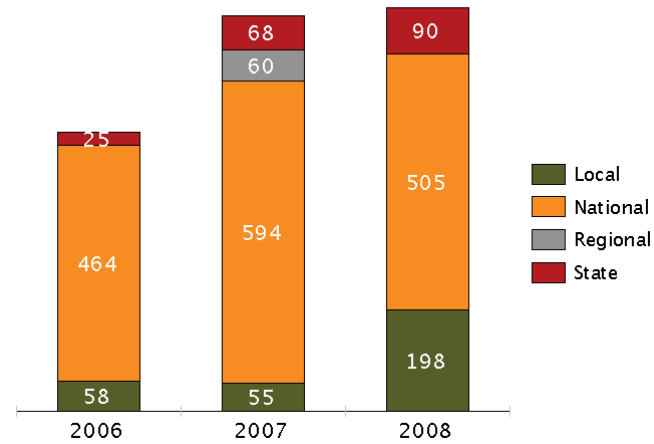
LGBT vs. Other Grants (\$000)



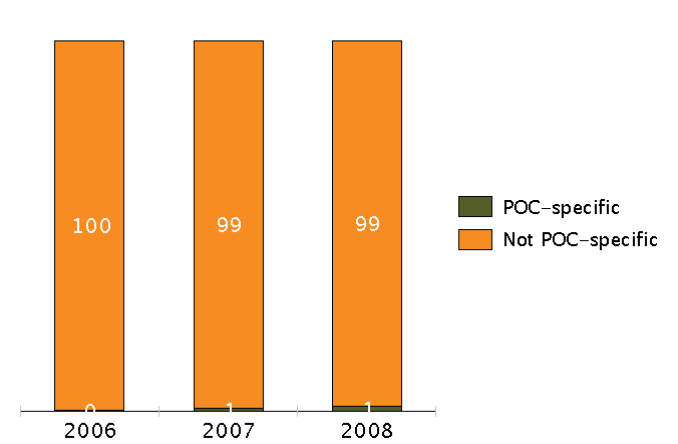
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

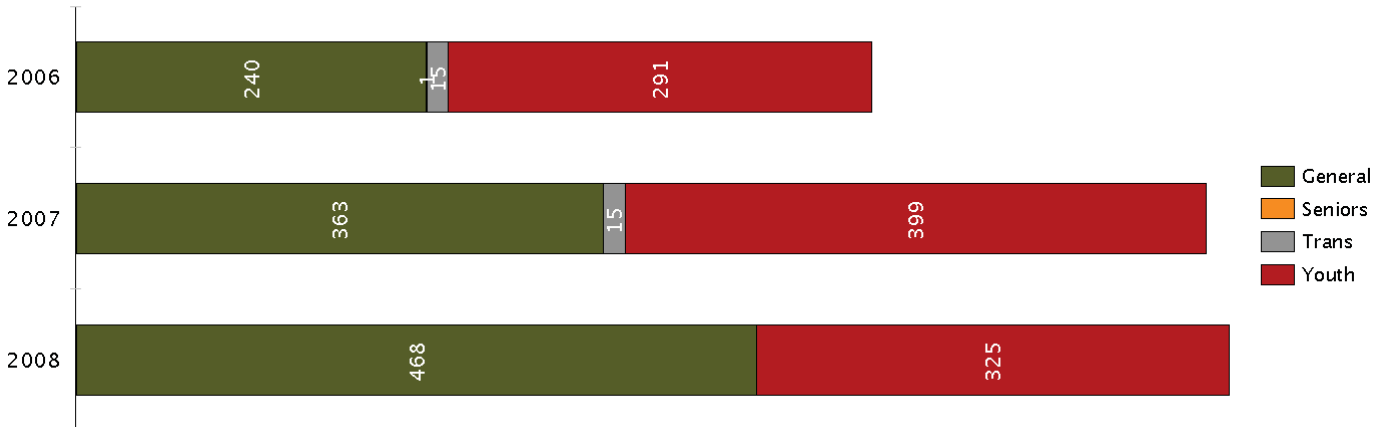


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

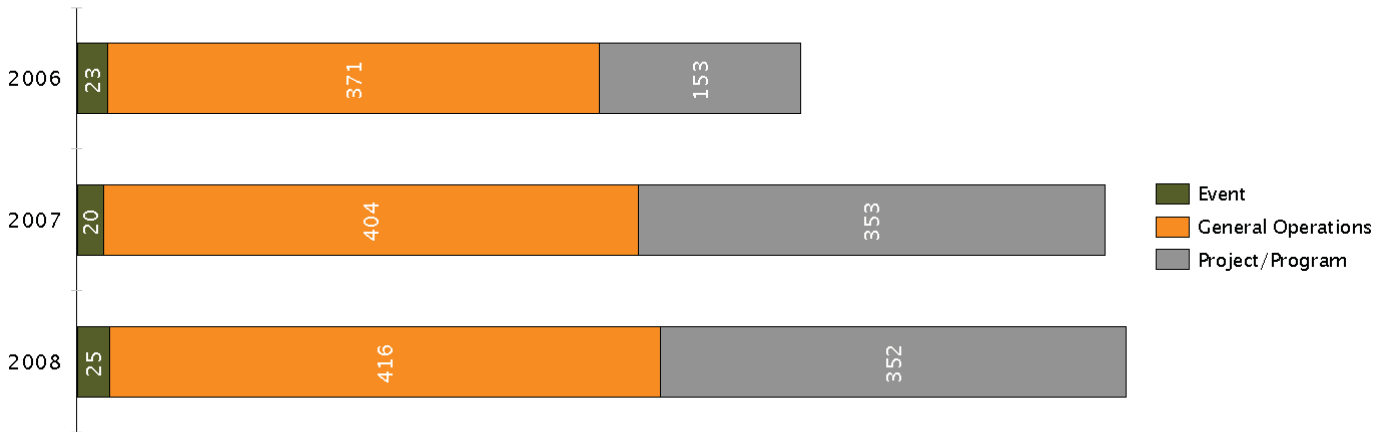


2009

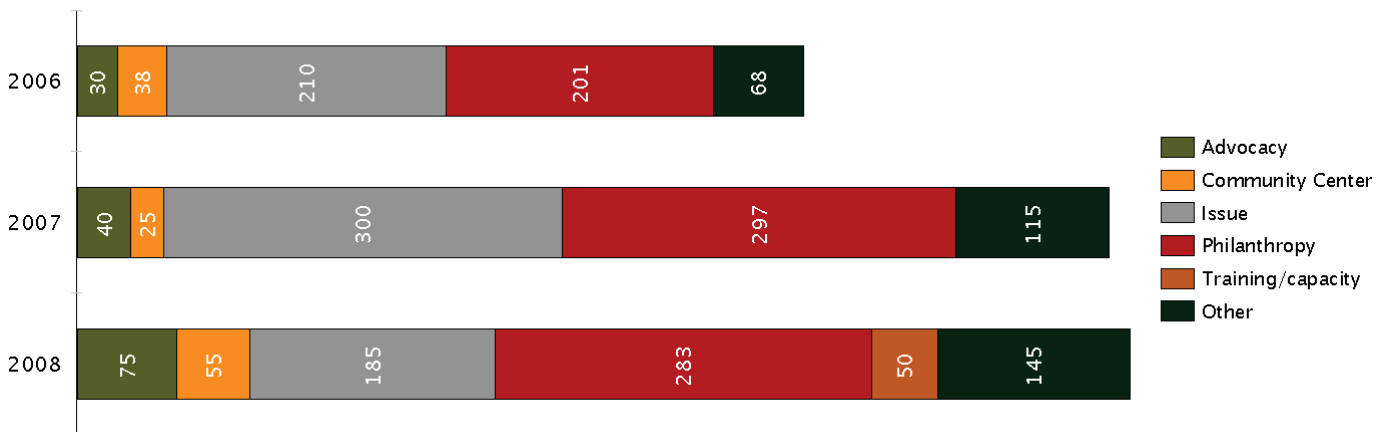
**Johnson Family Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

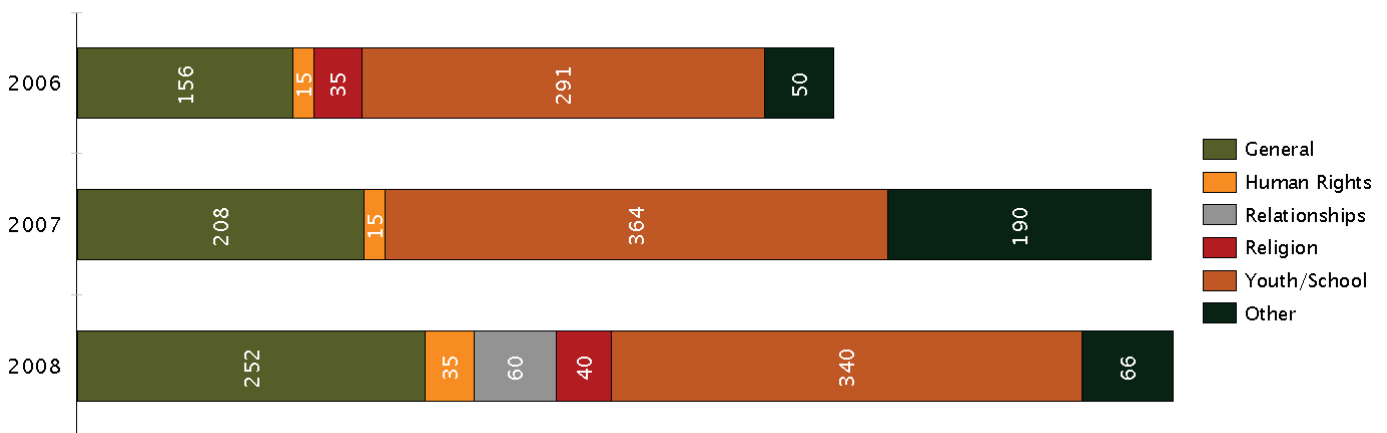
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**Johnson Family Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
0.5	100%	0%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 4/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Johnson Family Foundation 315 W. 36th St., 4th Floor New York, NY 10018 212-766-4526 www.jffnd.org	None	The Thomas Phillips and Jane Moore Johnson Foundation - 501(c)(3)	Andrew Lane Executive Director alane@jffnd.org

Funder's Notes and Advisories

Grant data from FY2006 has been restated to more accurately reflect the scope of JFF's LGBT-relevant grantmaking activity and to conform to SAR reporting conventions. These changes have the effect of increasing the number of grants awarded (from 19 to 23) and the total amount awarded (from \$513,833 to \$547,283). Restated grant data for FY2003, FY2004 and FY2005 has also been provided to MAP for its historical database.

2009

Kevin J. Mossier Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1997	N/A
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	Minnesota
501(c)(3) type	
Private Foundation - 100%	

Mission

The mission of the Mossier Foundation is to enhance the quality of life for gay, lesbian, bisexual and transgender people (GLBT).

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- 2009 forward-funding focus: General support (no unsolicited proposals accepted)

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

General support funding to GLBT advocacy groups doing policy work or breaking into new fields.

Key Grantmaking Guidelines (condensed)

Grants are given primarily to national organizations that do policy work or movement capacity building (no unsolicited proposals accepted).

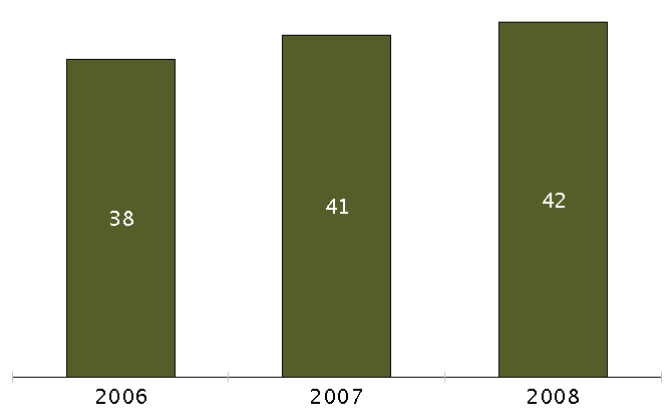
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

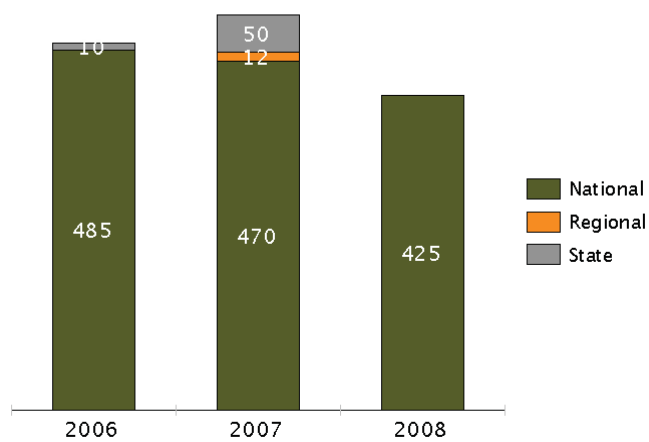
LGBT vs. Other Grants (\$000)



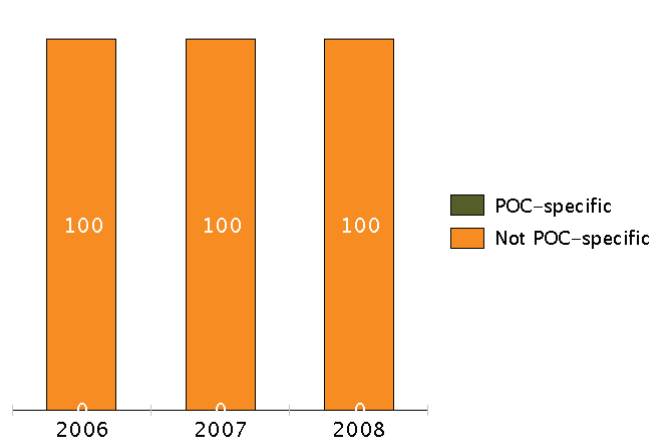
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

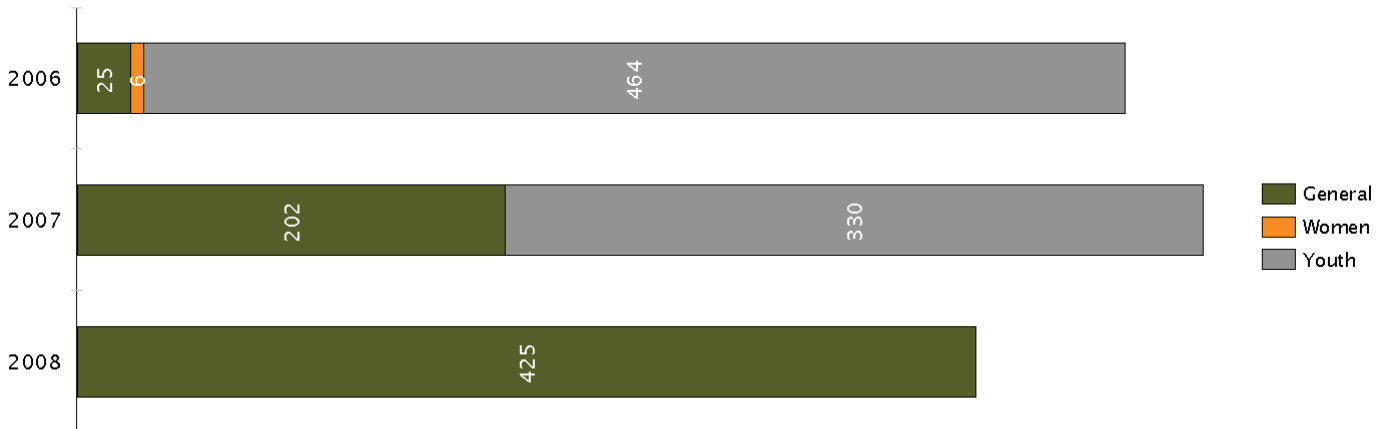


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

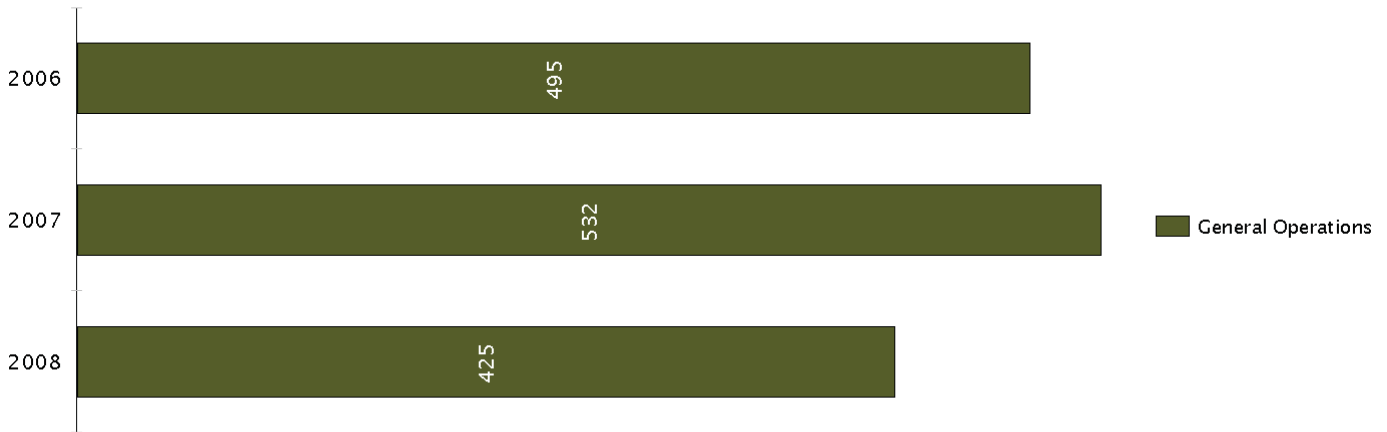


2009

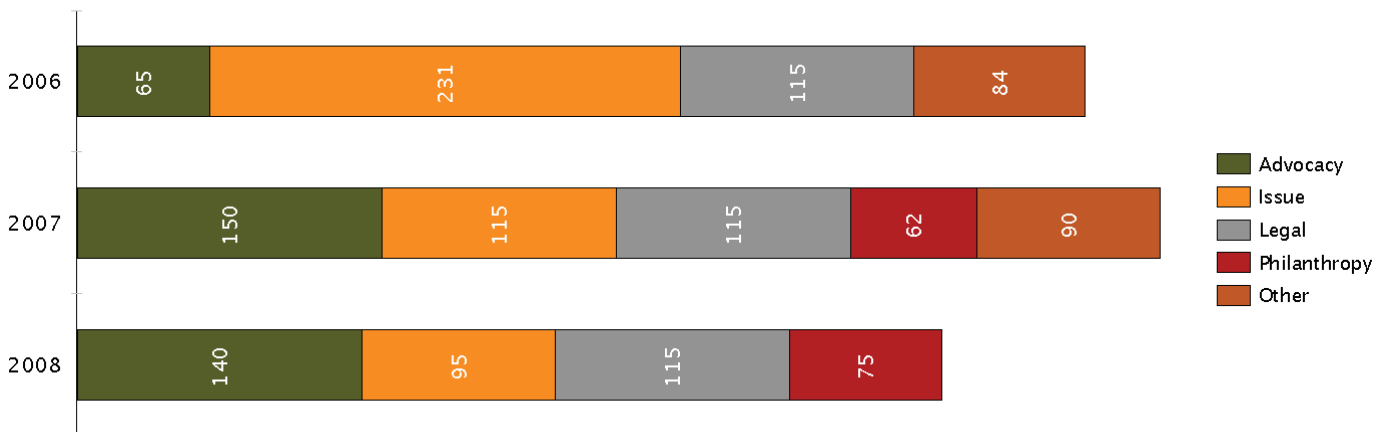
**Kevin J. Mossier Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

