2010 ANNUAL REPORT
Gay and Lesbian Victory Fund
Gay and Lesbian Leadership Institute

20th ANNIVERSARY
OUT TO WIN

VICTORY.
To change the face and voice of America’s politics and achieve equality for LGBT Americans by increasing the number of openly LGBT officials at all levels of government.
From the Board of Directors

Dear Friends and Supporters:

In 2011 Victory celebrates its 20th Anniversary—two decades of success growing the number of openly lesbian, gay, bisexual and transgender elected leaders who are fighting for full equality for all of us. So it’s fitting that this celebration follows 2010, the most successful year in the history of the Gay & Lesbian Victory Fund and Leadership Institute.

While our allies faced a tough campaign cycle in 2010, Victory Fund candidates were elected in record numbers, expanding LGBT participation in government as never before. We were proud to help elect: a fourth openly gay member of Congress; an openly gay mayor in Lexington, Kentucky; Ohio’s first openly LGBT state legislator; and 161 more out leaders across America. This work means our community’s political power, influence and voice are amplified, and that holds great promise for real change.

Leading a coalition of dozens of national LGBT organizations over the past two years, the Leadership Institute helped President Barack Obama appoint more openly LGBT Americans to his administration than any other president in U.S. history. Meanwhile we trained hundreds of future candidates and campaign workers—the next generation of LGBT Americans who will lead their communities as out officials and work to make our country fairer and freer for everyone.

This annual report is meant to tell the story of Victory’s mission and its success, but it is also part of our strong commitment to transparency and accountability. We are proud to be making an impact through unparalleled focus and drive, and pleased to be able to demonstrate that our results are achieved through an efficient and effective use of your financial support.

The supporters listed in these pages make our work possible, and they are our partners in changing America’s politics. To them, to our brave candidates and elected officials, and to all who work diligently to move us toward full equality, thank you. We are honored to stand with you in this fight.

Yours in Victory,

Susan Atkins
Board Chair, Victory Fund

Brandon Hernandez
Board Chair, Leadership Institute

Chuck Wolfe
President and CEO
LGBT Americans expanded their influence in Congress in 2010 when David Cicilline was elected to the House of Representatives, moving on from two successful terms as mayor of Providence, Rhode Island. Cicilline joins three other openly gay or lesbian members of Congress, all of whom were reelected with Victory Fund support last year.

Reps. Tammy Baldwin, Barney Frank and Jared Polis were front and center during legislative battles in the 111th Congress. They spoke passionately about the new federal hate crimes law covering sexual orientation and gender identity, and the repeal of “don’t ask, don’t tell.”

Now Congressman Cicilline will join these authentic voices, and help reinforce the idea that when the debate turns to LGBT Americans and their families, it’s a debate about the lives of real people—colleagues, friends and fellow public servants.

Joel Burns never expected his comments during an October 12th meeting of the Fort Worth City Council would be heard beyond that chamber. He wanted to let his colleagues know about some recent teen suicides connected to anti-LGBT bullying, and make sure they understood that local students might be experiencing the same difficulties these teens faced—the same bullying he faced as a secretly gay 13-year-old.

But once Joel’s powerfully emotional message went viral, there was no turning back. Within a week, his 13-minute statement had been viewed more than a million times, and Joel began receiving messages from thousands of people around the world—some of whom told Joel his brave story had changed their lives.

National media appearances followed, giving Joel the unique opportunity to speak directly to LGBT youth across America, and to demonstrate the remarkable impact out elected officials can make on their communities and our country.

Donors looking to assess a candidate’s ability to compete and win got a little help from the Victory Fund with the launch of a new Endorsement Seal.

More than 375 openly LGBT candidates ran for public office in the U.S. in 2010, but just 164 earned the Victory Fund’s endorsement. Going forward, Victory candidates will be able to signal their endorsement and vetting with this unique seal, meant to certify that the candidate is deemed “Out to Win.”

