



VICTORY®

BREAK *through*
every victory can lead to a major breakthrough

stand up

BREAK through

the voice of millions
is heard one vote at a time



BREAK *through*

change often starts with
a solitary act of courage

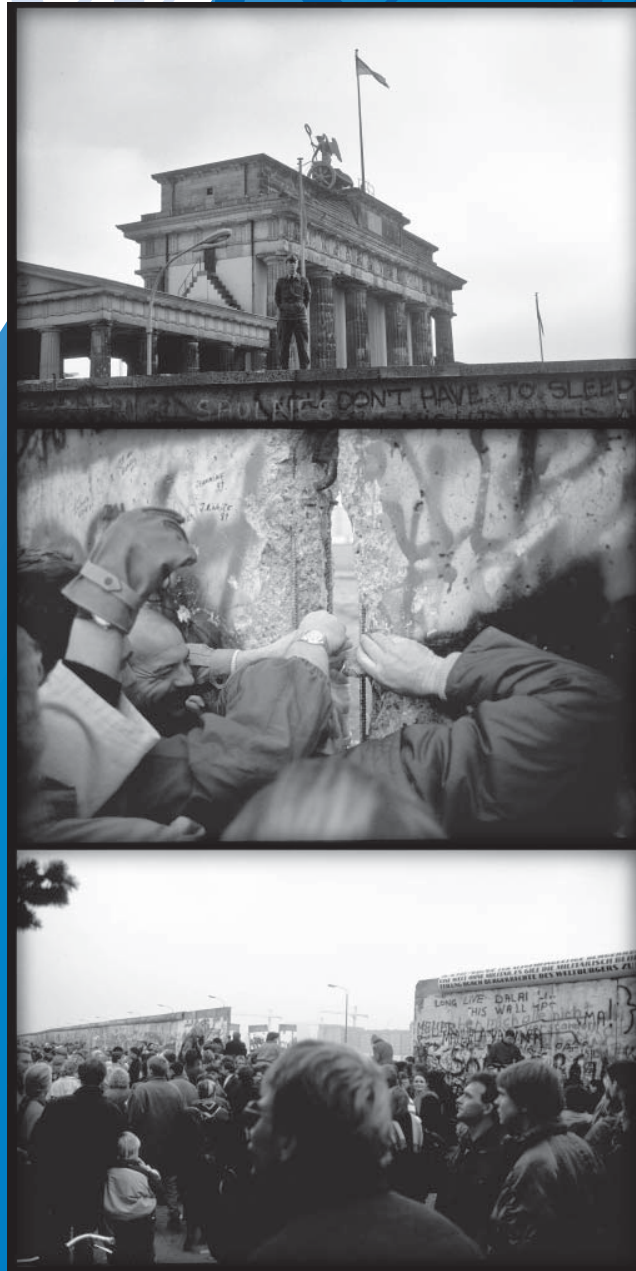
step forward

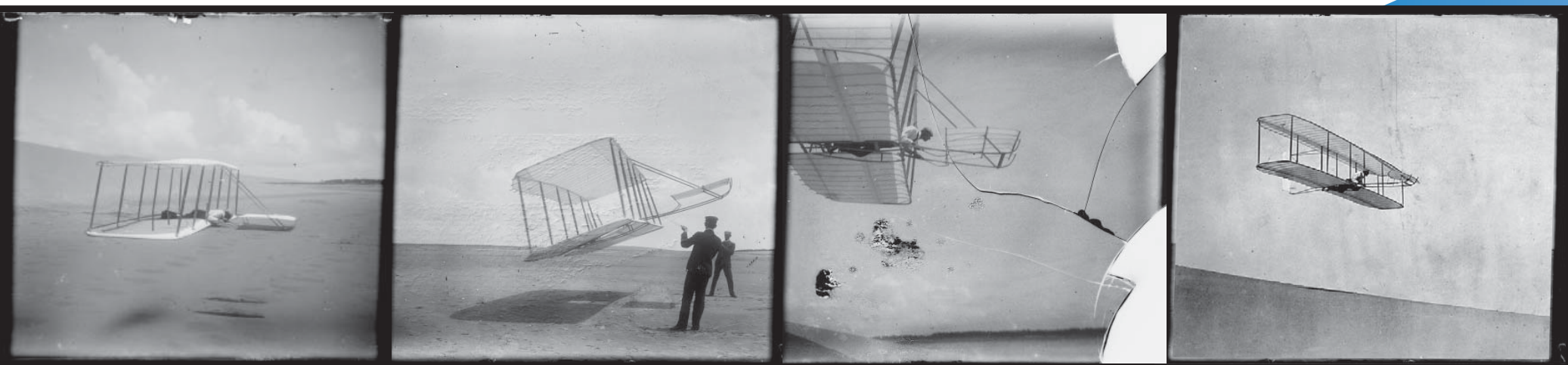


break through

BREAK through

the tallest walls of injustice
are not impenetrable





BREAK through

not even gravity is too
strong to overcome

Fly

It is through the bravery and passion of an unstoppable few that society, and in fact the world, evolves.

