

2006

Gill Foundation Annual Report



Stronger Together

ABOUT the Gill Foundation

Our Mission

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

Gill Foundation Goals

The Gill Foundation strives to:

- * cultivate a shared vision and plan for achieving equality for all;
- * expand the ability of lesbian, gay, bisexual, and transgender (LGBT) organizations in the states to provide support and a voice for their constituents;
- * increase support for LGBT equality through more compelling communications to the American people;
- * work cooperatively with other organizations and individuals in order to accelerate the process of change;
- * achieve far-reaching change through large-scale and long-term financial support by engaging LGBT and allied philanthropists;
- * involve more people in working to secure equality for LGBT Americans; and
- * raise public awareness of the contributions gay men and lesbians make to American society.

Gill Foundation Background

Invested in Equality

The Gill Foundation arose out of a battle for equality. A 1992 Colorado ballot initiative denying lesbians and gay men equal protection in the state provoked outrage among fair-minded citizens across Colorado and the nation. One such citizen was Tim Gill, a Coloradan since boyhood, a graduate of Jefferson County's Wheat Ridge High School, and a gay man. Tim was moved to action by the attack on his and other Coloradans' civil rights. As founder of Denver-based software company Quark, Inc., Tim was in a position to invest in efforts to defeat Amendment 2, and contributed \$40,000.

Amendment 2 passed by a narrow margin and was ultimately struck down by the U.S. Supreme Court. Yet the attempt by some Coloradans to deny equal rights to others based on their sexual orientation had a profound effect on Tim. In 1993, he pledged \$1 million to raise awareness in Colorado about the effects of discrimination. In 1994, he established the Gill Foundation to secure equal opportunity for all Americans, regardless of sexual orientation or gender expression.

In just more than ten years of existence, the Gill Foundation has become the nation's largest private foundation focused on lesbian, gay, bisexual, and transgender civil rights. During these years, the foundation has invested more than \$110 million to support programs and nonprofit organizations across the country that share its commitment to equal rights for lesbian, gay, bisexual, and transgender Americans.

Today, the Gill Foundation works to secure equality for lesbian, gay, bisexual, and transgender Americans and strives to involve more people in this effort. It works to enlist and educate donors to provide the effective, large-scale financial support necessary to achieve equality, and joins with like-minded organizations and individuals to put forward a shared vision for doing so. It strives to increase support for equality by improving communications with the American people, and by raising awareness of the contributions made by gay men and lesbians to society. Today, as ever, the Gill Foundation remains invested in equality.

Our Board

David Dechman



Tim Gill



Urvashi Vaid



David Dechman | David retired in 2003 from The Goldman Sachs Group as co-head of Private Wealth Management in the Americas. At the time of his departure, the business earned revenue of more than \$1 billion, managing roughly \$200 billion for wealthy individual investors.

David joined the firm in 1987, and became a partner in 1998. David was the first openly gay partner of Goldman Sachs and the most senior openly gay person on Wall Street at the time.

David is a board member and treasurer of the Gill Foundation. He also serves on the investment committee for the Arcus Foundation. He is a trustee of the Andy Warhol Foundation for the Visual Arts. From 1999-2003, David served as a founding trustee of the Goldman Sachs Foundation, which focuses on high potential youth.

David is a trustee of the Dana Farber Cancer Institute, a

teaching hospital of Harvard Medical School. He serves as a member of the advisory board of Harvard Business School (HBS) Initiative on Social Enterprise, and is chair of the alumni advisory board for the HBS Social Enterprise Student Club. David is also a member of the Photography Committee of the Museum of Modern Art in New York City.

David serves on the advisory board of Indivision India Partners, a Mumbai, India based private equity firm which is focused on the consumer sector in that country.

David earned a BS in Chemical Engineering from Virginia Polytechnic Institute in 1982, and an MBA from Harvard Business School in 1987. His prior work experience was in an oil refinery with Chevron Corporation.

David lives in New York City and recently celebrated his 10th anniversary with his partner, Michel Mercure.

Tim Gill | A successful entrepreneur, Tim Gill is an active philanthropist who cares passionately about many issues. Through both his philanthropy and socially conscious business practices, Tim is setting a powerful example by valuing all people for their unique talents, backgrounds, and skills.

Tim founded the Gill Foundation in 1994 with the mission of securing equal opportunity for all people regardless of sexual orientation or gender expression. Through the Gill Foundation, Tim provides millions of dollars annually to gay and lesbian and HIV/AIDS organizations along with other charitable causes.

Tim has always been an advocate for civil rights. In addition to funding the gay and lesbian movement for equal rights by supporting hundreds of national and state-wide organizations, he is also a strong supporter of social justice organizations and educational institutions. Tim was one of the first major contributors to the Colorado AIDS Project and has long supported local public radio and television through program underwriting.

Through the Gay & Lesbian Fund for Colorado, established by the Gill Foundation, Tim has provided financial support to numerous organizations which serve the general public, such as \$100,000 to the American Red Cross for flood relief in Fort Collins, Colorado, more than \$200,000 to the Colorado Chapter of the American Civil Liberties Union, and nearly \$1 million to the American Red Cross for Hurricane Katrina disaster relief.

As founder and former Chairman and Chief Technology Officer of Quark, Inc., a desktop and internet software company, Tim was recognized as an innovative business leader. Tim founded Quark, Inc. in 1981 with a \$2,000 loan from his parents, and worked to build Quark into a leading developer of page layout software for the graphics market.

Tim is an avid snowboarder, parasailer, and hiker, recently reaching the summit of Mount Kilimanjaro. Tim and his partner Scott Miller live in Denver, Colorado.

Urvashi Vaid | Urvashi Vaid was elected to the board of directors in September 2004. Widely recognized for her work as a gay rights activist and leader, she brings a wealth of knowledge, insight and experience to the foundation's mission and to the lesbian, gay, bisexual, and transgender rights movement.

Urvashi is executive director of the Arcus Foundation, a funder of the LGBT movement and a major international funder of the conservation of Great Apes and their natural habitat. She is an attorney and community organizer who has worked in the LGBT movement for more than two decades. From 2001-2005, Urvashi worked at the Ford Foundation where she served as the deputy director of the Governance and Civil Society Unit of the Peace and Social Justice Program. She worked for many

years with the National Gay and Lesbian Task Force (NGLTF) in different roles, including as media director, executive director and director of the NGLTF Policy Institute. She is also a former staff attorney with the ACLU's National Prison Project and a former columnist for *The Advocate*. She is the author of *Virtual Equality: The Mainstreaming of Gay & Lesbian Liberation* (Anchor, 1996), co-editor of *Creating Change: Public Policy, Sexuality and Civil Rights* (St. Martin's Press, 2000), and has penned numerous articles on gay and lesbian rights.

As a board member, Urvashi is deeply involved in the board's role as an advisor to the foundation, as well as in the development of long-term strategies and objectives.

LETTERS



from Tim Gill

Strategic philanthropy often means asking tough questions, expecting smart answers, and settling for nothing less. Below are a few examples of the many questions—and answers—you'll find inside the Gill Foundation Annual Report.

How did 26 LGBT organizations spend \$108 million?

We found out. Last year the Gill Foundation-supported Movement Advancement Project (MAP) asked that same question when it coordinated 26 LGBT organizations in a pilot project analyzing the ways in which they spent more than \$108 million in combined revenues.

What happens when a Republican and a Democrat collaborate?

You might be surprised. Republican Bill Brownson and Democrat Lynn Greer joined forces in Columbus, Ohio, to create the Legacy Fund to leverage resources for their community's future—roughly \$500,000 so far, with planned gifts exceeding \$5 million.

How many people can you reach when you work together?

Far more than when you work alone. In Wisconsin, organizations in Milwaukee and Madison joined forces to create a unified statewide campaign. By collaborating, the two groups reached more Wisconsin residents than ever before.

How do you fight for marriage equality in the Deep South?

Collaboration makes all the difference. In South Carolina, philanthropist Linda Ketner brought the leaders of every LGBT organization in the state—about 30 people—to a retreat where they strategized together to create a winning statewide organization to fight for marriage equality.

How do you increase recognition at home?

Every dollar counts. The Gay & Lesbian Fund for Colorado highlights the ways in which lesbian and gay people contribute to the broader society, like the fund-supported Pikes Peak Library District's community reading program, which reached 51,000 people.

How do you win at politics?

Good strategizing is bipartisan. The Gill Action Fund is critical to advancing our efforts because it invests in changing the hearts and minds of all citizens—right, left, and in the middle.

Sincerely,

A handwritten signature in blue ink that reads "Tim Gill". The signature is written in a cursive, flowing style.

Tim Gill
Founder and Chairman



from Rodger McFarlane

Across the nation, individuals and organizations are pooling resources to accomplish together what none of them could achieve alone.

Our struggle to ensure full equality for all people will have a much greater chance of success if we are able to join together with our fellow activists for lesbian, gay, bisexual, and transgender civil rights—and with our allies in the broader progressive movement. This year’s annual report highlights a few of the many collaborative efforts that the Gill Foundation is proud to support.

