



2003 Annual Report

a BREAK *through* is

the first lesbian

elected to the

U. S. Congress.



U.S. Representative

Tammy Baldwin

Wisconsin 2nd Congressional District

Dane County Board of Supervisors 1986–1994

Wisconsin State Assembly 1992–1998

First elected to Congress in 1998

Victory Fund endorsed 1992–2004

First lesbian elected to U.S. Congress

the first openly gay
African-American mayor
popularly elected in U.S.



Mayor – Palm Springs, California

Mayor Ron Oden

Appointed to Palm Springs City Council
in 1995; Elected in 1998

Elected mayor in 2003

Victory Fund endorsed 2000, 2003

*First openly gay African-American mayor
popularly elected in U.S.*

increasing the number of
openly gay public officials
more than fivefold in just
over a decade.



Victory has invested millions of dollars to help LGBT candidates get elected and advance professionally.

sending gay and lesbian
officials and leaders
to the best leadership
training in the country.



Victory has provided hundreds of thousands of dollars in fellowships to LGBT individuals who have been accepted by Harvard's John F. Kennedy School of Government.

a professionally managed
forum where hundreds
of openly LGBT public
officials can exchange
ideas and build on
their success.



Victory has enabled hundreds of LGBT officials from around the world to meet and advance their leadership.

Letter from the President & CEO

Dear Friends of Gay & Lesbian Victory Fund and Leadership Institute:

It's been an exciting year at the Gay & Lesbian Victory Fund and the Gay & Lesbian Leadership Institute (formerly the Victory Foundation). In 2003 Victory accomplished its mission as it has every year since its founding in 1991. There were significant victories in Chicago, Phoenix, Palm Springs and Seattle, while breaking through in states such as Mississippi, Wyoming and Kentucky, which previously lacked any openly LGBT officials.

We did all this in a year of great transition. After six years of stellar service, Brian Bond left the Victory organization, and Washington, DC, to begin a family in New York City. I remain honored the Board of Directors asked me to join the Victory staff. In the past year we strengthened the services we provide to our candidates, our donor relations program and board development efforts. Evidence of these achievements can be seen throughout this, our first annual report.

A big step in 2003 was giving our organization a new look. Our image was redesigned to be crisp, clean and compelling. Our new tagline, *BREAK through*, was created to evoke inspiration while also establishing a challenge for our staff, candidates and donors. The new look and feel capitalizes on our extraordinary past and our exciting future.

While we saw many changes in 2003, we also saw the continuation of many traditions. The Victory Fund presented the Oates-Shrum Leadership Award for the third consecutive year. The recipients, Anne Wexler and Joseph Duffy, embody the spirit of Marylouise Oates and Bob Shrum, who,



Chuck Wolfe
President & CEO

as straight allies, fought relentlessly for years to bring gay and lesbian issues into mainstream politics. The event drew many Victory allies including over a dozen members of Congress.

The Leadership Institute also continued the tradition of its Fellowship Program at the Kennedy School of Government at Harvard University. The program provided fellowships to seven LGBT leaders, allowing them to attend senior executive management training at the prestigious university, to sharpen skills and network with their colleagues in public service. Also, the Candidate and Campaign Training program continues to be a cornerstone of the Leadership Institute and consistently garners high marks from participants.

I must take this opportunity to thank our donors. Our efforts and our successes are made possible through the generous support of individuals, foundations and corporate partners. Special thanks to members of the Victory Cabinet, whose unyielding support provides our organization the stability and longevity needed to continue to achieve our mission.

Sincerely,

Chuck Wolfe
President & CEO

Letter from the Board Co-Chairs



Cindy Abel
Co-Chair
Gay & Lesbian
Victory Fund

Scott Widmeyer
Co-Chair
Gay & Lesbian
Victory Fund

Bill Lewis
Chair
Gay & Lesbian
Leadership Institute

Dear Friends:

2003 was a year of regrouping, rebuilding and rebranding for the Gay & Lesbian Victory Fund and the Gay & Lesbian Leadership Institute (formerly the Victory Foundation). Over the course of the year our organization experienced many positive changes and improvements.