BREAK through

The boldness to step forward, the strength to stand up, the stubbornness to break through and the will to fly, all create the momentum for historic victories. Every win for LGBT equality, no matter how big or small, has a cumulative impact on the fabric of our democracy. The stitches of that fabric are fortified when all members of society are fairly represented in the public arena. History will look back at candidates, officials, donors and campaigners as the foot soldiers in the political revolution that yielded true equality for LGBT citizens.

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A *BREAK through* means lesbian, gay, bisexual and transgender Americans win at the ballot box and will have a powerful voice in our government to achieve true equality.

Since 1991, Victory has successfully helped elect hundreds of openly LGBT candidates to Congress, state legislatures, school boards, city councils and more. Through world-class programs and nonpartisan training, we also provide these new leaders with the skills and contacts they need to make the most of their access and influence.

Find out how you can *BREAK through*.

www.victoryfund.org

www.victoryinstitute.org





VICTORY®

Candidate Support

The Gay & Lesbian Victory Fund provides strategic, technical and financial support to openly LGBT candidates and officials. It's the only national organization committed to increasing the number of openly LGBT public officials at federal, state and local levels of government. Victory Fund support is acknowledged as the determinative factor in the successful election or appointment of endorsed LGBT candidates. The Victory Fund is the nation's largest LGBT political action committee and one of the nation's largest non-connected PACs.

Leadership Development

The Gay & Lesbian Leadership Institute ensures that openly LGBT Americans are not excluded from – and are equipped with the skills they need to prevail in – the electoral process. The Leadership Institute does this by sponsoring qualified LGBT leaders' participation in the executive programs at Harvard's Kennedy School of Government, as well as by offering nonpartisan training and international professional networking opportunities.

P.O. Box 96308, Washington DC 20077-7529 | 202 842.8679 main | 202 289.3863 fax | www.victoryfund.org | www.victoryinstitute.org

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BREAK *through*



VICTORY®

2005
Annual Report

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Message from Our Leadership

Dear Friends:

Looking across the war room table early Wednesday morning after Election Day, cautious smiles were spreading on weary Victory staff as they realized most of the ballots were in and 35 leaders were headed to inauguration. The smiles expressed relief and joy for 56 hardworking candidates, countless campaign volunteers and thousands of donors who are helping to change the face of U.S. politics by electing more qualified LGBT candidates. Identifying, interviewing, endorsing, tracking, funding and counseling candidates throughout this campaign period has certainly paid off.

2005 was a year of new tools and practices at the Victory Fund: our first independent expenditure campaign – New Voices/Voces Nuevas in San Antonio; new partnerships to help candidates in our horizon states – Nebraska and Kansas; expanded funding opportunities for all candidates; and an updated endorsement process to allow early endorsements.

We begin 2006 with more than a dozen candidates already endorsed – six of whom are running for state legislative seats. These candidates and those who follow throughout the year will be able to take advantage of increased media exposure, expanded technical support and improved Web-based contribution processing.

Gay & Lesbian Leadership Award – 2005 Honorees

Each year, Victory bestows the Gay & Lesbian Leadership Award upon individuals or groups whose outstanding work for justice and equality exemplifies our vision of a society that embraces lesbian, gay, bisexual and transgender individuals as valued and empowered participants in all aspects of public life. The 2005 honorees are as follows:

- Gay & Lesbian Leadership Award** Los Angeles, CA
David C. Codell
Civil Rights Attorney
- Gay & Lesbian Leadership Award** New York, NY
Hon. Jon S. Corzine
U.S. Senator from New Jersey
Hon. Gregory Meeks
Congressman from New York
Hon. Patricia Lancaster
Commissioner of the NYC Department of Buildings



Brian A. Johnson, Chair



Chuck Wolfe, President & CEO

While providing stellar candidate service and support, we continue to improve our infrastructure. In 2005, our Board of Directors reviewed its operations and implemented best practices to improve our structure and the transparency of our work. Under the leadership of then Board Co-Chairs Cindy Abel and Scott Widmeyer, the Board adopted new officer positions and responsibilities for Board members. This year, the Board is reviewing our strategic plan and will be looking to our candidates and donors for input about new ways to achieve our mission.