Activists in central Ohio—led by a prominent Democrat and a well-known Republican—have brought together a variety of donors and individuals to launch the Legacy Fund to support work benefiting their community beyond their lifetimes. Their comprehensive needs assessment for the region will ensure that resources flow to areas of the greatest need.

Two organizations in Wisconsin joined forces to launch a unified campaign for equality that laid the groundwork for lasting change and enlisted thousands of new allies.

In South Carolina, visionary funder Linda Ketner has worked with a core of respected gay and lesbian leaders to build the Alliance for Full Acceptance and the South Carolina Equality Coalition that now provide cohesive statewide infrastructure for the important work of advancing equality in the deep south.

On the national scene, organizations are growing more sophisticated and inclusive, thanks in part to the efforts of the Movement Advancement Project to provide professional research and analysis that help donors make more informed decisions. National groups are reaching out to all communities through efforts such as GLAAD’s People of Color initiative that incorporates efforts to include people of African, Hispanic, and Pacific descent in every aspect of its work.

The Gill Foundation’s Gay & Lesbian Fund provides evidence all over Colorado of the contributions gay men and lesbians make to the state. This year we profile the Pikes Peak Library District which finds ways to bring the people of Colorado Springs together each year by reading the same book and participating in a myriad of related programs.

The generosity of Tim Gill and other philanthropists makes such work possible, while the dedication of these organizations and individuals inspires all of us to new levels of collaboration.

Sincerely,

A handwritten signature in blue ink that reads "Rodger McFarlane". The signature is fluid and cursive, with a long, sweeping underline.

Rodger McFarlane
Executive Director

GRANTEE Profiles

Fair Wisconsin Education Fund

Philanthropist, Linda Ketner

Gay & Lesbian Alliance Against Defamation (GLAAD)

The Legacy Fund

Movement Advancement Project

Pikes Peak Library

Fair Wisconsin Education Fund



Rev. Jamie Washam, Deon Young, and Corinne Rosen | Photo Courtesy of Ray Ng

The Rev. Jamie Washam found the response from her fellow clergy extraordinary. Within a month after Fair Wisconsin Education Fund put out a call to faith leaders to join in opposing a ban on marriage and civil unions for gay people, 50 clergy members from Milwaukee alone had signed on.

Jamie, a pastor at Milwaukee's Underwood Memorial Baptist Church, says most were willing to be very public in articulating their views in theological terms. "In the most basic sense, it was a justice issue," she says. "Our God is a God of justice and love—and that was a foundation for many of us in the faith coalition."

Wisconsin's effort to defeat the anti-gay rights marriage amendment failed in November's election. "It was disappointing, but I keep taking hope," Jamie says. "In the words of Dr. King, 'The arc of history is long, but it bends toward justice.' I have no doubt that in another generation or two our children will scratch their heads and wonder why we had this conversation."

Her views are echoed by others who poured years of effort into building Fair Wisconsin as a collaborative effort of two major lesbian, gay, bisexual, and transgender (LGBT) organizations—Action Wisconsin Education Fund and the Milwaukee LGBT Community Center. "We will be stronger because of the work we did, and it increased our capacity in a variety of different ways," says Chris Ott, former executive director of Action Wisconsin Education Fund. Lists of volunteers and donors, identified voters and non-gay supporters—all have expanded greatly. So has the ability of different groups to work together.

"There hadn't been much of an opportunity to collaborate in the past because we focused more on our own areas and had different missions," said Deon Young, a community organizer for the LGBT Community Center. "For the campaign, it made us stronger because we had one message, one staff team, and one funnel for the development of the campaign."

"We were able to contact a lot of people around the state and we started a lot of conversations about the rights LGBT families

have and the protections they need," said Corinne Rosen, another community organizer.

Some of the most lasting inroads may have been in religious communities, where faith organizations representing more than 500,000 members passed resolutions against the measure. Among Chris's favorite stories is one from a training session in the conservative central Wisconsin city of La Crosse. One of the women who came to learn about marriage equality was an active member of her Lutheran congregation. She pushed the issue in her church and took the lead in bringing a resolution to the Lutheran Synod, which voted to oppose the amendment.

James Pennington, who was executive director of the Milwaukee LGBT Community Center, even found new spiritual purpose out of the two years he poured into the effort. An ordained Lutheran minister, he left the church a decade ago after coming out and hearing from his superiors that it was not acceptable to be an openly gay pastor.

Through his recent work he "realized one institution really keeping us from having complete equality is the religious right of the Christian church," James says. "I have made a commitment to go back to the ministry with the United Church of Christ and try to work from the inside. That has been a very interesting journey for me."

James's realization that his "call" to the ministry hasn't gone away is informed by his conviction that the church needs to be on the forefront of the struggle for equality for all people, just as it was in the civil rights and anti-slavery movements.

"Some of the moderate-to-liberal churches have not had a very strong voice and the religious right has had the voice," he says. "I want to give voice to the progressive movement."

In January 2007, James re-entered the ministry as Pastor of Spirit of the Lakes United Church of Christ in Minneapolis, Minnesota. "It is a brilliant community with vision and a conviction to speak on behalf of progressive Christians assuring the battle for equality for all marginalized people continues to be heard," James says.

Philanthropist, Linda Ketner



Linda Ketner | Photo Courtesy of Ray Ng

About a year after she came out, Linda Ketner attended her first meeting of a gay organization in her home town of Charleston, South Carolina. She found herself in the back room of a local steak house with a dozen others and thought, “This is not where I want to be.”

So, at 43, the civic leader and grocery store heiress set about finding people to help her envision a healthy environment for lesbian and gay people in South Carolina—a place where many remain in the closet. She started asking around to find intelligent, emotionally healthy gay people and invited eight of them to help her develop a strategic plan for what became the Alliance for Full Acceptance in 1998.

With the Gill Foundation as its first backer besides Linda herself, the Alliance put up billboards and developed advertising to raise awareness that gay and lesbian people are the people next door. Along with death threats and hate mail came outpourings of thanks and eventually a cohesive organization that has raised consciousness across South Carolina. “As goes the south, so goes the nation,” Linda points out. “Money spent here is an investment in your future, wherever you live.”

Realizing that religious fundamentalism posed their biggest political challenge, the Alliance founders reached out to the religious community. “All of us had a deep spirituality, and real pain that went along with it over the religious madness that really tears the soul out of a lot of southern gay and lesbian people,” Linda says, noting that an ex-priest and an ex-nun were among the Alliance founders.

The Alliance founders invited clergy to a weekend workshop, which evolved into a faith-based coalition that champions respect for lesbian, gay, bisexual, and transgender people.

The Alliance has also provided training in sexual and gender orientation to hundreds of teachers, guidance counselors, and police and sheriff’s officers. Attitudes change measurably during the training—in part because stereotypes are shattered, Linda says. “After spending the day with us, they feel they know us and open their minds. We have a minister who is transgender and she makes the biggest difference with these people because she is wildly charismatic,” Linda explains.

For years before she came out, Linda was deeply involved as a philanthropist fighting racism and homelessness. She was terrified when it came time to make her sexual orientation known. “I didn’t know if I would fall 800 or 8,000 feet,” she recalls. “But it was the single most important thing I’ve done for myself. It was flying instead of falling.”

Linda found a way to knit myriad parts of her life together and grew as a philanthropist as she reached out to other donors. She says early support from the Gill Foundation opened other doors, and Gill’s OutGiving donors inspired the South Carolina network of philanthropists to grow.

The philanthropy led naturally to political involvement as Linda and others saw initiatives that threatened their way of life.

Linda brought together leaders of every lesbian, gay, bisexual, and transgender organization along with important allies to develop the South Carolina Equality Coalition that fought an anti-gay marriage constitutional amendment last fall.

The lesbian, gay, bisexual, and transgender movement in South Carolina has also realized the importance of extending its collaboration beyond its relatively small community. “Because we see social justice as our wider goal, we have other allies in the social justice fight,” Linda says. For example, the Alliance marched with the NAACP in an anti-violence march and sponsored a table at the group’s dinner. The NAACP, meanwhile, recently put an openly gay man on its board, which Linda says would have been unheard of just two years ago.

Part of the success of knitting together various networks and progressive movements stems from Linda’s own history. Before she inherited stock in the company her father built from a small business into Food Lion, she grew up without wealth.

Linda spent her first six years in a small town called Faith. When she realized as child of five that there were separate water fountains called “white” and “colored,” she made it a point to drink from the “colored” one.

Linda says she has struggled for years with people who want to ignore or abuse two documents she cherishes. “I think if everyone saw the world as I see it, based on the Constitution and the Bible, there would be no discrimination, period, the end,” she says.

Gay & Lesbian Alliance Against Defamation (GLAAD)



Mónica Taher and Pedro Rojas | Photo courtesy of Ray Ng

As editor of the Spanish language daily newspaper *La Opinión*, Pedro Rojas has long covered the Los Angeles area's homeless population. A visit from the Gay & Lesbian Alliance Against Defamation (GLAAD) helped his newspaper find a new and important angle on the problem.