Chuck Wolfe was named President & CEO, and successfully endeavored to reduce overhead, while engaging new donors. This allowed the Gay & Lesbian Victory Fund to endorse more candidates in 2003 than in any other off-year election. Under Chuck's leadership the organization continued to elect an impressive two-thirds of its endorsed candidates, including Ron Oden as Mayor of Palm Springs, CA and Tom Rasmussen as a City Councilman in Seattle, WA. In addition, Victory Fund helped to reduce the number of Horizon States, those without any LGBT elected officials, by three, an accomplishment to celebrate.

In 2003, we added six new board members, broadening the reservoir of experience and expertise from which our hard-working staff can draw. Looking to the future, our momentum is strong and success is on our side. The board, staff, donors and sponsors of our organization are

committed to making positive, systemic change in society. By developing and supporting strong LGBT leaders, we bring America one step closer to full and fair representation.

Together, we will continue to create *a voice in the debate, a vote when it matters and a victory for equal rights.*

Sincerely,

Cindy Abel and Scott Widmeyer

Co-Chairs

Gay & Lesbian Victory Fund

Bill Lewis

Chair

Gay & Lesbian Leadership Institute

Update

In 2003, the Victory Fund supported a record number of candidates in an off-year election: 37 candidates in 16 states across the country. Along with this increasing number of candidates supported, the Victory Fund's winning record remained intact, with two out of every three endorsees winning their race.

The Victory Fund and its donors contributed over \$100,000 directly to candidates in 2003 (an off-year election) and to date have invested over \$12 million in LGBT political success and professional development since its founding.

Breaking Through Barriers in the South

The LGBT community made history all over the South in 2003, winning seats in Virginia, Georgia, Florida and Texas. Adam Ebbin moved in on the home turf of Jerry Falwell, Pat Robertson and Oliver North by being the first LGBT elected to the Virginia House of Representatives. Paul Smedberg also made history by being the first openly gay man to win a seat on the Alexandria, VA City Council. Georgia had two LGBT wins when Kecia Cunningham was re-elected to the Decatur Commission and Lance Rhodes became the first LGBT member of the East Point City Council. Dean Trantalis won a seat on the Fort Lauderdale City Council, despite an anonymous phone campaign telling constituents that he was "anti-family" because of his sexual orientation. In Texas, Annise Parker won a grueling race that led to a December 6 runoff for Houston City Controller, which she won. She was joined in that state by John Loza and Ed Oakley who both ran for the Dallas City Council, and won. Kentucky State Senator Ernesto Scorsone came out without a problem.

Northeasterners Opening Up Doors

New York saw a large number of openly LGBT officials win in 2003. In New York, Christine Quinn and Phillip Reed were re-elected to the City Council. John Cooper

won a position on the Suffolk County Legislature, becoming one of the 27 out and elected officials in that state. Portland, ME elected Stephen Spring to the School Board, adding one more voice to the five total elected LGBT officials in the state.

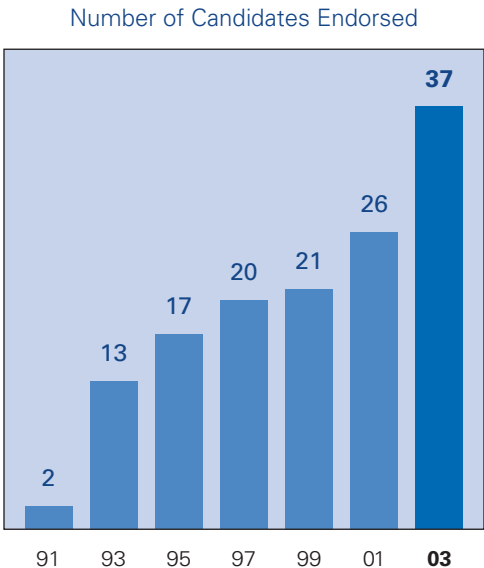
The Midwest Adds Some Key "Firsts"

Midwestern states including Illinois, Michigan, and Minnesota saw the election of three officials in 2003. Tom Tunney made history by becoming Chicago's first openly gay city council member. Craig Covey of Michigan won a seat on the city council in Ferndale, MI, while Al Oertwig was re-elected as president of the St. Paul School Board in Minnesota. With support from Victory Fund, Casper, WY City Council member Guy Padgett came out.