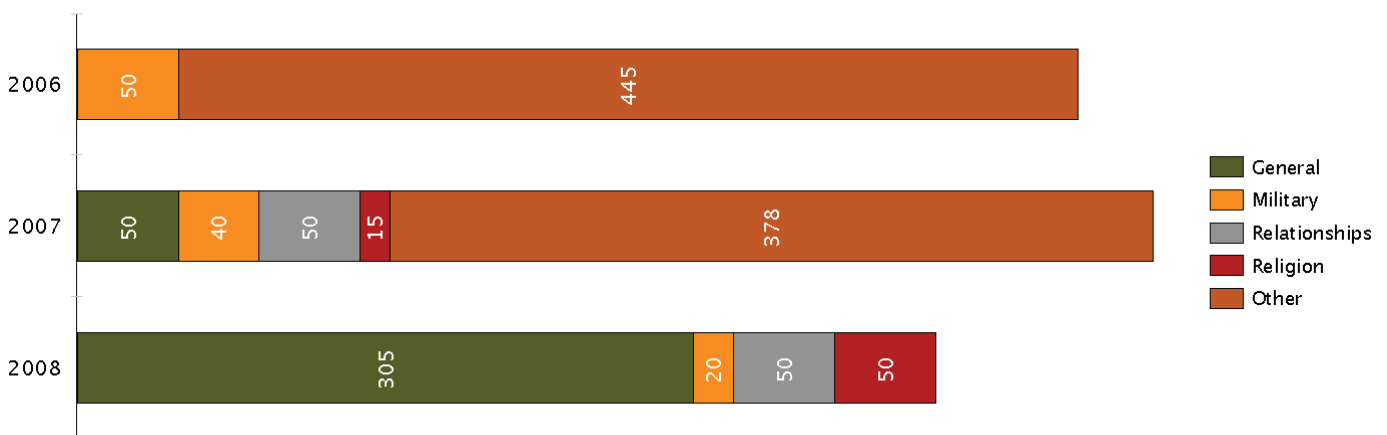
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

Kevin J. Mossier Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
0.1	0%	100%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 8/29/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Kevin J. Mossier Foundation 79 Western Ave., #304 St. Paul, MN 55102 651-335-3988	None	Kevin J. Mossier Foundation - 501(c)(3)	Cathie Hartnett Executive Director cbhartnett@earthlink.net

Funder's Notes and Advisories

For additional information, please contact the Kevin J. Mossier Foundation via email to: cbhartnett@earthlink.net.

2009

Liberty Hill Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1976	\$3,247,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	Los Angeles County
501(c)(3) type	
Public Foundation-100%	

Mission

The Liberty Hill Foundation is a catalyst for change for a just Los Angeles. We join with others in grantmaking, convening and leadership development, to lead greater Los Angeles to a future that includes economic opportunity, a good quality of life and a culture that draws strength from its diversity.

Liberty Hill's theory of change re-commits to long time areas of importance for the foundation:

- Community organizing,
- Building both movement infrastructure and the capacity of individual organizations, and
- Developing financial support for social justice.

The theory also includes elements which the Board considers to be essential to bringing about social change:

- Developing individual leadership as well as strong organizations
- Supporting multiple strategies for social change, in addition to community organizing, such as advocacy, research, service, nonpartisan voter engagement and strategic communications using both broadcast and internet-based media,
- Using political education to guide movement-building work,
- Exercising political influence, and,
- Implementing "inside/outside" strategies with government, business and other institutions.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Fund for Change** - Liberty Hill Foundation's primary competitive grantmaking program. It groups together all of the Foundation's previous competitive funds under one banner, with a focus on changing the structures, systems and institutions of society for greater equality. The Fund for Change is comprised of three distinct Priority Areas, representing the range of issues that the fund seeks to impact:

- Economic and Racial Justice
- Environmental Justice
- LGBTQ Justice

Through the LGBTQ Justice Priority Area, the Liberty Hill Foundation seeks to improve public awareness and acceptance of the range and complexity of issues faced by LGBTQ people. We do this by addressing race and class disparities within the community and advancing a common agenda for LGBTQ equality and opportunity in LA. The Foundation will focus on supporting projects and organizations that engage in grassroots community organizing to develop the voice and leadership of LGBTQ people of color. Efforts that are linked to institutional, policy or attitudinal changes that address full equality for all LGBTQ people will also receive special emphasis.

- **The Queer Youth Fund** - Makes multi-year grants to grassroots, local, state or national nonprofit organizations located anywhere in the United States working to improve the quality of life among gay, lesbian, bisexual, transgender, queer and questioning (GLBTQQ) youth. Youth are defined as 24 years old and younger. The Queer Youth Fund awards grants to innovative and effective leadership development programs or organizing projects that empower GLBTQQ youth to improve societal conditions affecting GLBTQQ youth and that make a long-term difference to their movement. Up to four \$100,000 grants will be made to different 501(c)3 organizations (or groups with fiscal sponsors) with specific work that matches the guidelines. The \$100,000 grants are payable over three to five years.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

Fund for Change

The Fund for Change will consider applications that are consistent with the Liberty Hill Foundation's mission and help meet the goals and objectives of the specific Priority Area. Additionally, eligible organizations must be one of the following:

- Nonprofit organization exempt under Section 501(c)(3) of the Internal Revenue Code and not classified as a "private foundation" under Section 509(a).
- Fiscal sponsor of a nonprofit organization which complies with Liberty Hill's Fiscal Sponsorship Policy.

The Fund for Change will not support: projects that only serve communities outside Los Angeles County; individual efforts; film or video projects; private businesses or profit-making ventures; direct union organizing; electioneering for candidates for public office; conferences or one-time events that are not linked to social change organizing strategies; capital campaigns for land or buildings; and, in general, organizations with annual budgets of more than \$1 million.

The goals for the LGBTQ Justice Priority Area are to:

- Change policies to secure marriage equality and broader LGBTQ rights.
- Increase community participation and leadership in decisions that affect LGBTQ people.
- Support LGBTQ groups that are led by and serving people of color.
- Incorporate a faith-based perspective in promoting marriage equality and broader LGBTQ rights.
- Build bridges between LGBTQ communities, communities of color, communities of faith and the places where they intersect.
- Develop diverse youth and adult leaders working on LGBTQ rights.

Potential applicants should contact Liberty Hill Foundation for more information.

Queer Youth Fund

Eligible groups must have an organizational budget of \$5 million or less (only applies to the group applying for the grant, not the fiscal sponsor) and a total budget for their youth work of \$750,000 or less. The following criteria will be considered in evaluating proposals:

Primary:

- *Youth Involvement:* GLBTQQ youth are empowered and involved in the organizing and governance of the organization or project. Youth are represented on staff (including volunteer staff) and the board, or a realistic plan exists to move in that direction. An effective process exists to train youth to be decision-makers and take positions of authority and responsibility.
- *Leadership Development:* The organization articulates the characteristics of youth leaders it plans to develop and specifies the curriculum or process by which that development takes place. There is a plan for how youth leaders do or will demonstrate leadership within the organization, the GLBTQQ community, or in the larger social justice movement.
- *Strategic Vision:* There is a clear, articulated vision and a strategic plan to carry it out.
- *Social Change Impact:* Programs promoting long-term social change will be prioritized over those mainly providing social services.
- *Effective:* Measurable outcomes are linked to specific goals. The organization demonstrates a track record of success and impact, and this grant will continue its record of effectiveness. If a new project, strong leadership and clear potential for effective work is essential.

Secondary:

- *Capacity Building:* There is support for the development of an organization's infrastructure – for example, quality and diversity of staffing and management, improved governance, developing fundraising and evaluation skills – so that it can be more effective and efficient in realizing its goals.
- *Innovative:* New or innovative projects that address controversial issues are encouraged. Efforts that more mainstream funders see as "too radical" are welcome.
- *Fiscally Responsible:* The organization demonstrates the ability to live within its means and use its financial resources effectively.
- *Collaborative:* Evidence of successful collaborations with allies working towards similar goals is shown and described for the proposed work.
- *Leveraged:* The proposed grant is likely to leverage additional funds and in-kind or volunteer resources from other sources and local communities.
- *Replicable:* The program can be replicated by other organizations meeting the needs of GLBTQQ youth and the organization describes how it would share materials and information with others involved in similar work.

The Queer Youth Fund utilizes an annual letter of intent process. The LOI form can be found at www.LibertyHill.org. Selected applicants will be invited to submit a full grant proposal.

The Queer Youth Fund does not fund: individuals; private businesses and profit-making ventures; direct union organizing; electioneering for candidates for public office; conferences or one-time events that are not linked to ongoing social change organizing strategies; and capital campaigns for land or buildings.

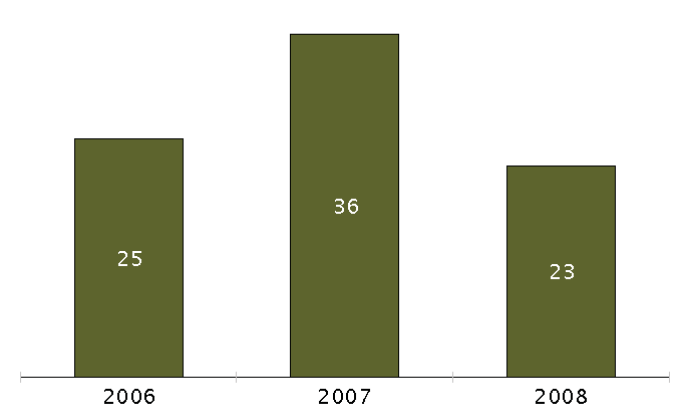
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

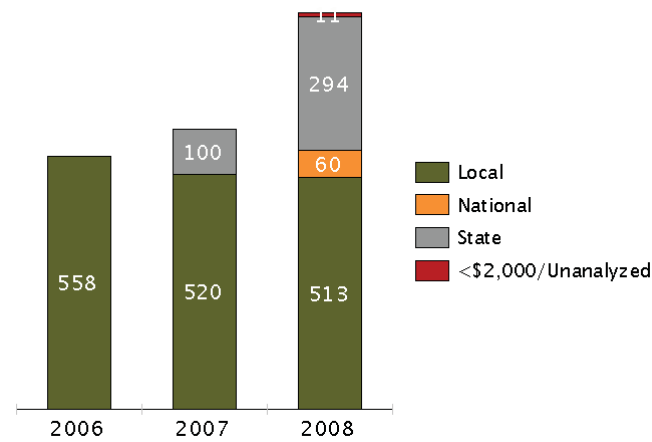
LGBT vs. Other Grants (\$000)



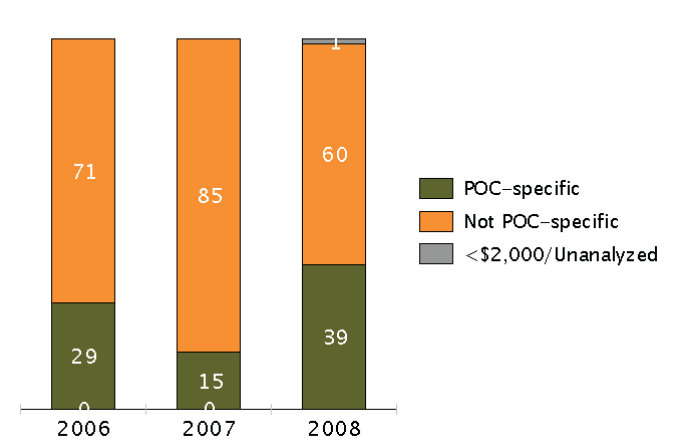
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

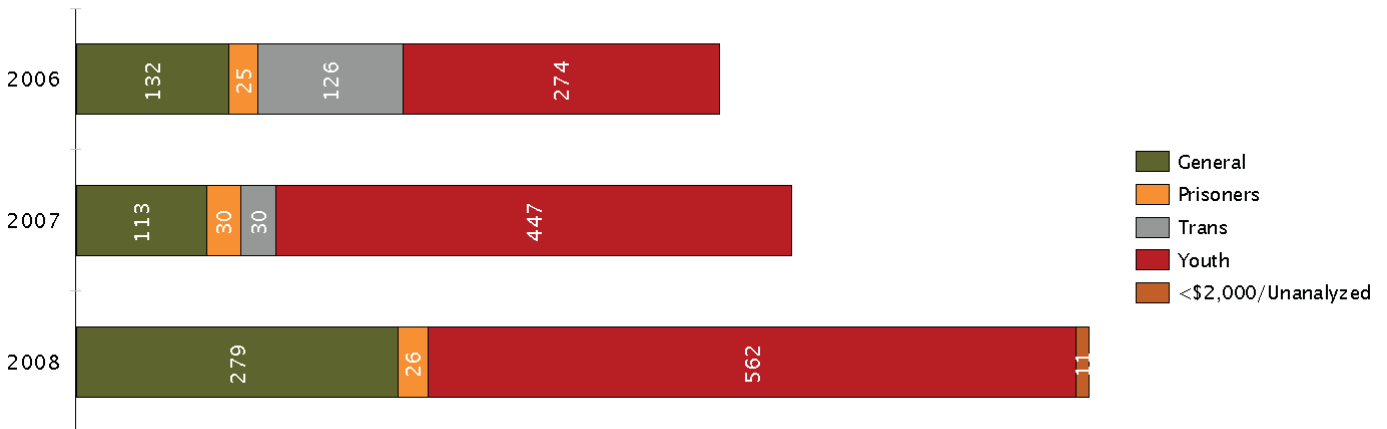


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

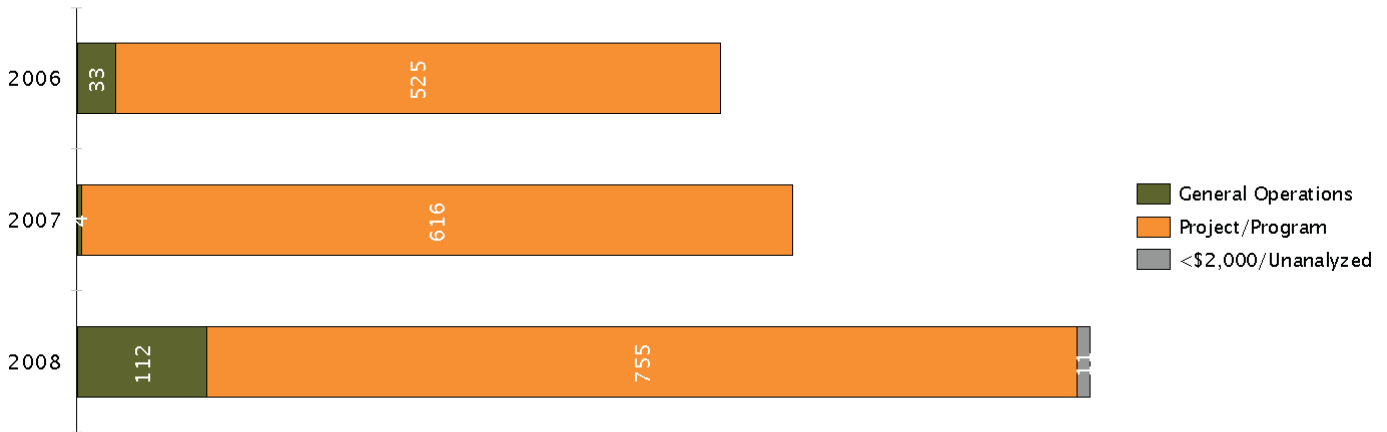


2009

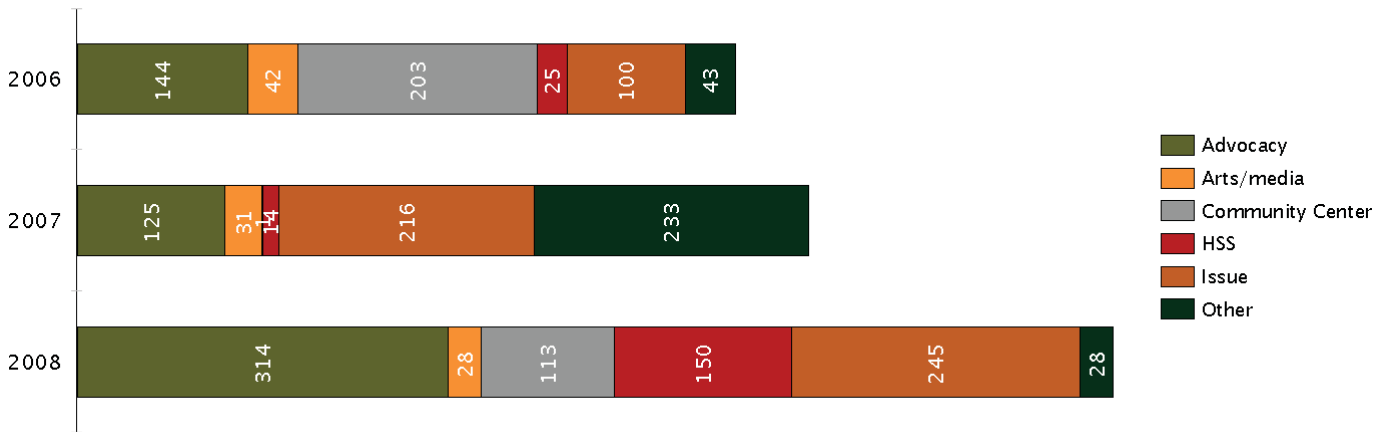
**Liberty Hill Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