Candidates who earn the seal have undergone a rigorous review of their viability, of detailed campaign plans and of their ability to raise the money and garner the votes necessary to win. These candidates aren’t just running for office, they’ve shown a deep understanding of what it will take to win their races.
### COUNTY/MUNICIPAL

<table>
<thead>
<tr>
<th>State</th>
<th>Name</th>
<th>Position/Office</th>
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</thead>
<tbody>
<tr>
<td>CA</td>
<td>Chris Cabaldon</td>
<td>Mayor, West Sacramento</td>
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<td>CA</td>
<td>Kevin Dowling</td>
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<td>Ronnie Dumanis</td>
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<td>CA</td>
<td>Susan Eggman</td>
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<td>Robert Garcia</td>
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<td>Rebecca Kaplan</td>
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<td>Ron Holland</td>
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<td>Clark Ray</td>
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<td>Ken Kechel</td>
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<td>Joan Garner</td>
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<td>Todd Connor</td>
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<td>KY</td>
<td>Jim Gray</td>
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<td>Brian McGrain</td>
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<td>MO</td>
<td>Terry Crow</td>
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<td>NM</td>
<td>Patrick Davis</td>
<td>Sheriff, Bernalillo County</td>
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<td>NV</td>
<td>David Parks</td>
<td>Clark County Commissioner</td>
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<td>NY</td>
<td>Janis Castaldi</td>
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<td>Bill Hanauer</td>
<td>Mayor, Ossining Village</td>
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<td>TX</td>
<td>Gary Fitzsimmons</td>
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<td>UT</td>
<td>Arlyn Bradshaw</td>
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<td>Joe McDermott</td>
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<tr>
<td>WI</td>
<td>Kyle Richmond</td>
<td>Dane County Commission</td>
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### SCHOOL BOARD

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<tr>
<td>CA</td>
<td>Kevin Beiser</td>
<td>San Diego School Board</td>
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<td>CA</td>
<td>Joaquin Rivera</td>
<td>Alameda Board of Education</td>
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<td>FL</td>
<td>Jim Jackson</td>
<td>Pinellas County School Board</td>
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<td>IN</td>
<td>Henry Fernandez</td>
<td>Lawrence Township School Board</td>
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<td>MO</td>
<td>Tom Peters</td>
<td>University City School Board</td>
</tr>
<tr>
<td>VA</td>
<td>Sally Baird</td>
<td>Arlington School Board</td>
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### JUDICIAL

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<tr>
<td>CA</td>
<td>Linda Colfax</td>
<td>San Francisco Superior Court</td>
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<td>CA</td>
<td>Victoria Kolakowski</td>
<td>Alameda County Superior Court</td>
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<td>CA</td>
<td>Michael Nava</td>
<td>San Francisco Superior Court</td>
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<tr>
<td>FL</td>
<td>Lisa Porter</td>
<td>Seventeenth Circuit Court</td>
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<td>IL</td>
<td>Linda Pauel</td>
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<tr>
<td>NC</td>
<td>Julia Boseman</td>
<td>District Court Judge</td>
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<td>NM</td>
<td>Shannon Bacon</td>
<td>Bernalillo County District Court Judge</td>
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<td>NV</td>
<td>Kristine Kuzemka</td>
<td>Las Vegas Township Justice of the Peace</td>
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<td>TX</td>
<td>Rosa Gonzales</td>
<td>San Antonio District Court</td>
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<td>TX</td>
<td>Susan Steeg</td>
<td>Travis County Justice of the Peace</td>
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<td>WA</td>
<td>Donna Tucker</td>
<td>King County District Court</td>
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### STATE LEGISLATIVE

