



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



FORWARD

Annual Report

July 1, 2014 – June 30, 2015



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



PFund Foundation's Vision

PFund Foundation is a catalyst in building communities in Minnesota and the upper Midwest where lesbian, gay, bisexual and transgender people are celebrated and live free from discrimination, violence, invisibility and isolation.

PFund Foundation's Mission

PFund Foundation is a vital resource and community builder for lesbian, gay, bisexual, transgender, queer and allied communities by providing grants and scholarships, developing leaders and inspiring giving.

As the upper Midwest's regional community foundation for lesbian, gay, bisexual, transgender and queer people, PFund Foundation's mission to be a resource for LGBTQ leaders and communities continued to be realized throughout our 2015 fiscal year (July 2014 – June 2015).

This year saw the culmination of a multi-year process of conversation, research and discernment – PFund Foundation's QReach Initiative. In March of 2014, PFund Foundation hosted the first QReach Initiative cohort, bringing together 16 partner organizations from across Minnesota, Iowa, North Dakota, South Dakota and Wisconsin. We recognized the changing landscape of the LGBTQ movement and knew it was an important strategic moment to connect with and assess the presence and strength of **resources, relationships** and **infrastructure** of LGBTQ communities throughout the region.

What PFund Foundation learned was stirring: for all the strides made toward equality throughout the region, vast portions of our LGBTQ community did **not** have their basic needs met – indeed, they were in crisis.

PFund Foundation was started in 1987 in response to the AIDS crisis; as people in the LGBTQ community experienced isolation, stigma and ignorance, our community came together to provide for itself and ensure such obstacles could be confronted. Throughout our 2015 fiscal year, PFund Foundation **felt called again to address and respond to crises** through dialogue, knowledge-sharing and relationship building. Because of your work, LGBTQ leaders throughout the upper Midwest are better equipped to guide individuals, groups and organizations **forward**.

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Appreciation

Let us begin by first saying how grateful we are for your support, your partnership and your investment in PFund Foundation. As the regional LGBTQ foundation in the upper Midwest, we have seen many breakthroughs over the course of the foundation's 28 year history. Leading PFund Foundation during this exceptional time of change has been tremendous.

This past year, PFund Foundation's staff, board and community partners have engaged in hundreds of open, honest and vulnerable conversations as lesbian, gay, bisexual, transgender, queer and allied (LGBTQA) stakeholders. We have heard about weddings, new babies and flourishing organizations; we have also heard about LGBTQ people getting fired, evicted and hurt because of who they are and who they love. Our summary of this time period is paradox.

Thank you for staying connected this year, a year that boasted both huge gains and devastating losses. The dissonance of these contradictory experiences is often tough to navigate. Marriage equality became the law of the land, we completed our multi-year QReach Initiative and invested in 16 leaders and 16 organizations as they worked to engage deeply in their communities. Yet, transphobia, racism and homophobia continued to foster experiences for LGBTQ people that have grave consequences. For example, 2015 was the year of greatest Trans* visibility, but it was also the year of the largest number of murders of Trans* individuals on record. This reality is very tough to swallow.

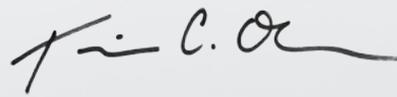
It is important to celebrate the huge gains made recently. These victories are the result of generations of activists, supporters and loved ones bravely working towards a better life for us all. As a foundation started in 1987 in response to the AIDS crisis, we know we stand on the shoulders of giants, and that when the torch gets passed to us it is imperative that we carry that light forward. We recognize that although some change happens overnight, a movement spans generations because **the work must continue** – at the local, institutional and familial levels in order to be fully realized.

Thank you for everything you have done and continue to do in the continued struggle for stable housing, competent healthcare, access to good jobs and more. As the queer regional community foundation we are called to be a resilient, strategic, generous community of LGBTQ and allied leaders. Your partnership means the world to us. You are why we are able to be a source of strength and hope.

Together, as we wrestle to mourn the loss of those taken too soon and work to dream towards a safer, more beautiful future, because we can count on one another we can continue to take important steps forward.



Luciano Patiño
President, Board of Directors



Trina C. Olson
Executive Director



To learn more about PFund Foundation, visit our [YouTube channel!](#)
youtube.com/user/PFundMoxie

Who We Are: Community

As a community foundation we are by and for the community. Because of the guidance and input from the LGBTQA community, PFund Foundation is best able to live the vision of being a catalyst in the upper Midwest where lesbian, gay, bisexual, transgender and queer people are celebrated and live free from discrimination, violence, invisibility and isolation.

As a community foundation committed to a transparent and accountable process, we rely on community-driven grantmaking. Our diverse community consists of a broad cross section of LGBTQA volunteers. Thank you to everyone!

2015 Community Review Committee

College Plus Review Committee

(Responsible for reviewing applications from current college students.)

Khalid Adam, Chair
Jen Parshley
Connor Wright
Awale Osman
Justin Martin
Angel Benes

High School Review Committee

(Responsible for reviewing applications from high school seniors preparing to enter college for the first time.)

Abel Knochel, Chair
JP Arcani
Eric Highers
Michael Grewe
Katrina Plotz
Kevin Xiong

Grants Review Committee

(Responsible for reviewing applications from organizations throughout the five-state region.)

Coya White Hat-Artichoker, Chair
Jason Bucklin
Karla Buzick
Nathalie Crowley
Ruth Harper
Patricia Nelson
Zach Packineau
Patricia Poyer

Executive Director Search Committee

Alfonso Wenker (co-chair), Claire Wilson (co-chair), Khalid Adam, Lois Carlson, Claire Chang, Dana Nelson, Ani Koch, John Larsen, and Luz Maria Hernandez. *Special thanks to Marcia Ballinger and Lars Leafblad at Ballinger | Leafblad.*

2015 Cabaret Co-Chairs

K. Davis Senseman and Mike Davidovich. *Special thank you to Ryan Kroening and Events by Lady K and their entire team for making the night memorable!*

QReach Advisory Group

The QReach Initiative was driven by PFund Foundation board members, staff as well as community members and funders who represented our five-state region. The advisory group was there to learn along with PFund Foundation and to provide reflection and oversight on the project's activities.