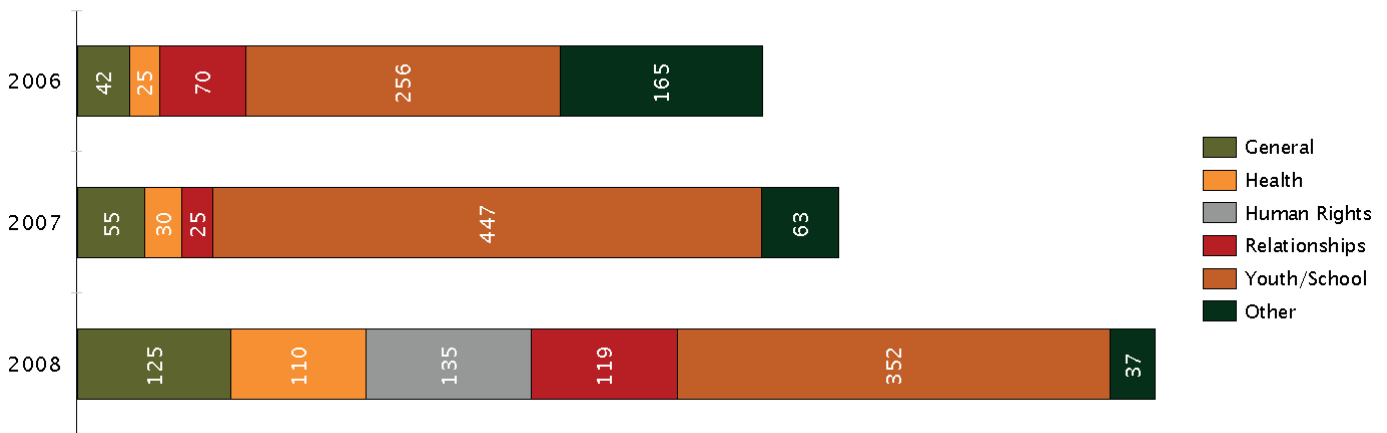
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**Liberty Hill Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
0.9	50%	40%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
40%	20%	10%	20%	0%	0%	

Note: Staff data as of 9/30/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Liberty Hill Foundation 2121 Cloverfield Blvd., #113 Santa Monica, CA 90404 310-453-3611 www.libertyhill.org	None	Liberty Hill Foundation - 501(c)(3)	Shane Goldsmith Director of Programs sgoldsmith@libertyhill.org

Funder's Notes and Advisories

- Liberty Hill Foundation is a Community Foundation** - Liberty Hill raises its budget annually from individual, corporate and foundation supporters. As a community foundation, our work not only involves grantmaking, capacity-building and technical assistance, but it also involves a significant amount of donor engagement and philanthropic education.
- Community Funding Boards** - Comprised of community activists and funding partners, community funding boards (CFBs) make funding recommendations. With support from staff, CFB members review all proposals, interview groups and recommend grantees.

2009

Open Society Institute
Standard Annual Report

Page 1
 10/9/2009

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1993	N/A
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	National
501(c)(3) type	
Private Operating Foundation-100%	

Mission

The Open Society Institute (OSI), a private operating and grantmaking foundation, aims to shape public policy to promote democratic governance, human rights, and economic, legal, and social reform. On a local level, OSI implements a range of initiatives to support the rule of law, education, public health, and independent media. At the same time, OSI works to build alliances across borders and continents on issues such as combating corruption and rights abuses.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- The Equality and Opportunity Fund (EOF) was created in 2008 to elevate the importance of the civil justice issues housed under OSI's former U.S. Justice Fund and to increase support for an intersectional equality agenda. It focuses on achieving equity across four core areas: race, immigration, gender, and sexuality. It also supports three targeted initiatives that address urgent equal opportunity concerns and demonstrate how the fate of particular vulnerable populations is inextricably tied to the fate of the nation as a whole. They are: the Campaign for Black Male Achievement (CBMA); the Neighborhood Stabilization Initiative (NSI); and the Immigration Innovation Fund. EOF's overarching mission is to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social and political life.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

OSI's LGBTQ portfolio is currently under development, as part of a planning process for the Equality & Opportunity Fund, which houses the LGBTQ portfolio. We will send our goals in to MAP when we have completed our planning process later this year.

Key Grantmaking Guidelines (condensed)

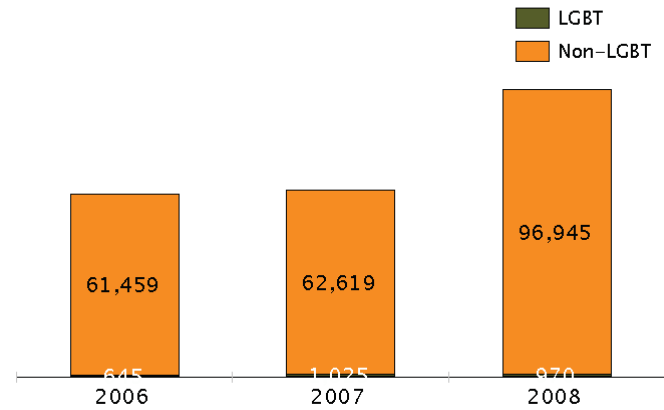
Organizations interested in applying for a grant can send a letter of inquiry to:

Lorraine Ramirez
 Program Associate, Equality and Opportunity Fund
 Open Society Institute
 400 W. 59th Street
 New York, NY 10019

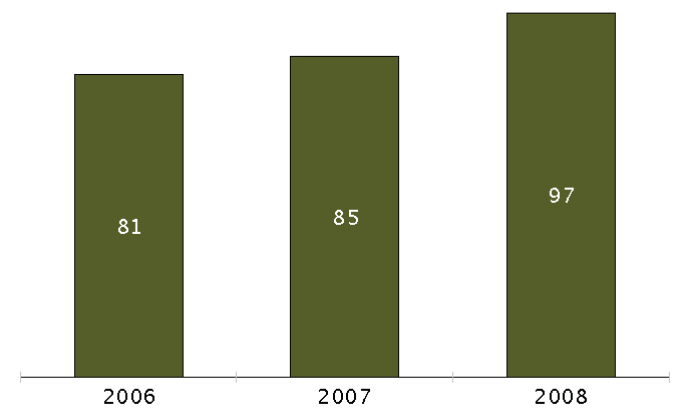
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

LGBT vs. Other Grants (\$000)



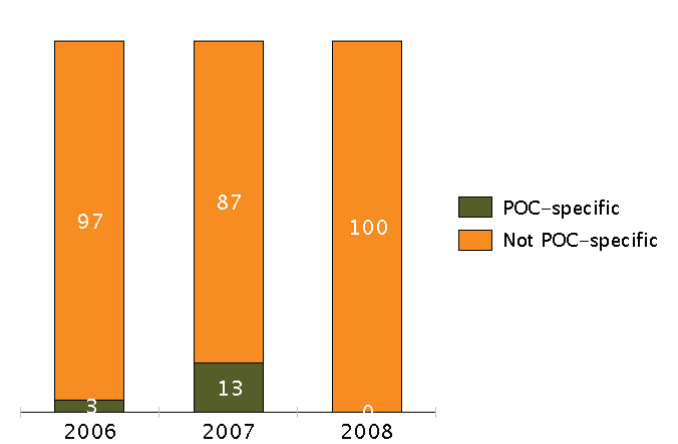
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

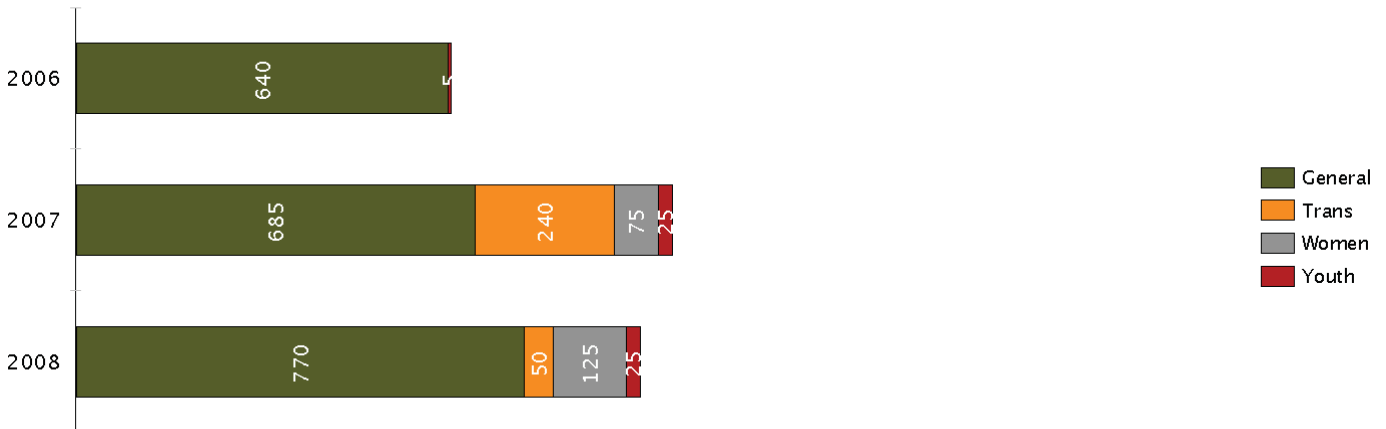


Percent POC-specific Grants



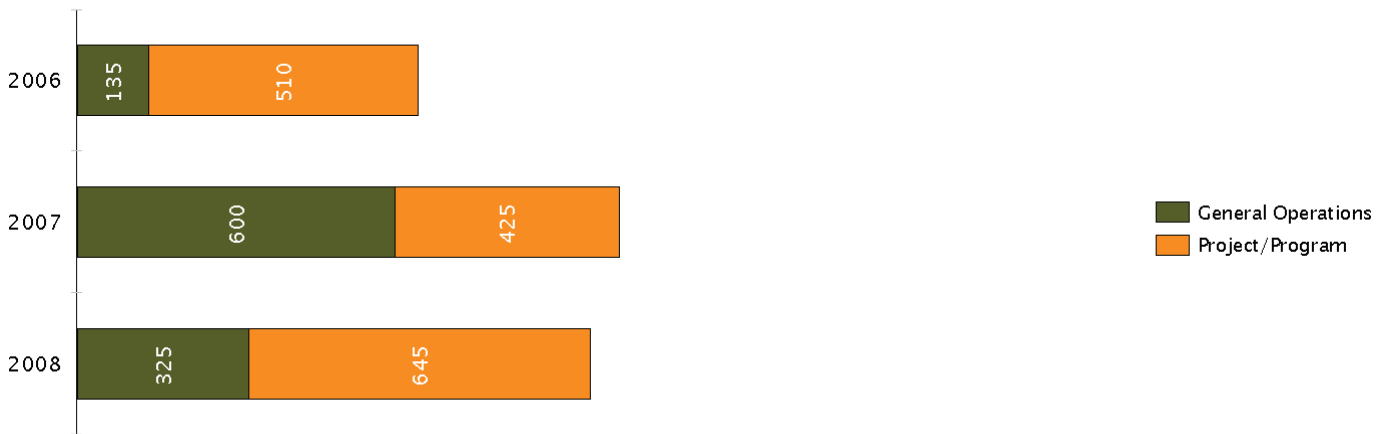
Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

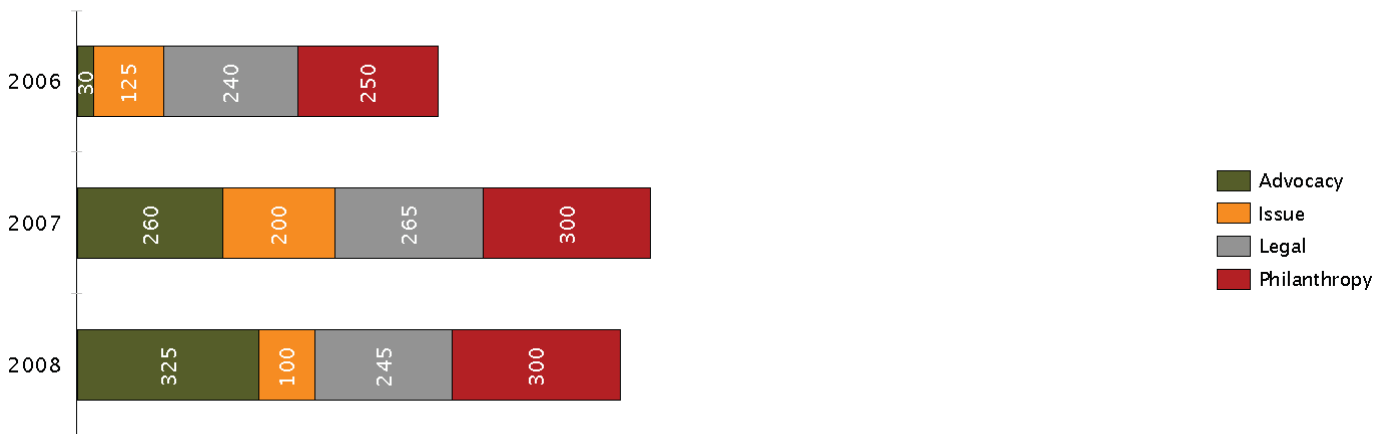


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

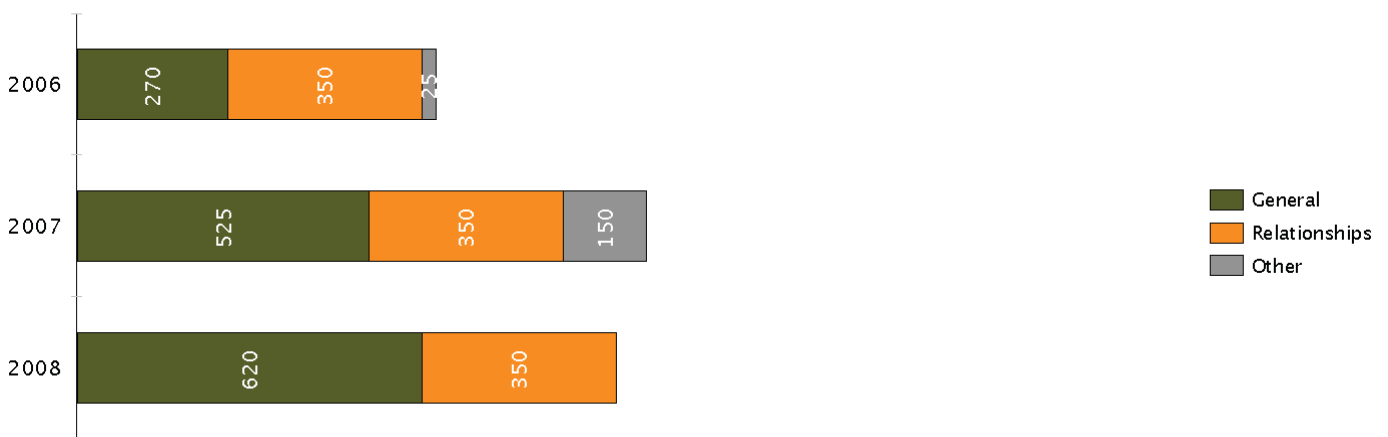
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**Open Society Institute
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.2	40%	60%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
20%	0%	40%	40%	0%	0%	

Note: Staff data as of 7/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Open Society Institute 400 W. 59th St. New York, NY 10019 212-548-0345 www.soros.org	None	Open Society Institute - 501(c)(3)	Lorraine Ramirez Program Associate, Equality and Opportunity Fund lramirez@sorosny.org

Funder's Notes and Advisories

- 1. Endowment** – Regarding the Soros Foundations network's expenditures, some of these funds were contributed by George Soros out of current income while other funds were derived from charitable entities established by the Soros family. Some organizations in the network also received funds from the US government (particularly for scholarships) and from other donors.
- 2. Other LGBT Grants** – The figures in this report representing OSI's LGBT-related grants do not include LGBT-related grants to individuals or organizations not based in the US.
- 3. Grantmaking Patterns** – Please note that total grants awarded to US LGBT organizations/issues as presented in the LGBT vs. Other Grants graph on page 2 were \$645,000 (FY2006), \$1,025,000 (FY2007), and \$970,000 (FY2008).