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<td>Patricia Todd</td>
<td>House of Representatives</td>
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<tr>
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<td>Jay Barth</td>
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<td>AR</td>
<td>Kathy Webb</td>
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<td>AZ</td>
<td>Paula Aboud</td>
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<tr>
<td>AZ</td>
<td>Dustin Cox</td>
<td>House of Representatives</td>
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<td>AZ</td>
<td>Matt Heinz</td>
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<tr>
<td>AZ</td>
<td>Jack Jackson, Jr</td>
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<tr>
<td>AZ</td>
<td>Jimmie Munoz</td>
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<tr>
<td>AZ</td>
<td>Kyrsten Sinema</td>
<td>State Senate</td>
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<td>CA</td>
<td>Tom Ammiano</td>
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<td>Toni Atkins</td>
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<td>CA</td>
<td>Richard Gordon</td>
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<td>John Laird</td>
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<td>CA</td>
<td>Ricardo Lara</td>
<td>State Assembly</td>
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<td>CA</td>
<td>John Perez</td>
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<td>CA</td>
<td>Mitch Ward</td>
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<td>CA</td>
<td>Michael Wilson</td>
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<td>CO</td>
<td>Mark Ferrandino</td>
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<td>CO</td>
<td>Lucia Guzmán</td>
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<td>CO</td>
<td>Sue Schafer</td>
<td>House of Representatives</td>
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<tr>
<td>CO</td>
<td>Pat Steadman</td>
<td>State Senate</td>
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CO    Mark Thrun
CT    Beth Bye
CT    Michael Lawlor
FL    Justin Flippen
FL    Anthony Japour
GA    Simone Bell
GA    Karla Drenner
HI    Joe Bertram
HI    Blake Oshiro
IA    Matt McCoy
ID    Nicole Lefavour
IL    Jim Madigan
IL    Ed Mullen
IL    David Schroeder
KY    Mike Slaton
LA    Thomas Robichaux
MA    Kate Hogan
MA    Karen Payne
MA    Sarah Peake
MA    Stanley Rosenberg
MA    Carl Scortino
MA    Denise Simmons
MD    Dana Beyer
MD    Luke Clippinger
MD    Bonnie Cullison
MD    Anne Kaiser
MD    Richard Madaleno
MD    Maggie McIntosh
MD    Heather Mizeur
MD    Mary Washington
ME    Jill Barkley
MI    David Coulter
MI    Ken Rosen
MN    Scott Dibble
MN    Greg Lemke
MO    Michael Colona
MO    Jolie Justus
MO    Jeanette Mott-Oxford
MT    Bryce Bennett
MT    Aaron Kampfe
MT    Diane Sands
NC    Marcus Brandon
NH    Ed Butler
NH    Michael Perfit
NH    David Pierce
NV    Dan Hill
NY    Harry Bronson
NY    Thomas Duane
NY    Micah Kellner
NY    Phil Latessa
NY    Brian McGrath
NY    Daniel O’Donnell
NY    Matthew Titone
OH    Nickie Antonio
OK    Tom Kovach
OK    Al McAffrey
OK    Andrew Williams
OR    Tina Kotek
OR    Claudia Kyle
RI    Frank Ferri
RI    Gordon Fox
RI    Deb Ruggiero
UT    Jackie Biskupski
VT    Bill Lippert
VT    Jason Lorber
VT    Suzi Wisowaty
WA    Laurie Jinkins
WA    Marko Liias
WA    Edward Murray
WA    Jamie Pedersen
WA    Jim Moeller
WA    Cathy Connolly
CT    Kevin Lembo
MA    Richard Tisei
NM    Linda Vanzi
OR    Rives Kistler
VT    Steve Howard

CONGRESSIONAL
CA    Steve Pougnet
CO    Jared Polis
FL    Scott Galvin
MA    Barney Frank
RI    David Cicilline
WI    Tammy Baldwin

STATE WIDE
CT    = winner
MA    = winner
NH    = winner
NV    = winner

= winner
In his first two years in office, President Obama has already appointed more than 200 openly LGBT Americans to his administration. The Presidential Appointments Project, a community-wide coalition led by GLLI, has created a talent bank of thousands of applications for those seeking to improve our federal government’s policies and processes. Key appointments this past year include an Assistant Secretary in the Department of Commerce, a member of the Equal Employment Opportunity Commission, White House Liaison to the Department of the Interior, and a Senior Advisor in the Africa Bureau of USAID.

www.glli.org/presidential

This year, in collaboration with the David Bohnett Foundation, GLLI helped nine incredible LGBT leaders attend the Harvard Kennedy School’s Senior Executives in State and Local Government program and earn the Victory Fellow Seal. This intensive, three-week Executive Education program develops and focuses the leadership skills of some of the best and brightest openly LGBT government officials, nonprofit leaders and elected officeholders in the country. Among the stellar group of 2010 fellows were Idaho State Senator Nicole LeFavour, and Fort Worth City Councilmember Joel Burns.