Jennifer Houston

Diane Benjamin

Monica Bryand

Paul Fairchild

Bernadine Joselyn

Kate Nelson

June Noronha

Lorrie Janatopoulos

Monica Meyer

Donna Red Wing

Bo Thao-Urabe

Lawrence Novotny

John Quinlan

Victor Raymond, Ph.D.

Ryan Roerman

Roderic Southall

Cheryl Terrance, Ph.D.

Who We Are: Staff & Board of Directors

Fiscal Year 2015

July 2014-June 30, 2015

Development Committee

Ruth Birkholz, Chair
Abel Knochel, Chair
Gregory Wildhaber

Advancement Committee

Claire Wilson, Chair
Saby Labor
Barbara Satin
K. Davis Senseman
Robert J. Smith, III
Donald Whipple-Fox
Gregory Wildhaber

Finance Committee

Curtis Brock, Chair
Scott Cabalka
Susan Emerson
Jaron Gill-Roering
Tim Kehr
Mark Konrad
Dawn LaDassor
Alan Scott
Coya White Hat-Artichoker

PFund Foundation Board of Directors

Luciano Patiño

President

Gregory Wildhaber

Vice President

K. Davis Senseman

Secretary

Curtis Brock

Treasurer

Ruth Birkholz

Khalid Adam

Jason Bucklin

Lois Carlson

Jennifer Houston

Jason Howard

Abel Knochel

Lindsay Kruh

Saby Labor

Dawn LaDassor

Rachel Orville

Barbara Satin

Robert J. Smith, III

Claire Wilson

Donald Whipple-Fox

Coya White Hat-Artichoker

PFund Foundation Staff

Trina Olson

Executive Director

Rev. Rebecca Voelkel

Interim Executive Director

Shana Cohen

Development and Events Associate

Lois Epstein

Finance Manager

Eric Highers

Regional Fellow

Ho Nguyen

Program Officer

Henry Schneiderman

Communications Manager

Tom Vance

Development Manager

Kayva Yang

Director of Programs

Jessica Zimmerman

Program Officer



PFund makes the world better

"This feels like strengthening my people."

PFund Foundation board member Lois Carlson talks about how PFund Foundation makes the world better.

To learn more, visit our [YouTube channel!](https://www.youtube.com/user/PFundMoxie)
[youtube.com/user/PFundMoxie](https://www.youtube.com/user/PFundMoxie)

Marriage: June 26, 2015

On June 26, 2015, the Supreme Court of the United States, in a 5-4 decision in the case of *Obergefell v. Hodges*, ruled for marriage equality as a fundamental right under the Due Process and Equal Protection Clauses of the 14th Amendment to the U.S. Constitution.

Hailed a watershed moment in the LGBTQ movement, *Obergefell v. Hodges* was a culmination of six lower-court cases throughout the U.S., including two cases from Kentucky, two cases from Ohio, one from Michigan and one from Tennessee.

Lead plaintiff James Obergefell, who sought to put his name on his husband's Ohio death certificate as surviving spouse, said, "Today's ruling from the Supreme Court affirms what millions across the country already know to be true in our hearts: that our love is equal." President Barack Obama called the decision, "[a] victory for America."

*“The nature of marriage is that, through its enduring bond, two persons together can find other freedoms, such as expression, intimacy, and spirituality. This is true for all persons, whatever their sexual orientation... There is **dignity** in the bond between two men or two women who seek to marry and in their autonomy to make such profound choices.”*

Justice Anthony Kennedy
Obergefell v. Hodges

Housing, Health, Jobs

*"We are the lead plaintiffs in Rosenbrahn vs. South Dakota. **Marriage is not the answer, marriage is not the end.** Especially in a state like South Dakota where you can lose your housing, you can lose your job for being gay, we don't have an equal protection."*

Nancy Rosenbrahn, Black Hills Center for Equality

Investing in lesbian, gay, bisexual, transgender and queer (LGBTQ) people across the lifespan is imperative. In an era of major policy breakthroughs for the LGBTQ community, **many are still lacking our very basic needs.**

Pervasive challenges for LGBTQ people include: **housing, health care, economic security** and more. Depending on our stage in life, these issues manifest a little differently. As we work to address systemic barriers and disparities across race, class, and gender identity, it is important to have a holistic vantage point. **Responding to chronic needs will require comprehensive solutions across sectors.**

Banning discrimination based on sexual orientation, gender identity and expression is a critical piece of the work. **Enforcing LGBTQ inclusive policies** and teaching decision-makers (such as landlords, teachers, doctors and hiring managers) how to interrupt explicit and implicit bias is a massive undertaking.

Following the breakthrough of marriage equality, **experts agree that there is not one 'next issue.'** Instead, PFund Foundation is proud to be part of the movement to taking an **intersectional approach.**

Core indicators of quality of life include: housing stability, competent healthcare, and access to good jobs. These issues are interrelated; strategically, it is important to connect

these issues and work in solidarity with specialists in these fields.

Why Housing? Because housing instability and homelessness are chronic problems in the LGBTQ community from the time we come out, finding LGBTQ friendly-landlords, and accessing assisted living facilities where we won't be forced back into the closet. Without stable housing it is hard to stay employed, healthy or safe.

Why Health? Because health outcomes for LGBTQ people are abysmal. From suicide attempts to instances of cancer to substance abuse, the minority stress theory posits that stigma, prejudice, heteronormativity, rejection and internalized homophobia all result in lasting impacts on our mental and physical health.

Why Jobs? Because LGBTQ people are chronically unemployed, underemployed and poor. For example, transgender people are four times more likely to live in extreme poverty (annual incomes under \$10,000/year). Data shows that regardless of educational attainment, because of anti-LGBTQ bias in education, hiring, pay and promotion, LGBTQ individuals have a hard time getting and keeping good jobs.