2009

The Overbrook Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1948	\$111,700,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National & International	National & Latin America
501(c)(3) type	
Private Foundation-100%	

Mission

The Overbrook Foundation strives to improve the lives of people by supporting projects that protect human and civil rights, advance the self-sufficiency and well being of individuals and their communities, and conserve the natural environment.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Human Rights Program** The Foundation's Human Rights Program joins together the Foundation's commitment to international and domestic human rights by supporting human rights work inside and outside of the US. It recognizes that all the work the Foundation has traditionally supported is joined together by a commitment to the civil, political, economic, cultural and social values expressed in the Universal Declaration of Human Rights. The program investigates and looks to support human rights activism of smaller human rights organizations where activists are at particular risk both domestically and globally (e.g., environmental activists, journalists, union organizers, whistle blowers) and continues its support of major human rights organizations (domestic and global) who are core providers and, to the extent possible and appropriate, links them to smaller groups. The Foundation also works to link together its focus on reproductive rights, LGBT rights, reproductive health, HIV, trafficking of people and other issues of sexuality. In doing so, it seeks to advance support for gender rights and to eliminate discrimination and marginalization based on gender.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Equal access to government-assured benefits under the law.
2. Support for the advancement of civil marriage.
3. Assuring the safety of LGBT youth.

Key Grantmaking Guidelines (condensed)

The Overbrook Foundation funds organizations and projects in 2 areas: Human Rights and the Environment. The Foundation's approach to grantmaking recognizes that we live in a rapidly changing world where a great percentage of the population lacks the most basic rights and resources. The Foundation's major program areas are constant, but specific issues within them may change according to the social and political climate.

In both program areas, the Foundation supports projects domestically and internationally (with a particular focus in Latin America and South Africa). Generally speaking, the Foundation's domestic programs target support for policy development, advocacy, coalition building, research, legal and other strategies likely to impact large classes of people or shape issues important to the Foundation's mission. In its international funding, the Foundation also supports organizations providing direct services to clients.

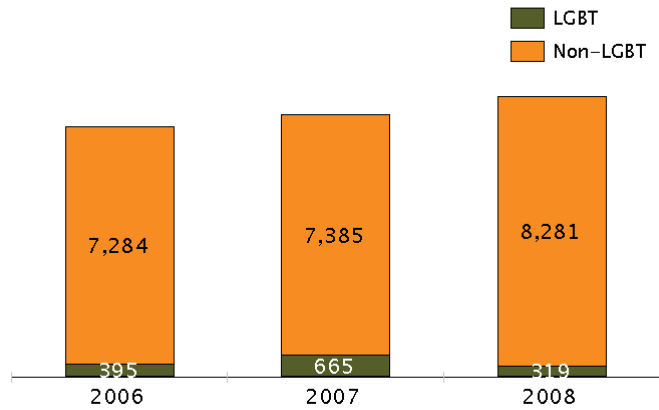
As of January 2009, The Overbrook Foundation is no longer accepting unsolicited requests for new project or operating support from organizations not currently funded by the Foundation.

The Board of Directors meets three times annually to review proposals and grant applications are accepted throughout the year.

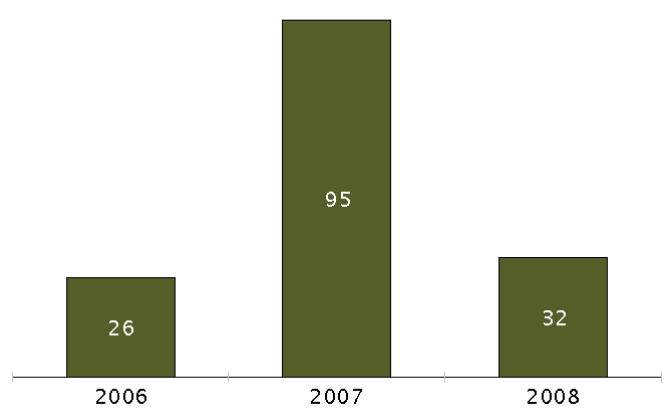
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

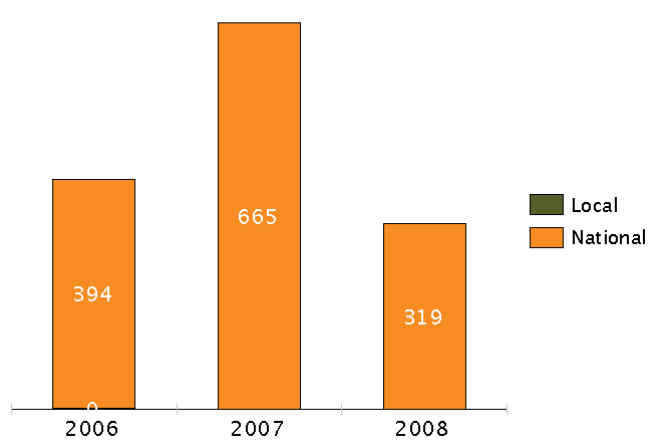
LGBT vs. Other Grants (\$000)



Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

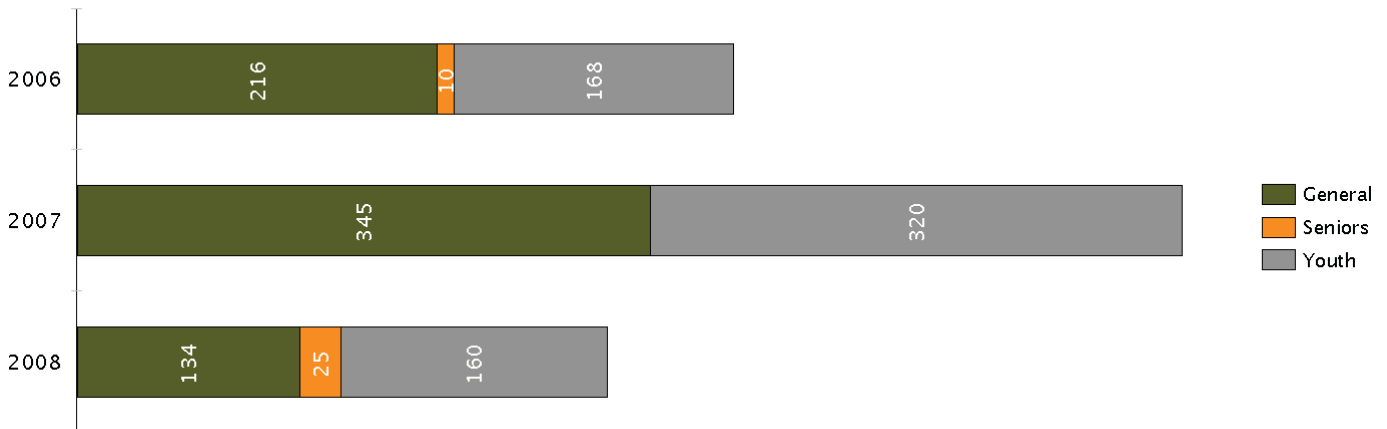


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

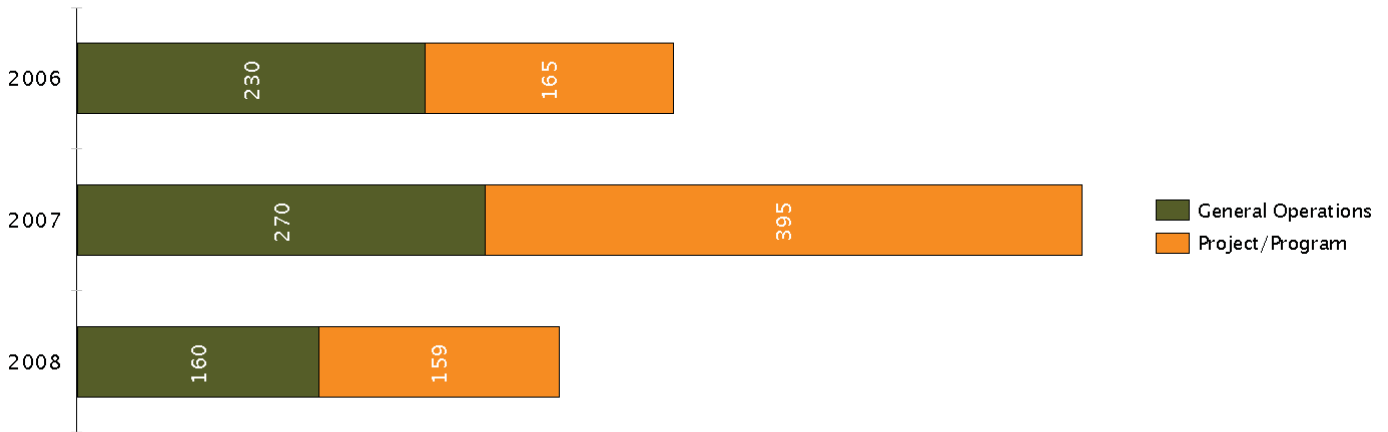


2009

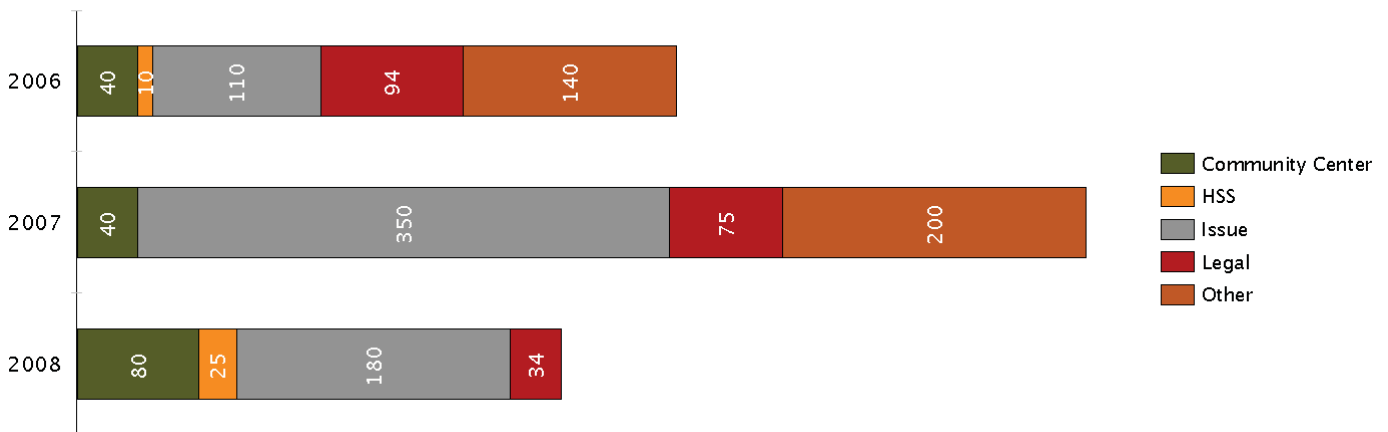
The Overbrook Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

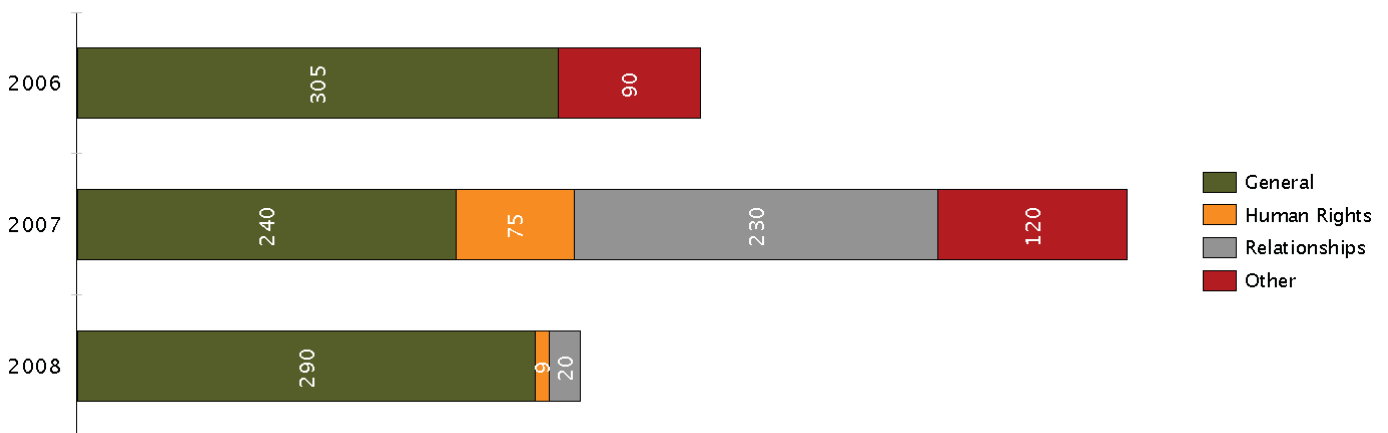
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

The Overbrook Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
0.1	100%	0%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 8/1/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
The Overbrook Foundation 122 E. 42nd St., Suite 2500 New York, NY 10168 212-661-8710 www.overbrook.org	None	The Overbrook Foundation - 501(c)(3)	Stephen Foster President & CEO sfoster@overbrook.org

Funder's Notes and Advisories

For additional information, please contact The Overbrook Foundation, or visit our website at www.overbrook.org.

As of January 2009, The Overbrook Foundation is no longer accepting unsolicited requests for new project or operating support from organizations not currently funded by the Foundation.

2009

The Paul Rapoport Foundation
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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1987	\$10,436,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
National	New York Metro
<i>501(c)(3) type</i>	
Private Foundation - 100%	

Mission

The Paul Rapoport Foundation envisions a world free of discrimination toward any group or individual. In this context, the Foundation's mission is the achievement of full equality for the LGBT community, in all of its diversity, including men who have sex with men, and women who have sex with women, and people questioning their sexual identity.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- The Foundation's primary focus is the support of organizations that provide social services, advocacy and community empowerment to and for the LGBT community in NYC. HIV/AIDS remains a strong area of interest but only as it specifically intersects with the LGBT community.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

The Foundation will bring its grantmaking operations to a close as of June 30, 2014 and cease operations entirely by June 30, 2015.

The Foundation will seek to maximize its impact over the next five years by dramatically increasing its funding levels in the near-term and spending-out by 2015.

The Foundation is currently undertaking a strategic planning process and will be developing a set of guidelines for this new and final grantmaking strategy, which should be released at the end of the year.

The Foundation's focus is expected to remain on providing support for some of the hardest-to-reach, most at-risk and most marginalized queer populations in the NYC area.

Key Grantmaking Guidelines (condensed)

The Foundation will bring its grantmaking operations to a close as of June 30, 2014 and cease operations entirely by June 30, 2015. The final deadline for receipt of proposals using the current guidelines will be October 1, 2009.

The Foundation is currently undertaking a strategic planning process and will be developing a set of guidelines for this new and final grantmaking strategy, which should be released at the end of 2009.

Areas of Interest - The Foundation's primary focus is the support of organizations that provide social services, advocacy and community empowerment to and for the LGBT community in the NYC area. HIV/AIDS remains a strong area of interest but only as it specifically intersects with the LGBT community.

The Foundation is particularly interested in supporting: (1) the most underserved segments of the LGBT community; (2) new and emerging needs and unique work; and, (3) organizational development. We will give priority to organizations, strategies, and types of grants that may not be easily funded elsewhere. We will also give consideration to organizations in transition, faced by changes in leadership, major funding reductions, etc.

The Foundation will also consider funding programs of organizations not focused exclusively on the LGBT community if the number of LGBT clients served by the program is at least 50%. If these organizations wish to request general operating support, the number of LGBT clients they serve agency-wide must be at least 50%.

Types of Support - The Foundation provides money for new projects and new organizations, support to organizations for ongoing

2009**The Paul Rapoport Foundation**
Standard Annual ReportPage 2
10/9/2009

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

programs, and funding for general operations. (The Foundation will not provide general operating support to organizations whose budgets exceed \$5 million. We will, however, consider funding project requests from these organizations if they conform to the requirements as stated in Areas of Interest, above.) The Foundation provides funding for organizational development including technical assistance and matching grants. From time to time, we also consider funding renovations, conferences, and publications.

Limitations or Restrictions - The Foundation does not support major building campaigns, medical research, cultural and artistic activities, endowments, grants or scholarships to individuals, or other foundations. The Foundation does not make grants for purposes of influencing elections or legislation or for any other activity that may jeopardize the Foundation's tax-exempt status. The Foundation funds only nonprofit, charitable organizations as defined by the IRS Code Section 509(a).

Grant Size - Grants range in size from \$15,000 to \$50,000. In special circumstances, organizations may ask for and receive project grants of less than \$15,000.

Grant Duration - For the remainder of 2009 the Foundation will offer only one-year grants.

Geographic Limits - The Foundation funds primarily within the 5 boroughs of NYC, as well as on Long Island, in Westchester and nearby NJ. We will only fund national organizations when they request funding for programs specific to the NY metropolitan area.