www.glli.org/fellows

GLLI’s Gay Politics Report is a twice-weekly email news briefing that provides LGBT leaders with quick access to the latest news and opinion regarding issues that affect the LGBT community. Some 22,000 readers rely on our Gay Politics Reports as their must-read news source and for its active jobs board, which posts career opportunities at LGBT and political organizations across the country.

www.smartbrief.com/lgbt

A record number of future political candidates attended GLLI’s Candidate & Campaign Training program in 2010, earning our Victory Training Seal. The Training Seal certifies that these future candidates have been trained in the art and science of developing winning campaign strategies through a rigorous and realistic campaign simulation. Many Victory endorsed candidates credit the training for putting them on the path to victory from the beginning. The 2010 Training sessions took place in Fort Lauderdale, Minneapolis, and Washington, DC.

www.glli/training
VICTORY EVENTS
Gay & Lesbian Leadership awards
26th international Gay & Lesbian Leadership Conference

With her more than two decades in Congress, former Speaker of the U.S. House of Representatives Nancy Pelosi’s leadership on many important issues to LGBT Americans has been a hallmark of her career. Between fighting to eradicate HIV/AIDS and her more recent work to repeal “don’t ask, don’t tell”, Speaker Pelosi has proven herself to be a true ally in the struggle for LGBT equality. The Victory Fund was proud to honor her with its 2010 Gay & Lesbian Leadership Award. Speaker Pelosi was joined by her colleagues and dear friends, Representatives Barney Frank and Tammy Baldwin, as well as Emmy Award-Winning actor Leslie Jordan.

In 2010, we were back in Washington, D.C. for the 26th International Gay & Lesbian Leadership Conference. Over the course of the conference, more than 600 openly LGBT elected officials, appointed officials, and community leaders from across the country and around the globe came together to experience three days of training, skills building, networking, and discussion of key issues facing out leaders and their communities. Keynote speakers included Arvind Narrain, founding member of the Alternative Law Forum in India; Christine Quinn, Speaker of the New York City Council; Congresswoman Tammy Baldwin and the most recent addition to the Congressional LGBT Caucus, Congressman David Cicilline, among dozens of other speakers and panelists.

Victory Champagne brunches

The Victory Champagne Brunch has long been the Victory Fund’s signature event. The brunch provides a unique opportunity to bring together hundreds of our strongest allies, supporters, and friends to celebrate the achievements of the past year, and look ahead to the victories of the future. After the success of 2009’s Victory Champagne Brunch in Washington, D.C., the Victory Fund held its signature event across the country in addition to the event in Washington. Victory hosted Champagne Brunches in Houston, St. Louis, San Diego, and New York City.

Women Out to Win

Out women have been at the forefront of LGBT politics since 1974, when Kathy Kozachenko won a seat on the Ann Arbor, Michigan City Council, becoming the very first openly LGBT candidate to win election to public office in the U.S. To celebrate the trailblazing and groundbreaking women in the movement’s history, we launched our inaugural Women Out to Win event in Washington, D.C. This quarterly series of events creates a unique opportunity for lesbian, bisexual, transgender, and allied women to routinely come together, network, share experiences, and work to ensure that the Victory Fund’s women candidates have the support they need to win.

Victory is committed to using your contributions effectively. In fact, nearly 92% of all funds directly support our programs. Only 8% is spent on fundraising and operations. For more information on our financial reporting visit victoryfund.org/2010audit.
Gay & Lesbian Leadership awards

26th international Gay & Lesbian Leadership Conference

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Victory Champagne Brunches

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FINANCIAL REPORTING

SUPPORTERS, BOARDS & STAFF

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### GAY & LESBIAN VICTORY FUND

#### Income

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<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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<td>Victory Cabinet (Major Donor)</td>
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<td>Donor Candidate Contribution</td>
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<td>Direct Marketing</td>
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<td>Miscellaneous</td>
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#### Expenses

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### GAY & LESBIAN LEADERSHIP INSTITUTE