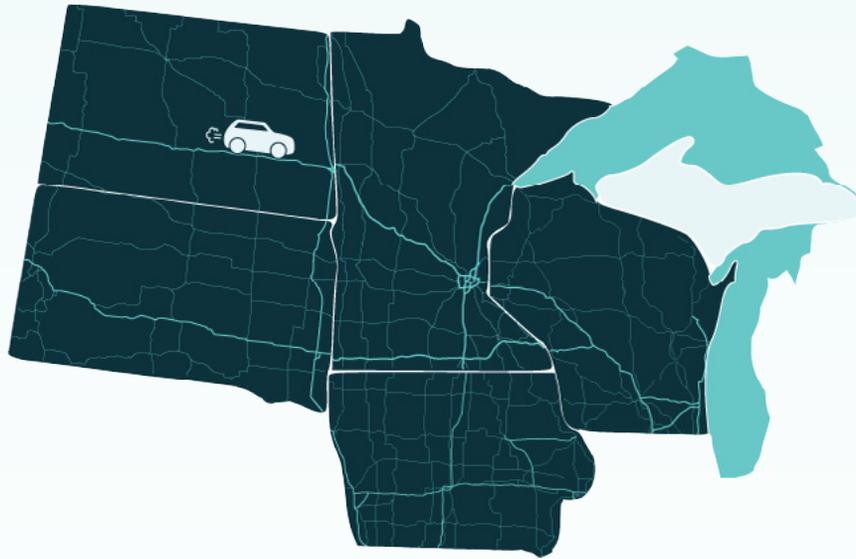
LGBTQ South Dakotans are at the forefront of a regional struggle against discrimination and fighting for equal protection.

To learn more, visit our [YouTube channel!](https://www.youtube.com/user/PFundMoxie)
[youtube.com/user/PFundMoxie](https://www.youtube.com/user/PFundMoxie)



Equality South Dakota Lobby Day

QReach Initiative



In late 2013, PFund Foundation initiated a field scan of the upper Midwest states in our region (Minnesota, Iowa, North Dakota, South Dakota and Wisconsin) called the QReach Initiative.

This year-long, \$160,000 initiative was made possible with the support of the F.R. Bigelow Foundation, Blandin Foundation, Otto Bremer Trust, Bush Foundation and the Headwaters Foundation for Justice.

In March 2014, PFund Foundation hosted the first convening of the QReach cohort. This event marked an important step in the QReach process that sought to make a meaningful impact on both PFund Foundation and the upper Midwest LGBTQ community.

Following the convening, PFund Foundation staff and board members set off on a tour of the cohort communities throughout the region. While on the road, they saw first-hand the crucial work being done within LGBTQ communities across the upper Midwest.

They also experienced the way in which PFund's financial support is often a vital source of grant monies for our partners.

The goal of shaping our programs, grantmaking and fundraising in order to be responsive to community needs through the QReach process was a success. As you'll see, when coupled with data from national sources, the QReach Initiative guided the work that PFund Foundation does and where it makes it

PFund Foundation was able to have important discussions with Black Hills Center for Equality, Bisexual Organizing Project, Dakota OutRight, Diverse & Resilient, Equality South Dakota, FORGE, Freedom Inc., Gay Straight Alliance for Safe Schools, Iowa Pride Network, Lutheran Social Services of MN – Together for Youth, One Iowa Education Fund, Outfront Minnesota Community Services, Art and Soul Innovations/Proud Theater, RECLAIM, Shades of Yellow and Siouxland Pride Alliance.



Blandin Foundation™
STRENGTHENING RURAL MINNESOTA

F. R. BIGELOW FOUNDATION



**BUSH
FOUNDATION**



HEADWATERS
FOUNDATION for JUSTICE



**OTTO
BREMER
TRUST**

Inspiring Action

Throughout 2014 and 2015, PFund Foundation staff and board members traveled throughout the five-state region and convened meetings with organizations that are at the core of PFund Foundation’s vision and mission.



Left: youth performers at Proud Theater in Monona, Wis. Proud Theater is an LGBTQ youth theater troupe designed to foster expression, empowerment, and self-esteem among youth who identify as LGBTQ, who come from same-sex households, or who are allied with the LGBTQ community in support and understanding.

Bottom, left: LGBTQ community members in Duluth gathered at Jefferson People’s House. One of PFund Foundation’s grantee organization is Lutheran Social Services of Minnesota’s Together for Youth, an inclusive, supportive and welcoming group for LGBTQ youth.

Bottom, right: Participants at PFund Foundation’s convening for Dakota OutRight in Bismarck, N.D.

Dakota OutRight’s mission is to serve the LGBTQIA community of central and western North Dakota by increasing visibility, providing resources and information, advocating for equality, and creating safe spaces for connection, support and celebration.



QReach Partners



Learnings from QReach

In late 2013, PFund Foundation initiated a field scan of the upper Midwest (Minnesota, Iowa, North Dakota, South Dakota and Wisconsin), called QReach. Its purpose was to enrich understanding about the ecology of LGBTQ communities in our region. Through QReach, we supported 16 partner organizations with funding and technical assistance to assess their own communities and shared their findings back to PFund Foundation, as well as connecting with and learning from each other. PFund Foundation wanted to learn about the strides and challenges that organizations faced around infrastructure, networks and social justice. This is a compacted summation of our findings:

INFRASTRUCTURE

1. Basic needs gaps

There is a common sense that LGBTQ communities in the upper Midwest have insufficient access to needed social services. In general, it is challenging to secure adequate resources to support and sustain important work.

2. Strong assets

QReach participants cited numerous assets and strengths of their communities, organizations and environments.

NETWORKS

3. Isolation

Profound experiences of isolation are prevalent in many communities and are barriers to cultivating leadership. There is a desire to strengthen collaboration, even in an atmosphere of scarce resources.

