







The Victory Fund creates viability.

It enables LGBTQ people to have a fighting chance at winning elected office."

**U.S. REPRESENTATIVE RITCHIE TORRES** (NY-15)

Above: U.S. Representative Ritchie Torres

On the Cover (left to right): Wheeling (WV) City Councilmember Rosemary Ketchum, Rhode Island state Senator Tiara Mack, Florida state Senator Shevrin Jones, Delaware state Senator Marie Pinkney, California Assemblymember Alex Lee, U.S. Representative Sharice Davids (KS-3), Florida state Representative Michelle Rayner, New Mexico state Senator Leo Jaramillo, U.S. Representative Mondaire Jones (NY-17), Pennsylvania state Representative Jessica Benham.

# A Note From Mayor Annise Parker

We began 2020 optimistic it would be an unprecedented year for LGBTO candidates and political power, but we had little idea just how unprecedented the year would be. The crises faced by our nation and the world wreaked havoc on our election plans and the campaign strategies of our candidates, upending convention and propelling us to innovate. I'm proud to say that together, we met the challenge.

Despite the tumult, you continued to support the organization and our mission, allowing us to lead our candidates through a rapidly changed campaign environment. We provided tools and resources for virtual campaigning, hundreds of hours of individualized consulting and worked with media outlets to secure much-needed visibility. As important. we raised critical dollars and gave direct contributions to candidates as they canceled fundraising events and adjusted for a new fundraising reality.

In the end, the unprecedented year we hoped for came to be. We elected more out LGBTQ candidates to office than at any other time in our nation's history, including our first two out LGBTO Black members of Congress and Afro-Latinx member of Congress, our first out trans state senator and our first out nonbinary state legislator (in Oklahoma, of all places).

Yet we do not celebrate these milestones solely because we made history. We celebrate victories because these leaders will ensure the interests of our community are considered in every paragraph of every bill that comes across their desks.

Many organizations faced enormous budget shortfalls and struggled to continue important work. Yet you remained committed—supporting us in whatever ways you could—which allowed us to keep providing candidates the support from Victory Fund they have come to expect. You made the Rainbow Wave of 2020 happen and I cannot thank you enough.

Onward.



**Mayor Annise Parker** 

President & CEO LGBTQ Victory Fund

# **YEAR**

More than **1,000 LGBTQ** people ran for office in 2020 and Victory Fund endorsed 390 of them—the most in our 30-year history. Despite unprecedented pandemic-related challenges, more LGBTQ candidates were elected than ever before.



Delaware state Senator Sarah McBride.

### Trans and Non-Binary State Legislators Break New Ground

America doubled the number of its trans state legislators—from four to eight—and reelected all three incumbents on the ballot. **Sarah McBride** won her race for the Delaware state Senate, becoming the first out trans state senator in U.S. history. **Stephanie Byers** won a seat in the Kansas state House to become the first out trans state legislator of color in the U.S. **Taylor Small** became the first out trans state legislator in Vermont, and **Stacie-Marie Laughton** joined two incumbent trans New Hampshire state legislators. **Mauree Turner** also became the first non-binary state legislator in U.S. history, winning in Oklahoma.

### A Larger, More Diverse Congressional Delegation



U.S. Representative Mondaire Jones (NY-17).

Nine LGBTQ candidates won their races for the U.S. Congress—including all seven incumbents—the most ever in an election cycle. **Ritchie Torres** became the first out LGBTQ Afro-Latinx member of the U.S. House and **Mondaire Jones** joined him as the first out LGBTQ Black members. The LGBTQ delegation is also the most diverse ever. Four members are women—including U.S. Senators Tammy Baldwin and Kyrsten Sinema—and four are people of color.



San Diego Mayor Todd Gloria.

### Another Big City Mayor

**Todd Gloria** won his race to become the mayor of San Diego, becoming the first out LGBTQ person and first person of color ever elected to the position.

### Women and People of Color Win in State Legislatures



Georgia state Senator Kim Jackson.

Groundbreaking victories for LGBTO people of color and women increased the diversity of state legislatures. Women-identified state legislators are now the majority of LGBTQ state legislators nationwide—92 of the 178 currently serving—and LGBTQ state legislators of color increased by 33 percent, from 42 to 56.

#### First State Legislators in Delaware and Tennessee

Both Delaware and Tennessee elected out LGBTO state legislators for the first time. Sarah McBride and Marie Pinkney became the first state senators in Delaware and **Eric Morrison** its first state representative. In Tennessee, both Torrey Harris and Eddie Mannis won seats in the state House.



Tennessee state Representative Torrey Harris.

### A New (Lesbian) Sheriff in Town

Two lesbian candidates for sheriff brought LGBTQ representation to law enforcement. Charmaine McGuffey became the first out sheriff of Hamilton County in Ohio and **Kristin Graziano** the first out sheriff of Charleston County in South Carolina.



#### Iowa Delivers

In Iowa, Democratic primary voters chose Pete Buttigieg, making him the first out LGBTQ presidential candidate to win a state primary. In March, he suspended his campaign to endorse fellow contender Joe Biden.

#### Too Many to Name

There were so many history-making victories we can't name them all, but here are a few others:

- Kim Jackson became the first out LGBTQ state senator in Georgia.
- Shevrin Jones became the first out LGBTQ person elected to the Florida state Senate.
- Jessica Benham became the first out LGBTQ woman elected to the Pennsylvania state legislature.
- Tiara Mack became the first out LGBTQ Black person elected to the Rhode Island state Senate.
- Michelle Rayner became the first out LGBTQ Black woman elected to the Florida state legislature.
- Alex Lee became the first out bisexual person elected to the California state legislature.
- Rosemary Ketchum became the first out trans person elected in West Virginia, winning a seat on the Wheeling City Council.

# **IMPACT**

The demand for candidate services was greater than ever—and we were ready to meet it. As the pandemic upended even the most solid campaign strategies, candidates relied on our political experts, fundraising abilities and media and social media reach to propel their candidacies forward. Our candidates also faced more frequent and blatant anti-LGBTQ attacks than in any recent cycle, requiring our team to lead crisis responses and fight back. And the Black Lives Matter movement provided new opportunities to promote our Black candidates and leaders.

#### Fundraising for Candidates

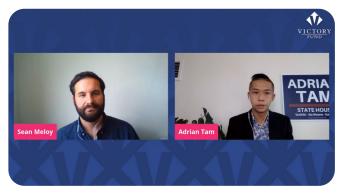
With campaign coffers hit by the pandemic, we immediately aimed to minimize the shortfall as candidates adapted their fundraising strategies. We mobilized our network of financial supporters and held dozens of virtual fundraisers to ensure our candidates had the dollars to compete—increasing the amount we raised for candidates by 80 percent compared to 2018.