"They told us a lot of younger people run away because they cannot confront their families," Rojas explains. "So much in our culture cannot accept a son who is gay or a daughter who is a lesbian."

La Opinión writers interviewed young gay homeless Latino immigrants and discovered that many of them found the freedom to come out of the closet to be who they really are—but ended up at least temporarily homeless because of the shock to their families.

"GLAAD has helped us a lot in the way we cover the gay and lesbian community," says Rojas. "Last year they gave us a couple of seminars and workshops for the whole newsroom. They've given us information, booklets, and contacts to work on stories."

La Opinión, with a daily circulation of 124,000, was nominated for three Spanish language GLAAD Media Awards in January for its coverage of lesbian, gay, bisexual, and transgender people. One nomination was for an article called "Doble Día de los Padres" about two fathers and their three adopted children.

GLAAD President Neil G. Giuliano, said the organization has worked for more than five years on heightening the visibility of communities of African descent, Spanish speakers, and Asian-Pacific Islanders in the U.S. media as a key part of its mission. GLAAD works to promote fair, accurate, and inclusive representation of people and events in the media as a way to eliminate discrimination based on sexual orientation.

"It's important because these are communities where stereotypes are very pervasive and the visibility we can bring changes and shatters stereotypes," Neil says from the group's New York office. "We hope to achieve a broader understanding and less surprise when LGBT issues among people of color are more visible."

GLAAD's People of Color Media Strategy Program has been integrated into everything the organization does. "We make change by being inclusive and practicing what we preach," Neil says. "It's a thread that runs through our work and everyone has a responsibility to be sensitive and inclusive."

Mónica Taher, who spearheads the People of Color Media Strategy team from Los Angeles, works closely with GLAAD programs that focus on national news and entertainment. Thus, if a news show is looking for a couple to talk about gay marriage, she is likely to seek an African-American, Latino, or Asian couple to feature.

The group's work also includes education, such as the seminars held for Pedro and his staff. Sometimes the process is as basic as explaining the difference between transvestite and transgender. Often it entails talking about family and culture.

When GLAAD representatives sat down recently with executives from Johnson Publishing, the nation's largest black-owned media enterprise, Mónica notes they discussed sensitive terminology as well as the cultural nuances and religious traditions in black communities that pose challenges in covering LGBT issues.

The learning goes both ways. Mónica notes that GLAAD realizes it needs a Chinese language media reference guide and is working on one this year. "We can't expect the Chinese language media to understand our issues if we don't talk in their language," she points out.

The work is paying off in far fewer cases of defamation that GLAAD challenges, and more people of color showing up in both mainstream and LGBT media. "We have noticed tremendous changes in how the Spanish language media covers LGBT issues and in the way the African-American press covers them," Mónica says.

"When we do things wrong, they send us notes," Pedro explains. "We have not received one of those notes for a long time—and that means we are doing good!"

The Legacy Fund



Bill Brownson and Lynn Greer | Photo courtesy of Ray Ng

When Lynn Greer's brother died of AIDS, it was only natural that she channeled her grief into politics. After all, her great-grandfather was mayor of Columbus, Ohio, in the 1930s, and a member of every generation of her family since had run for office. So she crusaded for years as an AIDS activist on Capitol Hill and back home in Ohio. And she went on to become the founding co-chair of the Gay and Lesbian Victory Fund.

At an OutGiving conference in 1998, Lynn suddenly saw the need for a different kind of work. At the conference, Tim Gill used the image of a train and talked about how few people are able to supply fuel to help the train make it up a hill and over the mountain. That's when she realized that the struggle for true equality requires a longer term perspective than next year's election. It also requires a lot of money—money that will last beyond her lifetime. Out of that conviction, the Legacy Fund was created as an endowment dedicated to serving the long term interests of lesbian, gay, bisexual, and transgender people in central Ohio. "It wasn't until 2000 that we realized if we don't invest now, we will always be playing catch up," Lynn says.

Backers succeeded in housing the fund within the venerable Columbus Foundation, which strengthens their ability to establish long-term planning tools and convince donors that their gifts will be safe many years from now. While the original plan was to raise \$1 million in current gifts and then shift to securing planned gifts, The Legacy Fund found great interest from people wanting to make planned gifts now. The fund balance is now closer to \$500,000, but planned gifts exceed \$5 million.

One of the many ways in which the Legacy Fund has pulled lesbian, gay, bisexual, and transgender people into deeper levels of collaboration is personified in its leadership. Hard-core Democratic activist Lynn co-chairs the fund with Log Cabin Republican Bill Brownson.

Like Lynn, Bill comes from a long line of Ohioans committed to service; his grandfather was in the Salvation Army and his father was a school superintendent. Shortly after coming out, Bill was appalled by Pat Buchanan's declaration of a culture war at the 1992 Republican convention and decided it was time to get engaged. He joined Log Cabin and rose through the ranks, serving as board chair until 2006.

Bill's work also drew him to philanthropy. Employed by JPMorgan for 19 years, he started six years ago to focus on the philanthropic goals of clients with high net worth. The Legacy Fund provides a way to use lessons he's learned professionally while putting into action his conviction about the importance of people making a difference of their own volition.

Bill has found his own philanthropy is a way to overcome political divisions. "Philanthropy in supporting the core needs of a community is absolutely something people from different persuasions can work on together," he says. "It's a great testament to working together for broader goals." Bill and Lynn both say their differences go beyond politics to a "yin and yang" of personality. She's more likely to rush into advocacy while he's more likely to listen and ask critical questions.

"Her style causes me to get with the program and get focused," he says. His style, meanwhile, tempers her "bull in the china shop" tendencies. Together they ensure that the Legacy Fund is setting in place a way to take care of the long-term needs of all gay people in central Ohio.

To be strategic about investments, the Legacy Fund embarked on a needs assessment of the community in late 2006. Program Officer Elliot Fishman says the online survey will be "incredibly comprehensive." In addition to providing demographic information, he says the survey will determine "what do we have and what do we need?"

The results will help Columbus carefully plan its resources. "I want to invest in things I know will make a difference in whatever the movement needs at the time," Lynn says.

Movement Advancement Project



Linda Bush and Urvashi Vaid | Photo courtesy of Ray Ng

Spending \$108 Million Accountably

Until now, the movement to advance equality for lesbian, gay, bisexual, and transgender Americans has operated all over the map.

MAP—the Movement Advancement Project—aims to change that, providing research and analysis to help everyone involved collaborate more effectively. In 2006, MAP led nearly 40 organizations in a pilot project in which they reported financial and operating data in a standardized form to one another, accounting for a total of \$108 million in LGBT organization revenues.

Participants learned a variety of interesting things along the way. For example, movement organizations perform very well on standard nonprofit financial benchmarks such as percentage of fundraising costs, though the turnover of donors was high, the dependence on a small number of donors is substantial, and the movement's resources are concentrated in a few large organizations. At a chief financial officers conference, top money managers from 14 organizations used the research to learn from one another and chart a more collaborative future.

"We're providing funders and organizations with the first real opportunity to see in one place an analysis of the movement's operations and finances overall," executive director Linda Bush says.

MAP was created by the Gill Foundation and other funders in early 2006 to broadly analyze LGBT issues and the LGBT movement for equality, independent of particular organizations. It's intended both to attract more funds to the LGBT movement and to help donors and organizations deploy funds more effectively and efficiently.

MAP also performs in-depth research in selected fields to help identify strategic funding opportunities.

Urvashi Vaid views MAP as a valuable new resource—a think tank for funders that helps them make smart investments and collaborate effectively. At the Arcus Foundation, where Urvashi serves as executive director, MAP will help inform specific funding for the work on religion and values that Arcus had previously identified as a top priority.

In 2006, MAP conducted its first two in-depth issue area studies, one on responding to anti-gay religion and a second on supporting LGBT youth. The religion study was presented to key leaders and at conferences. It detailed work underway in denominations, seminaries, clergy coalitions, and media

to counter religious opposition. The study revealed funding challenges, for example comparing budgets of \$1.4 million for the two largest anti-LGBT United Methodist groups to \$327,000 for the two largest pro-LGBT groups.

The report suggested a range of specific ways funders could counter widespread anti-gay religious ideology and promote greater equality, from work with denomination-based welcoming groups, to supporting seminaries, to building coalitions with LGBT and straight faith-based allies.

"It is a tremendous resource," says Urvashi from her foundation's New York office. "A set of smart people are using a methodology that is research and evidence-based. They reflect back what they learn from the field and make recommendations."

MAP will help Arcus develop its multi-pronged strategy on funding work involving religion and values, Urvashi said, not only through its written report but also because the authors can serve as a resource.

In 2006, Arcus made grants to a number of denomination-based groups working to promote acceptance of LGBT people, including the United Church of Christ Coalition for LGBT Concerns. Arcus also supported a Faith In Action network of pro-LGBT allies in Michigan that is organized by the American Friends Service Committee, and helped support specific projects seeking to promote understanding for LGBT people within a wide variety of faith traditions, including Muslim, Baptist, Methodist, Presbyterian, and evangelical Christianity.