Thank you for being with us in the process of opening minds and opportunities for all Americans. Revolutionizing politics in the United States is a challenge. Identifying well-qualified LGBT leaders and securing a place at the table takes help from everyone – the brave candidate, the devoted volunteer and the generous donor – each a revolutionary figure in their own right. With your support, every victory brings us closer to a major BREAKthrough for LGBT equality.

Sincerely,

Brian A. Johnson
Chair

Chuck Wolfe
President & CEO



Barbara Baier

Elena Guajardo

State Legislators

- **Adam Ebbin** Virginia House of Delegates
- **Tim Schofield** Massachusetts State House*

Municipal Office

- **Nickie J. Antonio** City Council, Lakewood, OH*
- **Barb Baier** School Board, Lincoln, NE*
- **Brian Bates** City Council, Doraville, GA*
- **Carol Becker** Board of Estimate and Taxation, Minneapolis, MN*
- **Scott Benson** City Council, Minneapolis, MN
- **José Cisneros** Treasurer, San Francisco, CA
- **Chris Edwards** City Council, Napa, CA*
- **Anne Fauver** City Council, Atlanta, GA
- **Jay Fiset** County Board, Arlington, VA
- **Ginny Foat** City Council, Palm Springs, CA
- **Jim Gaughan** Mayor, Altamont, NY*
- **Phil Gille** County Legislature, Westchester County, NY*
- **Mike Gin** Mayor, Redondo Beach, CA*
- **Elena Guajardo** City Council, San Antonio, TX*
- **Kathy Luz Herrera** County Legislature, Tompkins County, NY
- **Virginia Holte** Library Board, Minneapolis, MN
- **Alan Hooker** Library Board, Minneapolis, MN*
- **Susan Hopkins** School Board, Portland, ME*
- **Mary Jo Hudson** City Council, Columbus, OH
- **Mark Kleinschmidt** Town Council, Chapel Hill, NC
- **Rod Krueger** Library Board, Minneapolis, MN
- **Joe Lacey** School Board, Dayton, OH*
- **Stephen Lamphear** City Council, Burien, WA
- **Kevin Lee** Borough Council, Lansdowne, PA*
- **Robert Lillgren** City Council, Minneapolis, MN
- **Margarita Lopez** Manhattan Borough President, New York, NY*

Municipal Office (continued)

- **Sue Lovell** City Council, Houston, TX*
- **Eric Mah** City Council, Manhattan Beach, CA*
- **Tim Mains** Mayor, Rochester, NY*
- **Marty Martinez** Alderman, Somerville, MA*
- **Thomas Meinecke** City Council, Toledo, OH*
- **Rosie Mendez** City Council, New York, NY*
- **Dan Miller** City Council, Harrisburg, PA*
- **Ron Mueller** Alderman, Pacific, MO
- **Tiffany Muller** City Council, Topeka, KS
- **Patrick Murphy** City Council, New York, NY*
- **Vivian J. Paige** City Treasurer, Norfolk, VA*
- **Annise Parker** Controller, Houston, TX
- **Jeffrey Prang** City Council, West Hollywood, CA
- **Loretta Redd** City Council, Santa Barbara, CA*
- **Bill Rosendahl** City Council, Los Angeles, CA*
- **Dan Ryan** School Board, Portland, OR*
- **Joe Santiago** City Council, Cleveland, OH*
- **Gary Schiff** City Council, Minneapolis, MN
- **William Schmidt** City Council, Peekskill, NY
- **Dave Schulz** City Council, Toledo, OH*
- **Shane Seger** City Council, Ithaca, NY*
- **Tom Simplot** City Council, Phoenix, AZ
- **Ed Stanley** Commissioner, Port of Olympia, WA*
- **Jass Stewart** Mayor, Brockton, MA*
- **Chris Swope** City Clerk, Lansing, MI*
- **Gwen Wilkinson** District Attorney, Tompkins County, NY*
- **John Williams** City Council, Palm Springs, CA*
- **Kathleen Womack** City Council, Sandy Springs, GA*

Read more detailed analysis about each of these races at www.victoryfund.org/2005analysis.

■ Elected/Win * Non-Incumbent / New

Gay & Lesbian Victory Fund candidates continue to fare well at the polls, despite the overall trend of states passing anti-LGBT legislation. Even in states and elections where anti-gay initiatives prevail, Victory Fund candidates beat the odds and win on their qualifications and positive campaigns.

This year the Victory Fund endorsed 56 qualified LGBT candidates in 17 states. Of the 56 candidates, 35 won their races. These 35 victories represent individual brave endeavors that are creating a collective wave of positive change. What may seem like small accomplishments today can have an historic impact on the future of this country.

Victory and its national donor network invested more than \$3.2 million this year alone in LGBT leadership. This commitment is having a sizable impact on our continuing work to advance the rights of LGBT people across the country by achieving fair and equal representation.