**\$2.19** million

Invested in candidate races

80%

Increase in money raised for candidates (compared to 2018)



Now Hawaii state Representative Adrian Tam speaks with our Vice President of Political Programs Sean Meloy on our Facebook Live series "Winning 2020."

#### **Providing National Visibility**

With candidates desperate to get much needed exposure in a pandemic-focused media environment, we provided national visibility through a "social media first" digital blitz and used our extensive media relationships to help them secure coverage.

71

Candidates interviewed on our social media 51

Candidate feature stories or profiles successfully pitched

#### Consulting and New Resources

As candidates scrambled to adjust campaign strategies, our political team provided more than 220 hours of consulting, advising on digital GOTV efforts, virtual fundraisers and messaging on the pandemic and the fight for racial justice. We also launched new resources with strategies to help candidates build effective virtual campaigns.

220+

Candidate consulting hours

#### Fighting Anti-LGBTQ Attacks

The 2020 election cycle saw more frequent and blatant anti-LGBTQ attacks than in any cycle of the last decade, but we were ready to help our candidates respond. Opponents publicly sensationalized candidates' dating lives, pushed wild homophobic tropes about pedophilia and drug use, and attacked candidates' support for trans equality.

64%

Of LGBTQ candidates experienced harassment or threats\*

The offenders included behemoths like the Republican National Campaign Committee which invested millions of dollars in anti-LGBTO attacks ads targeting our candidates but also state-based political organizations, Democratic primary opponents and online hate groups like QAnon.



Only Victory Fund has the experience and knowledge that comes from 30 years of working with LGBTQ candidates—and it became invaluable as candidates and partner organizations were unsure how to respond. Our political and communications teams were available at all hours to map out responses, ensure partner organizations continued to stand with our candidates, and develop messages that transformed media coverage.

#### Standing with Black Lives



Colorado state Representative Leslie Herod moderated a conversation with then U.S. Congressional candidates Mondaire Jones and Ritchie Torres and Maryland state Senator Mary Washington about the necessary response to white supremacy and police violence.

As protesters around the country demanded an end to white supremacy and police brutality, we stood with the Black Lives Matters movement and amplified the voices of Black LGBTQ candidates and elected leaders. Minneapolis City Council Vice President Andrea Jenkins—who represents the district where George Floyd was killed—became a conscience for the nation, saying his death "was a symbol for a knee on the neck of black America."



A fund to Black LGBTQ endorsed was created following George Floyd's death.

We launched a fund to raise specifically for our Black candidates, placed profiles and stories on Black LGBTQ candidates and their impact, and held a series of live online panels with candidates and elected officials contextualizing the issues and the moment. In open letters, Victory Fund made clear we stand in solidarity with Black Lives Matter and are committed to help end racism and white supremacy.

<sup>\*</sup>According to the 2020 Pipeline Initiative State and Local Candidate Survey.

# **PARTNERSHIPS**

We teamed up with more than 100 electoral partners to secure endorsements and support for our candidates, respond to homophobic and transphobic attacks and identify LGBTQ people to run for key seats.

#### Among the organizations we worked with:

















































































### Ritchie Torres: Making U.S. History in the Bronx

Victory Fund jumped into the NY-15 Congressional race early, endorsing Ritchie Torres in his campaign to become the first out LGBTQ Afro-Latinx member of Congress. Yet almost a dozen candidates were splitting the vote, leaving Ritchie leading but neck-and-neck in polls with Rubén Díaz Sr.—a longtime anti-LGBTQ extremist. As the primary approached, the danger of electing Díaz was real.

To avoid this, we rallied groups to attack Díaz and raise awareness about his anti-LGBTQ and anti-abortion stances. Our coalition included Planned Parenthood, NARAL Pro-Choice America, Latino Victory Fund, the Human Rights Campaign and others, and we secured a round of media coverage to expose Díaz's beliefs.

#### The New York Times

### He's Gay. His Main Opponent Makes Homophobic Remarks.

In a race for a House seat, Ritchie Torres, a gay Bronx councilman, will oppose Rubén Díaz Sr., who says he doesn't believe in gay marriage.



In the final weeks before the primary, we pitched national profiles on Ritchie and asked Equality PAC and Stonewall Democrats of NYC to join us in calling for candidates with single-digit support to drop out and unite behind Ritchie.

In the final days, support for Ritchie accelerated, and slipped for Díaz. And on Election Day, we made history.

# **GROWTH**

To celebrate our 30th anniversary in 2021, we will launch a five-year strategic plan that rapidly grows the organization and amplifies its impact, while celebrating the LGBTQ leaders who paved the way.

#### Representation Everywhere

Victory Fund and Victory Institute aim to quadruple their strength over the next five years as we implement a new strategic plan. The comprehensive plan— to be released in its entirety in June 2021—will identify diverse potential candidates, grow candidate services and provide training to all LGBTO people who want to run.

#### Three Strategic Goals for 2025

Prepare to elect the first LGBTQ President of the United States.

Groom 20 LGBTQ leaders for elected offices that position them for the presidency.

**Double LGBTQ elected officials** nationwide and increase their power and diversity.

Secure 2,000 LGBTQ elected officials in office and ensure they are as diverse as America.

**Achieve equitable** representation in presidential appointments and place LGBTQ leaders in key highlevel positions.

Ensure 185+ appointed LGBTQ leaders in presidential administrations at all times.

#### Celebrating 30 Years



Victory Fund will celebrate its 30th anniversary with a May event that features the transformational LGBTO leaders who paved the way for all of us. We will also launch new LGBTQ political history resources and induct our first members into a new LGBTQ political Hall of Fame.



Victory Fund founders Vic Basile and William Waybourn in the early days of Victory Fund. (Photo courtesy of Jim Marks collection at the Stonewall National Museum and Archives).



Sherry Harris, running for Seattle City Council, was Victory Fund's first endorsement in 1991and she won.

# NUMBER OF ENDORSEMENTS

#### Our 2020 Endorsed Candidates

Victory Fund endorsed more candidates in 2020 than at any time in our 30-year history and a historic number won on Election Day.

