the first Latina, lesbian elected Sheriff in the United States.
Sheriff

Lupe Valdez

Dallas County, Texas

Victory Fund-endorsed 2004

Attended Victory’s Candidate & Campaign Training - Spring 2004

“Victory Fund’s important and meaningful movement is like no other in our community – achieving true equality through equal representation.”  Lupe Valdez

Mark Graham/The New York Times/Reprinted with permission
overcoming homophobic attacks to become the first gay or lesbian state legislator in North Carolina.
State Senator

Julia Boseman

North Carolina’s 9th District

New Hanover County Commissioner 2000-2004

Victory Fund-endorsed 2000-2004

Attended Victory’s Candidate & Campaign Training - Fall 1999
the first openly gay statewide elected official in Oregon.
State Supreme Court Justice

Rives Kistler

Oregon State Supreme Court

Oregon Court of Appeals 1999-2003

Victory Fund-endorsed 2004
sending gay and lesbian officials and leaders to the best leadership training in the country.
Victory has provided hundreds of thousands of dollars in fellowships to LGBT leaders who have been accepted by Harvard University’s John F. Kennedy School of Government.

2004 Fellow and Berkeley, California, City Councilmember Darryl Moore (far right) participates in the Senior Executives in State & Local Government program.
Dear Friends:

With this report I share Victory’s most successful year to date—a year that would have been beyond our grasp had it not been for the generous support of donors like you. BREAKthrough victories were achieved in 2004—in red and blue states alike: Wilmington, North Carolina; St. Louis, Missouri; Portland, Oregon; Boise, Idaho; and Dallas, Texas. These are just five of twenty states plus the District of Columbia where qualified, trained and well-funded leaders secured victories.

Gays and lesbians can win at the ballot box. Sixty-five percent of our endorsed candidates proved that in 2004. Our focused, fourteen-year mission is what has made Victory Fund the nation’s largest lesbian, gay, bisexual and transgender (LGBT) political action committee. By encouraging, supporting and electing more LGBT leaders, we will achieve demonstrable success in our march to equality.

In 2004 we introduced advanced tools for our candidates to enhance voter contact, escalate fundraising and professionalize communications. The success of this work can be seen in races across the nation where our candidates won with disciplined messaging and spending.

Through its renowned Candidate & Campaign Training program, the Leadership Institute trained over 150 participants and, through Harvard University’s Kennedy School of Government, advanced the careers of nine current LGBT leaders in key positions of power and access. The new Leadership Institute Forum convened and briefed hundreds of officials while the Leadership SmartBrief keeps thousands of leaders abreast of the news they need to succeed. Last, but certainly not least, the 20th conference of the International Network of Lesbian & Gay Officials (INLGO) brought together hundreds of the world’s LGBT officials and leaders for in-depth discussions about policy, strategy and community.

Victory Cabinet members and our network of generous donors are the “venture capitalists” investing in our efforts to achieve a voice in the debate, a vote we can count on and a victory for equal representation. On behalf of a superb team of professionals, I promise to continue to execute our strategy with precision in order to ensure a return on that investment.

Yours in Victory,

Chuck Wolfe
President & CEO
Dear Friends:

What a year it has been! The lesbian, gay, bisexual and transgender (LGBT) community has endured more than its share of ups, downs and a few side-to-sides. Yet, the Gay & Lesbian Victory Fund and Leadership Institute, its committed supporters, and its talented candidates and officials made this year brighter for us all—no matter where we live, no matter our political party or whom we voted for and no matter what policy battles we’ve won or lost.

In 2004, we trained candidates, convened officials and won races in parts of the country where just a few years ago we couldn’t have imagined succeeding. Together, we are changing the face of government and ensuring the LGBT community, with all its talents and skills, has a strong voice in policy-making arenas and increased access within the halls of power. Victory’s work is bolstering American democracy by living up to our nation’s tradition of fair and equal representation.