Horizon State Victories

In 2005, the Gay & Lesbian Victory Fund removed Kansas and Nebraska from its Horizon State list – states that have no openly LGBT officials at any level of government. Victory helped break through this barrier with the financial and technical support it provided to candidates and current elected officials seeking to come out.

In Nebraska, Barbara Baier beat her opponent 56% to 44% for a seat on the Lincoln School Board. During the campaign, Barb had to overcome questions about her sexual orientation on the radio, in the newspaper and on television. With technical support and training from Victory, she rose above the fray and stayed on message about what she planned to accomplish when elected. In an ongoing effort to build strategic alliances, the Victory Fund worked closely with the Democratic Party to ensure that Barb’s message got out to voters through a positive direct mail campaign.

In Kansas, Victory Fund-endorsed candidate Tiffany Muller lost her seat on the Topeka City Council, a seat to which she had been appointed the previous year. This

left the state with no openly LGBT elected officials until Lawrence Commission member Mike Rundle came out. Mike’s decision was prompted by state voters approving an anti-gay constitutional amendment and Victory’s visibility and assistance in Tiffany’s race. Victory supported Mike in taking this important step and will continue to assist elected officials who choose to come out while in office. The Leadership Institute will launch a multimedia Coming Out Project tool kit in spring 2006.

Both victories were aided by our collaboration with local and state LGBT groups. These partnerships enable us to identify and encourage LGBT community leaders to run for office, increase local support for candidates and broaden Victory’s impact. Together with Log Cabin Republicans, National Stonewall Democrats, Equality Federation, party organizations, unions and others, Victory is helping to amplify the LGBT voice in electoral politics in every state.

12 Legislative Horizon States

- | | |
|----------------------|-----------------------|
| ■ Delaware | ■ New Mexico |
| ■ Florida | ■ Ohio |
| ■ Kansas | ■ Oklahoma |
| ■ Mississippi | ■ Pennsylvania |
| ■ Nebraska | ■ Texas |
| ■ New Jersey | ■ Wyoming |

Legislative Horizon States lack openly LGBT representation in the state legislature.

11 Horizon States

- | | |
|--------------------|-------------------------|
| ■ Alabama | ■ North Dakota |
| ■ Alaska | ■ South Carolina |
| ■ Arkansas | ■ South Dakota |
| ■ Hawaii | ■ Tennessee |
| ■ Indiana | ■ West Virginia |
| ■ Louisiana | |

Horizon States are states with no openly LGBT elected officials at any level of government.



Joe Santiago



Nickie Antonio



Sue Lovell



Dan Miller

Independent Expenditure Delivers Success

In May and June, the Victory Fund conducted an independent expenditure campaign in the City of San Antonio, Texas that helped propel a Latina lesbian candidate to a seat on the city council. Elena Guajardo captured 55% of the runoff vote, making her the first openly gay elected office-holder in the eighth-largest city in the United States.

Through a newly established PAC, New Voices/Voces Nuevas, Victory Fund invested \$22,000 in a bi-lingual voter contact campaign that explained why Elena was the best candidate. This forward-thinking plan will be used in future races to give endorsed candidates a winning edge by allowing Victory to offer voters all the information and details they need to know about the incredibly qualified lesbian and gay people who are running for public office.

Candidates Win: Building the Bench

In Ohio, a state that rejected numerous progressive initiatives on the ballot, four endorsed gay candidates won races. Three of the wins were for new seats, including Joe Santiago for Cleveland City Council, Nickie Antonio for an at-large Lakewood City Council seat and Joe Lacey for a seat on the Dayton School Board. Mary Jo Hudson won a seat she was appointed to last year on the Columbus City Council.

While Texas voters overwhelmingly voted to ban legal recognition of same-sex relationships, Sue Lovell won an at-large Houston City Council seat, winning 33% of the vote in the general election and securing her victory in a contentious runoff. Sue will join Annise Parker as an open lesbian holding office in the nation's fourth-largest city.

In Pennsylvania, also a Legislative Horizon State, Dan Miller won a new seat on the Harrisburg City Council and Kevin Lee was reelected to the Lansdowne Borough Council.

While there are no open state legislators in Ohio, Pennsylvania or Texas, there are now more than 15 out

elected officials in those states at the local level who represent the bench for future state-level campaigns.

Anti-Gay Attacks Continue

Anti-gay attacks continue against qualified candidates across the country, reinforcing the critical need for the Victory Fund and its donor network. Attacks against Norfolk, Virginia, city treasurer candidate Vivian Paige contributed to her loss. In October, fraudulent flyers placed on cars outside an NAACP candidate forum proclaimed that Vivian, a highly qualified candidate and Certified Public Accountant, is a proud lesbian and "doesn't care what people think!" In the final days of the campaign, vicious television ads were run by a group called Christian Leaders of Tomorrow attacking Vivian and claiming her sexual orientation should be the determining factor for voting against her.