Part of MAP's goal is to attract new funders to the work of advocating for equality, particularly funders that aren't primarily focused on LGBT rights. MAP developed a presentation for such institutions that explains the movement, the issues, the history, the types of organizations, and the work they do. Urvashi, who previously worked at the Ford Foundation, notes that program officers at such organizations don't have time for major research into new areas. "But if someone is educating them and presenting them with data, it's sometimes as basic as that. The case has to be made very clearly and there is a lot of good work we can expose them to."

"I would like to see MAP over the next three years demonstrate it helped bring new foundations into the LGBT funding arena," Urvashi says. "That would be a fantastic outcome. And I would like to be able to say MAP enhanced program development in places like Arcus and Gill by helping us be better informed and smarter in the grants we are making."

Pikes Peak Library



Dee Vasquez and Soraiya Edressi | Photo courtesy of Ray Ng

Pikes Peak Library District—All Pikes Peak Reads

Soraiya Edressi engaged in an international flurry of arrangements with her relatives and friends as she borrowed costumes for a unique fashion show celebrating the national outfits of 35 Middle Eastern national groups. As presented, the event showcased the spicy foods of the region and featured a family room exhibiting the region's stained glass and silver work, along with its famous carpets.

For Soraiya and others involved in the All Pikes Peak Reads program of the Pikes Peak Library District, the fashion show was part of a community-wide literary program that urges everyone in El Paso County to read the same book each year and uses the book to spark community-wide discussion of timely social topics.

All Pikes Peak Reads is funded by the Gay & Lesbian Fund for Colorado and exemplifies the fund's contributions throughout the state. The fund demonstrates through its grants that gay men and lesbians are deeply involved in myriad activities that enrich society.

Gay & Lesbian Fund Executive Director Mary Lou Makepeace introduced the reading program to Colorado Springs when she was the city's mayor. Mary Lou had been to Chicago where she learned about the One Book, One Chicago program. Returning home, she talked to the Pikes Peak Library District about using the shared reading program as a community-building project. The library district, long known for innovative approaches, has stretched the program far beyond the norm in other communities.

Organizations throughout the county used the chosen book, *Tales from the Arabian Nights*, as a springboard for participation in myriad ancillary events. Students wrote essays about the ancient oral tales, Air Force officers recently returned from the area shared photos, experts gave lectures, and thespians mounted an original theatrical adaptation.

Soraiya, who grew up in Afghanistan and now works for Pikes Peak Community College, says the Middle Eastern fashion show was one way to use the book, to teach hundreds

of residents about Muslim culture. "The media bombards the public with negative images of terrorism, fighting, and war and we tried to convey there is a positive side to this culture, with wonderful food and diversity," Soraiya says. "We tried to show that this is how 1.2 billion Muslim people live, and we need to learn about them and respect them."

Like other annual selections for the All Pikes Peak Reads program, the book is one with a familiar name but few people have actually read, and one that appeals to everyone from elementary school children to graduate scholars.

"It tackles really core points about Muslim culture, including universal messages about the importance of honesty in your relationships," explains Dee Vasquez, who coordinates the program for the library district.

"We've tackled some serious issues with All Pikes Peak Reads," explains Dee. "We try to pull out issues that are cogent now to people in Colorado Springs, that are bigger than the book."

In addition to activities that broaden the audience for each book, the program builds collaboration throughout the community. "It's made individuals more aware of other viewpoints and it's woven some new relationships where none previously existed," says Dee. About 25 organizations collaborate on programs including business organizations, schools, senior groups, and arts and cultural nonprofits. "It ends up being a much richer experience than just a traditional book discussion," Dee says.

Each of the books chosen in the five year tenure of the program has offered an opportunity for in-depth discussion of social issues that the entire community can engage in. *To Kill a Mockingbird* offered an opportunity to talk about racism and sexism. *Frankenstein* elicited discussion about the responsibilities humans have for what they create. *Treasure Island* brought up talk of rites of passage and dangers facing the young. The most recent selection, *Alice's Adventures in Wonderland*, sparked discussion about author Lewis Carroll's life.

"It gives our faculty, students, and staff a way to be involved in the community," says Soraiya, who is on the program's steering committee. "And it's meaningful, rewarding, and fun. We look forward to it."

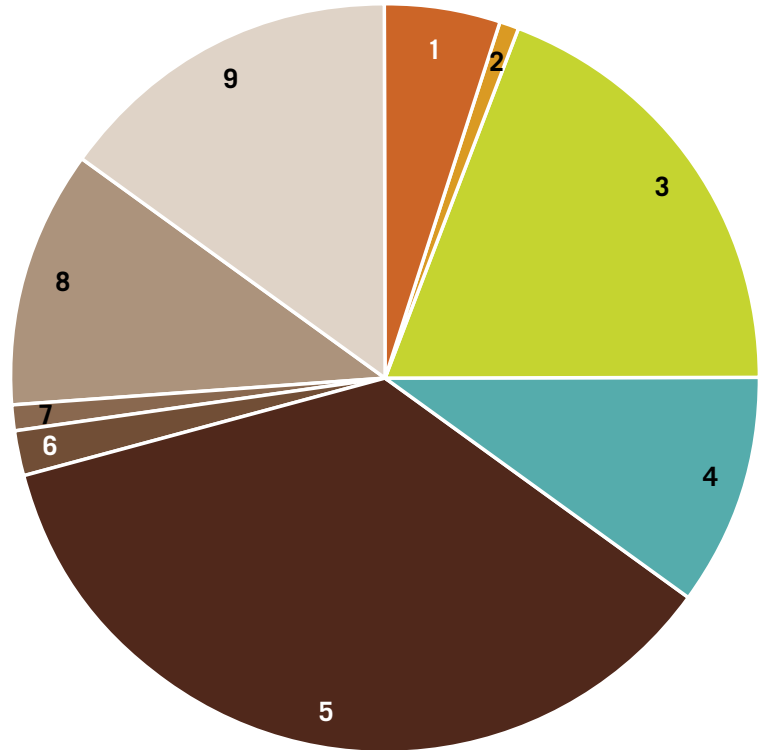
FINANCIALS

Gill Foundation and Gill Operating Foundation
Gill Foundation Total Grants
Grants vs. Operating Programs

Gill Foundation and Gill Operating Foundation

2006 Grants, Operating Programs, and Expenses | \$18,261,397

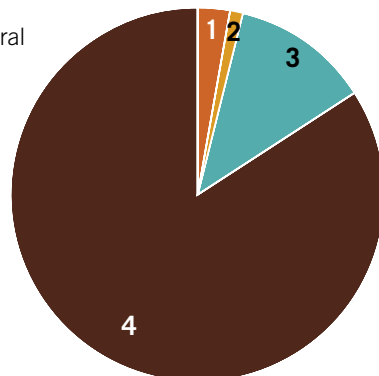
- 1. Management and General
5% - \$830,217
- 2. Research and Messaging
1% - \$267,629
- 3. OutGiving, Democracy Project, Movement Advancement, Organization Building, and Project Colorado
19% - \$3,548,754
- 4. Grants Administration
10% - \$1,753,144
- 5. Gill Grants - LGBT Organizations
36% - \$6,386,319
- 6. Gill Grants - HIV/AIDS Organizations
2% - \$452,500
- 7. Gill Grants - Marriage Collaborative
1% - \$250,000
- 8. Gill Grants - Other*
11% - \$2,032,783
- 9. Gay & Lesbian Fund Grants
15% - \$2,740,051



* Includes Public Interest Grant of \$901,000

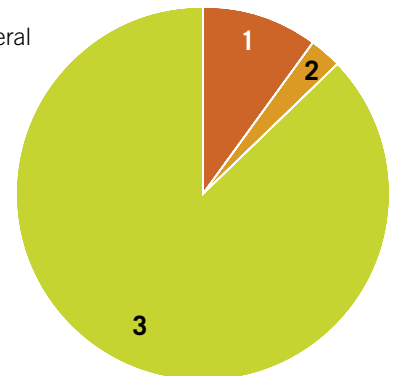
Gill Foundation 2006 Grants and Expenses | \$14,153,594

- 1. Management and General
3% - \$408,429
- 2. Research and Messaging
1% - \$130,368
- 3. Grants Administration
12% - \$1,753,144
- 4. Total Gill and Gay & Lesbian Fund Grants
84% - \$11,861,653



Gill Operating Foundation 2006 Operating Programs and Expenses | \$4,107,803

- 1. Management and General
10% - \$421,788
- 2. Research and Messaging
3% - \$137,261
- 3. OutGiving, Democracy Project, Movement Advancement, Organization Building, and Project Colorado
87% - \$3,548,754