390

**LGBTQ** candidates endorsed

222

**Endorsed candidates won** 

168

**Endorsed candidates lost** 

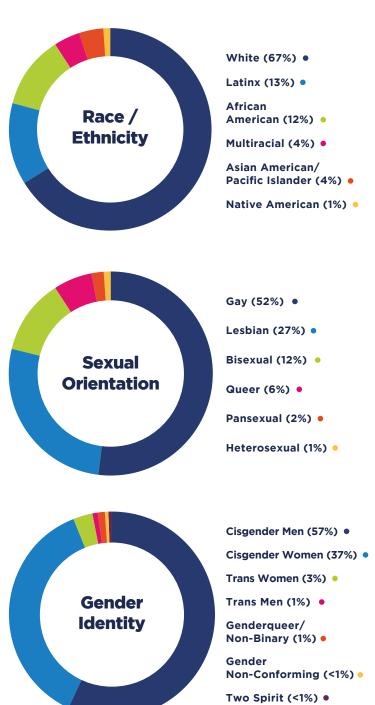
**57%** 

Win rate

# Endorsed Candidate Demographics

LGBTQ candidates are significantly more diverse than the general candidate population in the U.S.—and Victory Fund's 2020 endorsed candidates were slightly more diverse than the overall LGBTQ candidate population that ran in 2020. By identifying more diverse candidates and through Victory Institute training and fellowship programs, Victory Fund is working to increase the diversity of LGBTQ people who run.

#### **2020 ENDORSED CANDIDATES:**



# 2020 LGBTQ Endorsed Candidates

## **Game Changer Candidates**

#### • = Winner

|   | Dan Baer           | СО | U.S. Senate                       |
|---|--------------------|----|-----------------------------------|
|   | Bryce Bennett      | MT | Montana Secretary of State        |
|   | John Blair         | NM | US House of Representatives       |
|   | Pete Buttigieg     | US | President of the United States    |
| • | David Cicilline    | RI | US House of Representatives       |
| • | Angie Craig        | MN | US House of Representatives       |
|   | William Cunningham | NJ | US House of Representatives       |
| • | Sharice Davids     | KS | US House of Representatives       |
|   | Beth Doglio        | WA | US House of Representatives       |
|   | Georgette Gomez    | CA | US House of Representatives       |
|   | Pat Hackett        | IN | US House of Representatives       |
|   | Jon Hoadley        | MI | U.S. House of Representatives     |
|   | Debbie Ingram      | VT | Lieutenant Governor of<br>Vermont |

| • | Mondaire Jones       | NY | US House of Representatives                |
|---|----------------------|----|--|
|   | Ross LaJeunesse      | ME | US Senate                                  |
|   | Marko Liias          | WA | Lieutenant Governor of<br>Washington       |
|   | Jamie McLeod-Skinner | OR | Secretary of State                         |
|   | Tracy Mitrano        | NY | US House of Representatives                |
|   | Alex Morse           | MA | US House of Representatives                |
|   | Gina Ortiz Jones     | TX | U.S. House of Representatives              |
| • | Chris Pappas         | NH | US House of Representatives                |
| • | Sean Patrick Maloney | NY | US House of Representatives                |
| • | Mark Pocan           | WI | US House of Representatives                |
| • | Mark Takano          | CA | US House of Representatives                |
| • | Ritchie Torres       | NY | U.S. House of Representatives              |
|   | Jenna Wadsworth      | NC | North Carolina Commissioner of Agriculture |

### **Spotlight Candidates**

| • | Jessica Benham  | PA | Pennsylvania House of<br>Representatives |
|---|-----------------|----|--|
| • | Jabari Brisport | NY | New York State Senate                    |
|   | Kristen Browde  | NY | New York State Assembly                  |
|   | Brett Burman    | PA | Pennsylvania State Senate                |
| • | Stephanie Byers | KS | Kansas House of<br>Representatives       |
| • | Dave Coulter    | MI | Oakland County Executive                 |
|   | Gia Drew        | ME | Maine House of<br>Representatives        |
|   | Gray Ellis      | NC | North Carolina State Senate              |
|   | Javier Estevez  | FL | Florida House of<br>Representatives      |
|   | Lyn Franks      | AK | Alaska House of<br>Representatives       |
| • | Todd Gloria     | CA | Mayor of San Diego                       |

| • | Kristin Graziano | SC | Sheriff of Charleston County          |
|---|------------------|----|---------------------------------------|
| • | Carrie Hamblen   | NM | New Mexico State Senate               |
| • | Torrey Harris    | TN | Tennessee House of<br>Representatives |
| • | Kim Jackson      | GA | Georgia State Senate                  |
| • | Ann Johnson      | TX | Texas House of<br>Representatives     |
|   | Brendan Johnson  | MI | Michigan House of<br>Representatives  |
| • | Shevrin Jones    | FL | Florida State Senate                  |
|   | Ricky Junquera   | FL | Florida House of<br>Representatives   |
|   | Ashley Klein     | IN | Indiana House of<br>Representatives   |
|   | Jody LaMacchia   | MI | Michigan House of<br>Representatives  |
| • | Tiara Mack       | RI | Rhode Island State Senate             |

| • | Sarah McBride      | DE | Delaware State Senate                      |
|---|--------------------|----|--|
| • | Charmaine McGuffey | ОН | Hamilton County Sheriff                    |
|   | Marcia Morgan      | NC | North Carolina House of<br>Representatives |
|   | Jared Nieuwenhuis  | SD | South Dakota House of<br>Representatives   |
| • | David Ortiz        | СО | Colorado House of<br>Representatives       |
| • | Michele Rayner     | FL | Florida House of<br>Representatives        |
| • | Greg Razer         | МО | Missouri State Senate                      |
|   | Jasmen Rogers-Shaw | FL | Florida House of<br>Representatives        |
|   | Lorenzo Sanchez    | TX | Texas House of<br>Representatives          |
| • | Taylor Small       | VT | Vermont House of<br>Representatives        |
|   | Dan Smith          | PA | Pennsylvania House of<br>Representatives   |

|   | Louise Snodgrass |    | South Dakota House of<br>Representatives |
|---|------------------|----|--|
|   | Marque Snow      | NE | Nebraska Legislature                     |
|   | Davin Sokup      |    | Minnesota State Senate                   |
|   | Zach Stepp       | ОН | Ohio House of Representatives            |
| • | Adrian Tam       | HI | Hawaii House of<br>Representatives       |
|   | Shawn Terry      | TX | Texas House of<br>Representatives        |
|   | Brandon Thomas   | TN | Tennessee House of<br>Representatives    |
| • | Brianna Titone   | СО | Colorado House of<br>Representatives     |
|   | Mary Washington  | MD | Mayor of Baltimore                       |
|   | Jimmy Zorrilla   | PR | Puerto Rico House of<br>Representatives  |