To respond to these attacks, Victory and its donor network contributed more than \$19,000 to the Paige campaign so that Vivian could get her positive message to voters. Victory Fund also dispatched four staff members to help Vivian's team get out the vote. Vivian was competitive with finances, but with multiple adversaries simultaneously attacking her, it was too much to overcome.

Looking Ahead – Poised to BREAKthrough

With a number of important, high-profile races in play, 2006 holds a great deal of promise for LGBT candidates. Four Horizon States have exciting LGBT candidates running for local and state-level seats. Some of these races are in early 2006 and require immediate support.

North Carolina State Senator Julia Boseman, the state's first openly LGBT state legislator, will likely face the same right-wing attacks that her campaign experienced in 2004. Victory will need to invest heavily in races like this to protect our incumbents. Other 2006 incumbents include Nicole LeFavour, Idaho's first openly LGBT state representative, and Oklahoma County Commissioner Jim Roth, the first and only openly gay candidate to win an election in Oklahoma.



Jarrett Barrios



Kathy Webb

Another high-profile race is heating up in Massachusetts where State Senator Jarrett Barrios is running for Middlesex County District Attorney. Jarrett, the first openly gay candidate elected to the Massachusetts State Senate and a five-time endorsee of the Victory Fund, has tough competition for his September primary. He is working hard to increase his visibility to win this race in one of the largest counties in the nation.

There are viable candidates fighting to make history in several of Victory's Horizon States, including Alabama, Arkansas, Indiana and Oklahoma. Patricia Todd, who is seeking the District 54 seat in the Alabama State Legislature, is poised to become the first openly LGBT elected official in that state. House District 54 has the highest percentage of gay voters in the state and is overwhelmingly Democratic, making the June primary the most important hurdle for her.

Kathy Webb is running as a Democrat for Arkansas State Representative in District 37. Her social and political work has helped to establish her as a strong figure in Arkansas. This particular district is strongly Democratic which makes the May 23 primary the key race. If Kathy is elected she will become the first openly LGBT elected official in Arkansas.

Tina Taviano is a Democratic candidate running for Sheriff of Allen County, Indiana. Tina could become the first openly LGBT official in Indiana. By far the most qualified candidate in the race, Sgt. Taviano is currently the Director of Training for the Allen County Sheriff's Department.

Al McAffrey is running for the District 88 seat in the Oklahoma State House, a state that currently has no LGBT officials in its legislature. Al is a former police officer and is currently a funeral director in Oklahoma City. He is very popular in his neighborhood, where he serves as a neighborhood association board member. His primary in July will be the focus of attention in this overwhelmingly Democratic district.



Tina Taviano

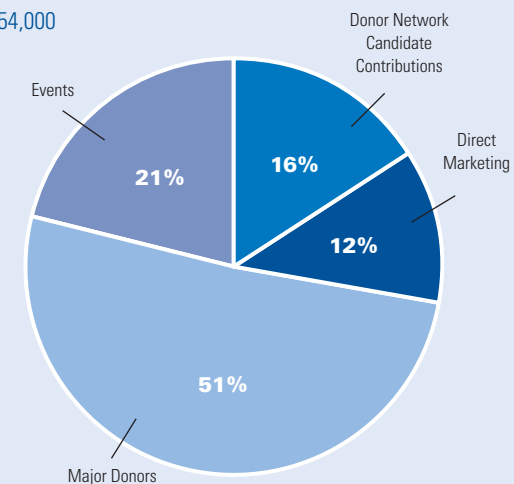


Al McAffrey

Gay & Lesbian Victory Fund

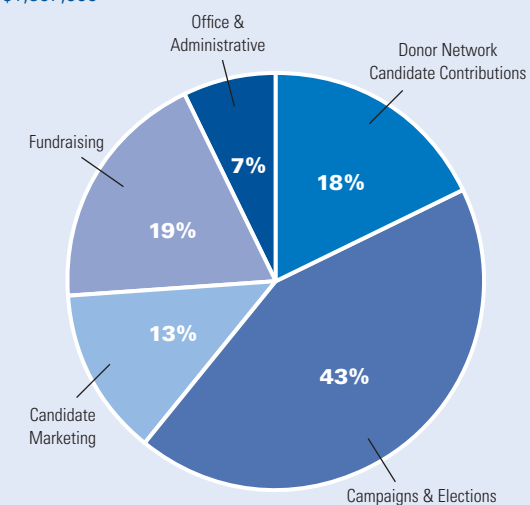
2005 Sources of Income

\$1,954,000



2005 Expenditures

\$1,807,000



Based on unaudited financials as of 1/27/06 and rounded to the nearest \$1,000. When completed, audited financials will be available at www.victoryfund.org/annual.