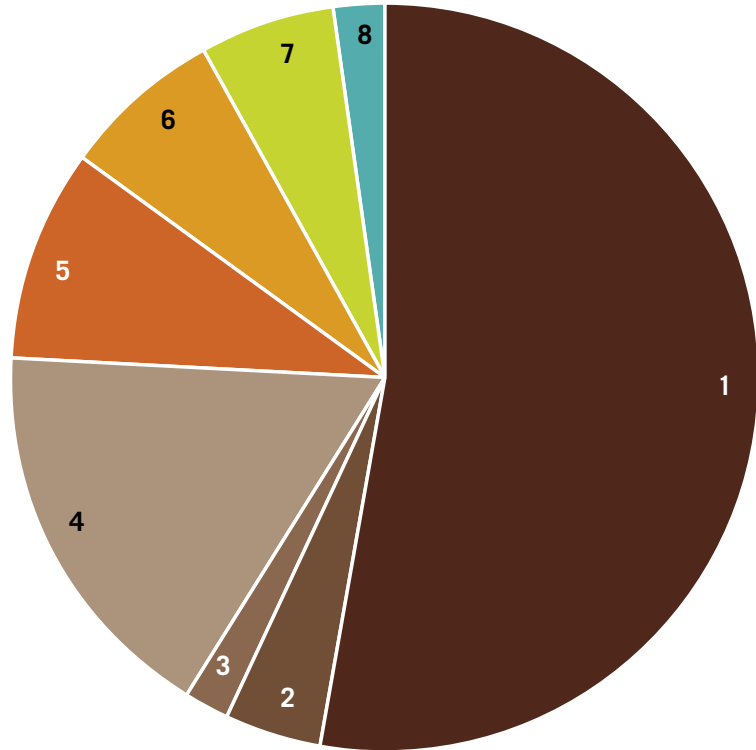


Figures are Unaudited

Gill Foundation Total Grants 2006

2006 Total Gill Foundation Grants | \$11,861,653

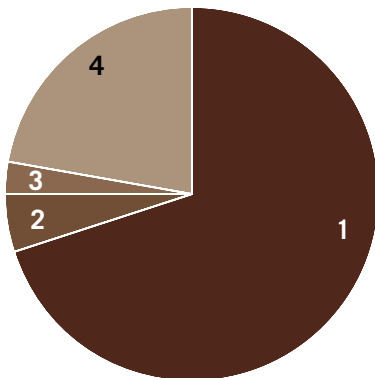
1. Gill Grants - LGBT Organizations
53% - \$6,386,319
2. Gill Grants - HIV/AIDS Organizations
4% - \$452,500
3. Gill Grants - Marriage Collaborative
2% - \$250,000
4. Gill Grants - Other*
17% - \$2,032,783
5. Gay & Lesbian Fund - Arts and Culture
9% - \$1,071,000
6. Gay & Lesbian Fund - Healthy Families
7% - \$781,912
7. Gay & Lesbian Fund - Civic Leadership
6% - \$692,290
8. Gay & Lesbian Fund - Public Broadcasting
2% - \$194,849



* Includes Public Interest Grant of \$901,000

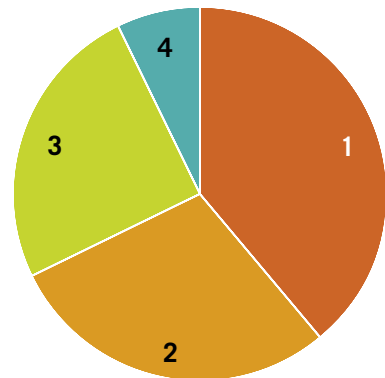
Gill Foundation Grants | \$9,121,602

1. LGBT Organizations
70% - \$6,386,319
2. HIV/AIDS Organizations
5% - \$452,500
3. Marriage Collaborative
3% - \$250,000
4. Other*
22% - \$2,032,783



Gay & Lesbian Fund for Colorado Grants | \$2,740,051

1. Arts and Culture
39% - \$1,071,000
2. Healthy Families
29% - \$781,912
3. Civic Leadership
25% - \$692,290
4. Public Broadcasting
7% - \$194,849

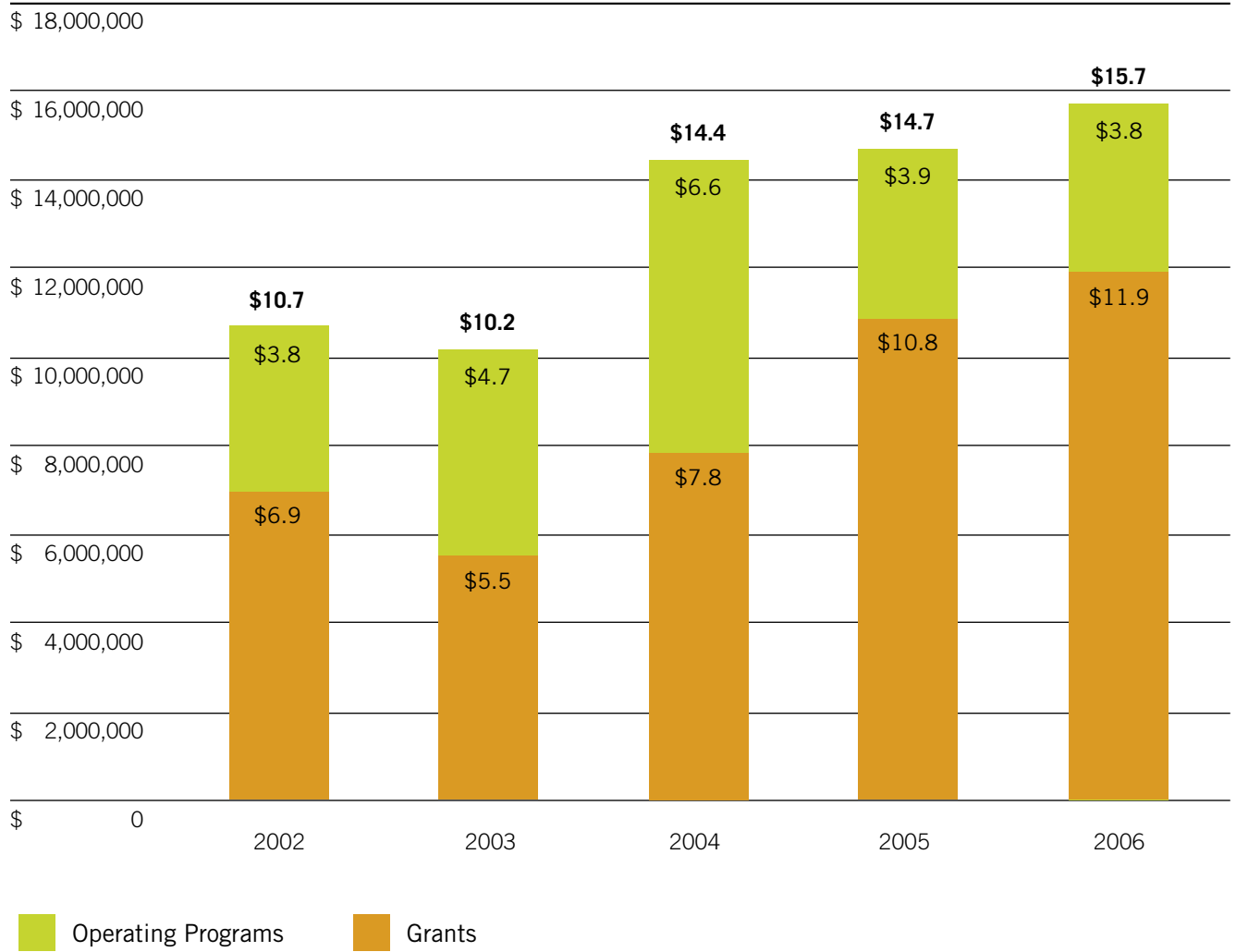


* Includes Public Interest Grant of \$901,000

Figures are Unaudited

Grants vs. Operating Programs

Last Five Years



GRANTS

Gill Foundation Grants 2006

LGBT/Colorado

Support for lesbian, gay, bisexual, and transgender (LGBT) organizations based in Colorado that are working to secure equality for all people regardless of sexual orientation and gender expression.

Aging Services Foundation of Boulder County, Boulder CO	\$ 7,500
Colorado Nonprofit Development Center, Denver CO	\$ 27,511
Colorado Progressive Coalition, Denver CO	\$ 64,800
Congregation Nevei Kodesh, Boulder CO	\$ 2,500
Gay, Lesbian, Bisexual & Transgender Community Center of Colorado, Denver CO	\$ 92,500
Inside/Out Youth Services, Colorado Springs CO	\$ 25,500
Northern Colorado AIDS Project, Fort Collins CO	\$ 3,382
Pikes Peak Community Foundation, Colorado Springs CO	\$ 8,380
Pikes Peak Gay & Lesbian Community Center, Colorado Springs CO	\$ 35,000
Pikes Peak Lavender Film Festival, Colorado Springs CO	\$ 3,000
The Bell Policy Center, Denver CO	\$ 75,000
University of Colorado Foundation, Boulder CO	\$ 25,000
University of Northern Colorado Foundation, Inc., Greeley CO	\$ 6,500
Urban Peak, Denver CO	\$ 25,000
Western Colorado AIDS Project, Grand Junction CO	\$ 1,410
Western Colorado Congress, Grand Junction CO	\$ 5,000

LGBT/National

Support for lesbian, gay, bisexual, and transgender (LGBT) organizations whose work is national in scope with special emphasis on public policy, advocacy, and collaboration.