## **General Candidates**

| • | Kim Abbott                   | MT | Montana State House                              |
|---|------------------------------|----|--|
| • | Fellicia Agrelius            | CA | Marin Board of Education                         |
| • | Raghib Allie-Brennan         | СТ | Connecticut House of<br>Representatives          |
| • | Vernetta Alston              | NC | North Carolina House of<br>Representatives       |
| • | Selena Alvarenga             | TX | District Court Judge                             |
|   | Bryan Anderson               | СТ | Connecticut House of<br>Representatives          |
|   | Juan Miguel Arredondo        | TX | Mayor of San Marcos                              |
|   | Dan Arriola                  | CA | Mayor of Tracy                                   |
| • | Toni Atkins                  | CA | California State Senate<br>President pro Tempore |
| • | Paty Baca                    | TX | 346th District Court                             |
| • | Jorge Emmanuel<br>Baez-Pagan | PR | Puerto Rico House of<br>Representatives          |
| • | Kyle Bailey                  | ME | Maine House of<br>Representatives                |
| • | Becca Balint                 | VT | Vermont State Senate                             |
| • | Chad Banks                   | WY | Wyoming House of<br>Representatives              |
| • | Adriann Barboa               | NM | Bernalillo County Commission                     |
|   | Deborah Barra                | FL | Florida State Attorney                           |
| • | Brittney Barreras            | NM | New Mexico House of<br>Representatives           |

|   | JoAnna Bautch         | WI | Wisconsin State Assembly                       |
|---|-----------------------|----|--|
| • | John Bauters          | CA | Emeryville City<br>Councilmember               |
| • | Jasmine Beach-Ferrara | NC | Buncombe County<br>Commission                  |
|   | Kevin Beckner         | FL | Hillsborough County Clerk of the Circuit Court |
| • | Sam Bell              | RI | Rhode Island State Senate                      |
| • | Liz Bennett           | IA | Iowa House of Representatives                  |
| • | Kate Bishop           | CA | Chula Vista Elementary<br>School Board         |
|   | Garrett Blad          | IN | Indiana House of<br>Representatives            |
| • | Josh Blanchard        | СО | Summit County Commissioner                     |
| • | Brett Blomme          | WI | Milwaukee County<br>Circuit Court              |
| • | Joshua Boschee        | ND | North Dakota House of<br>Representatives       |
|   | Kelly Boyer           | NH | Executive Council                              |
|   | Justin Bramhall       | KY | Kentucky House of<br>Representatives           |
|   | Chelsey Branham       | OK | Oklahoma House of<br>Representatives           |
| • | Harry Bronson         | NY | New York State Assembly                        |
| • | Lisa Bunker           | NH | New Hampshire House of<br>Representatives      |
|   | Peter Burgelis        | WI | Milwaukee Common Council                       |

|   | Sara Burlingame             | WY | Wyoming House of<br>Representatives        |   | Linda Deos                  | СА | Yolo County Supervisor                                 |
|---|-----------------------------|----|--|---|-----------------------------|----|--|
| • | Marcus Bush                 | CA | National City Council                      | • | Elias Diaz                  | TX | Eagle Pass City Council                                |
| • | Deb Butler                  | NC | North Carolina House of<br>Representatives | • | Scott Dibble                | MN | Minnesota State Senate                                 |
|   | Chris Cabaldon              | CA | Mayor of West Sacramento                   |   | Zachary Dickerson           | ОН | Montgomery County<br>Clerk of Courts                   |
| • | Marisabel Cabrera           | WI | Wisconsin State Assembly                   |   | Katie Dixon                 | KS | Kansas House of<br>Representatives                     |
|   | Hunter Cain                 | NV | Clark County Commissioner                  |   | Daniel Dong                 | NH | New Hampshire House of<br>Representatives              |
| • | Gerri Cannon                | NH | New Hampshire House of<br>Representatives  |   | Robert Doran-Brockway       | MI | County Commissioner, City of Owosso, Shiawassee County |
| • | Park Cannon                 | GA | Georgia House of<br>Representatives        |   | Randy Downs                 | DC | DC Council   |
| • | Andrés Cano                 | AZ | Arizona House of<br>Representatives        | • | Karla Drenner               | GA | Georgia House of<br>Representatives                    |
|   | Heather Carruthers          | FL | Monroe County Commissioner                 | • | Eileen Duff                 | MA | Massachusetts Governor's<br>Executive Council          |
|   | Julie Carson                | FL | Mayor of Wilton Manors                     | • | Bevan Dufty                 | CA | Bay Area Rapid Transit<br>Board of Directors           |
| • | Kelly Cassidy               | IL | Illinois House of<br>Representatives       |   | John Dugger                 | OR | Beaverton City Council                                 |
| • | Sabrina Cervantes           | CA | California State Assembly                  |   | Meg E'amato                 | CA | Corona City Council                                    |
| • | Allister Chang              | DC | DC State Board of Education                |   | Madeline Eden               | TX | Texas House of<br>Representatives                      |
| • | Cesar Chavez                | AZ | Arizona House of<br>Representatives        |   | Laurie Eiserloh             | TX | Travis County Attorney                                 |
|   | Justin Chenette             | ME | Maine State Senate                         | • | Mary Elias                  | NM | Santa Fe District Attorney                             |
|   | Casey Clowes                | AZ | Tempe City Council                         | • | Daneya Esgar                | СО | Colorado House of<br>Representatives                   |
| • | James Coleman               | CA | South San Francisco<br>City Council        |   | Amanda Estep-Burton         | WV | West Virginia House of<br>Delegates                    |
| • | Jo Comerford                | MA | Massachusetts State Senate                 | • | Ryan Fecteau                | ME | Maine House of<br>Representatives                      |
| • | Cathy Connolly              | WY | Wyoming House of<br>Representatives        |   | Jimmy Flannigan             | TX | Austin City Council                                    |
| • | <b>Christopher Constant</b> | AK | Anchorage Assembly Member                  |   | Benjamin Fong               | СА | AC Transit Board of Directors                          |
| • | Daniel Corona               | NV | Mayor of West Wendover                     |   | Nikki Fordey                | NH | New Hampshire House of<br>Representatives              |
|   | Craig Covey                 | ОН | Stark County Treasurer                     | • | Michael Forti               | IL | Cook County Circuit Court<br>Judge                     |
|   | Ty Cratic                   | IL | Illinois House of<br>Representatives       |   | Storme Frame                | WV | West Virginia House of<br>Delegates                    |
|   | Piper Crowell               | OR | Mayor of Portland                          |   | J.R. Fruen                  | CA | Cupertino City Council                                 |
|   | Brandon Currin              | MI | Ingham County Board of<br>Commissioners    | • | Ralph Galvan                | CA | Valley County Water District                           |
| • | Julian Cyr                  | MA | Massachusetts State Senate                 | • | Christy Gilbert<br>Holstege | СА | Palm Springs City Council                              |
| • | Dean Dafis                  | NJ | Maplewood Township<br>Committee            | • | Alberto Gimenez             | PR | San Juan Municipality<br>Legislator                    |
| • | Allison Dahle               | NC | North Carolina House of<br>Representatives | • | Marco Giron                 | FL | Miami-Dade County<br>Community Council                 |
|   | Jim Davis                   | NV | District Judge, Family Division            | • | Steven Glassman             | FL | Fort Lauderdale Commissioner                           |
|   | Gabriela De Jesus           | FL | Florida House of<br>Representatives        |   | David Glidden               | VT | Vermont House of<br>Representatives                    |