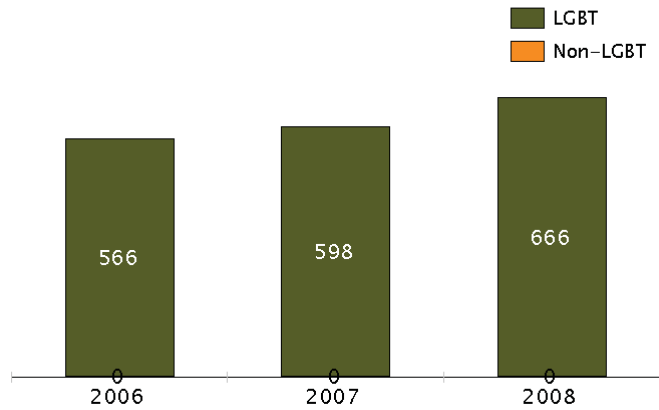
Application and Funding Deadlines - The final deadline for receipt of proposals using the current guidelines will be October 1, 2009. The Foundation is currently undertaking a strategic planning process and will be developing a set of guidelines for this new and final grantmaking strategy, which should be released at the end of 2009. Currently, the board considers grant applications 3 times annually. Deadlines for receipt of applications are the 1st of February for funding in July; the 1st of June for funding in November; and the 1st of October for funding in March, *or, if the 1st falls on a weekend, the previous Friday.*

To Apply - Organizations interested in applying for a grant must first call the Foundation at (212) 888-6578 to speak with a staff member to determine if their organization and/or project fits the Foundation's guidelines. The Foundation also offers a guide to *Characteristics and Practices of an Effective Organization* that sets forth those components and practices that the Foundation deems necessary for strong organizations. The guide was developed to help organizations grow and become more effective in serving their clients and in carrying out their work. The guide may be requested along with the application form.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

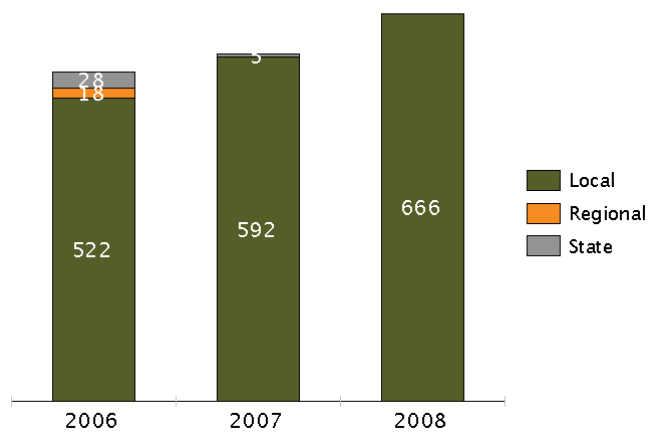
LGBT vs. Other Grants (\$000)



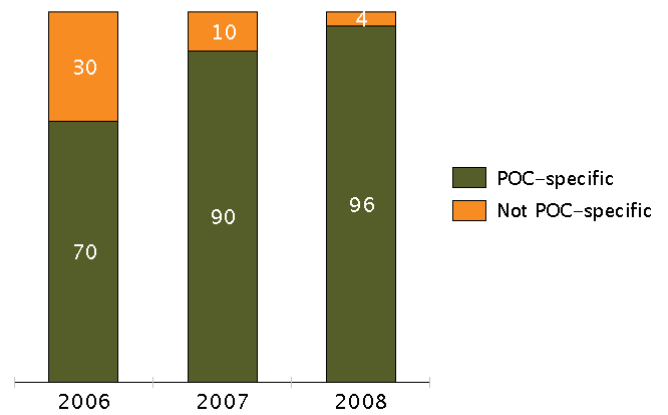
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

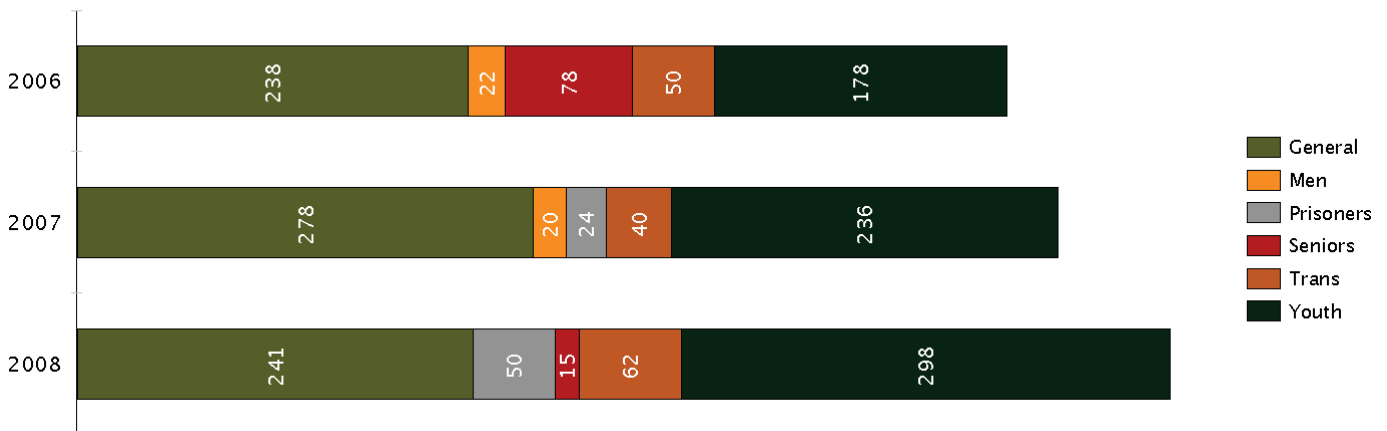


Percent POC-specific Grants



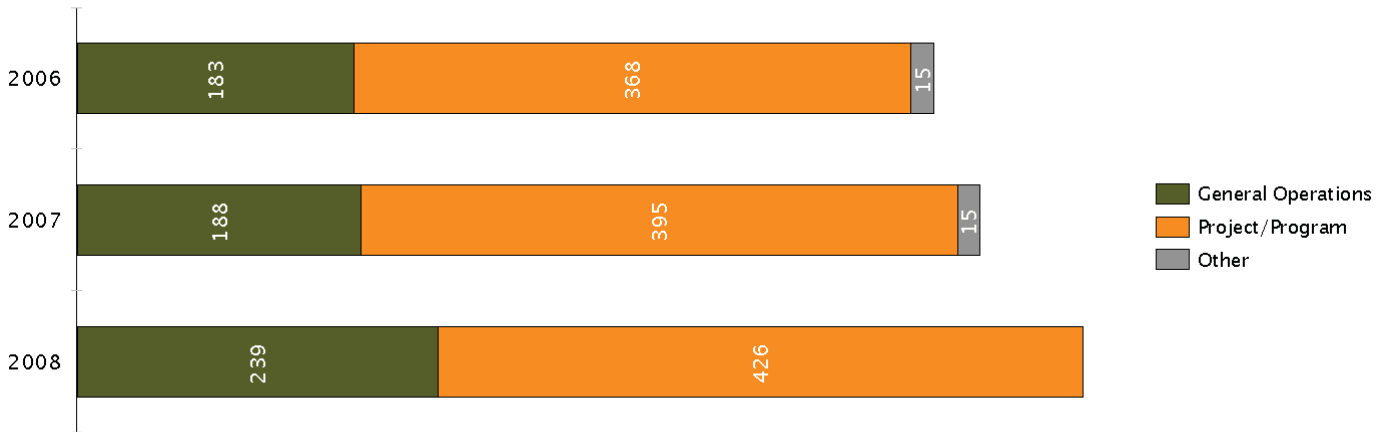
Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

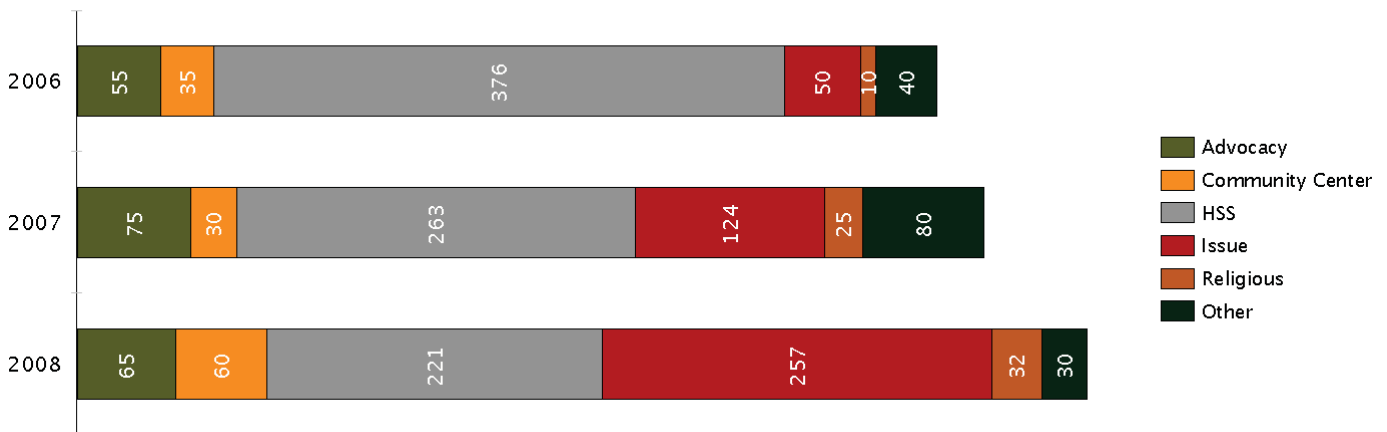


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

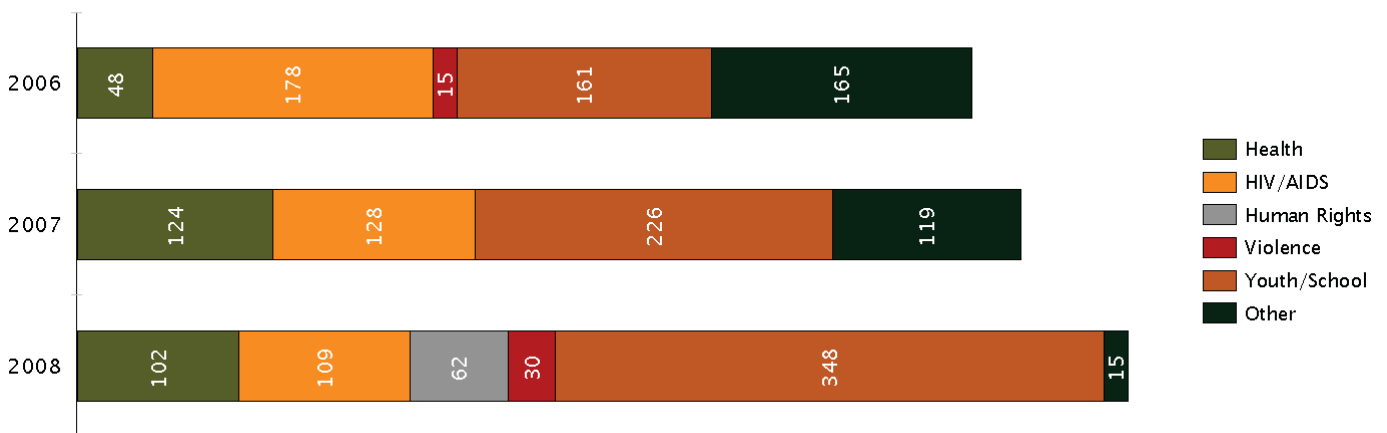
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**The Paul Rapoport Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
2.0	0%	100%	0%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 7/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
The Paul Rapoport Foundation 220 E. 60th St., Suite 3H New York, NY 10022 212-888-6578 www.paulrapoportfoundation.org	None	The Paul Rapoport Foundation, Inc. - 501(c)(3)	Jane D. Schwartz Executive Director Jane.PRF@gmail.com

Funder's Notes and Advisories

The Paul Rapoport Foundation recently announced that it will bring its grantmaking operations to a close as of June 30, 2014 and cease operations entirely by June 30, 2015.

Given the current financial crisis, the Foundation has been searching for a way to balance the needs of the LGTB communities – which are becoming more acute amidst the economic tumult – with its strengths as a funder and its own fiscal situation. After engaging outside consultants to evaluate its past funding and its options for continuing to support the LGTB population in NY, the Foundation's board and staff unanimously agreed to seek to maximize its impact over the next five years by dramatically increasing its funding levels in the near-term and spending out by 2015.

"The current moment provides an extraordinary opportunity for the Paul Rapoport Foundation to rise to the challenges faced by its grantees and sustain our 20+ years of innovative and responsive grantmaking to meet the needs of New York City's LGTB communities," said Kimberleigh J. Smith, President of the Foundation's Board.

The Foundation is currently undertaking a strategic planning process and will be developing a set of guidelines for this new and final grantmaking strategy, which should be released at the end of the year. According to Jane D. Schwartz, the Foundation's Executive Director, "Our focus will remain on providing support for some of the hardest to reach, most at-risk and most marginalized queer populations."

For additional information, please contact The Paul Rapoport Foundation, or visit our website at <http://paulrapoportfoundation.org/>.

2009

**Pride Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1985	\$22,918,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
WA, OR, ID, MT, AK	WA, OR, ID, MT, AK
<i>501(c)(3) type</i>	
Public Foundation-100%	

Mission

Pride Foundation inspires a culture of generosity that connects and strengthens Northwest Organizations, leaders, and students who are creating LGBTQ equality. Pride Foundation envisions a world that honors diversity, fosters mutual respect, and celebrates complete equality.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **General Grants** - Grants are made in AK, ID, MT, OR and WA to 501(c)(3) nonprofit organizations (or nonprofits with a 501(c)(3) fiscal sponsors) in the following categories: Arts and Recreation; Education Advocacy and Outreach; Health and Community Service; HIV/AIDS Service Delivery and Prevention; Lesbian Health; Youth and Family Services.
- **Regional Community Grants** - Regional Community Grants are funded by our Pride Regional Communities (PRCs). Each community raises money in their region and then makes grants through a local volunteer grants committee. The funds that are raised for distribution are matched by the Pride Foundation.
- **Special Grants** - Special Grants are made each year by Pride Foundation based on community need. The Advocacy Fund was created in 2006 to respond to equality issues facing the LGBT community in the Pacific NW.
- **Racial Equity Initiative** - We have partnered with Funders for Lesbian and Gay Issues in order to strengthen the capacity and infrastructure of autonomous LGBT POC organizations, projects and individuals to help actualize their missions, and to develop and support a regional network of LGBT POC leaders. Participating organizations receive capacity-building and operating grants.
- **Queer Youth Initiative** - This is a multi-year capacity-building project to increase sustainability of LGBTQ youth service organizations and strengthen youth leaders based in WA and Portland OR. An anchor grant from the Bill and Melinda Gates Foundation has been received and funds will be matched 1:1 from other philanthropic partners over the course of the project. Participating organizations will receive capacity-building and operating grants.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. Strengthen organizations through grantmaking and technical assistance so they can achieve their missions more effectively. We are currently focusing on rural organizations and LGBT youth-serving organizations.
2. Continue to localize grantmaking by utilizing and engaging local leaders to determine grant priorities and decisions in each geographic community we serve.
3. Respond to community need through special initiatives such as advocacy funds for marriage equality and immigration rights.
4. Work specifically with LGBT POC organizations to strengthen their capacity and provide funding through the Racial Equity Initiative.
5. Further engage donor-advised fund holders to consider more effective and strategic ways to direct their funds.

2009

Pride Foundation
Standard Annual Report

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

General Eligibility Requirements for Funding

An organization must have 501(c)(3) nonprofit tax status or be affiliated with an organization that has 501(c)(3) tax status that will assume fiscal responsibility for all funds received and expended. Grants to individuals cannot be considered.

- Projects or programs must directly benefit the LGBT community, people affected by HIV/AIDS, and/or their friends and families.
- Organizations or projects must operate within 1 or more of the NW states of WA, MT, OR, ID, and AK. *(Please see the alert in the box on the cover page. Separate review processes have been set up for organizations with projects based in certain counties. Check to be certain your project is eligible for this application.)*

What We Fund

Project or Program Support will be considered for projects/programs that target LGBT people and/or the allied community.

General Operating Support will be considered for those organizations that target services to LGBT people, with an emphasis on small grassroots organizations.

Maximum Grant Award: \$10,000

Other Information You Should Know

Pride Foundation maintains a commitment to funding:

- In a wide range of programmatic areas including: education, advocacy and outreach; HIV/AIDS education and support; arts and recreation; youth and family services; lesbian health; and, other health and community services.
- A balance of projects among those that serve all segments of our LGBT community. Projects serving communities of color are especially supported.
- In diverse geographic areas in the NW states, both urban and rural.

Pride grants are not meant to convey a commitment to ongoing funding. A grant in 1 year does not make it any more likely that an organization will be funded in the future.

Organizations funded in 1 cycle will not be considered for funding in the next cycle.

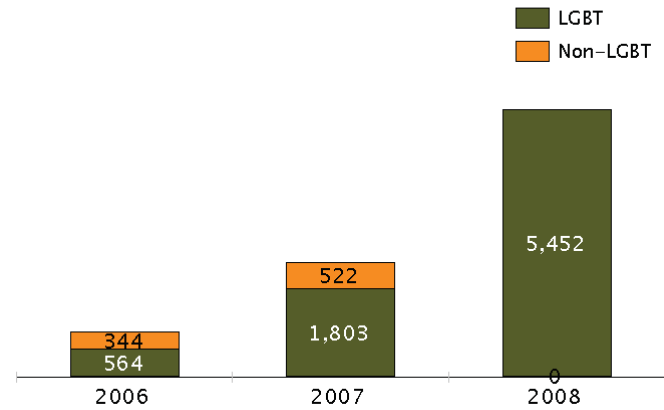
Organizations can apply for only 1 grant and **1 project** per cycle.

Organizations that are selected for funding must submit a written follow-up report.

