



Investing in **bold** leaders &
thriving LGBTQ communities

Celebrate!



From Our Executive Director A. Charlene Leach



Greetings friends and allies,

It's my honor to greet you as PFund Foundation's new Executive Director. When I accepted this position, I looked at the 31-year history of the foundation and appreciated the **immensity of its impact in the upper Midwest.**

As the first Black woman to lead PFund Foundation, I'm so proud of how this organization has **lived into its commitment to diversity, equity and inclusion.** Work like that stands out, nationally, and is a sign of important growth and willingness to change as an institution; the board of directors is to be celebrated!

The work of PFund Foundation also illustrates how the staff, board of directors and community it serves are **visionary leaders and experts in their fields.** Whether through health, education, law, organizing, finance, business or philanthropic advocacy, our community leaders continue to push the envelope for change.

What drew me to the cooler climate of Minnesota was PFund Foundation's Elevated Priorities; namely, **the courageousness to name and claim race, gender and geography as the upper Midwest's LGBTQ community.** As a new addition to the community, I see how bold an act this was for our communities.

As the leader of Minnesota's LGBTQ philanthropic community, it's my goal to set the bar high for LGBTQ-Inclusive Philanthropy among allied foundations as well as within our own communities. The national average for LGBTQ-inclusive giving is one-quarter of one percent; **with Minnesota's heritage of fairness and inclusivity, I know we can meet that average for all LGBTQ Minnesotans and the upper Midwest.** We are resolute in our commitment to **'doing better so we can all do better.'**

An inspiring characteristic of Minnesota is how many women are at the forefront of the philanthropic community. I can only surmise that is **due to this region's value of everyone pitching in and making life better for others.** Getting to know this community and its leaders, particularly my predecessors Trina C. Olson, Interim Executive Director Chong Moua, and the PFund Foundation Board of Directors, I have been filled with gratitude by how much expertise, strategic vision and perseverance this place has in abundance.

As an institution of the LGBTQ communities, PFund Foundation's beginnings as a response to the AIDS crisis is one that's very personal to me. The face of HIV/AIDS still reflects the most marginalized in our society; when PFund Foundation was started, it was gay men who were isolated and intentionally ignored by the highest levels of government. So, too, today we find ourselves on the margins. African American gay and bisexual men account for the largest number of HIV diagnoses in the United States today. Nearly 25 percent of transgender woman are diagnosed with HIV. African American and Latinx women represent 30 percent of the population, but account more than half of women living with HIV. PFund Foundation advocates for the needs of our ever-changing community, and we **can find equitable funding solutions for our most-marginalized community members with your help.**

This work will be challenging and new, which is why our movement requires joyful celebration of every victory we achieve. Minnesota leads the way in this region for how to be diverse, equitable and inclusive. PFund Foundation's Board of Directors has done bold work and is to be applauded. **This community's**

connection to its roots of advocating for the marginalized is something I'm looking forward to continuing. Leveraging LGBTQ people as assets is key to our work, centering Queer People of Color, Transgender and Gender Non-Conforming folks and rural LGBTQ communities will create a brighter future for all.

PFund Foundation's unique approach has proven incredibly effective thus far. It has produced **Elevated Priorities for funding,** a strategic vision with the **BETTER OUTcomes Initiative** and **inspiring partnerships** with several, major Minnesota funders.

As I continue to get to know the community here, meeting with leaders, activists and elders, I look forward to building strong relationships in the effort to increase funding to LGBTQ people and communities in our region. **Together, we can be stronger as we celebrate our achievements, center the marginalized and remember our roots.**

In Community,

A. Charlene Leach
Executive Director
PFund Foundation

Living Our Priorities Scholarship Demographics

Every year, PFund Foundation's Community Review Committee ensures our commitment to living into our Elevated Priorities for lesbian, gay, bisexual, transgender, queer, intersex, Two-Spirit and allied leadership in our grantmaking.

This year, the Community Review Committee read through the applications submitted throughout our region from LGBTQ people seeking funding. The work was deliberate, equitable and demonstrated that when we re-center our approach to grantmaking with those on the margins foremost in mind, our community does better.

As the upper Midwest's LGBTQ grassroots community foundation, we are proud to celebrate and financially support the current and future leadership of our communities. We know that in order to make sure everyone has a level playing field, we need to lead by example. We are happy to share a few statistics about our scholars.

32 PFund Foundation Scholars



Because of the generosity of donors, like you, we increased our investment in leadership. Our LGBTQ and allied scholars increased to 32 this year!
Thank you!

Across the Lifespan

65% Queer People of Color



PFund Foundation Scholars who are selected are diverse in racial and ethnic backgrounds, including: African American, Afro-Latinx, Black, Blackfoot, Black Boricua, Black American, Black Mixed, Black West Indian, Hmong, Indigenous, Jamaican, Jewish, Middle Eastern, Mixed Race, Native American, Ogaden, Southeast Asian, Somali and Tunjur.