| • | Cecelia Gonzalez       | NV | Nevada State Assembly                              |
|---|------------------------|----|--|
| • | Mary Gonzalez          | TX | Texas House of<br>Representatives                  |
| • | Jessica Gonzalez       | TX | Texas House of<br>Representatives                  |
| • | Ravi Grivois-Shah      | AZ | Tuscon Unified School District                     |
| • | Carlos Guillermo Smith | FL | Florida House of<br>Representatives                |
|   | Frank Guzman           | СА | Pomona Unified School District                     |
|   | Steve Hansen           | СА | Sacramento City Council                            |
| • | Dallas Harris          | NV | Nevada State Senate                                |
| • | Greg Harris            | IL | Illinois House of<br>Representatives               |
| • | Kevin Hayakawa         | CA | Walnut Valley Water District<br>Board of Directors |
|   | John Heilman           | CA | West Hollywood City Council                        |
| • | Matthew Heinz          | ΑZ | Pima County Board of<br>Supervisors                |
| • | Daniel Hernández       | AZ | Arizona House of<br>Representatives                |
| • | Leslie Herod           | СО | Colorado House of<br>Representatives               |
|   | Joshua Hicks           | FL | Florida House of<br>Representatives                |
| • | Natalie Higgins        | MA | Massachusetts House of<br>Representatives          |
| • | Chris Hillmann         | NJ | Hasbrouck Heights Council                          |
|   | Eric Holguin           | TX | Texas House of<br>Representatives                  |
|   | Ryan Holmquist         | KS | Kansas House of<br>Representatives                 |
|   | Justin Holsomback      | GA | Fulton County Commissioner                         |
| • | Brad Hoylman           | NY | New York State Senate                              |
|   | Allison Ikley-Freeman  | OK | Oklahoma State Senate                              |
|   | Patrick Ingram         | VA | Petersburg City Council                            |
| • | Celia Israel           | TX | Texas House of<br>Representatives                  |
|   | Nathan Ivie            | UT | Utah County Commission                             |
| • | Kathleen James         | VT | Vermont House of<br>Representatives                |
| • | Sonya Jaquez Lewis     | СО | Colorado State Senate                              |
| • | Leo Jaramillo          | NM | New Mexico State Senate                            |
|   | Kevin Jarrett-Lee      | СА | Buckeye Union School District<br>Board of Trustees |
| • | Laurie Jinkins         | WA | Washington House of<br>Representatives             |
| • | Amani Johnson          | MI | Southfield School Board                            |
|   |                        |    |  |

| • | Julie Johnson       | TX | Texas House of<br>Representatives              |
|---|---------------------|----|--|
| • | Kelli Johnson       | TX | 178th Criminal District Court                  |
| • | Teri Johnston       | FL | Mayor of Key West                              |
|   | Julie Jordan        | GA | Georgia House of<br>Representatives            |
|   | Brandi Jude         | ND | Bismarck City Commission                       |
|   | Jessica Katzenmeyer | WI | Wisconsin State Assembly                       |
| • | Janelle Kellman     | СА | Sausalito City Council                         |
| • | Malcolm Kenyatta    | РА | Pennsylvania House of<br>Representatives       |
| • | Rosemary Ketchum    | WV | Wheeling City Council                          |
|   | Colby Khoshreza     | KY | Lexington-Fayette Urban<br>County Council      |
|   | Marshall Kilgore    | MI | Kalamazoo Public Schools<br>Board of Education |
|   | Audra Killingsworth | NC | Wake County Board of<br>Commissioners          |
|   | Steven Kirkland     | TX | 334th District Court                           |
| • | Rebecca Kislak      | RI | Rhode Island House of<br>Representatives       |
|   | Alexander Kithes    | RI | Woonsocket City Council                        |
|   | Chad Klitzman       | FL | Broward County Supervisor of<br>Elections      |
|   | Robb Koons          | ОН | Marion County Clerk of Courts                  |
|   | Virginia Korte      | AZ | Mayor of Scottsdale                            |
| • | Tina Kotek          | OR | Oregon House of<br>Representatives             |
|   | Kevin Kresch        | MI | Michigan House of<br>Representatives           |
| • | Sandra Kurt         | ОН | Summit County Clerk of Courts                  |
| • | John Laird          | CA | California State Senate                        |
|   | Wesley Lawrence     | TX | El Paso City Council                           |
| • | Terra Lawson-Remer  | CA | San Diego County Board of<br>Supervisors       |
| • | Val Laymon          | IL | McLean County Board                            |
| • | Alex Lee            | CA | California State Assembly                      |
|   | Davante Lewis       | LA | Baton Rouge City Council                       |
| • | Kate Lieber         | OR | Oregon State Senate                            |
| • | Marvin Lim          | GA | Georgia House of<br>Representatives            |
| • | Bill Lippert        | VT | Vermont House of<br>Representatives            |
| • | Evan Low            | CA | California State Assembly                      |