The West Garners Seven Wins – Including First Majority LGBT Council in Palm Springs, CA

The West saw several wins up and down the coast, from Arizona to Washington. In Arizona, Tom Simplot became the first LGBT member of the Phoenix City Council, representing America's sixth largest city. California saw the addition of five newly elected LGBT officials. Keltie Jones was re-elected to the Davis School Board, while Ruth Atkin retained a seat on the Emeryville City Council. The Palm Springs city government saw the addition of three new LGBT members: Ron Oden became the first openly gay and African-American Mayor of Palm Springs, while Steve Pougnet and Ginny Foat also were elected to the council. In Washington state, Tom Rasmussen's election to the Seattle City Council returned open representation in Seattle. Tom's win was a big upset against a long-time incumbent.

Victory Fund Supports Record 37 in Off-Year Elections



Gay & Lesbian Victory Fund Board 2003

Cindy Abel, <i>Atlanta, GA</i> ★	Natalie Garth, <i>Phoenix, AZ</i>	Zoon Nguyen, <i>San Francisco, CA</i>
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Derek Barnes, <i>San Francisco, CA</i> ★	Paul Horning, <i>Atlanta, GA</i> ★	Christine M. Robert, <i>Los Angeles, CA</i> ★
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Joe Freeman, <i>Washington, DC</i>	Grant Martin, <i>Houston, TX</i>	
Rudy Fuentes, <i>Washington, DC</i>	Sheila Morris, <i>Columbia, SC</i> ★	

★Current Board Members
as of May 2004

Update

Marking the final year this organization would be known as the “Gay & Lesbian Victory Foundation,” 2003 was a year for other benchmarks for what became the “Gay & Lesbian Leadership Institute.”

Ten years ago, the Victory Foundation was started with the mission of assisting LGBT public officials with their leadership development needs and one very good idea of where to begin. The idea – to offer training and professional support to openly lesbian, gay, transgender, or bisexual (LGBT) individuals interested in running for office – as developed, is recognized as the Foundation’s cornerstone program. Christened the “Victory Foundation Training Institute” in 1993, 2003 marked the program’s rebirth as the “Candidate and Campaign Trainings.”

Through the last ten years, this unique, nationwide training effort has been crucial in driving up the number of openly LGBT elected officials to 257 at the end of 2003. The year 2003 also confirmed the need for higher level (advanced) training, offered during the annual conference of the International Network of Lesbian and Gay Officials (INLGO). The Candidate and Campaign trainings recognized an evolving education cycle in 2003, as former trainees and elected officials returned to the classroom in preparation for bids for higher offices. The trainings continue to draw interested LGBT individuals from all over the U.S., furthering the Foundation’s efforts to work directly with leadership from Horizon States (where there is no openly LGBT representation at any elected level).

In 2003, there were four trainings in Washington, DC; Berkeley, CA; San Diego, CA; and Atlanta, GA, with over 100 participants. To date, the program has trained over 1,000 people, including Jim Roth, County Commission, Oklahoma City; Karla Drenner, State House, GA; Sheila Kuehl, State Senate, CA; and Cathy Woolard, President,

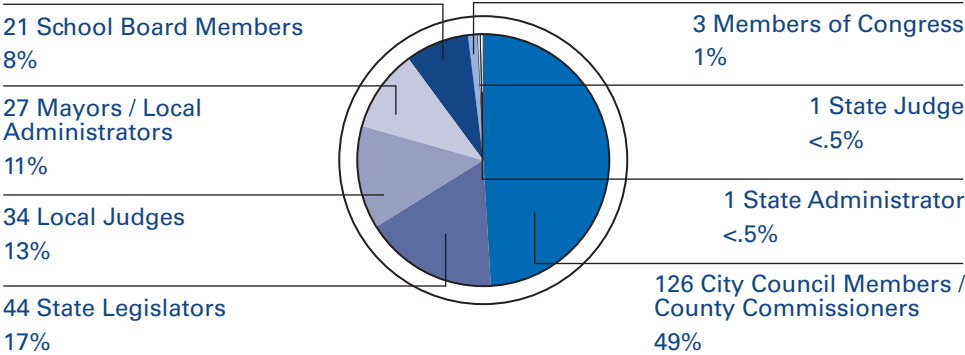
Atlanta City Council, GA (and recently declared for a congressional race). Fifty percent of participants are men; fifty percent, women; twenty-five percent are persons of color. Transgender and bisexual representation is steady and increasing.