This year's PFund Foundation Scholars' ages range from 17 to 49 years-old! We are happy to support LGBTQ people in their education, leadership development and professional development at every age across the lifespan!

59% Transgender & Gender Non-Conforming



Of the 32 PFund Foundation Scholars selected, 19 claimed a **gender identity beyond cisgender male and cisgender female.** Identities included: Demi-Boy, Gender Non-Conforming, Gender Nihilist, Genderfluid, Genderqueer, Masculine of Center, Non-Binary, Phenotypically Intersex, Trans, Transgender, Transgender Man, Transgender Woman and Transmasculine.



2018 PFund Foundation Scholars

Celebrating Our LGBTQ Leaders & Their Visions



Ahmad Qais Munhazim
Linde-Ostrander
Building Bridges Award



Eiko Mizushima
Human Services Award



Liam Mystery
Target Award



Zeam Porter
James T. Lerold
Memorial Award



Anisa Sharif Abdinassir
James T. Lerold Memorial Award



Roxanne Anderson
Lyle Rossman Memorial Award



Michelle.Be
Quorum Award



Denzel Belin
Kerstin & Winn Wyman
Memorial Award



Dua Saleh
James T. Lerold
Memorial Award



Vanessa Taylor
Miriam Weinstein
Peace & Justice Award



Eve Thao
Patricia Cook Memorial Award



Cody Thompson
Cory Mayer
Memorial Award



Ashlei Buhrow
Lutheran Student Award



Angela Callais
Patricia Cook Memorial Award
All God's Children Award



Daniel Davis
Target Award



Brittany Duncan
Beverly Cory Memorial Award



Kaja Vang
James T. Lerold
Memorial Award



Teng Yang
Atheist Award for Human Rights
Jamie Lee Wounded Arrow
Memorial Award



Andrew Weston
James T. Lerold Memorial Award



Ariel Gutierrez
Kerstin & Winn Wyman
Memorial Award



Kayleb Her
Holland-Federhart
Outstanding Arts Award



Sagan C.S. Lara
Meuwissen-Werb
Leadership Award



Anna Meyer
Gilligan-Pospisil Award

Congratulations to this year's PFund Foundation Scholars!
Your vision, your resilience and your leadership are joyfully celebrated.
To learn more about the work of these LGBTQ and allied leaders, visit:

pfundfoundation.org/our-grantmaking/scholar-highlights

Not Pictured

Qui Alexander
Howard Liebhaber
Human Rights Award

Robert Andrews
Southeast Minnesota Award

Maxine Britt
Target Award

Joe Ippolito
Target Award
All God's Children Award

Ejay Jack
Target Award

Mitchell Krause
Associated Bank
Pride & Equality Award

Malik Mitchell
Human Services Award

Atlese Robinson
Marjorie D. Grevious &
Lisa R. Robinson Leadership Award

BETTER OUTcomes Initiative

A Year Into Our Work



One of PFund Foundation's signature efforts—the BETTER OUTcomes Initiative (BOI)—has been underway for a year, and we are proud to serve as Steering Committee co-chairs for this important effort.

Last year, we launched BOI at the Moxie Awards and are happy to share this exciting update with all of you.

BOI has three primary goals:

- **Ensure reliable, adequate funding for lesbian, gay, bisexual, transgender, queer, intersex, Two-Spirit and allied initiatives and organizations.**
- **Foster skilled, sensitive grantmaking among Minnesota funders** by offering training through the BOI Learning Community of Practice—a five-session, cohort-based learning opportunity for people working at foundations
- **Build leadership in philanthropy** to promote effective advocacy and support for LGBTQ and Allied community members and organizations through growing the LGBTQ Funders Network, hosted at the Minnesota Council on Foundations

Here's why we're committed to BOI's success:

- The Upper Midwest is at the bottom of charitable support across the nation for LGBTQ and Allied-focused philanthropic giving

- Charitable giving in Minnesota to LGBTQ and Allied causes is unpredictable: over half the donated dollars leave the state each year; many funders don't consistently give every year; there is not enough funding to meet the basic operating needs of critical programs and services, which leaves our community vulnerable and lacking important support.

BOI is designed to equip the philanthropic sector for long-term systems change, where we level the playing field for all members of our community and make sure we receive an equitable distribution of philanthropic resources. That's why our BOI mantra is: **Give. More. Consistently. Here.** BOI is designed to be an exciting, permanent solution changing the philanthropic sector for good to be supportive, strategic, sensitive allies in meeting these needs.

We want to extend our deep gratitude to the amazing supporters of BOI, including the 30 Minnesota philanthropic professionals who have participated this year in a Learning Community of Practice cohort. Our thanks go out to the Arrowhead Agency on Aging, Otto Bremer Trust, Blandin Foundation, Bush Foundation, Funders for LGBTQ Issues, Greater Twin Cities United Way, Margaret A. Cargill Philanthropies, Northland Foundation, Northwest Area Foundation, St. Paul and Minnesota Community Foundations, and Women's Foundation of Minnesota. Special thanks go out to the fantastic staff at PFund Foundation and TerraSoma LLC.