4. Leadership pipelines

Leadership development — both within organizations and in the LGBTQ community — remains a significant focus for many groups. Developing intergenerational leadership is critical to LGBTQ leaders in the upper Midwest. Leaders find generational gaps to be a formidable hurdle but innovative work is being done to bridge them.

SOCIAL JUSTICE

5. Contextualizing the movement

Documenting community histories is important to contextualize the movement, give it roots and inform future direction. Sharing stories helps affirm individual experience and provides a counter-narrative to combat negative stereotypes.

6. Building intersectional awareness

The QReach cohort named the pressing need to build greater awareness and analysis of how power and privilege play out within and around their communities. Lesbian, gay and bisexual elders, youth, transgender individuals and people of color each identify roles and realities differently within the movement.



LGBTQ community members in South Dakota gather at a gathering hosted and sponsored by Black Hills Center for Equality.



Amy Batiste facilitates a session of what QReach looks like for members of the LGBTQ community in the upper Midwest.

Our Elevated Priorities

PFund Foundation is committed to investing across LGBTQ communities, recognizing that our communities are not homogenous but intersectional and recognizing that the LGBTQ movement as a whole is under resourced.

Firsthand accounts gathered through our upper Midwest field scan, QReach, combined with national data illustrates the unique and varying needs, barriers and biases that impact LGBTQ people's abilities to live full, healthy and thriving lives. Stark disparities within the LGBTQ community reaffirm that there are communities within our communities with the least access to resources and support networks.

PFund Foundation is making an intentional decision to focus on the following LGBTQ communities: indigenous, black, people of color, undocumented, first generation immigrants and New Americans; trans* communities; and LGBTQ North Dakotans and South Dakotans.

PFund Foundation's elevated priorities are aligned with our grantmaking criteria and vision, "where gay, lesbian, bisexual, transgender, and queer people are celebrated and live free from discrimination, violence, invisibility and isolation."

Trans Communities

Out of the 21 transgender women murdered so far in 2015, 18 were transgender women of color. Violence, discrimination, suicide, and stigma in transgender communities remain at alarming rates. Research and studies show that trans* and gender non-conforming communities are four times more likely to live in extreme poverty – with household incomes of less than \$10,000 per year. More than one in four transgender adults have lost at least one job due to anti-trans* bias, and 90% of transgender adults report experiencing workplace discrimination



of transgender people have faced **transphobic harassment** at work.

Trans people face continued discrimination in hiring, promotion and firing practices simply because they are being their **authentic** selves.

LGBTQ people of color are



to live in **poverty** than **white LGBTQ people**.

LGBTQ People of Color live every day in the crosshairs of **racism, homophobia and transphobia.**

LGBTQ Indigenous, Black, and People of Color; Undocumented, First Generation, Immigrants, and New Americans

Anti-LGBTQ discrimination coupled with institutionalized racism has resulted in LGBTQ indigenous, black, people of color, undocumented, first generation immigrants, and new Americans experiencing oppression, systemic barriers and some of the highest disparities within and beyond the LGBTQ community. Disproportionate negative health outcomes include higher HIV infection rates, limited basic health care, poor education, increased profiling and criminalization.

LGBTQ North Dakotans and South Dakotans

North Dakota and South Dakota have extremely discriminatory policies towards LGBTQ people and communities. Legislation does not provide protections against discrimination in employment, housing, healthcare, and adoption based on gender identity or sexual orientation. In a hostile political environment, volunteer-led organizations are working hard to stop anti-LGBTQ attacks.

South Dakota women in same-sex couples **earn less than half** than those married to different-sex partners.



LGBTQ North Dakotans and South Dakotans shouldn't have to **leave home** just to **earn a living wage**.

Scholarship: History

As the upper Midwest's regional LGBTQ community foundation, PFund Foundation recognizes that dedicated, connected and supported generations of LGBTQ leaders are central to the resilience and health of our communities. Our scholars embody both courage and commitment to advancing change.

Our scholarship program awards lesbian, gay, bisexual, transgender, queer and allied individuals for their commitment to leadership within LGBTQ communities.

Scholarships support bold leaders pursuing:

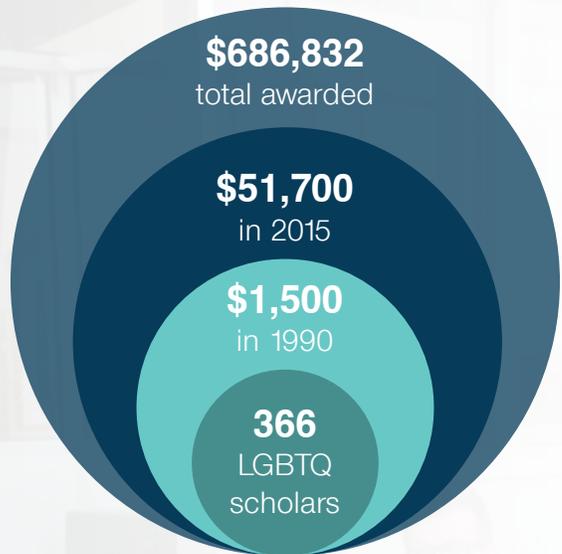
- Post-secondary academic programs
- Non-scholastic leadership development opportunities

PFund Foundation's scholarships range from \$2,000 to \$10,000.