|   | Lange Luntao              | CA | Stockton School Board                               |
|---|---------------------------|----|---|
| • | Jeffrey Mackey            | ОН | Court of Common Pleas,<br>Probate Division          |
| • | Nicole Macri              | WA | Washington House of<br>Representatives              |
| • | Ashley Manlove            | МО | Missouri House of<br>Representatives                |
|   | Eliz Markowitz            | TX | Texas House of<br>Representatives                   |
| • | Mary Catherine<br>Marubio | IL | Circuit Court of Cook County                        |
| • | John McCrostie            | ID | Idaho House of<br>Representatives                   |
| • | Tippi McCullough          | AR | Arkansas House of<br>Representatives                |
| • | Daniel McDow              | FL | West Melbourne City Council                         |
|   | Josh McNair               | GA | Georgia House of<br>Representatives                 |
|   | Abigail Medina            | CA | California State Senate                             |
|   | Jordan Meehan             | MA | Massachusetts House of<br>Representatives           |
|   | Jacob Meister             | IL | Clerk of the Circuit Court of<br>Cook County        |
|   | Ken Mejia-Beal            | IL | Illinois House of<br>Representatives                |
| • | Ryan Mello                | WA | Pierce County Council                               |
|   | Kyle Meraz                | OK | Oklahoma House of<br>Representatives                |
| • | Robert Meza               | AZ | Arizona House of<br>Representatives                 |
| • | Lisa Middleton            | CA | Palm Springs City Council                           |
|   | Jimmy Midyette            | FL | Duval County Clerk of Courts                        |
|   | Gary Miller               | CA | Roseville City School Board                         |
|   | Christa Mimms             | MN | Minneapolis School Board                            |
| • | Armando Montero           | AZ | Tempe Union High School<br>District Governing Board |
| • | Roger Montoya             | NM | New Mexico House of<br>Representatives              |
|   | Daryl Moore               | TX | Harris County District Court                        |
|   | Ryan Moore                | OR | Eugene City Council                                 |
| • | Dominick Moreno           | СО | Colorado State Senate                               |
| • | Marcia Morey              | NC | North Carolina House of<br>Representatives          |
| • | Jason Morgan              | MI | Washtenaw County Board of<br>Commissioners          |
| • | Eric Morrison             | DE | Delaware House of<br>Representatives                |
| • | Alicia Mousseau           | SD | Vice President of<br>Ogala Sioux Tribe              |
|   | Willam Muetzenberg        | CA | Tracy City Council                                  |
|   |                           |    |   |

| • | Devin Murphy             | СА | Pinole City Council                       |
|---|--------------------------|----|---|
|   | Shaun Murphy-Lopez       | WI | Wisconsin State Assembly                  |
|   | Colton Myers             | WA | Washington House of<br>Representatives    |
| • | Tony Navarrete           | AZ | Arizona State Senate                      |
|   | Fabian Nelson            | MS | Mississippi House of<br>Representatives   |
|   | Moira Nelson             | NJ | Monmouth County Freeholder                |
| • | Greta Neubauer           | WI | Wisconsin State Assembly                  |
| • | Tara Clark Newberry      | NV | District Court, Department 21             |
| • | Danielle Newbury         | NJ | City of Rahway City Council               |
| • | Rob Nosse                | OR | Oregon House of<br>Representatives        |
| • | Brad O'Conner            | MI | Ypsilanti Township Park<br>Commission     |
| • | Daniel O'Donnell         | NY | New York State Assembly                   |
|   | Jim Oddie                | CA | Alameda City Council                      |
| • | Kim Ogg                  | TX | Harris County District Attorney           |
| • | Laurie Osher             | ME | Maine House of<br>Representatives         |
| • | Tom Osina                | VA | Manassas City Council                     |
|   | Andi Overton             | MD | Mayor of Hagerstown                       |
|   | Alexander Padro          | DC | DC Council                                |
|   | Michelle Palmer          | TX | Texas State Board of<br>Education         |
| • | Sam Park                 | GA | Georgia House of<br>Representatives       |
| • | Jack Patrick Lewis       | MA | Massachusetts House of<br>Representatives |
|   | Akil Patterson           | MD | Baltimore City Council                    |
|   | Lesa Peerman             | FL | Margate City Commission                   |
|   | Michael Penna            | NJ | Monmouth County Freeholder                |
| • | Sasha Perez              | CA | Alhambra City Council                     |
| • | Rebecca Perkins<br>Kwoka | NH | New Hampshire State Senate                |
|   | C.J. Petersen            | IA | Iowa State Senate                         |
| • | Marie Pinkney            | DE | Delaware State Senate                     |
|   | Yoni Pizer               | IL | Illinois House of<br>Representatives      |
|   | Neil Pople               | CA | Roseville City Council                    |
| • | Karin Power              | OR | Oregon House of<br>Representatives        |

|   | Kristen Powers        | NC | Alamance County Board of<br>Commissioners   |
|---|-----------------------|----|---|
| • | Max Prestigiacomo     | WI | Madison Common Council                      |
|   | Freddy Puza           | CA | Culver City Council                         |
| • | Joshua Query          | NH | New Hampshire House of<br>Representatives   |
| • | Austin Quinn-Davidson | AK | Anchorage Assembly Member                   |
| • | Travis Radina         | MI | Ann Arbor City Council                      |
| • | Israel Ramon          | WI | Milwaukee County<br>Register of Deeds       |
| • | Lois Reckitt          | ME | Maine House of<br>Representatives           |
| • | Devon Reese           | NV | Reno City Council                           |
|   | Steve Remming         | NJ | South Plainfield<br>Borough Council         |
| • | Richard Renner        | MI | Pioneer Township Supervisor                 |
| • | Leonard Resto         | NJ | Chatham Borough Council                     |
| • | Benjamin Reynolds     | NY | Johnson City Village Board                  |
| • | Evelyn Rios Stafford  | AR | Washington County<br>Justice of the Peace   |
| • | Felix Rivera          | AK | Anchorage Municipal<br>Assembly             |
| • | Lamont Robinson       | IL | Illinois House of<br>Representatives        |
| • | Kori Rodley           | OR | Springfield City Council                    |
|   | Alexis Rodgers        | VA | Mayor of Richmond                           |
| • | J.C. Romero           | LA | Orleans Parish School Board                 |
|   | John Ronquillo        | СО | Colorado House of<br>Representatives        |
|   | Patricia "Max" Rorty  | CA | Goleta Union School<br>Board Trustee        |
| • | Jill Rose Quinn       | IL | Circuit Court Judge of<br>Cook County       |
|   | Mitch Rosenwald       | FL | Oakland Park City Commission                |
| • | Deborah Ruggiero      | RI | Rhode Island House of<br>Representatives    |
| • | Susan Ruiz            | KS | Kansas House of<br>Representatives          |
| • | Rebecca Saltzman      | CA | BART Board                                  |
| • | Janelle Sarauw        | VI | U.S. Virgin Islands Legislature             |
| • | Lisa Schultz          | NM | New Mexico Third Judicial<br>District Court |
| • | Cori Schumacher       | CA | Carlsbad City Council                       |
| • | Chris Schwartz        | IA | County Supervisor-Black Hawk<br>County      |
| • | Kate Scott            | MI | Washtenaw County Board of<br>Commissioners  |
|   |                       |    |   |