Sincerely,

BETTER OUTcomes Initiative Steering Committee



Sam Blackwell
Greater Twin Cities
United Way



Anil Hurkadli
Thrive Financial



Camille Cyprian
Minnesota Council on
Foundations



A. Charlene Leach
PFund Foundation



Trina C. Olson
Team Dynamics



Alfonso Wenker
Team Dynamics

Who We Are

PFund Foundation Board of Directors



Board of Directors

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Ralph Wyman | Treasurer
Dr. Saby Labor | Advancement Committee Chair
Dr. Abel Knochel | Development Committee Chair

Lois Carlson
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Dr. George Hoagland
Zachary Packineau, MBA
Luciano Patiño

Community Review Committee

24 Years-Old and Younger
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Mohamed Yakub
Naomi Hospodarsky

25 Years-Old and Older
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Lloyd Clausen
Catherine Lundoff
Trung Le Nguyen
Xay Yang

Staff

Trina C. Olson
Executive Director

Chong Moua
Interim Executive Director

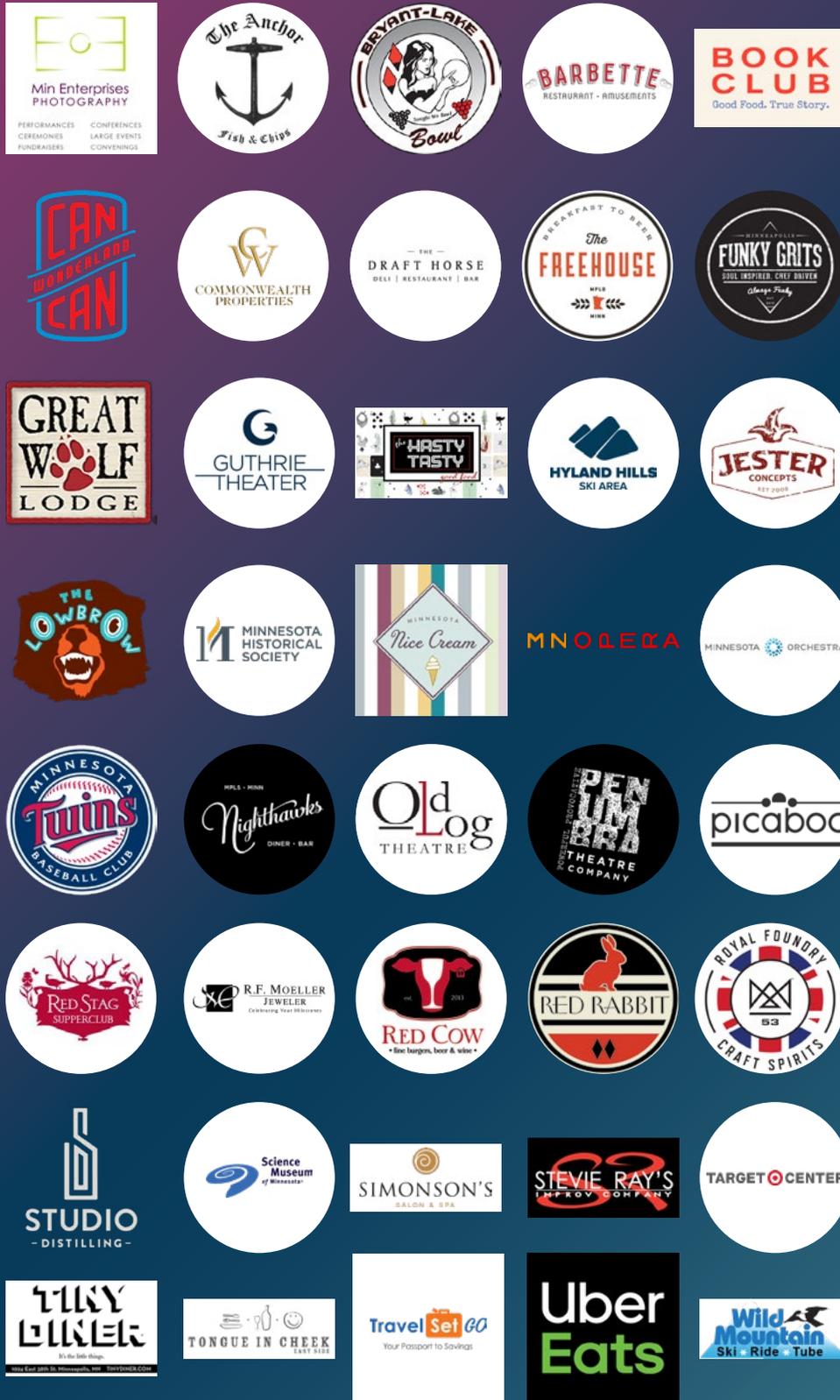
A. Charlene Leach
Executive Director

Lois Epstein
Finance Manager

Tom Vance
Development Manager

Alfred Walking Bull
Communications Manager

Special Thanks to the 2018 Moxie Awards Sponsors



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