#### Income

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<td>C</td>
<td>Tuition &amp; Registrations</td>
<td>$118,647</td>
<td>6%</td>
</tr>
<tr>
<td>D</td>
<td>Miscellaneous</td>
<td>$106,823</td>
<td>6%</td>
</tr>
<tr>
<td>E</td>
<td>Satisfaction of Restricted Funds</td>
<td>$248,253</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<td><strong>Total Income</strong></td>
<td><strong>$1,745,836</strong></td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th></th>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Leadership Development</td>
<td>$816,784</td>
<td>47%</td>
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<tr>
<td>B</td>
<td>Training Expense</td>
<td>$503,394</td>
<td>29%</td>
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<tr>
<td>C</td>
<td>Research &amp; Communication</td>
<td>$265,579</td>
<td>15%</td>
</tr>
<tr>
<td>D</td>
<td>Fundraising &amp; Administration</td>
<td>$144,284</td>
<td>8%</td>
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<td></td>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,730,041</strong></td>
<td>100%</td>
</tr>
</tbody>
</table>
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Gay & Lesbian Leadership awards

26th International Gay & Lesbian Leadership Conference

With her more than two decades in Congress, former Speaker of the U.S. House of Representatives Nancy Pelosi’s leadership on many important issues to LGBT Americans has been a hallmark of her career. Between fighting to eradicate HIV/AIDS and her more recent work to repeal “don’t ask, don’t tell”, Speaker Pelosi has proven herself to be a true ally in the struggle for LGBT equality. The Victory Fund was proud to honor her with its 2010 Gay & Lesbian Leadership Award. Speaker Pelosi was joined by her colleagues and dear friends, Representatives Barney Frank and Tammy Baldwin, as well as Emmy Award-Winning actor Leslie Jordan.

In 2010, we were back in Washington, D.C. for the 26th International Gay & Lesbian Leadership Conference. Over the course of the conference, more than 600 openly LGBT elected officials, appointed officials, and community leaders from across the country and around the globe came together to experience three days of training, skills building, networking, and discussion of key issues facing out leaders and their communities. Keynote speaker of the Alternative Law Forum of India, Arvind Narrain, Speaker of the New York City Council, Congresswoman Tammy Baldwin, and the most recent addition to the Congressional LGBT Caucus, Congressman David Cicilline, among dozens of other speakers and panelists.

Victory Fund Champagne Brunches

The Victory Fund’s Champagne Brunch has long been the organization’s signature event. The brunch provides a rare opportunity to bring together hundreds of friends, allies, activists, and allies to discuss the achievements of the past year and look ahead to the victories of the future. After the success of 2009’s Victory Fund Champagne Brunch in Washington, D.C., the organization took the event across the country. In addition to the brunch in Washington, D.C., the Victory Fund hosted Champagne Brunches in Houston, St. Louis, San Diego, and New York City.

Out women have been at the forefront of LGBT politics since 1974, when Kathy Kozachenko won a seat on the Ann Arbor, Michigan City Council, becoming the very first openly LGBT candidate to win election to public office in the U.S. To celebrate the trailblazing women in the movement’s history, we launched our inaugural Women Out to Win event. This quarterly series of events provides a unique opportunity for lesbian, bisexual, transgender, and allied women to routinely come together, network, share experiences, and work to ensure that the Victory Fund’s women candidates have the support they need to win.

Victory is committed to using your contributions effectively. In fact, nearly 92% of all funds directly support our programs. Only 8% is spent on fundraising and operations. For more information on our financial reporting visit victoryfund.org/2010audit.

SUPPORTERS, BOARDS & STAFF

FINANCIAL REPORTING

TWENTY YEARS OF VICTORY

GAY & LESBIAN LEADERSHIP AWARDS

With the National Gay and Lesbian Task Force and the Human Rights Campaign, the Victory Fund has awarded the Gay & Lesbian Leadership Award to a notable individual who has made significant contributions to the cause of LGBT equality and the fight for civil rights. Previous honorees include Harvey Milk, Barbara Jordan, Dr. Martin Luther King Jr., David Kirby, and Kathleen Matthews. In 2010, the Victory Fund honored Speaker Nancy Pelosi with the Gay & Lesbian Leadership Award.
With her more than two decades in Congress, former Speaker of the U.S. House of Representatives Nancy Pelosi’s leadership on many important issues to LGBT Americans has been a hallmark of her career. Between fighting to eradicate HIV/AIDS and her more recent work to repeal “don’t ask, don’t tell”, Speaker Pelosi has proven herself to be a true ally in the struggle for LGBT equality. The Victory Fund was proud to honor her with its 2010 Gay & Lesbian Leadership Award. Speaker Pelosi was joined by her colleagues and dear friends, Representatives Barney Frank and Tammy Baldwin, as well as Emmy Award-Winning actor Leslie Jordan.