|   | Justin Sha                  | CA | Mayor of Fremont                          |
|---|-----------------------------|----|---|
| • | Renitta Shannon             | GA | Georgia House of<br>Representatives       |
|   | Lynnette Shaw               | OR | Oregon House of<br>Representatives        |
| • | Liz Sheehan                 | KY | Lexington-Fayette Urban<br>County Council |
|   | Justin Sheldon              | MI | Kent County Commission                    |
| • | Melissa Shuen-Mallory       | СА | New Haven School Board                    |
|   | Joy Silver                  | CA | California State Senate                   |
|   | Beau Simon                  | FL | Broward County Soil &<br>Water Supervisor |
| • | Brian Sims                  | РА | Pennsylvania House of<br>Representatives  |
|   | Mac Sims                    | GA | Georgia House of<br>Representatives       |
| • | Jeffrey Slavin              | MD | Mayor of Somerset                         |
| • | Jennifer Smith              | TN | Criminal Court Division IV                |
|   | Jackie Smith                | CA | California State Assembly                 |
| • | Levander "Van"<br>Smith Jr. | IL | Circuit Court of Cook County              |
| • | Lee Snodgrass               | WI | Wisconsin State Assembly                  |
|   | Daniel Sohn                 | FL | Haverhill City Council                    |
| • | Matthew Sparks              | FL | Oakland Park City Commission              |
| • | Pat Spearman                | NV | Nevada State Senate                       |
|   | Tavarris Spinks             | VA | Richmond City Council                     |
| • | Mark Spreitzer              | WI | Wisconsin State Assembly                  |
| • | Rene Spring                 | CA | Morgan Hill City Council                  |
|   | Bryce Stack                 | NH | New Hampshire State House                 |
|   | Rebecca "Puck" Stair        | NM | New Mexico State Senate                   |
| • | Elizabeth Stefanics         | NM | New Mexico State Senate                   |
|   | Wendy Stolyarov             | NV | Sparks City Council                       |
| • | John Strand                 | ND | Fargo City Commission                     |
|   | Tanner Sunderman            | MN | Minnesota House of<br>Representatives     |
| • | Timothy Sweeney             | RI | Bristol Town Council                      |
| • | Ethan Sweep                 | MD | Town of Berwyn Heights<br>Council         |
|   | Eric-John Szczepaniak       | MI | Alpine Township Clerk                     |
| • | Susan Talamantes<br>Eggman  | CA | California State Senate                   |

| • | Terry Taplin   | CA                | Berkeley City Council   |
|---|--|-------------------|---|
| • | Matthew Taylor   | AZ                | Sunnyside Unified School<br>Board   |
| • | Arlando Teller   | AZ                | Arizona House of<br>Representatives   |
| • | Tom Temprano   | CA                | San Francisco Community<br>College Board  |
| • | Kurt Thigpen   | NV                | Washoe County School<br>Board of Trustee  |
| • | Cody Thompson  | WV                | West Virginia House of<br>Delegates   |
|   | Curt Thompson  | GA                | Gwinnett County<br>Commission Chair   |
|   | Kyle Thorson   | ND                | North Dakota State Senate   |
| • | Dean Trantalis   | FL                | Mayor of Ft. Lauderdale   |
|   | Maggie Trevor  | IL                | Illinois House of<br>Representatives  |
|   |  |                   |   |
|   | Brad Trowbridge  | IL                | Circuit Court of Cook County  |
| • | Brad Trowbridge  Mario Trujillo  | IL<br>CA          | Circuit Court of Cook County  Downey City Council   |
| • |  |                   |   |
| • | Mario Trujillo   | CA                | Downey City Council  Oklahoma House of  |
| • | Mario Trujillo<br>Mauree Turner  | CA                | Downey City Council  Oklahoma House of Representatives  Colorado House of   |
| • | Mario Trujillo<br>Mauree Turner<br>Alex Valdez   | CA<br>OK<br>CO    | Downey City Council  Oklahoma House of Representatives  Colorado House of Representatives  Massachusetts House of   |
| • | Mario Trujillo  Mauree Turner  Alex Valdez  Gretchen Van Ness                            | CA OK CO MA       | Downey City Council  Oklahoma House of Representatives  Colorado House of Representatives  Massachusetts House of Representatives  Los Angeles Community  |
| • | Mario Trujillo  Mauree Turner  Alex Valdez  Gretchen Van Ness  David Vela                | CA OK CO MA CA    | Downey City Council  Oklahoma House of Representatives  Colorado House of Representatives  Massachusetts House of Representatives  Los Angeles Community College District Board                       |
|   | Mario Trujillo  Mauree Turner  Alex Valdez  Gretchen Van Ness  David Vela  Peter Volosin | CA OK CO MA CA VA | Downey City Council  Oklahoma House of Representatives  Colorado House of Representatives  Massachusetts House of Representatives  Los Angeles Community College District Board  Roanoke City Council |

|   | Michael Weaver    | IL | Circuit Court of Cook County                      |
|---|-------------------|----|---|
|   | Jennifer Webb     | FL | Florida House of<br>Representatives               |
|   | Summer Wesley     | ОК | Oklahoma House of<br>Representatives              |
|   | Phillip Westry    | MD | Baltimore City Council                            |
| • | G. Helen Whitener | WA | Supreme Court Justice                             |
| • | Scott Wiener      | CA | California State Senate                           |
| • | Shanell Williams  | CA | San Francisco City College<br>Board of Trustees   |
| • | Matthew Wilson    | GA | Georgia House of<br>Representatives               |
| • | Barb Wood         | ME | Maine House of<br>Representatives                 |
| • | Brandon Woodard   | KS | Kansas House of<br>Representatives                |
|   | Carolyn Wysinger  | CA | West Contra Costa Unified<br>School Board Trustee |
| • | Peter Yacobellis  | NJ | Montclair Town Council                            |
| • | Samuel Yingling   | IL | Illinois House of<br>Representatives              |
| • | Jocasta Zamarripa | WI | Milwaukee Common Council                          |
|   | Zach Zappone      | WA | Washington House of<br>Representatives            |
| • | Les Zendle        | CA | Desert Healthcare<br>District Director            |
| • | Edward Zipprich   | NJ | Red Bank Borough Council                          |
| • | Erin Zwiener      | TX | Texas House of<br>Representatives                 |
| • | Dan Zwonitzer     | WY | Wyoming House of<br>Representatives               |



Victory Fund saw my potential early and became my first national endorsement, adding legitimacy to my run...Victory Fund is the organization that does the work to help LGBTQ candidates win. It organized grassroots donors who ensured my campaign could hit the phones and mobilize voters and volunteers."