The second year of the Victory Foundation Fellowship Program at Harvard University was marked in 2003. Working collaboratively with Harvard’s John F. Kennedy School of Government and the openly LGBT leaders it had selected to attend its senior executive management program, the Foundation provided seven Fellowships in 2003. The year’s Fellows hailed from Florida, Wisconsin, New York, California, and Georgia.

The Foundation continued its management of the International Network of Lesbian and Gay Officials (INLGO). The 19th annual conference was held in November in San Diego. One hundred nineteen openly LGBT elected and appointed officials from five countries gathered for three days of networking, discussions, training and relaxation. Panels discussed Gay Marriage, Gays in the Military, LGBT Issues for Youth and Schools, and advanced training on sexual orientation and the media. The annual dinner entertained 250 guests, with comedienne Kate Clinton emceeding the night.

The Foundation continued to promote the photo collection, “Out and Elected.” The collection – a pictorial history of elected LGBT individuals nationwide, that includes their personal stories – is an excellent educational tool and was especially appreciated by the youths involved in the conference. The Foundation made the exhibit available to the San Diego Lesbian and Gay Community Center, one of the oldest centers of its kind in the nation, by special arrangement once the conference ended. The collection also appeared in Washington, DC and Anchorage, AK.

Seats Held by the Nation's 257 Openly LGBT Officials



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\$25,000.00+

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13 Platinum Victory Council
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15 Gold Victory Council
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\$5,000.00+

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Victory Council

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113 Victory Club members gave a total of: \$91,894.00

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Rural/Metro Corporation

Southern California Edison, an Edison
International Company

Steptoe & Johnson LLP

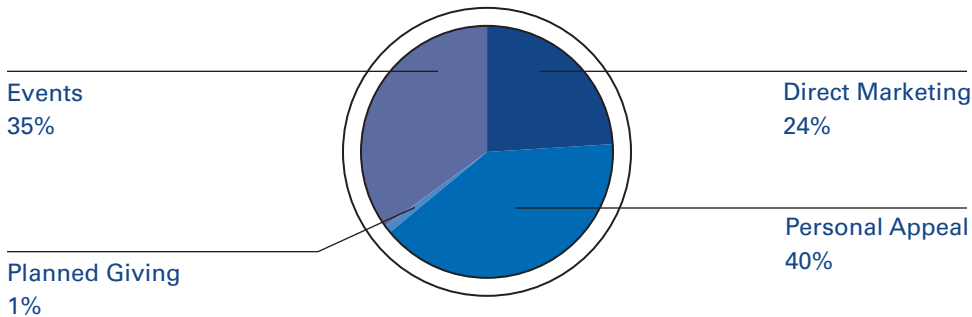
Sylvan Learning Systems, Inc.