2005 Supporters

We gratefully acknowledge the following donors whose generous support makes the work of Victory possible.

Many have contributed to the long-term success and vitality of Victory over the years. In addition, a select group of committed and extremely generous individuals and organizations have enabled Victory to leave an indelible mark on electoral politics in the United States. We acknowledge and humbly applaud the support of the following leaders who have contributed more than \$250,000 to Victory since 1991.

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A *BREAKthrough* means lesbian, gay, bisexual and transgender Americans win at the ballot box and will have a powerful voice in our government to achieve true equality.

Since 1991, Victory has successfully helped elect hundreds of openly LGBT candidates to Congress, state legislatures, school boards, city councils and more. Through world-class programs and nonpartisan training, we also provide these new leaders with the skills and contacts they need to make the most of their access and influence.

Find out how you can *BREAK through*.

www.victoryfund.org

Gay & Lesbian Victory Fund

P.O. Box 96308, Washington DC 20077-7529 | 202 842.8679 main | 202 289.3863 fax

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BREAK *through*



VICTORY®

2005
Annual Report

The Gay & Lesbian Leadership Institute ensures that openly LGBT Americans are not excluded from – and are equipped with the skills they need to prevail in – the electoral process. The Leadership Institute does this by sponsoring qualified LGBT leaders’ participation in the executive programs at Harvard’s Kennedy School of Government, as well as by offering nonpartisan training and international professional networking opportunities.

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Message from Our Leadership



David P. Nixon, Chair



Chuck Wolfe, President & CEO

Dear Friends:

No one succeeds alone – we all have help. LGBT elected and appointed officials achieve great breakthroughs with the support of constituents, donors, mentors, great trainings and professional development opportunities. We too thrive through collaboration. This year we developed stronger and broader partnerships, leveraging a small and dedicated staff with growing resources to broaden the delivery and enhance the quality of our programs.

Equality Utah, Equal Rights Washington and Equal Rights Colorado helped propel our cornerstone program – Candidate & Campaign Training – to reach more potential candidates than ever before. We developed an advanced training program and held its inaugural session in Boston with five federal and statewide potential candidates participating. With the Equality Federation of state LGBT organizations, we initiated our States Project detailed in this report.

Our long-standing partnership with INLGO – the International Network of Lesbian & Gay Officials – reached its pinnacle with the Boards of both organizations completing our planned merger. A key INLGO program – the annual conference of LGBT leaders from around the world – expanded into the Gay & Lesbian Leadership Conference. This year’s gathering in Seattle with a new partner, presenting sponsor Service Employees International Union (SEIU), was the most successful gathering of openly LGBT officials from around the globe in the organization’s 21-year history.

Our most visible achievement in 2005 was the launch of the *Leadership SmartBrief*. Now read twice a week by more than 8,000 LGBT leaders around the world, this publication has become a primary source of LGBT leadership news – giving readers the information they need to succeed.

New Board leadership was chosen in 2005, as Bill Lewis of Phoenix, AZ stepped down after five years of service as Chair. The spectacular growth of the Leadership Institute, a 251% increase in revenue over three years, is due in great part to Bill and his partner, Rick Underwood.

Partnerships come in all shapes and sizes from donors to corporate sponsors, from faculty to candidate trainees, from local and state activists to international officials, from foundation grant-makers to Harvard University.

Truly valuing these partners ensures we will continue to develop more new and meaningful relationships to benefit LGBT leaders, and our community, in our ascent to victory.

Sincerely,

David P. Nixon

Chair

Chuck Wolfe

President & CEO

Gay & Lesbian Leadership Award – 2005 Honorees

Each year, Victory bestows the Gay & Lesbian Leadership Award upon individuals or groups whose outstanding work for justice and equality exemplifies Victory’s vision of a society that embraces lesbian, gay, bisexual and transgender individuals as valued and empowered participants in all aspects of public life. The 2005 honorees are as follows:

Gay & Lesbian Leadership Award Seattle, WA

LGBT Caucus of the California State Legislature

The Honorable Jackie Goldberg

The Honorable Christine Kehoe

The Honorable Sheila Kuehl

The Honorable John Laird

The Honorable Mark Leno

The Honorable Carole Migden

Inaugural Olivia Leadership Award Seattle, WA

Judy Dlugacz

President & Founder of Olivia Cruises and Resorts

Amy J. Errett

CEO of Olivia Cruises and Resorts

In 2005, the Gay & Lesbian Leadership Institute further established its credentials as the nation's pre-eminent center for LGBT leaders seeking to develop or enhance their leadership acumen. The Leadership Institute provided personalized professional development opportunities for hundreds of LGBT leaders and also served as a resource hub for thousands of LGBT citizens across the United States and beyond.