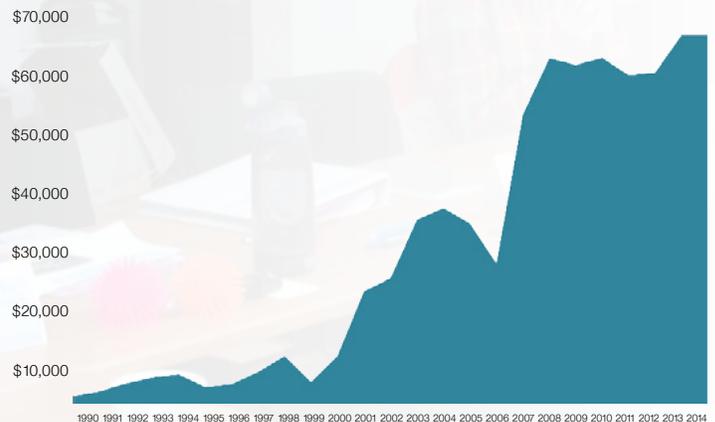
As of 2015, PFund Foundation has awarded over \$600,000 to 366 LGBTQ and allied individuals who share the vision of building communities throughout the upper Midwest where LGBTQ people are celebrated and live free from discrimination, violence, invisibility and isolation.

Preference is given to:

- Applicants serving, leading and working for change in LGBTQ communities, recognizing that access to leadership opportunities can vary.
- Applicants with a strong vision for making a social or political impact in LGBTQ communities.
- Applicants of diverse backgrounds, particularly those from traditionally under-represented communities and demographic groups.



Scholarships Awarded Since 1990



2015 High School Review Committee (left to right): Kevin Xiong, JP Arcani, Kayva Yang (staff), Katrina Plotz, Michael Grewe, Abel Knochel and Eric Highers.

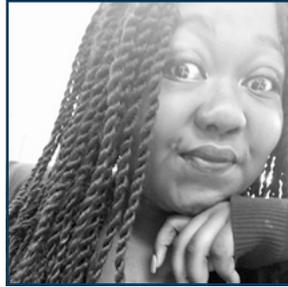


Program Officers Ho Nguyen (left) and Jessica Zimmerman (right) present Xay Yang with the Miriam Weinstein Peace & Justice Education Award at the PFund Foundation scholarship brunch hosted by Dr. Tom Knabel.

Scholars: Bold LGBTQ Leaders



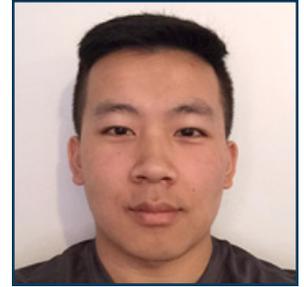
VALERIE KRAMIN
Holland-Federhart
Outstanding Arts Award
All God's Children Award



**OLIVIA ELIZABETH
ROGERS**
James T. Lerold Memorial Award



BEAU FOSHEE
Wellness Award
Atheists for Human Rights Award



ZONG YANG
Linde-Ostrander Building
Bridges Award



PARKER BREZA
Meuwissen-Werb Leadership
Award



DENISE BURKE
Lyle Rossman Memorial Fund



SARA CLIFTON
Nancy T. Kelly
Female Writer Award



ASHLEY COPE
Lutheran Student Award



HEATHER DIGOLO
Southeast Minnesota Award



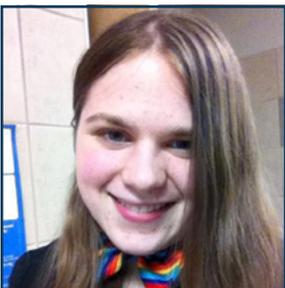
JAZMYRN GLAUSE
Kerstin & Winn Wyman
Memorial Award



KORI GRIFFITH
Gilligan-Pospisil
Homelessness Award



CHARLIE JOHNSON
Quinn Liberal Arts Award
All God's Children Award



LAURA LUDWIG
Manahan-Bohan
Rural Lesbian Award
Corey Mayer Memorial Award



JOSHUA VANG
Dr. Tom Knabel Academic
Achievement Award



JIE WRONSKI-RILEY
Howard Liebhaver
Human Rights Award
Marjorie D. Grevious and
Lisa R. Robinson Leadership Award



XAY YANG
Miriam Weinstein Peace & Justice
Education Award

Grantmaking

PFund Foundation's grant program supports emerging and established groups and organizations that are committed to building and advancing lesbian, gay, bisexual, transgender and queer communities to thrive. We partner with local leaders in Minnesota, Iowa, North Dakota, South Dakota and Wisconsin who combat homophobia and transphobia, discrimination, violence and isolation through:

Policy change • Culture change • Grassroots strategies • Holistic health and wellbeing

We award grants annually to LGBTQ and allied organizations and groups whose efforts align with our core pillars and strategic priorities. We provide funding for general operations, programs and projects.

In addition to the elevated priorities, PFund Foundation's grants go to groups who work in one or more of the three pillars of social justice:

1. Achieving equal rights.

Vision: LGBTQ people's human rights and dignity are unquestioned, and individuals live free from discrimination.

2. Ensuring access, safety, and security.

Vision: LGBTQ people experience the world as a safe place, and institutions, policymakers, the media, and our families reject any form of anti-LGBTQ violence.

3. Creating power through community.

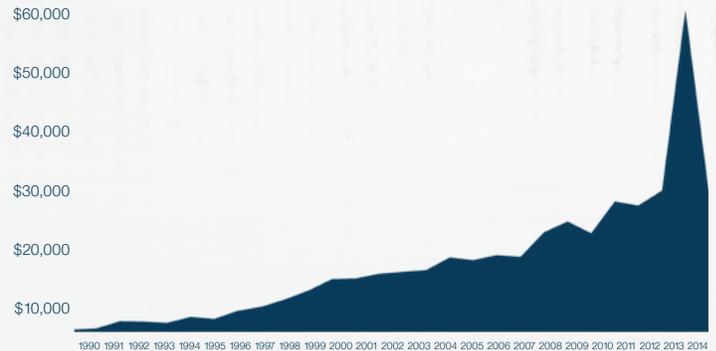
Vision: LGBTQ people are celebrated, visible, and find power in working together to advance equity and justice.

Since four gay friends pooled \$2,000 in 1987 to respond to the AIDS crisis, PFund Foundation has given \$1,445,942 to organizations throughout Minnesota, Iowa, North Dakota, South Dakota and Wisconsin.

In 2015, PFund Foundation awarded 16 LGBTQ organizations throughout the five-state region over \$50,000.