Alliance for Justice, Washington DC	\$ 70,000
American Civil Liberties Union Foundation, New York NY	\$ 200,000
Association of Gay and Lesbian Psychiatrists, Philadelphia PA	\$ 5,000
Astraea Foundation, New York NY	\$ 150,000
Cato Institute, Washington DC	\$ 53,525

Center for Civic Participation, Minneapolis MN	\$ 25,000
Center for the Study of Sexual Minorities in the Military/University of California, Santa Barbara, Santa Barbara CA	\$ 80,000
Center for Policy Alternatives, Washington DC	\$ 50,000
Center for Progressive Leadership, Washington DC	\$ 16,420
Chicago Theological Seminary, Chicago IL	\$ 175,000
Children of Lesbians & Gays Everywhere, San Francisco CA	\$ 10,000
Citizens for Responsibility and Ethics in Washington, D.C., Inc., Washington DC	\$ 125,000
Commercial Closet Association , New York NY	\$ 50,000
Entertainment Industry Foundation, Los Angeles CA	\$ 50,000
Equality Advocates Pennsylvania, Philadelphia PA	\$ 20,000
Equality Federation Institute, San Francisco CA	\$ 200,000
Family Pride Coalition , Washington DC	\$ 51,000
Funders for Lesbian and Gay Issues, New York NY	\$ 2,500
Gay & Lesbian Advocates & Defenders, Boston MA	\$ 50,000
Gay and Lesbian Victory Foundation, Washington DC	\$ 75,000
Gay, Lesbian Alliance Against Defamation, New York NY	\$ 517,500
Gay, Lesbian and Straight Education Network, New York NY	\$ 152,500
Gender PAC/Gender Public Advocacy Coalition, Washington DC	\$ 60,000
Human Rights Campaign Foundation, Washington DC	\$ 100,000
In the Life Media, Inc., New York NY	\$ 90,000
Interfaith Alliance Foundation, Washington DC	\$ 24,636
International Documentary Association, Los Angeles CA	\$ 10,000
International Federation of Black Prides, Washington DC	\$ 40,000
International Gay and Lesbian Human Rights Commission, New York NY	\$ 2,500
Lambda Legal Defense and Education Fund, New York NY	\$ 135,000
LGBT Labor Leadership Initiative, Washington DC	\$ 15,000
Liberty Hill Foundation, Santa Monica CA	\$ 3,000

GRANTS

Gill Foundation Grants 2006

(LGBT/National continued)

National Black Justice Coalition, Washington DC	\$ 76,500	Women's Sports Foundation, East Meadow NY	\$ 15,000
National Center for Lesbian Rights, San Francisco CA	\$ 140,000	Young People for the American Way, New York NY	\$ 100,000
National Center for Transgender Equality, Washington DC	\$ 25,000		
National Committee for Responsive Philanthropy, Washington DC	\$ 25,000	LGBT/Statewide	
National Gay and Lesbian Task Force, Washington DC	\$ 680,000	Support for lesbian, gay, bisexual, and transgender (LGBT) organizations whose work is statewide or regional in scope with special emphasis on public policy, advocacy, and collaboration.	
National Longitudinal Lesbian Family Study, San Francisco CA	\$ 10,000	Action Wisconsin Education Fund, Madison WI	\$ 40,000
National Youth Advocacy Coalition, Washington DC	\$ 20,000	Akron Community Foundation, Akron OH	\$ 25,000
OutFront Minnesota, Minneapolis MN	\$ 29,800	American Civil Liberties Union Foundation of Colorado, Denver CO	\$ 1,000
Pacific School of Religion, Berkeley CA	\$ 25,000	Arizona Human Rights Fund, Phoenix AZ	\$ 50,000
Parents, Families and Friends of Lesbians and Gays, Washington DC	\$ 30,000	Ark of Refuge, Inc., San Francisco CA	\$ 42,000
People for the American Way Foundation, Washington DC	\$ 20,000	Basic Rights Education Fund, Portland OR	\$ 30,000
Political Research Associates, Somerville MA	\$ 20,000	Center for Alternative Lifestyles, Sioux Falls SD	\$ 10,000
Proteus Fund, Amherst MA	\$ 501,500	Center for Civic Participation, Minneapolis MN	\$ 10,000
Public Interest Productions, Santa Monica CA	\$ 921,000	Empire State Pride Agenda Foundation, New York NY	\$ 55,000
Queer Lounge, Los Angeles CA	\$ 5,000	Equal Rights Washington, Seattle WA	\$ 50,000
Religious Coalition for the Freedom to Marry, Boston MA	\$ 40,000	Equality Alabama, Inc., Montgomery AL	\$ 10,000
Rockway Institute/Alliant International University, San Francisco CA	\$ 50,000	Equality California Institute, San Francisco CA	\$ 100,000
Rockwood Leadership Program, Berkeley CA	\$ 100,000	Equality Maine Foundation, Portland ME	\$ 50,000
Servicemembers Legal Defense Network, Washington DC	\$ 50,000	Equality Maryland Foundation, Silver Spring MD	\$ 25,000
State of Change, Boulder CO	\$ 25,000	Equality New Mexico Foundation, Albuquerque NM	\$ 50,000
The Liberty Education Forum, Washington DC	\$ 241,000	Equality North Carolina Foundation, Raleigh NC	\$ 54,700
Tides Center, San Francisco CA	\$ 175,000	Equality Ohio Education Fund, Columbus OH	\$ 50,000
Truth Wins Out, Miami Beach FL	\$ 30,000	Equality Texas Foundation, Austin TX	\$ 50,000
Universal Fellowship of Metropolitan Community Churches, West Hollywood CA	\$ 3,500	Equality Utah Foundation, Salt Lake City UT	\$ 10,000
Williams Institute/University of California, Los Angeles, Los Angeles CA	\$ 400,000	Equality Virginia Education Fund, Richmond VA	\$ 50,000
Women's Educational Media, Inc., San Francisco CA	\$ 60,000	Forum for Equality, New Orleans LA	\$ 10,000
Women's Funding Network, San Francisco CA	\$ 4,000	Garden State Equality Education Fund, Montclair NJ	\$ 75,000
		George Bray Neighborhood Center, Inc., Racine WI	\$ 4,500
		Georgia Equality Project Foundation, Atlanta GA	\$ 10,000
		GLBT Youth in Iowa Schools Task Force, Des Moines IA	\$ 1,000
		Greater Des Moines Community Foundation, Des Moines IA	\$ 40,000
		Humanists of Florida, Bradenton FL	\$ 4,800

Gill Foundation Grants 2006

(LGBT/Statewide continued)

Liberty Hill Foundation, Santa Monica CA	\$ 20,000	Black AIDS Institute, Los Angeles CA	\$ 25,000
Love Makes A Family, Hartford CT	\$ 40,000	Broadway Cares/Equity Fights AIDS, New York NY	\$ 56,000
MassEquality Education Fund, Boston MA	\$ 50,000	Callen-Lorde Community Health Center, New York NY	\$ 50,000
New Hampshire Freedom to Marry Education Fund, Concord NH	\$ 15,000	Columbus Foundation, Columbus OH	\$ 1,000
Ocean State Action Fund, Cranston RI	\$ 20,000	Community Servings, Roxbury MA	\$ 15,000
PROMO Fund, St. Louis MO	\$ 25,000	Funders Concerned About AIDS, New York NY	\$ 10,000
South Carolina Equality Coalition Foundation, Columbia SC	\$ 20,000	Marion and North Central Ohio AIDS Foundation, Mansfield OH	\$ 7,500
Southerners On New Ground, Durham NC	\$ 25,000	NO/AIDS Task Force, New Orleans LA	\$ 15,000
Tides Center, San Francisco CA	\$ 93,333	Project Inform, San Francisco CA	\$ 25,000
Triangle Foundation, Detroit MI	\$ 25,000	San Francisco AIDS Foundation, San Francisco CA	\$ 5,000
Vermont Freedom To Marry Task Force, South Hero VT	\$ 15,000		
Your Family, Friends, & Neighbors, Inc., Boise ID	\$ 10,000		
Zuna Institute, Sacramento CA	\$ 10,000		

AIDS/Colorado

Support for organizations whose work is focused in Colorado with special emphasis on public policy, advocacy, and collaboration.