Victory bestowed the Fourth Annual Oates-Shrum Leadership Award upon Sen. Edward M. Kennedy for his decades of work for LGBT equal rights. The Washington, D.C., ceremony raised over $350,000 for the Gay & Lesbian Victory Fund and Leadership Institute. Victory also demonstrated its agility and commitment to staying ahead of the proverbial curve by sharpening its internet strategy and increasing its online fundraising for the organization and endorsed candidates by 450% in 2004. This work was recognized with a Gold Pollie Award, a highly coveted prize among political communications professionals.

With every victory, we advance true equality by securing full participation in public life. Your dedicated and passionate support has enabled Victory to achieve its mission successfully in 2004, as it has continually done since its 1991 founding. On behalf of Victory’s boards and those we help succeed in positions of leadership, and for the millions of Americans who benefit from having qualified openly LGBT officials at every level of government, we thank you for standing with Victory today and in the future.

Sincerely,

Cindy L. Abel & Scott Widmeyer
Co-Chairs
Gay & Lesbian Victory Fund

Bill Lewis
Chair
Gay & Lesbian Leadership Institute
2004 was a banner year for gays and lesbians running for public office across the United States. Even in the wake of the 2004 election, with some political and policy setbacks, we have many victories to celebrate.

This year the Victory Fund endorsed a record 65 qualified LGBT candidates, Democrats and Republicans, in 27 states and the District of Columbia. Of the 65 candidates, 41 won their elections in 20 states and D.C. The Victory Fund and its national donor network invested over $3 million this year alone in LGBT candidates for public office — more than ever before. Over 91% of political program dollars were invested in first-time LGBT candidates or LGBT elected officials who were seeking higher office.

These dollars are significantly impacting the competitiveness of LGBT campaigns and are providing the resources to gain winning margins in some very close races. In North Carolina, Victory Fund and its donor network contributed over $90,000 to ensure strong voter turnout and to elect Julia Boseman as the first openly gay legislator in the state’s history. Julia won with 50.55% of the total vote. In Portland, Oregon, the Victory Fund and its donor network contributed over $66,000 to help secure a 51.38% win for Sam Adams, who became the first openly gay member of the city council.

**Local Victories Take Five States Off ‘Horizon’ List**

The Gay & Lesbian Victory Fund made it an electoral priority in 2004 to focus resources in 27 Horizon States (those without any gay or lesbian official at any level) and Legislative Horizon States (those without a gay or lesbian member of the state legislature).

Nicole LeFavour was elected to represent parts of Boise in the Idaho State House. She won a competitive three-way primary in May after Victory Fund provided strategic advice, secured a top-notch direct mail firm and sent staff to assist with her get-out-the-vote program.

Victory Fund donors contributed almost $17,000 to Nicole’s campaign — over 30% of her entire budget — to secure this key victory. In South Dakota, Victory Fund staff provided advice and support to Rapid City Councilmember Tom Murphy when he came out as transgender; he continues to serve on the council.

North Carolinians sent Julia Boseman to the State Senate, making her the first openly gay member of the legislature in the state’s history. Julia was bombarded by brutal anti-gay attacks from her opponent and the county Republican Party in the final days of the campaign. Taking the high road, Julia stuck to her message about improving roads and schools and let her opponent’s tactic speak for itself. The local paper, The Wilmington Star-News, rescinded its endorsement of her opponent saying a vote for him would be “a vote for intolerance and dirty politics.” Victory Fund sent staff to North Carolina to assist with voter contact and get-out-the-vote programs that resulted in over 15,000 households receiving a personalized visit in the last month of the campaign.