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The Victory Champagne Brunches have long been the Victory Fund’s signature event. The brunch provides a unique opportunity to bring together hundreds of our strongest allies, supporters and friends to celebrate the achievements of the past year, and look ahead to the victories of the future. After the success of 2009’s Victory Champagne Brunch in Washington, D.C., the Victory Fund hosted a celebration event across the country in addition to the launch in Washington. Victory hosted Champagne Brunches in Detroit, St. Louis, San Diego, and New York City.

Victory is committed to using your contributions effectively. In fact, nearly 92% of all funds raised support our programs. Only 8% is spent on fundraising and operations. For more information on our financial reporting visit victoryfund.org/2010audit.
1991
The Gay & Lesbian Victory Fund
in America.

elected to a city council anywhere
becomes the first
sherry harris
1992
candidates.
raises more than $200,000 for 12
Wisconsin state legislature.  The fund
first time.  She wins election to the
is endorsed for the
1993
LGBT presidential appointee to a
Achtenberg becomes the first openly
Training to help LGBT leaders achieve
1994
councils and judicial posts.
28 elected to state legislatures, city
Victory Fund's endorsement, with
20 candidates earn the
1995
for mayor of San Francisco.
Victory endorses
ed
Auditor in Vermont.
becomes the first openly
flanagan
1996
City Council.
is elected to an at-large seat on the Houston
race for Atlanta City Council.  Annise Parker
LGBT elected official in Georgia, winning her
Cathy woolard
becomes the first openly
1997
to Congress.
Kolbe becomes the first
victory makes her the first openly LGBT
Baldwin's
and
Victory endorses Tammy Baldwin
1998
as an ambassador.
Hormel becomes the first openly LGBT
domestic partner registries.  James
pass one of the nation's first statewide
California's out state legislators help
1999
as a U.S. congressman.
58% of Victory's 51 endorsed candidates
their races.
58% of Victory's 48 endorsed
term on the District of Columbia City
2000
the New York City Council.
LGBT candidates win election to
Christine Quinn
and two other
2001
Annise Parker is elected City Controller
first openly gay African-American mayor.
Ron Oden of Palm Springs becomes the

2002
openly LGBT mayor.
in his term becomes the nation's youngest
Campbell, California City Council, and later
state Houses.
Victory candidates win election to those
their first openly LGBT elected officials when
contributions.  Alabama and Arkansas get
spends nearly $1 million in direct candidate
67 of Victory's 88 endorsed candidates

2003
Annise Parker's first openly LGBT
San Francisco, California.
José Cisneros
is elected Treasurer of
2004
a civil unions bill.
Connecticut's out legislators help pass
a seat on the Lincoln School Board.
elected official in Nebraska, winning
Barb Baier becomes the first out
San Francisco, California.
José Cisneros
is elected Treasurer of
2005
a national marriage equality
the Commonwealth of Virginia.  In
Church City Council, becoming the first
Lawrence webb
is elected to the
2006
openly LGBT person elected to

2007
Kate Brown becomes the first
openly LGBT person elected to a state
lege.  Nicole Mirollo, who leads the Oregon
House of Representatives, becomes the first
openly LGBT member of the Oregon Legislature.  In his first term, Republicans have been very accommodating to LGBT issues. 3.  Ohio state legislators increase the number of openly LGBT members of the Ohio House of Representatives to seven members each.  Illinois State
increases the size of its LGBT state legislative caucuses to 10 members.

2008
Lawrence webb
is elected to the

2009
Carrie Parker is elected mayor of Spokane, Washington.  The Long Beach Pride Parade in New York City, the area's largest gay pride event, is held.

2010
openly LGBT person elected to the

2011
a national marriage equality