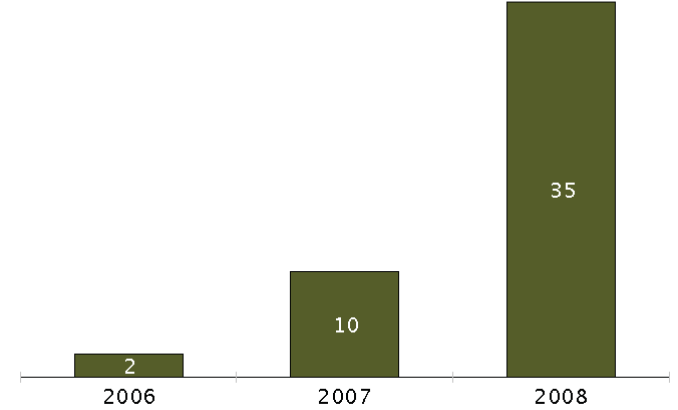
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

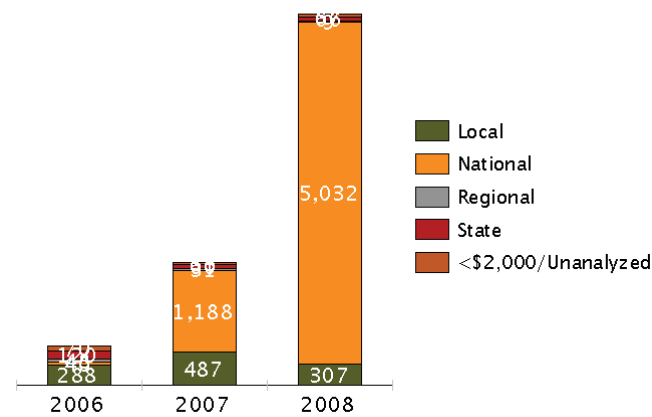
LGBT vs. Other Grants (\$000)



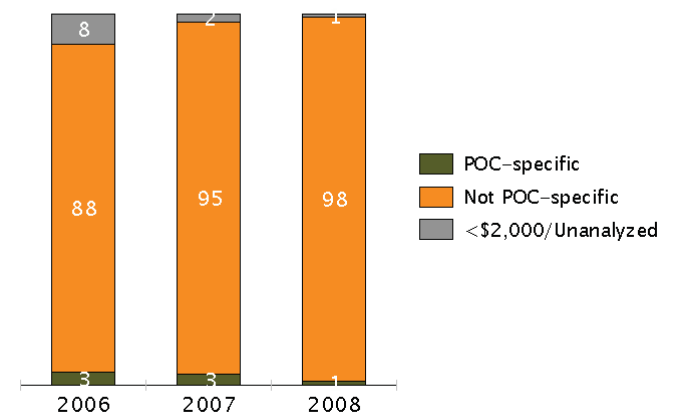
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)



Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

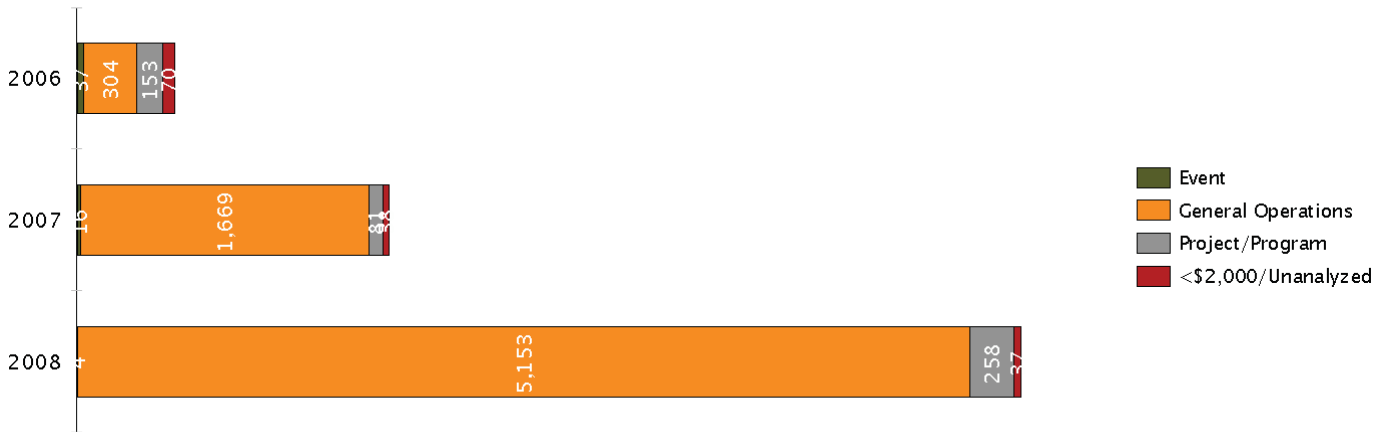


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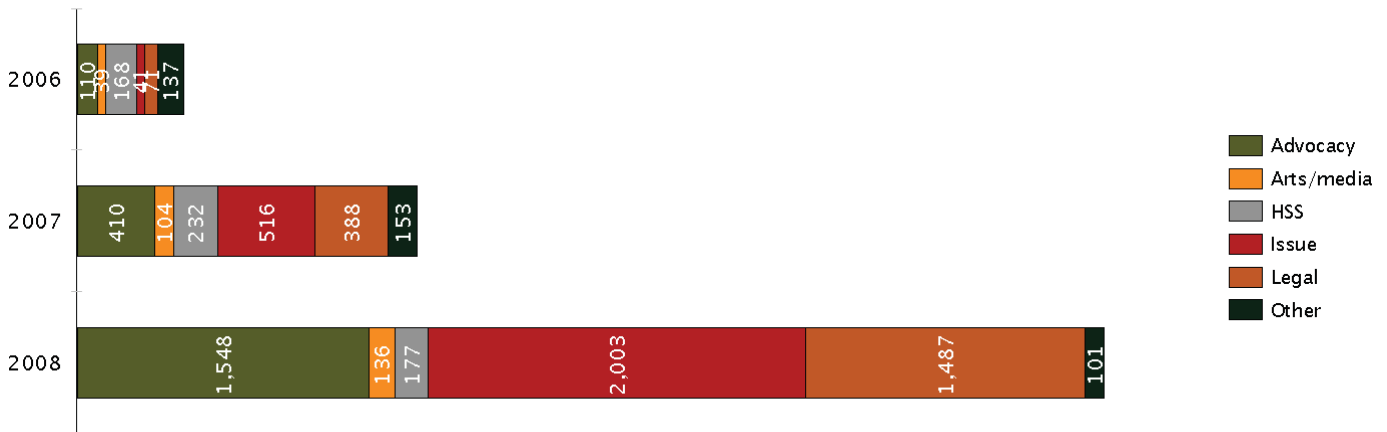
**Pride Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

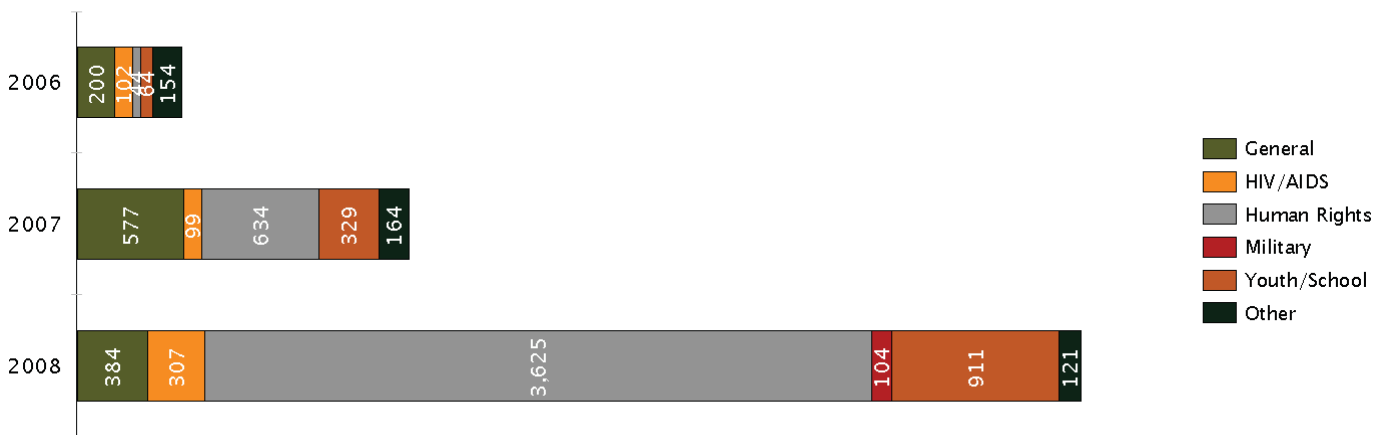
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

**Pride Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.5	93%	7%	13%			
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
73%	7%	13%	7%	0%	0%	

Note: Staff data as of 3/31/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Pride Foundation 1122 E. Pike St., #1001 Seattle, WA 98122 206-323-3318 www.pridefoundation.org	None	Pride Foundation - 501(c)(3)	Jeffrey Hedgepeth Grants Director jeffrey@pridefoundation.org

Funder's Notes and Advisories

- Average LGBT Grant Size** - The increased average grant amount in FY2005 was primarily due to a large bequest that we received, a portion of which was re-granted to an LGBT HIV/AIDS organization. The lower number in FY2006 reflects increased donor advised giving and increased gifts to rural grassroots organizations which are typically smaller grants.
- Percent POC-specific Grants** - The percent of grant funding to POC groups is underreported in the graph on page 2 for two reasons: 1) We support a significant number of non-LGBT POC groups that are not represented here; and, 2) many of our LGBT POC groups, receive smaller grants and so are reported in the "<\$2,000/Unanalyzed" category rather than in the "POC-specific" category. Although the percentage decreased in FY2007, the actual number of grants to POC organizations increased in FY2007.
- Endowment** - In FY2007, Pride Foundation received \$65 million from an estate: \$3 million for scholarship endowment; \$16 million for unrestricted endowment; and, \$45 million to be spent down over eight years to 10 organizations that were pre-selected in the will.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1990	\$623,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
New York Metro	New York Metro
<i>501(c)(3) type</i>	
Community Foundation - 100%	

Mission

Our mission is to promote the well-being of LGBT individuals and strengthen the LGBT community. We do this by increasing resources, targeting them strategically to areas of greatest need, and serving as a catalyst and clearinghouse for ideas and solutions.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Racial Equity Initiative** - Builds the organizational capacity and leadership of autonomous LGBTQ people of color organizations and projects in NYC.
- **Organizational Sustainability** - General support grants to new and emerging organizations serving unmet or underfunded needs of the LGBT community through community organizing, advocacy, social services, physical and mental healthcare, education and prevention, and arts, culture and the media.
- **The Stonewall Institute** - Provides grant opportunities to projects and organizations that offer technical assistance, skills building and resource development opportunities for board members, key staff and volunteers of community-based organizations in NYC.
- **Stonewall Quarter Share** - A younger donor giving collaborative. Members donate monthly and make an annual grant award to address a community need/issue determined by the group.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. To expand the Stonewall Institute, an operating program of the Foundation. Goals for the institute include providing meaningful opportunities for LGBT groups to build relationships, share resources and information, and to explore the potential for collaboration on critical issues.

Key strategies include:

 - Skills building workshops to strengthen core competencies
 - Networking opportunities to build relationships, share information, fresh ideas and novel approaches
 - Discussion forums to analyze critical issues and surface common concerns
2. To leverage additional support for the Racial Equity Initiative
 - *Grantmaking* - to offer an additional cycle of multi-year grants to autonomous LGBT POC organizations
 - *Capacity Building* - to create opportunities for high quality, assessment-based training, technical assistance and networking for both grantees and the wider network of LGBT POC organizations
 - *Documentation* - to continue tracking key outcomes and, observations and opportunities throughout the institute to inform Stonewall's program development
3. To create and provide support to at least three collaborative giving circles to promote donor engagement and increased personal philanthropy
4. To undertake an assessment of current grantmaking activities and to engage in a new five year strategic planning process

2009

Stonewall Community Foundation
Standard Annual Report

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Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Key Grantmaking Guidelines (condensed)

NYC community-based not-for-profit organizations, projects and programs whose missions are of benefit to the LGBT communities in the areas of community organizing, advocacy, social services, physical and mental healthcare, education and prevention, and arts, culture and the media. Organizations must be established as a 501(c)(3) corporation or have a suitable fiscal agent.

Stonewall gives preference to innovative projects by organizations responding to unmet needs in the LGBT communities. We also fund programs and projects of proven value to the community.

- We typically issue an annual Request for Proposals (RFP), for which the first step is to submit a Letter of Inquiry (LOI). Details on what to address in the LOI are included in the RFP
- Awards are one-year general support grants, eligible for renewal for two additional years, paired with an annual stipend for technical assistance through an approved third-party provider

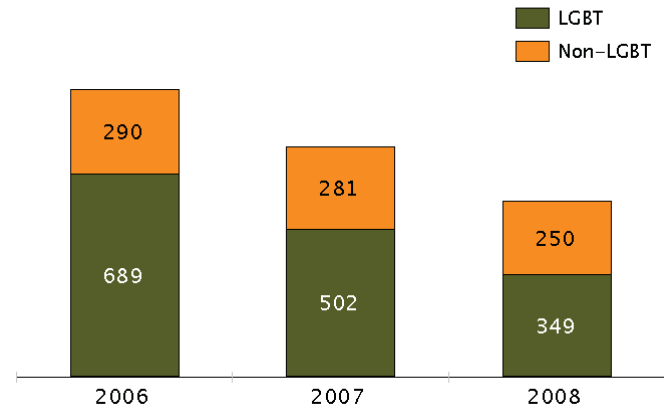
The following groups have been given funding priority:

- Adolescents and young adults
- Seniors
- People of color
- Individuals living in the outer boroughs

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. only)

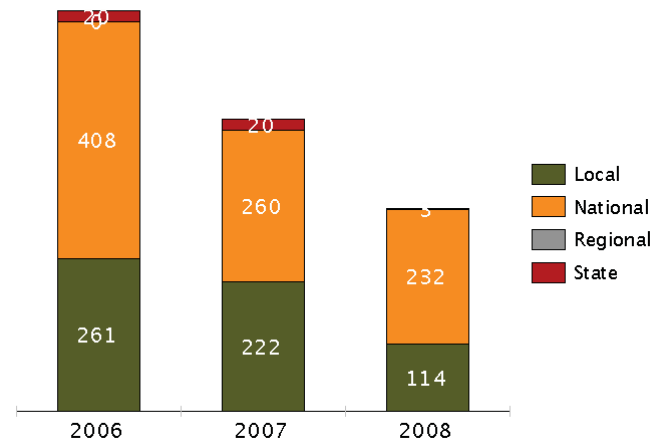
LGBT vs. Other Grants (\$000)



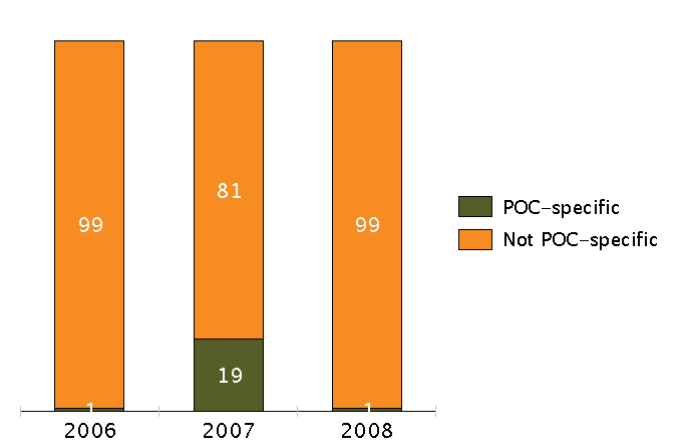
Average LGBT Grant Size (\$000)



LGBT Grants by Geographic Scope (\$000)

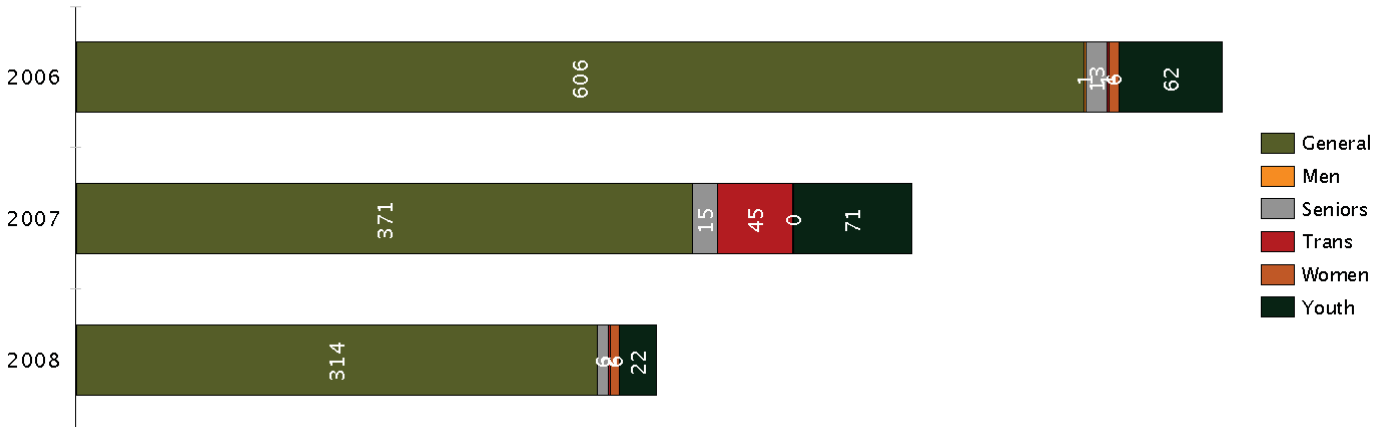


Percent POC-specific Grants



Grantmaking Patterns (U.S. only)

U.S. LGBT Grants by Population Served (\$000)