Our volunteer-led Community Review Committee is responsible for the selection of organizations that are doing important work, advance our values of social justice and demonstrate the greatest need for funding in our five-state region.

Grants Awarded Since 1990



Review committee members Rosanna Hudgins (left), Claire Wilson (center) and Mike Pittman (right).



Gregory Wildhaber (left) and Michael Grewe (right).

Grantees: Thriving LGBTQ Communities

2015 Grantee Partners



Amherst H. Wilder Foundation



Black Hills Center for Equality



Dakota OutRight



Equality South Dakota



The Family Partnership



FORGE



Freedom Inc.



Gay Straight Alliance for Safe Schools



Intermedia Arts

Iowa Safe Schools Taskforce



Little Brothers Friends of the Elderly



Lutheran Social Service of Minnesota



One Iowa



Outfront Minnesota



Training to Serve



University of Minnesota GLBTA Programs Office

PFund Foundation Supporters

The support of our donors makes our work possible. Thank you for your generosity.

2015 PFund Foundation donors for fiscal year 2015 | July 2014 - June 2015

\$15,000 or more

Sue C. Guesnard
Nancy Manahan & Becky Bohan
Robert Owens
Blandin Foundation
Bush Foundation
F.R. Bigelow Foundation
Greater Twin Cities United Way
Saint Paul Foundation

Joan Higinbotham
Jason Howard
Sharon Liebhaber &
Rabbi Alan Iser
Lutherans Concerned
Sharon F. McDonald
Craig Peifer & Larry Lozano
Marcus R. Waterbury
Miriam Weinstein
Barbra Wiener

Paul Tuchman & Thomas Evers
Velma Wagner
Danielle Wenker &
Joseph Wenker
Edward J. Zapp Jr.
Beth Zemsky
All God's Children Metropolitan
Community Church
Unity Church-Unitarian of
St. Paul

John Knudsen & Brian Austin
Laura Beth Landy &
Michael Israel
Kate Lehmann
Rev. Dr. George Martin &
Caroline Martin
Michael J. Maurer & Joel Graf
Yvonne M. Morman
Jeffrey Myers M.D. & Randy Bye
Nicholas Naumann &
Joe Chadwick

\$10,000 to \$14,999

Lois E. Carlson &
Janet Kroupa
Kenneth L. Eppich Fund for
the GLBT Community of the
Minneapolis Foundation
Dr. Ronald Linde &
Rob Ostrander
Elizabeth Scott &
James Houston

\$1,000 to \$1,999
Anonymous (2)
Dana Badgerow &
Kathy Barclay
Jack Barber & Mitchell Flattum
Gregory L. Baskin
John M. Brentnall
Curtis Brock & Bob Ruff
Robert H. Carlson Jr. &
Gregg S. Larson

\$500 to \$999

Anonymous (1)
Adam Alsleben &
Christy Alsleben
Richard W. Bartosh
Linda Brodzik &
Rev. Dr. Sue Collier
Chad A. Brown
Scott Kevin Cabalka
Claire Chang & Dave Kippen
Susan Cogger-Williams &
Terry Williams
Mark Konrad
Dan Covich
Carol Cummins &
Suzanne Born
James L. Denton
Daniel Morgan Duty, III
Kimberly D. Edson &
Angela K. Joyce
Susan Emerson
Events By Lady K
Cynthia Fay &
Katherine Gay Hadley
Joseph Gibbons & John Cullen
Teresa Hanratty &
Luz Maria Hernandez
Ruth E. Harper
Daniel Hawkins &
Michael Welter
Marjean Hoeft & Lisa Vecoli
Lousene M. Hoppe &
Alicia R. Schwarz
Jennifer Houston
Daniel D. Jacobson
Justin L. Jones
Van S. Keszler
Abel Knochel & Rebekah Pratt

Jane R. Newman &
Amy S. Lange
Jeff O'Hern & Scott Mulert
Rachel Orville
Mary Ann Rafferty
Kristen Rose & Stephen Rose
Timothy Schultz &
Peter O'Toole
Gary Taruscio & Michael Larson
David Waterbury &
Ruth Harkison Waterbury
Claire Wilson & Maria Kaefer
Robert W. Winters
Louise Ziegler
Atheists For Human Rights
First Unitarian Universalist
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\$5,000 to \$9,999

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Rev. Dr. Rebecca Mary
Mackenzie Voelkel

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Linley Bizik & Charles Tombarge
Steven Bolduc
Dean Borghorst
Joseph Braman
Burton T. Brown
Catherine & Kevin Cameron
Michael Davidovich
Gary & Kathy Diamond
Sally M. Ehlers & Ann Adams
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 Marta Drury & Kerry Lobel



My number one giving priority

PFund Foundation donor Alfonso Wenker talks about his experience with scholarship awardees, connecting resources and knowledge throughout our five-state region and our long view of supporting LGBTQ leaders and communities.

**To learn more, visit our [YouTube channel!](https://www.youtube.com/user/PFundMoxie)
[youtube.com/user/PFundMoxie](https://www.youtube.com/user/PFundMoxie)**

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The support of our donors makes our work possible. Thank you for your generosity.

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Prudential Foundation
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U.S. Bancorp Foundation
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It is with profound gratitude that we thank all the donors who are committed to PFund Foundation's mission and ongoing work.

Forecast and Strategy

PFund Foundation's financial position illustrates, in many ways, a planned response to the needs of the LGBTQ community in the upper Midwest. This was a time of transition for the LGBTQ movement, and also for PFund Foundation. A large part of the foundation's giving was designed to engage, collaborate and cast a vision for the future in the hopes that, as community needs shift, so can our response.

“Without your scholarship help, I may not have graduated.”

Heather Digolo, PFund Foundation scholar

PFund Foundation has supported leaders and communities that are vanguards. Their leadership and vision, whether policy change, dismantling disparities or creating paradigm shifts in the lesbian, gay, bisexual, transgender, queer and allied communities, have always been at the heart of PFund Foundation's vision and mission.