With the programs of the Leadership Institute gaining in popularity and donor support, the future of the organization is bright. Its offerings to LGBT political, community and corporate leaders will be more widely available, supporting our mission not only to ensure the LGBT community's access and influence in the halls of power, but also to elevate the standing and stature of LGBT leaders in those crucial arenas.

These leaders are modern day revolutionaries – bucking prejudice and discrimination to serve their communities.

Leadership Institute Trains Record Number in 2005

The Leadership Institute's Candidate & Campaign Trainings provide comprehensive, nonpartisan training to present and future openly LGBT candidates, campaign personnel and community leaders. The trainings provide attendees with the knowledge and technical skills required for success through practical training from proven campaign professionals.

In 2005, trainings were held in Salt Lake City, Colorado Springs, Boston and Seattle. More than 290 LGBT individuals received training and education at both introductory and senior levels through the 2005 Leadership Institute programs.

This year, winning candidates in California, Michigan, Ohio, Pennsylvania, Virginia and Texas were graduates of the Candidate & Campaign Training program. Two of these states – Ohio and Pennsylvania – are states where no openly LGBT candidates have won at the state level.

2006 Training Schedule

Louisville, KY
March 9–12

Washington, DC
June 15–18

Orlando, FL
November 15–18

(Basic training and an advanced session offered to coincide with Leadership Conference)

Elena Guajardo, who attended the New Orleans training in 2004, became the first openly gay elected official this year in San Antonio, the eighth-largest city in the United States.

Making the Grade

Each summer, with the support of tuition assistance from the Gay & Lesbian Leadership Institute, high-profile LGBT public officials join other senior public executives in New England for three weeks at Harvard University's Kennedy School of Government. The Gay & Lesbian Leadership Institute has collaborated directly with Harvard since 2001 to offer the Senior Executives in State and Local Government program to leaders from the LGBT community.

This year, seven Leadership Institute Fellows were immersed in high-level training, discussion and debate about fiscal policy, human resources, leadership development and best practices in public administration. Among those chosen, two fellows, Stephen Glassman and Mario Acosta-Velez, were co-sponsored by both the Gay & Lesbian Leadership Institute and the Fannie Mae Foundation. Demonstrating commitment to both LGBT rights and advances in the area of affordable housing, the leaders' recognition from both organizations marks a great achievement.

Leadership Conference Yields Global Call to Action

Hundreds of LGBT elected and appointed leaders from across the United States and around the world passed an historic resolution in Seattle on November 18th at the Gay & Lesbian Leadership Conference. The resolution calls upon "all nations and governments to adopt a vocal, clear and consistent policy on international human rights

2005 Leadership Institute Fellows at Harvard

Mario Acosta-Velez
Human Rights Commissioner
DC Commission on
Human Rights

John Brady
Recorder of Deeds, Sussex
County Government, DE

Michael Fleming
Executive Director, David
Bohnett Foundation & Member
of the Los Angeles County
Planning Commission

Stephen Glassman
Chairperson, Pennsylvania
Human Relations Commission

Mark Kleinschmidt
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Town of Chapel Hill, NC

James McKissic
Public Education Programs
Manager, Urban League
of Greater Chattanooga

Annisie Parker
City Controller
City of Houston, TX



Robin Brand, Trainer



Leadership Conference



Lupe Valdez



Mike Gin

abuses against lesbian, gay, bisexual and transgender people that includes a call to abolish sodomy laws." Attendees, some who travelled from as far away as Sri Lanka and Poland, vowed to continue to bring attention to the abysmal record on this issue of some countries, such as Iran, Malaysia, Saudi Arabia and the United Arab Emirates.

The leaders also approved a resolution to "encourage all LGBT legislators and all other LGBT public officials to be open and honest about their sexual orientation or gender identity or expression so that their input on future legislation and proposals will be enhanced by a freedom to share both unique and common professional and personal life experiences with their colleagues and the constituents they represent."

The Seattle meeting also marked the beginning of an historic partnership between Victory and organized labor. The Service Employees International Union (SEIU) served as the Presenting Sponsor for the 21st annual conference presented with the International Network of Lesbian & Gay Officials (INLGO).

Support in the States

To advance victory at the state level, the States Project was created as a collaborative effort of the Gay & Lesbian Leadership Institute and the Equality Federation of state LGBT organizations. The goal of the project is to ensure that every state LGBT community is provided with the technical training and legal counsel necessary to support work to achieve fair and equal political representation.