**U.S. REPRESENTATIVE MONDAIRE JONES** (NY-17)



#### LGBTQ Victory Fund Board of Directors

Sharon Callahan-Miller, **Chair** Wade Rakes, **Vice Chair** JD Angle, **Secretary** Mellie Price, **Treasurer** 

Chris Abele
Sue Burnside
Joe Falk
Hon. Chris Kehoe
Chrys Lemon
Samuel Garrett-Pate
Jason Mida
Kevin Morrison
Jess Nahigian
Greg Porter
Vince Pryor
Alex Slater

### One Victory Board of Directors

Chris Abele, **Chair** Sharon Callahan-Miller, **Co-Vice Chair** Dr. Claire Lucas, **Co-Vice Chair** Mike Holloman, **Treasurer** Richard Holt, **Secretary** 

Hon. John Arrowood Mattheus Stephens

### LGBTQ Victory Fund Staff

Mayor Annise Parker, **President & CEO**Seth Schermer, **Executive Vice President and Chief Development Officer**Andrea M. Hernandez, **Chief Financial Officer**Elliot Imse, **Vice President of Communications**Sean Meloy, **Vice President of Political Programs** 

Andre Adeyemi, Executive Assistant and Board Liason
Kathleen Creehan, Operations Director
Tiffany Dezort, Corporate and Foundation Gifts Manager
Alexander Gabriel, Political Manager
Jared Godes, National Events & Engagement Manager
Ron Goines, Managing Director of Development
Daniel Gugliuzza, Database Manager
Ryan Kearney, Political Associate
Jarod Keith, Digital Strategy Manager
Shelby Kestler, Victory Campaign Board Manager
Sarah LeDonne, Senior Communications & Marketing Manager
Josh Roth, Victory Cabinet Manager

# Victory Campaign Board

The Victory Campaign Board is the driving engine behind our endorsements and candidate fundraising services. This national and growing board makes the final determination on which candidates to endorse and provides direct contributions and holds fundraisers for endorsed candidates.

#### **BOARD CO-CHAIRS**

Sue Burnside Samuel Garrett-Pate

#### MEMBERSHIP COMMITTEE **CO-CHAIRS**

Jacqueline Anderson Nick Autiello

#### **ENDORSEMENT COMMITTEE CO-CHAIRS**

Jim Schmidt John Klenert, Chair Emeritus

#### **FUNDRAISING COMMITTEE CO-CHAIRS**

Kvle Ferari-Muñoz Catherine Pino

#### **CAUCUS CHAIRS**

Colin Wright, Southern Caucus David Reid, Eastern Caucus Mona Smith, Western Caucus Eric Wilkerson, Midwestern Caucus

#### **BOARD MEMBERS**

Oren Adam Matt Albert Samuel Alleman Mark Alvarez Nick Autiello Neal Baer Lauren Baer Suzanne Beall Evan Bergeron Khelan Bhatia Thomas Blake Andrew Bly Aaron Bos-Lun Ashley Brown Joel Burns Jason Burns David Catania Anathea Chino Wendi Clifton Isaiah Cochran Dennis Collard Mark Dann Clifford Davidson Jeremy Davis Justin DeJong Linda di Lello Morton Ritchie Engelhardt Joe Forte Glen Paul Freedman Richard "Ritchie" Fuentes

Elvin Garcia

Kevin Geiger

Michael Grover Ed Harnaga Nick Hellyar Adali Hernandez Bryan Hlavinka Edward "Ted" Jackson Eric Johnson Matt Kaczmarek Leslie Katz Ashley Kendrick Eric Koch Lisa Kohn Joel Kopperud Jer Adrianne Lelliott Alex Levy Jack Lofgren John Loporto Kevin Mack Kate Mader Brian Maloney Jeffrey Marburg-Goodman Eliz Markowitz Chris Massicotte Michael Mattmiller Phillip McCarthy Matthew McClellan Patrick McCluskey Matthew McDermott Marvin McMoore Jason Melton Ted Miller

Jacob George

Erin Moore Laurie Morrison Sauer Chris Morter James Moses Rick Neal Amanda Nelson Sam Nitz Greg Noonan Jill Normington Matt Okeson Blake Oshiro Charlie Panfil Jon Patterson Clark Pellett Daniel Penchina Paul "Neil" Penick Tom Perrault Kevin Perry Victor "Skip" Perry Chris Pfauser De'Andre Pickett Greg Pizarro Valerie Ploumpis Jerred Price David Prophitt Ray Purser Abe Rakov Aaron Ridings Robbie Rikard Jake Rilev Adrián Rivera-Reyes

Michelle Ming

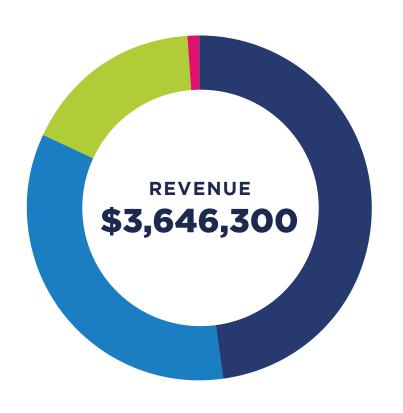
Dan Robbins Gavin Rose Keifer Rowlands Tyler Sadonis Arnel San Pedro Christopher Semenas Allyn Shaw <u>Harold "Hal"</u> Shipman Robert Sikorski Lionel Sims III Stephen Skinner **Brett Smiley** Chuck Smith Carlton Smith Ethan Smith Tom Strong-Grinsell David Taylor Heather Jones Taylor Oliver Truong Darrell Tucci Dan Ward Garrett Webb Kevin Wei Brianna Westbrook Dagavise Winston Justin Wood Travis Worl Thomas Zimmerman Scott Zumwalt

If you are interested in getting more involved with Victory Fund as a Campaign Board Member, visit:

Join the Board

victoryfund.org/vcb to learn more or contact us.





- Contributions \$1,744,604 | 48% of total revenue
- Donor Candidate Contributions
   \$1,255,333 | 34% of total revenue
- Events\$625,248 | 17% of total revenue
- IE Political Contributions \$41,920 | 1% of total revenue



- Direct Candidate Contributions
   \$1,255,333 | 39% of total expenses
- Political Expenditures\$743,093 | 24% of total expenses
- Research and Communications\$403,545 | 13% of total expenses
- Direct Donor Benefit\$395,766 | 12% of total expenses
- Fundraising\$227,436 | 7% of total expenses
- Management and General \$167,260 | 5% of total expenses

LGBTQ Victory Fund works to achieve and sustain equality by increasing the number of openly LGBTQ elected officials at all levels of government while ensuring they reflect the diversity of those they serve.



VICTORYFUND.ORG