Jeanette Mott Oxford returned open representation to the Missouri State Legislature after winning a State House seat in St. Louis. Jeanette’s key race was the August 3rd primary, which was the same day Missourians voted to pass an anti-gay marriage amendment. Jeanette made her opposition to the initiative widely known. Despite the high pro-initiative turnout, Jeanette managed a 180-vote victory. In other races, Victory Fund provided strategic advice and secured a first-rate direct mail firm. Victory Fund donors contributed close to $10,000 to Jeanette’s campaign — over 33% of her entire budget — to secure another Horizon win. Rhode Island House Majority Leader Gordon Fox came out while speaking at a marriage equality
rally in April, shocking not only those present, but even himself. “I took the microphone and the rest is history,” said Fox. “I was moved by the moment.” Keeping its pledge to offer public relations support to any official who wants assistance coming out, Victory Fund staff consulted with other Rhode Island gay leaders prior to Fox’s coming out to line up support. Until Fox’s announcement, there were no openly LGBT legislators in the state.

Candidates Overcome Marriage Trends

2004 election results and polling data collected by the Gay & Lesbian Leadership Institute after the November 2nd election have shown that although voters are not clear on the degree of their support for marriage equality, they are ready to elect openly gay and lesbian candidates. Additionally, the success of gay and lesbian candidates across the U.S. in 2004 is further evidence that voters clearly differentiate

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<tr>
<th>U.S. HOUSE OF REPRESENTATIVES</th>
<th>2004 Election Scorecard</th>
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<tr>
<td>Georgia</td>
<td>Terry Crow MO House *</td>
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<td>Cathy Woolard (04) *</td>
<td>Jeanette Mott Oxford MO House *</td>
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<td>Massachusetts</td>
<td>David Parks NV Assembly</td>
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<td>Barney Frank (04)</td>
<td>Corey Corbin NH Senate *</td>
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<td>Wisconsin</td>
<td>McKim Mitchell NH Senate *</td>
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<td>Tammy Baldwin (02)</td>
<td>Janice Kando NM House *</td>
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<td>Tim Carpenter (04) *</td>
<td>Danny O’Donnell NY Assembly</td>
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<td>Florida</td>
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<td>withdrew Jim Stork (22) *</td>
<td>Scott Herman NC House *</td>
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<th>STATEWIDE AND EXECUTIVE OFFICE</th>
<th>MUNICIPAL OFFICE</th>
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<tr>
<td>Ray Buckley NH Executive Council *</td>
<td>Dan Baker City Council, Long Beach, CA</td>
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<td>Rives Kistler OR Supreme Court *</td>
<td>John Boyd City Council, Sacramento, CA *</td>
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<td>Donna Groman Superior Court, Los Angeles, CA *</td>
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<td>Robert Haaland Board of Supervisors, San Francisco, CA*</td>
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<td>Jamie McLeod City Council, Santa Clara, CA *</td>
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<td>Greg Pettis City Council, Cathedral City, CA</td>
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<td>Ken Yeager City Council, San Jose, CA</td>
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<td>Zeke Zeidler Superior Court, Los Angeles, CA *</td>
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<td>Kevin Copher City Council, Evans, CO</td>
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<td>Patrick Gossett City Council, Rehoboth Beach, DE *</td>
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<td>Babak Movahedi Advisory Neighborhood Council, DC *</td>
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<td>Patty Sheehan City Council, Orlando, FL</td>
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<td>Michael Scaheffer County Council, Vanderburgh County, IN*</td>
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<td>Dave Coulter County Commission, Oakland, MI</td>
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<td>Harley Diamond Civil Court, Kings County, NY *</td>
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<td>John Frederick County Legislature, Albany, NY *</td>
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<td>Daniel Stewart Mayor, Plattsburgh, NY</td>
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<td>Bill Hedrick Court of Common Pleas, Franklin County, OH*</td>
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<td>Sam Adams City Council, Portland, OR *</td>
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<td>Celia Israel County Commission, Travis County, TX *</td>
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<td>Lupe Valdez County Sheriff, Dallas, TX *</td>
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* = Non-Incumbent / New

= Elected/Win

withdraw = withdrew
between policy debates and public service by gays and lesbians.