16-16-16

Along with the culmination of the QReach Initiative, which included 16 organizations throughout our five-state region, 16 individual leaders and 16 organizations were also awarded grants to support their work improving the lives, health and policies designed to protect and support lesbian, gay, bisexual, transgender and queer Midwesterners.

Continued Focus

The Supreme Court declared marriage equality for the nation just days before the end of this fiscal year. As national attention focused on the fight for marriage, PFund Foundation made note of and worked through the planned decreases in institutional funding as our own QReach Initiative process came to completion. When the success of the national marriage efforts came within reach, institutional and individual giving shifted and PFund Foundation responded by awarding \$400,000 through the QReach Initiative.

PFund Foundation prioritized this investment because we understood the continued need to support often misunderstood and underfunded LGBTQ focused advocacy and community building work throughout the region. As the upper Midwest's regional LGBTQ community foundation, we understand our role as a vital resource, a community builder and mindful stewards of our community's investment. This role is crucial to meet basic needs and strive for prosperity of LGBTQ people in Minnesota, Iowa, North Dakota, South Dakota and Wisconsin. With that charge foremost in our minds, PFund Foundation made the strategic decision to draw on a line of credit this fiscal year in order to support ongoing operations while in the middle of a transition. We did this while continuing to successfully fundraise and build and deepen relationships with stakeholders who care a lot about our vision, mission and future.

With all those factors in play, the one understandable variable is and will always be the market in which, PFund Foundation invests. While our endowment withstood the same fluctuations that were less kind to other institutions, we also began a forward-thinking strategy.

Foresight

As an integral part of that strategy, PFund Foundation hired executive director Trina Olson after a professional nationwide search. As an expert in fundraising and leadership development, Trina hit the ground running.

As we engaged the 16 organizations involved in the QReach Initiative, the 16 individual leaders we supported and the 16 grantee partners, our understanding of the short and long-term value of each of these investments grew as well. For some individual and organizational grantees, the awarding of a grant or scholarship ranging from \$2,000 to \$10,000 often meant the difference between success or continued struggle for LGBTQ leaders and communities.

We remain mindful that beyond financial support, our vision of building community to combat and address isolation, discrimination and invisibility creates both a unique and imperative vantage point, calling on us to bring our LGBTQ and allied voices to important conversations happening in the broader field of philanthropy.

The co-founder and co-organizer of the Upper Midwest Queer Indigenous People of Color Conference discusses why funding for LGBTQ People of Color is important.

To learn more, visit our [YouTube channel!](https://www.youtube.com/user/PFundMoxie)
[youtube.com/user/PFundMoxie](https://www.youtube.com/user/PFundMoxie)



Co-Founder & Co-Chair
Upper Midwest Queer and Indigenous People of Color Conference

Xay Yang's Story

Legacy

The Lavender Legacy League is the grassroots commitment of over 130 individuals, couples and families that have **included PFund Foundation in their estate planning**, designating PFund Foundation as beneficiary of a will, insurance policy, retirement plan, IRA or other asset. The legacy planning of these individuals, couples and families today ensures that PFund Foundation will make an impact for generations. All of us stand on the shoulders of our ancestors; chosen family in the LGBTQ community matters a great deal. Making a commitment that will have a lasting impact long after we're gone is an investment in generations of LGBTQ leaders still to come.

We Are Grateful for the Legacy of Sue Guesnard



Inspired by PFund Foundation to meet the needs of the lesbian, gay, bisexual, transgender and queer communities of the upper Midwest, Sue Guesnard became involved in our earliest days. Sue served on the board of directors from 1991 to 1995 and during those early days launched our first-ever fundraising event called Rainbow Weekend. This initial idea grew into events which included gay proms, networking nights, award dinners, comedy shows and dances.

Sue's love for PFund Foundation ran deep, providing annual financial support, giving in-kind gifts of technology and including the foundation as one of the beneficiaries of her life insurance to help ensure a better future for all LGBTQ people.

Sue worked in IT security for such companies as Toro, Metris, HSBC and Moneygram International. Her other passions included the arts and animal welfare. Sue passed away in January 2015 and PFund Foundation was a beneficiary of her estate.

Sue's legacy lives on in the bold leaders and thriving LGBTQ communities across the upper Midwest.

How To Join the Lavender Legacy League

When you commit to donating to PFund Foundation through your will, trust or bequest, you are automatically eligible to become a member of PFund Foundation's Lavender Legacy League, an honorary club designed to recognize individuals who have decided to include PFund Foundation in their estate plans. To date, more than 130 generous donors have informed us that they intend to make a gift to PFund Foundation through their will, bequest or trust.

We can speak with you about the benefits of setting up any number of planned giving options that allow you to potentially gain certain tax advantages as you contribute to our LGBTQ communities. We can also recommend a list of experienced attorneys and estate-planning professionals who understand the unique needs of our communities.

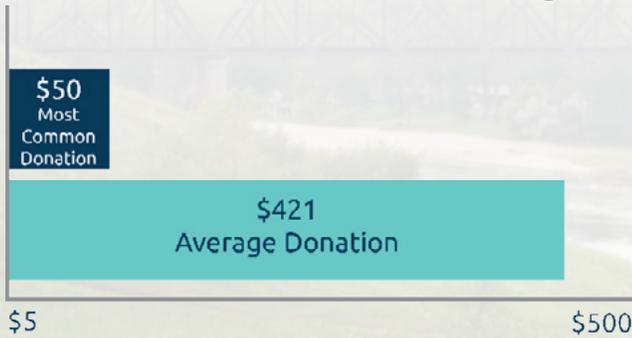
Contact us today to find out more: 612-870-1806. Ask for Tom Vance, PFund Foundation Development Manager, or email Tom at tom@pfundfoundation.org.