Boulder County AIDS Project, Boulder CO	\$ 35,000	Association of Black Foundation Executives, New York NY	\$ 1,500
Children's Hospital Foundation, Denver CO	\$ 15,000	Astraea Foundation, New York NY	\$ 5,000
Colorado AIDS Project, Denver CO	\$ 60,000	Center for American Progress, Washington DC	\$ 25,000
Howard Dental Center, Denver CO	\$ 10,000	Council on Foundations, Washington DC	\$ 18,980
Northern Colorado AIDS Project, Fort Collins CO	\$ 30,000	Funders for Lesbian and Gay Issues, New York NY	\$ 5,000
Southern Colorado AIDS Project, Colorado Springs CO	\$ 37,680	Gay & Lesbian Fund for Dallas, Dallas TX	\$ 25,000
Western Colorado AIDS Project, Grand Junction CO	\$ 25,000	Hispanics in Philanthropy, San Francisco CA	\$ 50,000
		Independent Sector, Washington DC	\$ 9,450
		Matthew Shepard Foundation, Denver CO	\$ 5,000
		New York City Gay and Lesbian Anti-Violence Project, New York NY	\$ 2,500
		Tulsa Community Foundation, Tulsa OK	\$ 12,645

AIDS/National

Support for organizations whose work is national in scope with special emphasis on public policy, advocacy, and collaboration.

AIDS Alliance for Children, Youth & Families, Washington DC	\$ 25,000
AIDS Foundation of Chicago, Chicago IL	\$ 20,000
American Foundation for AIDS Research, New York NY	\$ 10,000
Association of Nutrition Services Agencies, Washington DC	\$ 50,000

GRANTS

Gay & Lesbian Fund for Colorado Grants 2006

Arts and Culture

Support for visual arts, performing arts, and cultural programs, especially those that advance the understanding and expression of racial, ethnic, religious, and other cultural identities.

Acoma Institute Incorporated, Denver CO	\$ 10,000	Denver Art Museum, Denver CO	\$ 25,000
Alamosa Live Music Association, Alamosa CO	\$ 5,000	Denver Black Arts Festival, Denver CO	\$ 15,000
Arapahoe Philharmonic, Littleton CO	\$ 3,000	Denver Center for the Performing Arts, Denver CO	\$ 50,000
Art Works For the Heart of the Rockies, Salida CO	\$ 2,000	Denver Museum of Nature & Science, Denver CO	\$ 10,000
Arts Alive, Fort Collins CO	\$ 2,000	Denver Zoological Foundation, Denver CO	\$ 40,000
Arvada Center for the Arts and Humanities, Arvada CO	\$ 10,000	Douglas County Public Library Foundation, Castle Rock CO	\$ 10,000
Aspen Ballet Company and School, Aspen CO	\$ 45,000	El Centro Su Teatro, Denver CO	\$ 10,000
Bas Bleu Theatre Company, Fort Collins CO	\$ 5,000	El Cinco de Mayo, Inc., Colorado Springs CO	\$ 5,000
Buntport Theater Company, Denver CO	\$ 2,100	Friends of the Historic Colorado Springs City Auditorium, Inc., Colorado Springs CO	\$ 2,000
Central City Opera House Association, Denver CO	\$ 25,000	Grand Arts Council, Grand Lake CO	\$ 2,500
Chamber Orchestra of the Springs, Colorado Springs CO	\$ 5,000	Grand County Library Foundation, Granby CO	\$ 10,000
Cherry Creek Arts Festival, Denver CO	\$ 25,000	Impossible Players, Inc., Pueblo CO	\$ 2,500
Children's Literacy Center, Inc., Colorado Springs CO	\$ 5,000	Jefferson County Library Foundation, Inc., Lakewood CO	\$ 2,500
Chinese American Council of Colorado, Denver CO	\$ 4,000	La Foret Conference & Retreat Center/United Church of Christ, Colorado Springs CO	\$ 5,000
City and County of Denver, Denver CO	\$ 30,000	Lakewood Legacy Foundation, Lakewood CO	\$ 12,000
City Park Jazz, Inc., Denver CO	\$ 3,500	Mizel Museum, Denver CO	\$ 2,500
Cleo Parker Robinson Dance, Denver CO	\$ 15,000	Mountain Post Historical Association, Colorado Springs CO	\$ 27,400
Colorado Ballet Company, Denver CO	\$ 25,000	Museo de las Americas, Denver CO	\$ 15,000
Colorado Business Committee for the Arts, Denver CO	\$ 15,000	Museum of Contemporary Art/Denver, Denver CO	\$ 5,000
Colorado Dragon Boat Festival, Lakewood CO	\$ 10,000	Music in the Mountains, Durango CO	\$ 5,000
Colorado Festival of World Theatre, Colorado Springs CO	\$ 20,000	National Trust for Historic Preservation, Denver CO	\$ 50,000
Colorado Historical Society/Colorado History Museum, Denver CO	\$ 10,000	Native American Sports Council, Colorado Springs CO	\$ 25,000
Colorado Preservation, Inc., Denver CO	\$ 25,000	NEWSSED, A Community Development Corporation, Denver CO	\$ 25,000
Colorado Seminary, University of Denver, Denver CO	\$ 25,000	North American Folk Music and Dance Alliance, Inc., Crestone CO	\$ 5,000
Colorado Springs Fine Arts Center, Colorado Springs CO	\$ 30,000	Opera Colorado, Denver CO	\$ 25,000
Colorado Springs World Arena, Colorado Springs CO	\$ 50,000	Other Side Arts, Denver CO	\$ 10,000
Common Bridges, Inc., Colorado Springs CO	\$ 2,000	Physically Handicapped Amateur Musical Actors, Inc., Denver CO	\$ 5,000
DCIS Foundation, Inc., Denver CO	\$ 10,000	Pikes Peak Arts Council, Colorado Springs CO	\$ 2,000
		Pikes Peak Blues Community, Colorado Springs CO	\$ 5,000

Gay & Lesbian Fund for Colorado Grants 2006

(Arts and Culture continued)

Pikes Peak Community Foundation, Colorado Springs CO	\$ 35,000	American Friends Service Committee, Denver CO	\$ 10,000
Pikes Peak Library District Foundation, Colorado Springs CO	\$ 40,000	Anti-Defamation League of Bnai Brith, Denver CO	\$ 10,000
Polynesia-Pacific Foundation of Colorado, Aurora CO	\$ 1,500	Bell Policy Center, Denver CO	\$ 25,000
Pueblo City-County Library District, Pueblo CO	\$ 21,000	Center for Nonprofit Excellence, Colorado Springs CO	\$ 29,000
Regents of the University of Colorado at Boulder, Boulder CO	\$ 5,000	Center for ReSource Conservation, Boulder CO	\$ 10,000
Regents of the University of Colorado at Colorado Springs, Colorado Springs CO	\$ 20,000	Chinook Fund, Denver CO	\$ 40,000
Rocky Mountain Repertory Theatre, Grand Lake CO	\$ 8,000	Citizens Project, Colorado Springs CO	\$ 32,000
Rocky Mountain Women's Film Festival, Colorado Springs CO	\$ 5,000	Colorado Association of Funders, Denver CO	\$ 2,100
Sangre de Cristo Arts and Conference Center, Pueblo CO	\$ 15,000	Colorado Coalition For the Homeless, Denver CO	\$ 4,000
Shadow Theatre Company, Denver CO	\$ 10,000	Colorado Consumer Health Initiative, Denver CO	\$ 7,500
St. Andrew Society of Colorado, Denver CO	\$ 5,000	Colorado Council of Churches, Denver CO	\$ 15,000
St. John's Episcopal Cathedral, Denver CO	\$ 5,000	Colorado Judicial Institute, Broomfield CO	\$ 3,000
Strings in the Mountains, Steamboat Springs CO	\$ 15,000	Colorado Nonprofit Association, Denver CO	\$ 70,000
Temple Sinai, Denver CO	\$ 5,000	Colorado Organization for Latina Opportunity and Reproductive Rights, Denver CO	\$ 5,000
The Denver Foundation, Denver CO	\$ 7,500	Colorado Organization for Victim Assistance, Denver CO	\$ 5,000
Tri-Lakes Views, Monument CO	\$ 2,500	Colorado Progressive Coalition, Denver CO	\$ 25,000
Wells Foundation for the Performing Arts, Colorado Springs CO	\$ 30,000	Colorado Seminary, University of Denver, Denver CO	\$ 5,000
Western Museum of Mining & Industry, Colorado Springs CO	\$ 2,500	Colorado Women's Agenda, Denver CO	\$ 2,000
Wet Mountain Valley Arts Council, Westcliffe CO	\$ 1,000	Colorado Women's Bar Association Foundation, Denver CO	\$ 6,000
World Figure Skating Museum & Hall of Fame, Colorado Springs CO	\$ 10,000	Colorado Women's Hall of Fame, Inc., Denver CO	\$ 7,500
		Community Resource Center, Denver CO	\$ 80,000
		Every Child Matters Education Fund, Denver CO	\$ 12,500
		Front Range Economic Strategy Center, Denver CO	\$ 35,000
		Intercambio de Comunidades, Boulder CO	\$ 5,000
		Interfaith Alliance of Colorado, Denver CO	\$ 15,000
		Latin American Research and Service Agency, Denver CO	\$ 15,000
		Leadership Pikes Peak, Inc., Colorado Springs CO	\$ 15,000
		League of Women Voters of Denver Education Fund, Denver CO	\$ 1,600
		NARAL Pro-Choice Colorado Foundation, Denver CO	\$ 12,500
		National Committee on Planned Giving, Inc., Denver CO	\$ 3,000
Civic Leadership			
Support for programs that promote community organizing, leadership development, legal advocacy, public awareness, and civic engagement.			
9 to 5, Working Women Education Fund, Denver CO	\$ 10,000		
Alliance for Sustainable Colorado, Denver CO	\$ 5,000		
American Civil Liberties Union Foundation of Colorado, Denver CO	\$ 30,000		