This collaborative project began in 2005 and focused on Maryland, Tennessee and Florida. In Michigan, where two state groups already have political arms, hands-on training was provided on how to build and market the existing entities. All state organizations received legal and marketing training at the Federation's annual meeting in August. Additional states will be chosen for 2006.

Four Officials Chosen for OUT 100

A critical piece of the work of the Leadership Institute is to highlight the achievements of LGBT officials and leaders. By increasing their standing and stature in public leadership positions, we break down stereotypes, create role models and help make them more effective leaders. Victory's efforts to highlight their work were recognized by *OUT*, which included four Victory supported officials in its 2005 *OUT 100*, the magazine's annual list of the year's most interesting, influential and newsworthy LGBT people

from across the country. Included in the list were Lupe Valdez (elected in 2004), who is the nation's first Latina, lesbian sheriff and Mike Gin (elected in early 2005), the openly gay Asian-American mayor of Redondo Beach, CA. Both attended the Leadership Institute's Candidate & Campaign Training. Also included in the list were Toni Atkins, who became acting mayor of San Diego, and Assemblymember Mark Leno, whose leadership in California yielded the first marriage equality bill to pass a legislative body in the U.S.

Real News, Real Brief, Very Smart

In January, the Gay & Lesbian Leadership Institute launched the LGBT leadership community's flagship e-news summary publication – the *Gay & Lesbian Leadership SmartBrief*. This groundbreaking free resource gives public, private and not-for-profit leaders news they can use to be effective – whether for policy development, entrepreneurship, philanthropy or activism.

The *Gay & Lesbian Leadership SmartBrief* achieved widespread recognition almost immediately. Subscription growth was brisk, thanks in part to marketing partnerships with other LGBT organizations such as Servicemembers Legal Defense Network, Equality Forum, National Stonewall Democrats, PFLAG and Family Pride Coalition. SmartBrief subscriptions grew 141% over the course of 2005 to more than 8,000. What is most impressive is how highly engaged its readers are. The open rate for SmartBrief is a phenomenal 45%, compared to an industry average of 27.5% (according to Doubleclick.com). Further, the number of SmartBrief readers who "click through" for more information while reading the newsletter is at 20%, compared to an industry average click through rate of just 7.2%. Subscribe free at www.smartbrief.com/lgbt.

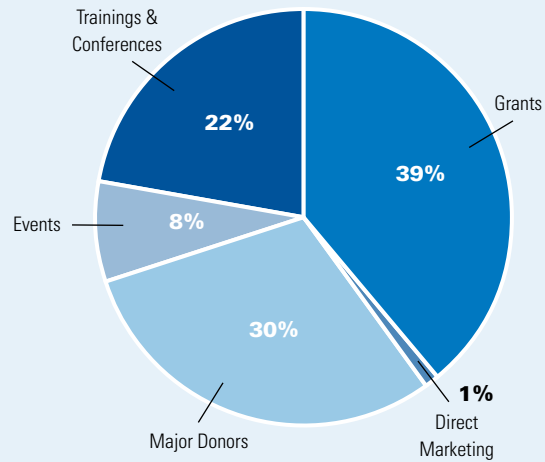
Coming Out Project to Launch in 2006

One path to achieving a critical mass of openly LGBT public officials is to support current officeholders who are not yet out but are ready to undertake the process. With the launch of the Coming Out Project in 2006, a unique video will share the issues and rewards from both a professional and personal perspective experienced by elected officials who have come out while in office. The video will be supplemented with voter-focused polling conducted by one of the nation's premier political research and communications firms. View a preview of the video component of the tool kit at www.victoryinstitute.org/trailer.

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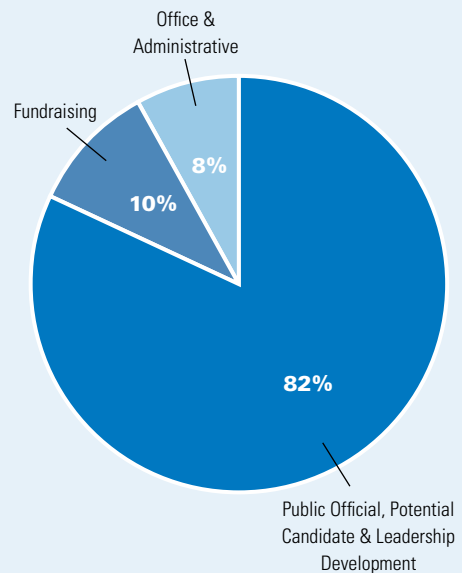
Gay & Lesbian Leadership Institute 2005 Sources of Income

\$1,298,000



2005 Expenditures

\$1,159,000



Based on unaudited financials as of 1/27/06 and rounded to the nearest \$1,000. When completed, audited financials will be available at www.victoryinstitute.org/annual.

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