State of the Foundation

PFund Foundation was founded when four gay friends came together in 1987 to pool \$2,000. This was their very personal way to respond to the AIDS crisis – wanting to leave a legacy. This tradition of **grassroots giving** from people who care deeply about the health and well-being of the LGBTQ community continues to this day. We have built our endowment from scratch; **each year the collective pooling of hundreds of gifts from the community support and drive the foundation’s work.** Thank YOU!

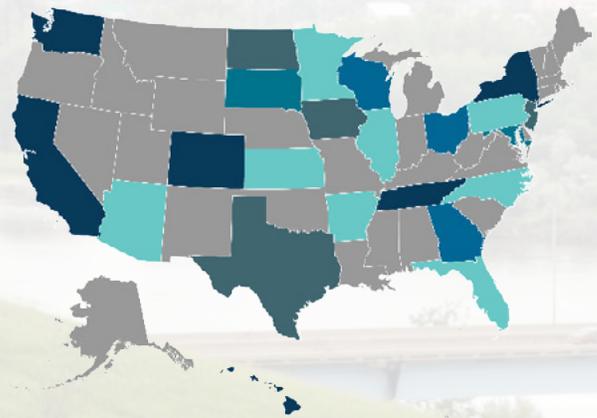
1,130 // Total Donations

Grassroots Individual Giving



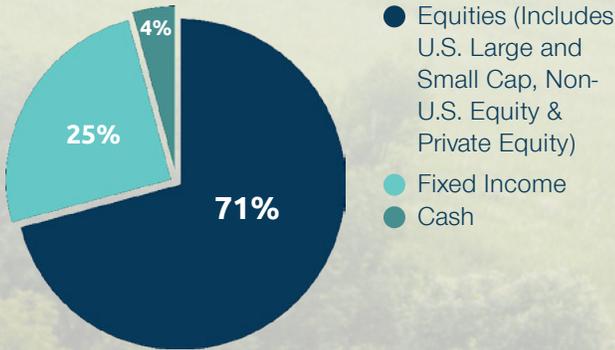
During fiscal year 2015, single donations from both individuals and institutional (small businesses, corporations, foundations) giving ranged from \$5 to \$35,000.

National Support



While almost all of our financial support comes from within Minnesota and our five-state region, LGBTQ and allied donors from around the country are invested in supporting LGBTQ leadership and communities in the upper Midwest.

Asset Allocation



98 // Monthly Sustaining Donors

New Donors // 125

Assets: \$989,504

Investments: \$932,001

98 Monthly Sustaining Donors: When individuals and businesses give monthly, it helps us plan.

You can set up a recurring gift on our new website www.PFundFoundation.org/donate.

125 New Donors: Each year we are pleased to meet and get to know brand new people. This year we are pleased to welcome one hundred and twenty-five brand new grassroots givers to PFund Foundation.

1,130 Total Donations – Truly a grassroots community foundation!

Go to www.PFundFoundation.org/about/ to review our 990s.

Looking Forward

Since the end of our fiscal year, there are a number of exciting activities already in the works! We are proud of all the progress we are making and hope you will find time to join us at events throughout the coming year. Below is a brief overview of things we have made happen recently and core projects we are in the middle of working on:

We Welcomed New Staff & Board Members

We are thrilled to have welcomed Zach Packineau of Fargo, ND and Ralph Wyman of Minneapolis, MN to the PFund Foundation board of directors and Alfred Walking Bull, Communications Manager, near the end of 2015!

Grantmaking Now Online

Going green and making the scholarship and grants process easier and more accessible for both applicants and community reviewers, PFund Foundation is now using an online grants management system, ZoomGrants. Now we use less paper and have more features!

Launched New Website

Check out www.PFundFoundation.org.

Moved into the Center for Progressive Philanthropy

In the Fall of 2015 we moved into a suite inside of the Green Institute just off of Hiawatha and 28th in Minneapolis. The suite, dubbed the Center for Progressive Philanthropy, was the vision of Ron McKinley, who believed that community foundations sharing space and being in relationship would benefit the community as a whole. The suite includes Headwaters Foundation for Justice, Native Americans in Philanthropy and the Tiwahe Foundation. An additional benefit is that our building is adjacent to a free parking lot and just two blocks from the Lake Street stop on the blue line of the light rail and directly off the Greenway with spots to park your bike.

New Class of Individual leadership grant recipients will represent all 5 states and leaders across the lifespan

Our scholarship program, when it was initially inherited from community leaders, was Minnesota only in scope. FY 2016 cycle scholarships will align with our five-state regional commitment: Iowa, Minnesota, North Dakota, South Dakota, and Wisconsin. Additionally, a number of scholarship donors have also expanded their criteria from 'traditional students' to also include leaders. We know how important it is to invest in leaders across the lifespan. We cannot wait to introduce you to our next class of LGBTQIA leaders!

Launching "Queering Philanthropy" Series

In the spring of 2016 we began a new series of events covering a variety of 'hot topics' pertaining to philanthropy for LGBTQ people and issues. Local experts will weigh in on different themes throughout the year. This series will provide great opportunity for dialogue about things important to our community. R.S.V.P. to attend the next event at www.PFundFoundation.org.

Funding Forward 2016 came to Minneapolis!

We are thrilled that the national annual gathering of grantmakers committed to LGBTQ issues came to Minneapolis in March of 2016. Organized by Funders for LGBTQ Issues, the conference travels to a different city each year, hosting 150+ foundation professionals committed to tackling the most pressing issues and funding opportunities for our unique slice of the philanthropic sector. PFund Foundation was proud to co-host the conference locally with the Minnesota Council on Foundations. This was an incredible opportunity to shine light on the assets, challenges and opportunities for LGBTQ Midwesterners.



We're called again

Trina Olson, PFund Foundation Executive Director, talks about the great strides we've made as an LGBTQ community and the commitment we've made to serving one another.

To learn more, visit our [YouTube channel!](https://www.youtube.com/user/PFundMoxie)
[youtube.com/user/PFundMoxie](https://www.youtube.com/user/PFundMoxie)

Thank You!



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