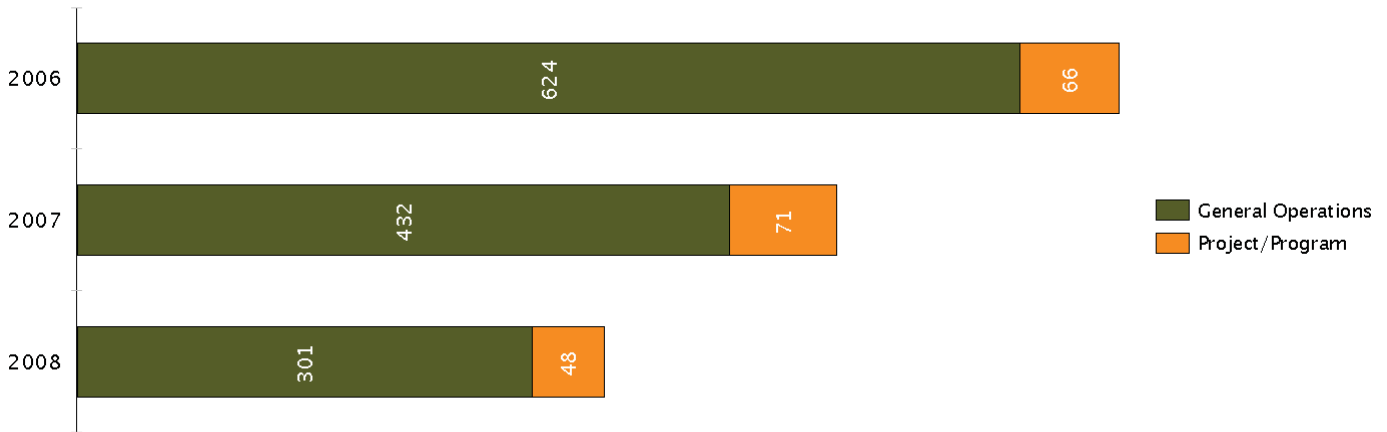


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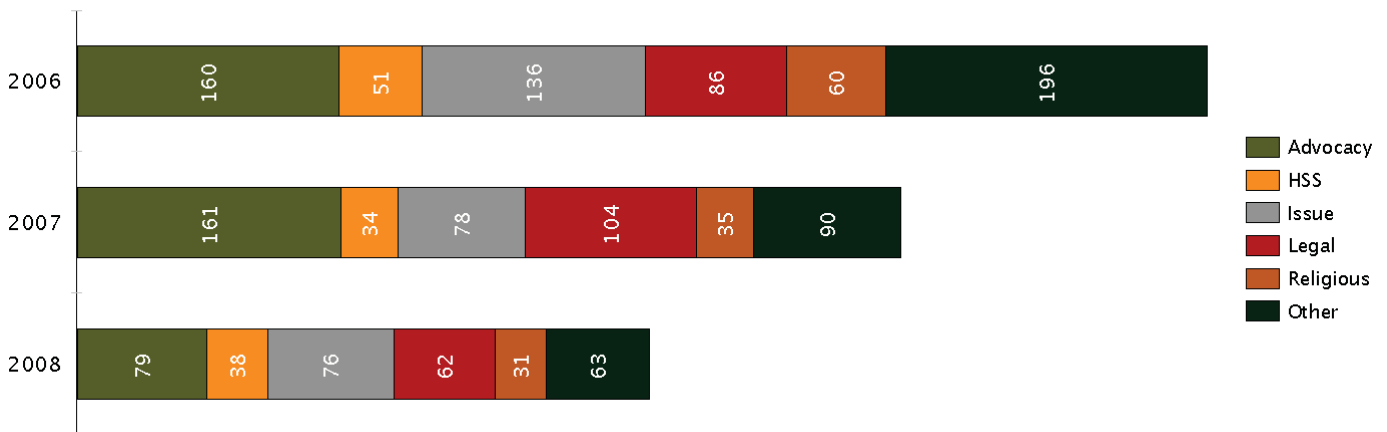
Stonewall Community Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

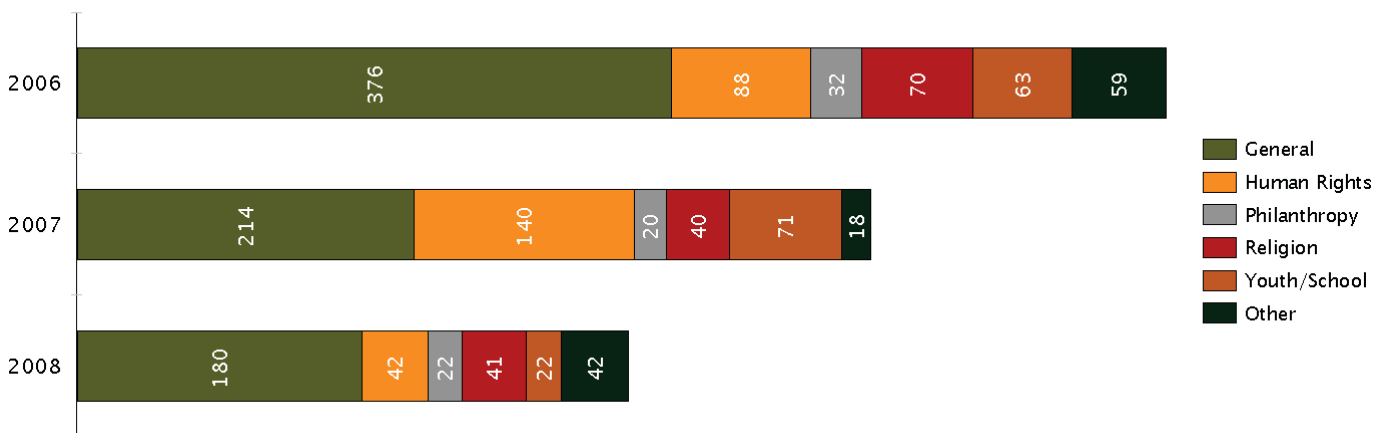
U.S. LGBT Grants by Support Type (\$000)



U.S. LGBT Grants by Recipient Type (\$000)



U.S. LGBT Grants by Issue Area (\$000)



2009

Stonewall Community Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>			
1.0	100%	0%	0%			
<i>African American/ Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>	
0%	0%	100%	0%	0%	0%	

Note: Staff data as of 8/1/09.

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Stonewall Community Foundation 119 W. 24th St., 7th Floor New York, NY 10011 212-367-1155 www.stonewallfoundation.org	None	Stonewall Community Fund - 501(c)3	William Mattle Executive Director bill.mattle@stonewallfoundation.org

Funder's Notes and Advisories

For additional information, please contact the Stonewall Community Foundation or visit our website at www.stonewallfoundation.org.

2009

Tides Foundation
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports on major funders to the LGBT movement provide a brief profile of each funder's LGBT-relevant grantmaking programs, including program priorities, guidelines, and grantmaking patterns. Please contact the funder for more specific information and guidance.

Snapshot

<i>Founded</i>	<i>Endowment</i>
1976	\$154,917,000
-- Geography --	
<i>Reach</i>	<i>Focus</i>
International	National
501(c)(3) type	
Public Charity-100%	

Mission

Tides Foundation partners with donors to increase and organize resources for positive social change. We actively promote movement toward a more just society founded on principles of social justice, broadly shared economic opportunity, a robust democratic process and sustainable environmental practices.

LGBT-relevant Grantmaking Programs

Grantmaking Program Descriptions (LGBT-relevant only)

- **Donor Advised Funds** - Additional LGBT funds are given through individual donor advised funds with no formal guidelines for their grantmaking.

Key Planned Five-year Accomplishments (FY2009-2013) Across LGBT Grantmaking Programs

1. To support affirmative efforts to achieve elements of lesbian, gay, bisexual and transgender (LGBT) equality at a state or local level.
2. To identify and support organizations providing model services and advocacy on behalf of queer youth no longer living with their biological families.
3. To further expand the network of organizations providing services on behalf of out-of-home queer youth by supporting the replication of trainings, model standards of care, and successful advocacy strategies.

In addition, since 2000, Tides has worked with the Colin Higgins Foundation to administer the Colin Higgins Youth Courage Awards. The Youth Courage Awards are made annually to individual LGBTQ youth who have demonstrated bravery in the face of discrimination and bigotry based on gender and/or sexual orientation while working to create safe spaces for fellow queer youth.

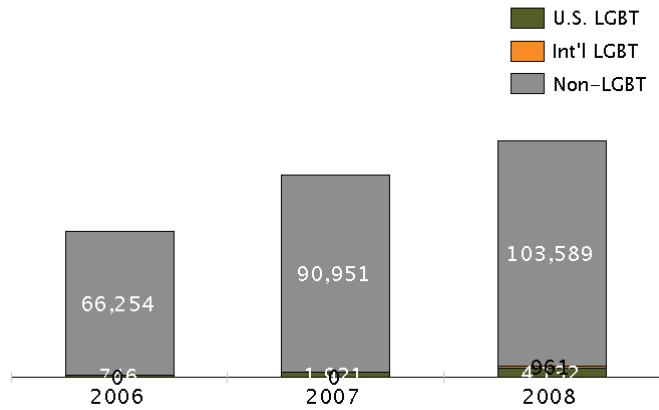
Key Grantmaking Guidelines (condensed)

Tides Foundation is a public charity offering individuals and institutions a vehicle for their philanthropy. We partner with individual and institutional donors through donor advised funds. Our fund advisors direct their own grantmaking and most do not accept unsolicited letters of inquiry, proposals or applications for funding. We may post open requests for proposals (RFPs) and/or calls for letters of inquiry (LOIs) related to a specific funding initiative or donor advised fund. For a list of current RFPs and LOIs, please visit our website.

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Grantmaking Patterns (U.S. and International)

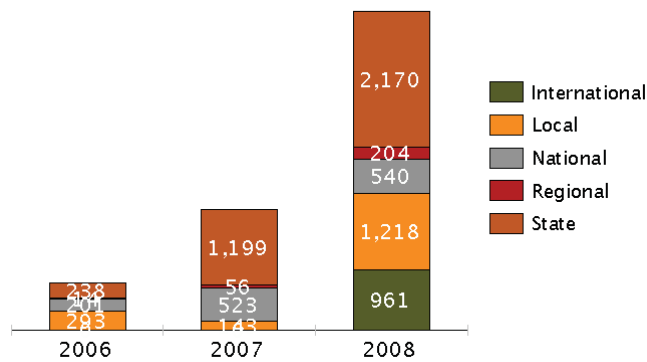
LGBT vs. Other Grants
(\$000; US and Int'l)



Average LGBT Grant Size
(\$000; US and Int'l)



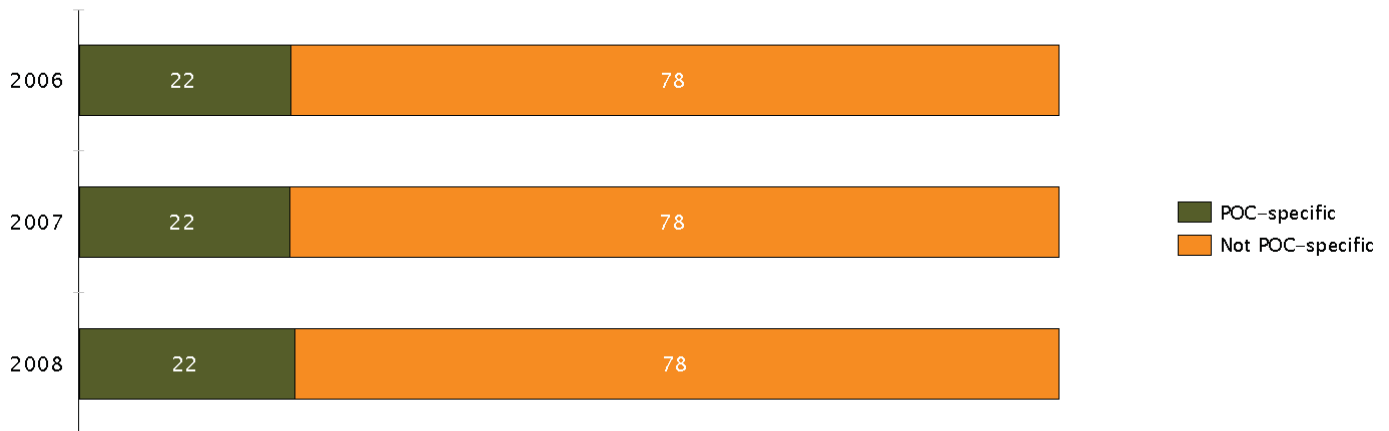
LGBT Grants by Geographic Scope
(\$000; US and Int'l)



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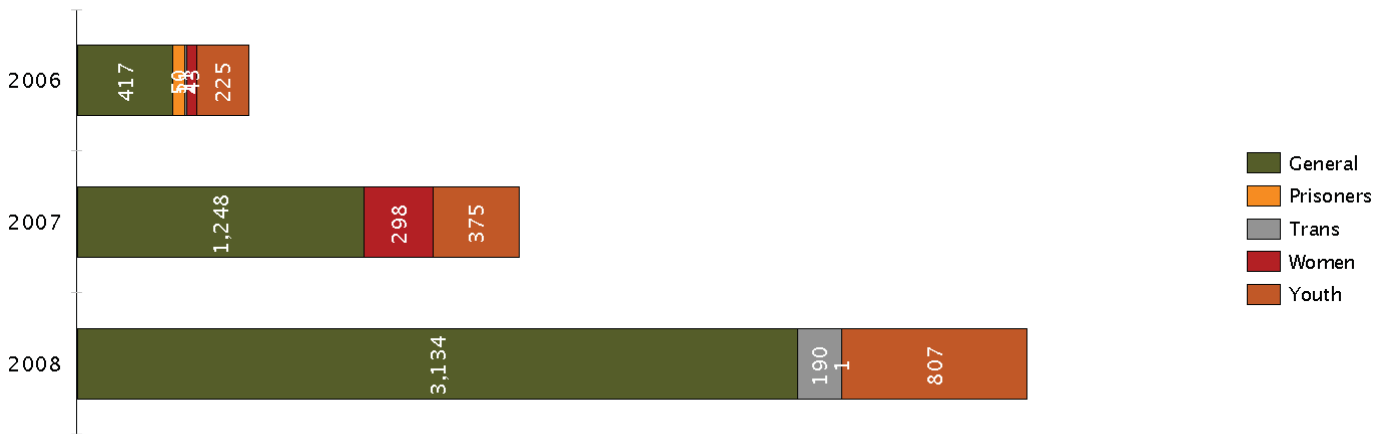
Grantmaking Patterns (U.S. only)

U.S. Percent POC-specific Grants

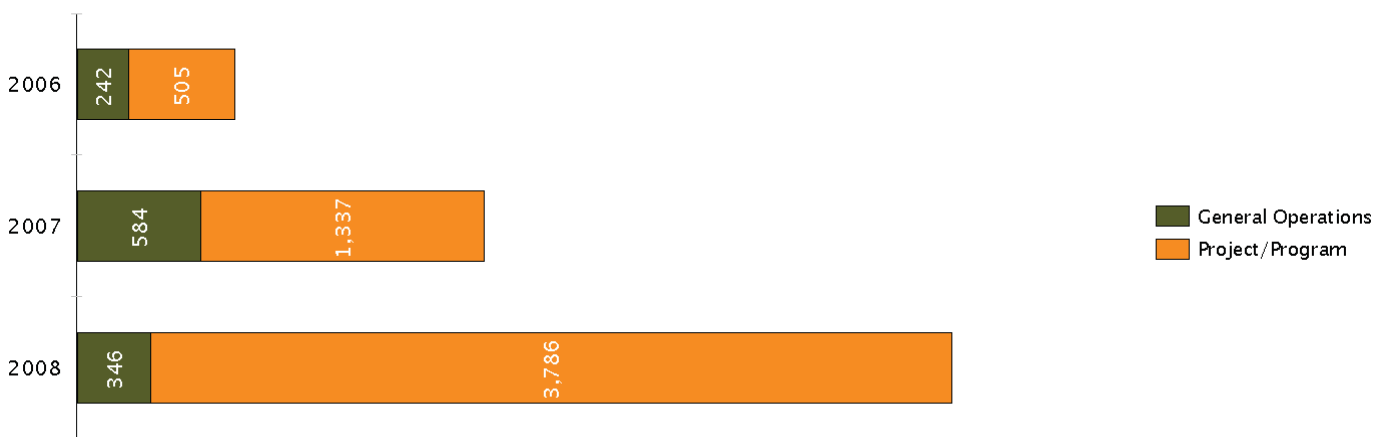


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

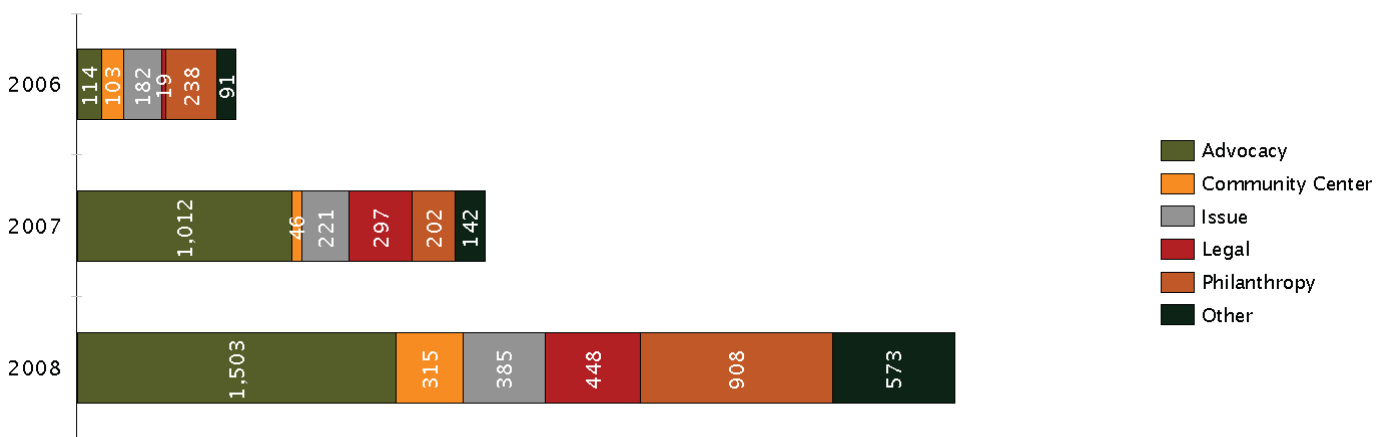
U.S. LGBT Grants by Population Served (\$000)



U.S. LGBT Grants by Support Type (\$000)