Wexler & Walker Public Policy Associates,
A Hill & Knowlton Company

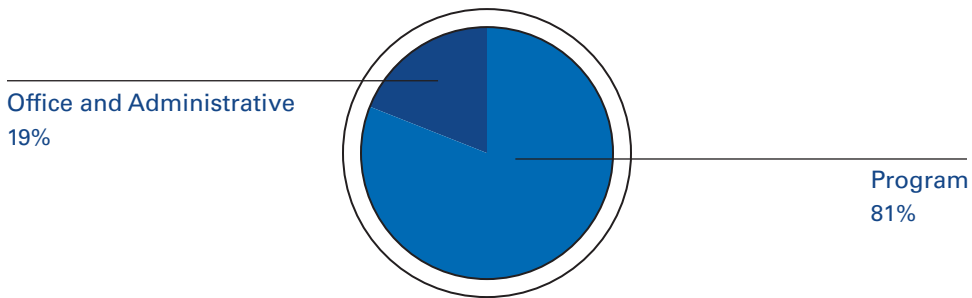
Witeck • Combs Communications

Financial Charts

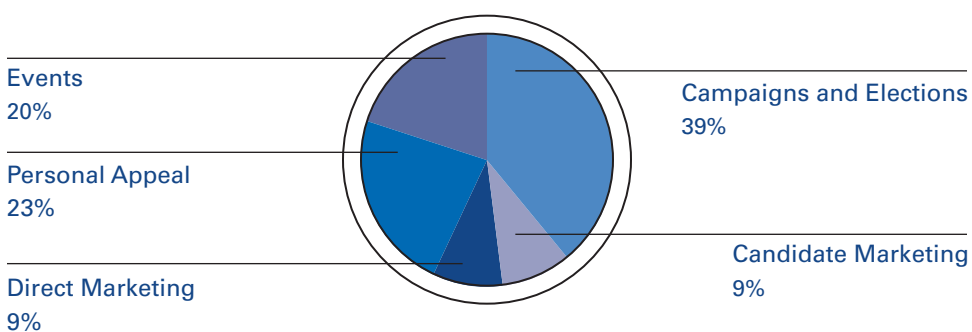
Sources of Income (\$927,000*)



Expenses (\$927,000*)



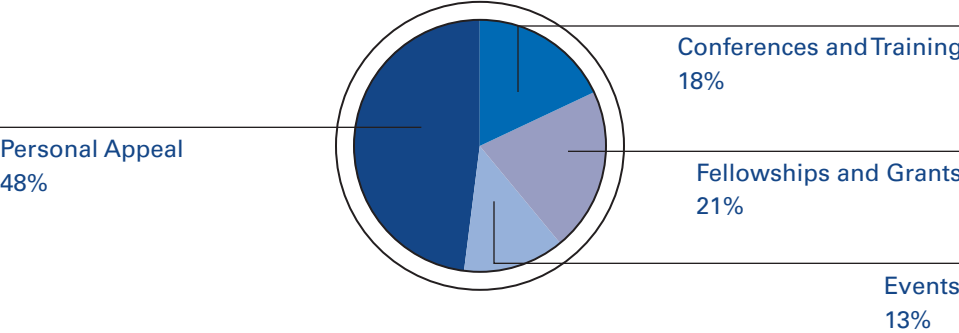
Expenses by Program (\$755,000*)



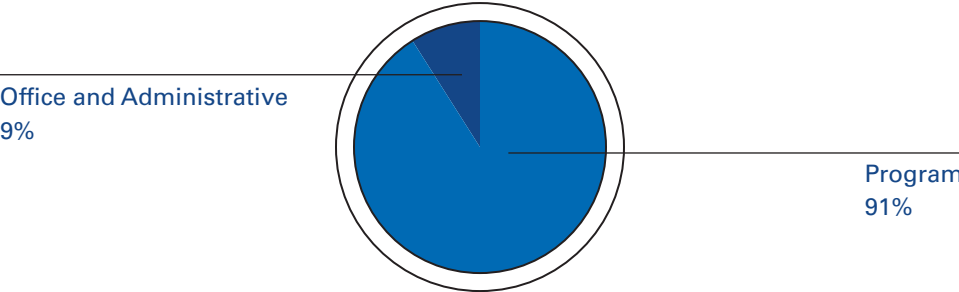
*Figures rounded to nearest thousandth

Financial Charts

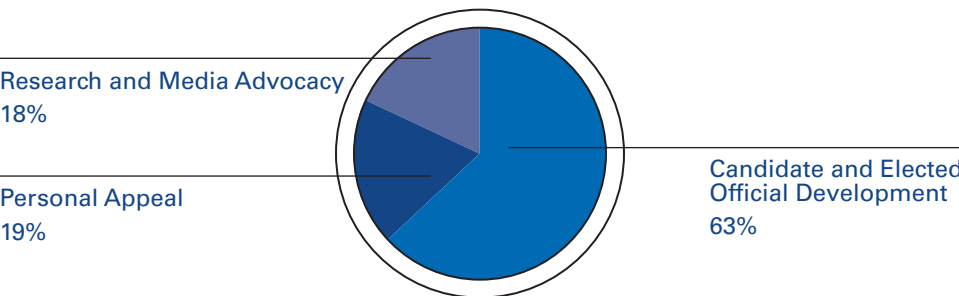
Sources of Income (\$635,000*)



Expenses (\$589,000*)



Expenses by Program (\$539,000*)



**Figures rounded to nearest thousandth*

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