GRANTS

Gay & Lesbian Fund for Colorado Grants 2006

(Civic Leadership continued)

Neighborhood Resource Center of Metropolitan Denver, Denver CO	\$ 2,000	CASA of the Pikes Peak Region, Colorado Springs CO	\$ 30,000
Pikes Peak Metropolitan Community Church, Colorado Springs CO	\$ 2,500	Centro de la Familia, Colorado Springs CO	\$ 5,000
Pueblo Hispanic Education Foundation, Pueblo CO	\$ 1,000	CENTUS Counseling, Consulting & Education (formerly Samaritan Counseling Center), Denver CO	\$ 10,000
Regents of the University of Colorado at Denver, Denver CO	\$ 5,000	Cheyenne Village, Colorado Springs CO	\$ 12,500
Southern Colorado Community Foundation, Pueblo CO	\$ 500	Child and Migrant Services, Palisade CO	\$ 1,000
Southern Colorado Women's Chamber of Commerce Foundation, Colorado Springs CO	\$ 1,500	Child Nursery Centers Colorado Springs, Colorado Springs CO	\$ 2,500
Summer Heat, Colorado Springs CO	\$ 2,000	Children's Advocacy Center for the Pikes Peak Region, Inc., Colorado Springs CO	\$ 7,500
The Community Foundation Serving Boulder County, Boulder CO	\$ 5,000	City and County of Denver, Denver CO	\$ 25,000
The University of Colorado Foundation, Colorado Springs CO	\$ 10,000	City WILD, Denver CO	\$ 1,500
Western Colorado Congress, Grand Junction CO	\$ 5,000	Clinica Tepeyac, Inc., Denver CO	\$ 3,000
Women's Foundation of Colorado, Inc., Denver CO	\$ 75,000	Colorado Alliance for Arts Education, Denver CO	\$ 35,000
Women's Vision Foundation, Denver CO	\$ 35,000	Colorado Center for the Blind, Littleton CO	\$ 2,500
		Colorado Coalition for the Medically Underserved, Denver CO	\$ 5,000
		Colorado Nonprofit Development Center, Denver CO	\$ 2,500
		Colorado Springs Teen Court, Inc., Colorado Springs CO	\$ 5,000
		Colorado Statewide Parent Coalition, Westminster CO	\$ 7,500
		Colorado Women's Employment and Education, Inc., Denver CO	\$ 2,500
		Commerce City Community Enterprise, Commerce City CO	\$ 1,000
		Community Shares of Colorado, Denver CO	\$ 5,000
		Cool Science, Colorado Springs CO	\$ 2,500
		Denver Indian Family Resource Center, Lakewood CO	\$ 11,000
		Emmanuel Missionary Baptist Church, Colorado Springs CO	\$ 20,000
		Escuela Tlatelolco—Centro De Estudios, Denver CO	\$ 10,000
		Fire Safety Educators of Colorado, Inc., Colorado Springs CO	\$ 10,500
		Franciscan Community Counseling, Colorado Springs CO	\$ 10,000
		Growing Home, Westminster CO	\$ 10,000
		Housing Services Initiatives, Inc., Lakewood CO	\$ 1,000

Healthy Families

Support for programs that advance the emotional, physical, or spiritual health of families through promotion of self sufficiency, youth leadership, and mental and physical health.

Adam's Camp, Greenwood Village CO	\$ 5,000
Adoption Options, Aurora CO	\$ 2,000
America SCORES - Denver SCORES, Denver CO	\$ 5,000
American Heart Association, Colorado Springs CO	\$ 20,000
American Lung Association of Colorado, Greenwood Village CO	\$ 2,500
American Red Cross Mile High Chapter, Denver CO	\$ 10,000
American Red Cross Pikes Peak Chapter, Colorado Springs CO	\$ 5,000
Big Brothers Big Sisters of Colorado, Inc., Colorado Springs CO	\$ 10,000
Big Brothers Big Sisters of La Plata County, Inc., Durango CO	\$ 5,000
Boys & Girls Clubs of the San Luis Valley, Alamosa CO	\$ 10,000
Care and Share, Inc., Colorado Springs CO	\$ 30,750

Gay & Lesbian Fund for Colorado Grants 2006

(Healthy Families continued)

I Have a Dream Foundation—Colorado, Denver CO	\$ 5,000	Unity Church in the Rockies, Colorado Springs CO	\$ 6,700
Jeffco Action Center, Lakewood CO	\$ 5,000	Urban League of the Pikes Peak Region, Inc., Colorado Springs CO	\$ 25,000
Jefferson Foundation, Lakewood CO	\$ 10,000	Urban Peak Colorado Springs, Colorado Springs CO	\$ 15,000
Juvenile Diabetes Research Foundation International, Colorado Springs CO	\$ 20,000	Warren Village, Inc., Denver CO	\$ 2,500
Kids Wish Network, Holiday FL	\$ 3,000	Weld County Partners, Greeley CO	\$ 15,000
La Plata Family Centers Coalition, Durango CO	\$ 2,500	Women's Crisis & Family Outreach Center, Castle Rock CO	\$ 1,000
Latin American Educational Foundation, Denver CO	\$ 50,000	Women's Health, Boulder CO	\$ 2,500
Memorial Hospital Foundation, Colorado Springs CO	\$ 7,500	Women's Resource Center, Fort Collins CO	\$ 5,000
Mi Casa Resource Center for Women, Inc., Denver CO	\$ 5,000	Women's Resource Center, Durango CO	\$ 2,500
Partners in Housing, Colorado Springs CO	\$ 5,000	Women's Wilderness Institute, Boulder CO	\$ 2,500
PeaceJam Foundation, Arvada CO	\$ 35,000	Young Women's Christian Association of Pueblo, Pueblo CO	\$ 10,000
Pikes Peak Community Foundation, Colorado Springs CO	\$ 20,000		
Pikes Peak Therapeutic Riding Center (Acts 19:11), Elbert CO	\$ 5,000	Public Broadcasting	
Planned Parenthood of the Rocky Mountains, Denver CO	\$ 25,000	Support for local public radio and television programming and stations.	
Project Angel Heart, Denver CO	\$ 25,000	KAFM—Grand Valley Public Radio, Grand Junction CO	\$ 23,000
Project PAVE, Denver CO	\$ 2,500	KAJX—Roaring Fork Public Radio, Aspen CO	\$ 5,000
Pueblo Cooperative Care Center, Pueblo CO	\$ 10,000	KBDI—Front Range Educational Media Corporation, Denver CO	\$ 5,000
Pueblo Hispanic Education Foundation, Pueblo CO	\$ 4,200	KCFR—Public Broadcasting of Colorado, Centennial CO	\$ 77,840
Regents of the University of Colorado at Colorado Springs, Colorado Springs CO	\$ 10,000	KDNK, Carbondale CO	\$ 5,000
Safehouse Progressive Alliance for Nonviolence, Boulder CO	\$ 10,000	KHEN—Tenderfoot Transmitting, Salida CO	\$ 2,000
San Miguel Mentoring Program, Telluride CO	\$ 2,500	KRCC—The Colorado College, Colorado Springs CO	\$ 27,009
Shaka Franklin Foundation for Youth, Denver CO	\$ 13,000	KRFC—Community Radio for the Front Range, Fort Collins CO	\$ 10,000
Southern Colorado AIDS Project, Colorado Springs CO	\$ 5,000	KRZA—Equal Representation of Media Advocacy Corporation, Alamosa CO	\$ 5,000
Tennyson Center for Children/Friends of Children, Denver CO	\$ 7,500	KTSC—Rocky Mountain Public Broadcasting Service, Pueblo CO	\$ 11,000
TESSA, Colorado Springs CO	\$ 17,500	KUMC—United Methodist Church of Estes Park, Estes Park CO	\$ 5,000
The Denver Foundation, Denver CO	\$ 20,000	KUNC—Community Radio for Northern Colorado, Greeley CO	\$ 10,000
The Empowerment Program, Inc., Denver CO	\$ 10,000	KUVO—Denver Educational Broadcasting, Denver CO	\$ 7,000
The Renaissance Academy, Colorado Springs CO	\$ 5,000	KVNF—North Fork Valley Public Radio, Inc., Paonia CO	\$ 2,000
The Resource Exchange, Inc., Colorado Springs CO	\$ 10,000		



Gill Foundation
2215 Market Street
Denver CO 80205
303-292-4455



Gay & Lesbian Fund for Colorado
315 East Costilla Street
Colorado Springs CO 80903
719-473-4455

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