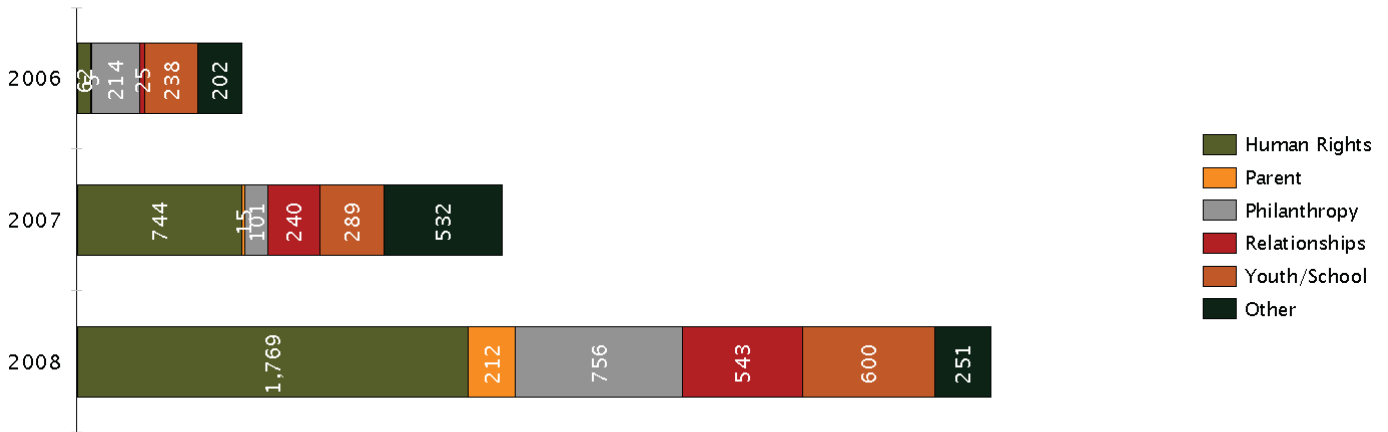


U.S. LGBT Grants by Recipient Type (\$000)



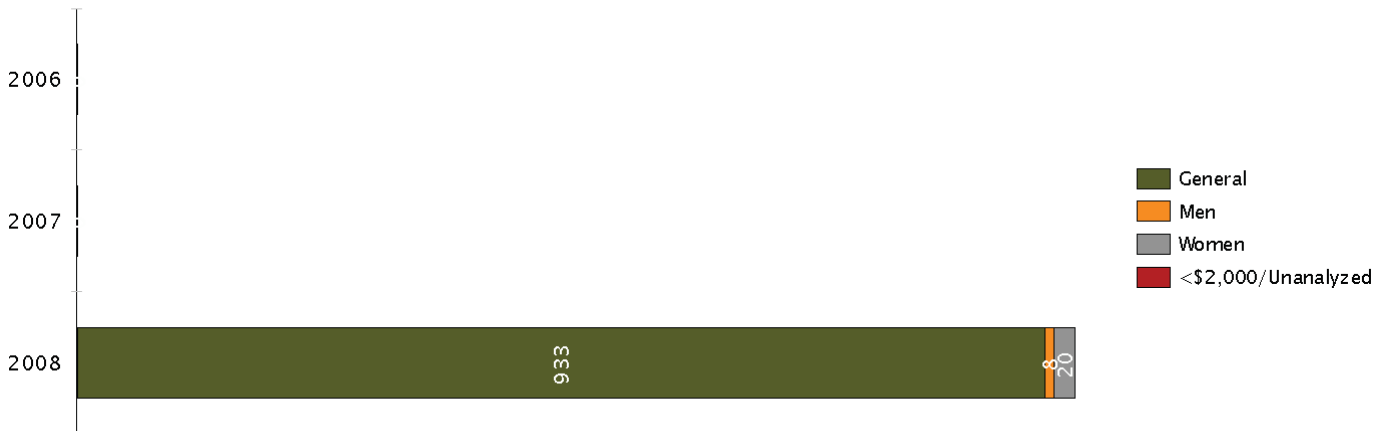
Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

U.S. LGBT Grants by Issue Area (\$000)

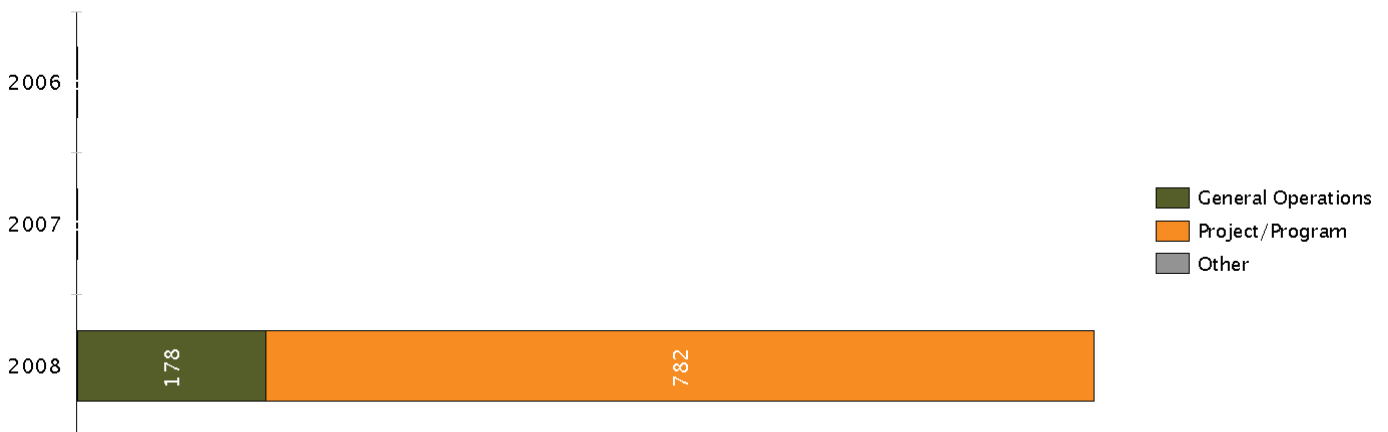


Grantmaking Patterns (International only)

Int'l LGBT Grants by Population Served (\$000)



Int'l LGBT Grants by Support Type (\$000)

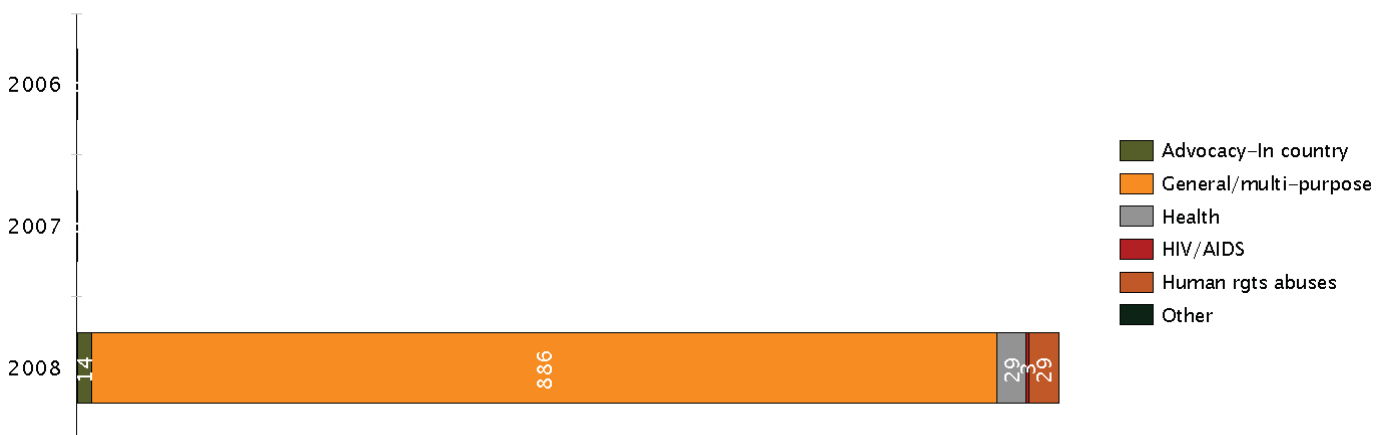


Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

Int'l LGBT Grants by Recipient Type (\$000)



Int'l LGBT Grants by Work Area (\$000)



Int'l LGBT Grants by Region (\$000)



2009

**Tides Foundation
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

LGBT-relevant Grantmaking Staff (FTE)

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>		
N/A	N/A	N/A	N/A		
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>
N/A	N/A	N/A	N/A	N/A	N/A

Locations & Contact

<i>Location</i>	<i>Additional Locations</i>	<i>Legal Names</i>	<i>Contact</i>
Tides Foundation PO Box 29903 San Francisco, CA 94129-0903 415-561-6400 www.tidesfoundation.org	None	Tides Foundation - 501(c)(3)	www.tidesfoundation.org

Funder's Notes and Advisories

Grantmaking Patterns - Please note that total grants awarded to U.S. LGBT organizations/issues as presented in the LGBT vs. Other Grants graph on page 2 were: \$746,423 (FY2006); \$1,920,942 (FY2007); and \$4,131,807. International LGBT grant awards were \$960,879 (FY2008).

Please see accompanying 2009 LGBT Movement Financial and Operating Overview as well

Sources and Scope of Data

All data is self-reported for the funder's own fiscal year; MAP did not convert data into a standard 12-calendar-month period. Grant data was collected on an "accrual" rather than "cash" basis; the entire amount of a grant appears in the year of award, rather than by year paid out.

SAR includes as "LGBT grants" only those that fully or largely serve LGBT constituencies. Grants for, e.g., HIV/AIDS work for non-LGBT populations are considered "non-LGBT," as are grants made by "Gay & Lesbian Funds" to non-LGBT organizations and services.

MAP asked funders to identify for each LGBT grant issued in FY2006, FY2007 and FY2008: recipient, award date, term (in months), dollar amount, type of support, and a brief description.

MAP then coded the grants according to our categorization scheme that, to the best of our ability, both comprehensively and succinctly represents the types of grant recipients, issues addressed, populations served (within LGBT people overall), and geographic scope. MAP coded each grant based on both the funder's grant description and the recipient's website; we asked funders to review/edit our work. **Please note that classifying nearly 4,300 grants by 21 funders is more art than science.** There are some overlaps and gray areas among categories; we used our best judgment.

Definitions of the classifications we used for each grant characteristic appear below, first for domestic US grants and then for international grants.

Domestic US Grant Typologies

Grant Recipient Types

- **Advocacy** – group advocates on range of issues with a range of tactics
- **Arts/media** – arts & cultural organizations and media outlets
- **Business/professional** – business, occupational, and professional associations and labor unions
- **Community Center** – community centers, campus LGBT centers, and women- and youth-oriented centers
- **Health & Social Services** – groups that provide health, housing, wellness, social, and/or support group services
- **Issue** – group works predominantly on one specific issue
- **Legal** – group predominantly uses legal tactics and provides legal services
- **Philanthropic** – community foundation or philanthropic affinity or services organization
- **Religious** – religious denominations and faith-oriented groups
- **Research & Education** – universities, seminaries, and think tanks
- **Training/Capacity-building** – groups that provide training and infrastructure development services
- **Other** – none of the above (includes individual artists and scholarship recipients)

Geographic Scope

- **Local** – organization serves only a city/region within a state, or grant is specified to serve only that scope
- **State** – organization or grant covers a whole state
- **Regional** – organization or grant serves multiple states but is not national
- **National** – organization or grant covers entire U.S. or findings are intended to apply across the U.S.

Issue Areas

- **Health** –includes physical and mental health, well-being, and "quality of life"; excludes HIV/AIDS
- **HIV/AIDS** – HIV/AIDS services and prevention
- **Human Rights** – general category that includes fighting racism, classism, ageism, and economic injustice
- **Leadership Development**
- **Relationships** – marriage and other relationship recognition
- **Military**
- **Parent** – parenting and adoption
- **Philanthropy** – examining or improving philanthropic practices
- **Religion**
- **Violence** – includes bullying, harassment, and domestic violence
- **Youth/schools** – includes youth psychosocial development
- **General** – multiple issues, other, or unknown

People of Color (POC)-Specific

- **Yes** – grant description highlights that grant serves any POC group or groups (e.g., African American, Latino/a, Hispanic, Asian/Pacific Islander); does not mean grant serves only POC
- **No** – grant description does not mention any POC group

Please see accompanying 2009 LGBT Movement Financial and Operating Overview as well

Domestic US Grant Typologies, Continued

Population Served

- **Men** – gay, bi, or trans males
- **Women** – lesbian, bi, or trans females
- **Trans** – trans and/or gender nonconforming persons
- **Seniors** – elderly LGBT people
- **Prisoners** – incarcerated or recently released LGBT people
- **Youth** – Children/youth, both LGBT and of LGBT parents
- **General** – no, or multiple, sub-population specified

Support Type

- **General Operating Support** – general operating support specified or no description given
- **Project/Program** – grant earmarked for a specific project or program (includes grants to increase fundraising capacity)
- **Capital/Endowment** – grant earmarked for a capital building project or endowment
- **Event** – grant associated with a conference, periodic award, or fundraising event

International Grant Typologies

Grant Recipient Types

See Domestic US Grant Typologies above.

Population served

See Domestic US Grant Typologies above (though seniors and prisoners not applicable to international grants coded to date).

Support Types

See Domestic US Grant Typologies above.

Regions Served by Grant

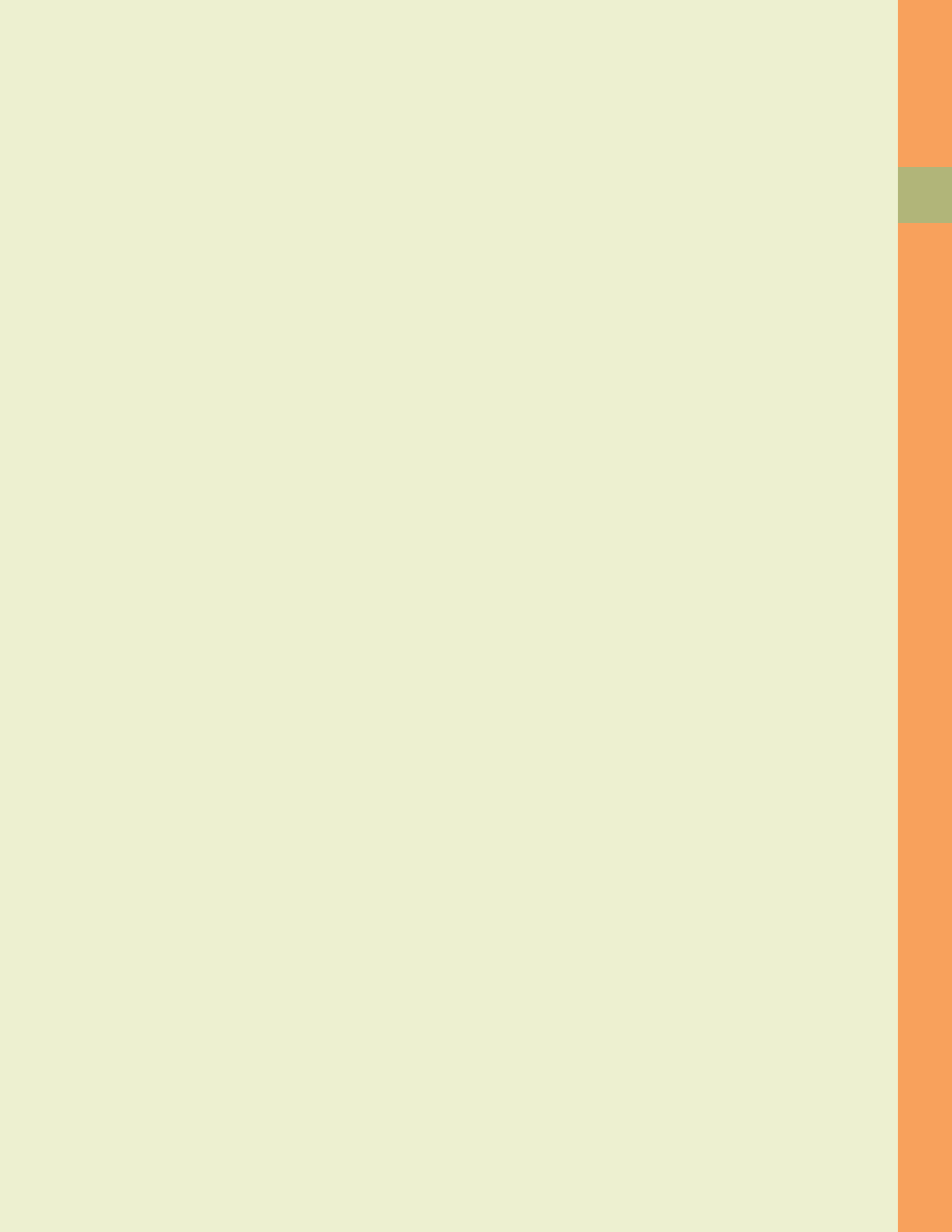
- **Africa** – continent of Africa, except Middle East
- **Asia** – continent of Asia, except Middle East
- **Middle East** – Middle Eastern countries
- **Australia/New Zealand/Pacific Islands**
- **North America** – only **Canada**
- **Europe** – European countries (east and west)
- **Latin America/Caribbean** – includes Central and South America
- **No single region** – grant is for multiple regions, or not applicable

Grantee's Home Base

- **In-region** – indigenous organization based in the region served
- **U.S.-based** – US-based organization serving the region
- **Europe-based** – organization based in Europe serving the region
- **Other** – organization based elsewhere or no region designated

Work Areas

- **Advocacy (Int'l/UN)** – advocate in UN or other international body/commission (e.g., UN General Assembly, UN Human Rights Council)
- **Advocacy (Regional)** – advocate in regional multi-country body (e.g., African Union, Organization of American States)
- **Advocacy (In country)** – conduct advocacy within a single country
- **Human Rights Abuses** – document or respond to (e.g., protest) human rights abuses
- **Legal** – legal representation or services
- **Health** – includes mental health, well-being, and "quality of life;" excludes HIV/AIDS
- **HIV/AIDS** – prevention or treatment services
- **Capacity Building** – organizational/leadership development or technical assistance
- **General/multi-purpose** – multiple issues above, other, or unknown





movement advancement project ▶

2215 Market St. • Denver, CO 80205
Fax: 303-292-2155 • www.lgbtmap.org