A poll conducted by the Leadership Institute on November 4-5 in Julia Boseman’s North Carolina State Senate district provided interesting insight into voters’ attitudes about gay and lesbian candidates in a year when marriage was a leading political issue. Compared to data collected early in the election, there was a 9% increase in voters who were comfortable with an openly gay or lesbian elected official over the course of the election. In comparison, there was a 16% increase in voters who opposed gay marriage.

Gay and lesbian candidates ran and prevailed in five of the thirteen 2004 marriage-ban states—Utah, Georgia, Michigan, Oregon and Missouri. In four out of five of those states, the candidates won even though the counties in which their districts are located passed the initiatives by significant margins.

**Victory Fund Candidates Achieve Major Successes Around the Country**

It was a big year in Oregon, as Rives Kistler became the first statewide LGBT elected official there when he was elected to the Oregon Supreme Court in May. The victory was even more poignant because his opponent was the right-wing attorney for the Oregon Christian Coalition, which sent out thousands of voter guides ensuring that voters knew Rives is gay.

Portland, Oregon elected its first openly gay city councilmember in the city’s history, as Sam Adams won a remarkable come-from-behind victory after placing second in the May primary. Polls showed the race tied with close to 50% of the voters still undecided six weeks before Election Day. Two weeks out, former Governor Kitzhaber agreed to do a radio spot announcing his endorsement of Sam. With the help of a last-minute $25,000 check from the Victory Fund, Sam was able to buy two weeks of radio ads that saturated Portland airwaves with news of the Kitzhaber endorsement. Victory Fund donors also bundled over $17,000 to Sam’s campaign. In a note to Victory Fund after the win, Sam wrote, “this is what did it!”

Lupe Valdez won a stunning victory in Dallas County, Texas, where she was elected Sheriff. Lupe, who has over 20 years of experience in law enforcement, promised to bring integrity back to the office that had been embroiled in scandal over the misuse of funds. In the final weeks of the campaign, Lupe’s opponent was accused of violating campaign finance law, which, combined with Lupe’s experience and appeal, was enough to put her over the top. Lupe and her campaign manager attended the Leadership Institute’s Candidate & Campaign Training in April and received additional strategic advice throughout her campaign. Victory Fund donors provided $10,000 to her campaign.

Vermont now has its first openly gay state senator, Ed Flanagan. Ed made history in 1992 after becoming the first openly gay statewide elected official in the country when he was elected Auditor. This time around, his high name recognition and popularity with Vermont voters allowed him to garner more votes than several Democratic incumbents. The excitement over Ed’s win was compounded when Victory Fund-endorsed candidate Jason Lorber won a seat in the State House. Jason was a first-time candidate who will represent parts of Burlington.

**First Transgender Endorsees**

For the first time in its history, Victory Fund endorsed two qualified transgender candidates: Robert Haaland
A Proven Strategy for the Future

E lecting openly gay and lesbian leaders is a vital – if often understated – component of the overall strategy to secure equal rights. The Gay & Lesbian Victory Fund is pioneering this highly effective next phase of the gay and lesbian equal rights movement. We will build on our current success, identifying and training more quality candidates, leaders and key political players to run effective campaigns everywhere in the country and build our bench of officials in “red states” and “blue states” alike. More qualified people are needed to run for office so we can win in the 12 states that still do not have a single openly gay public official.

2004 Gay & Lesbian Victory Fund Board of Directors

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Karen Tramontano, Washington, DC
Don Uttrich, Washington, DC
Louis Vega, Washington, DC
Jesse White, Chapel Hill, NC
Chuck Wolfe, Washington, DC
(as of 12/31/2004)

Seats Held by the Nation’s 286 Openly LGBT Officials
- City Council Members/County Commissioners - 49%
- Mayors/Local Administrators - 11%
- Local Judges - 13%
- School Board Members - 8%
- State Legislators - 17%
- State Administrator - .5%
- State Judge - .5%
- Members of Congress - 1%
In 2004, the Gay & Lesbian Leadership Institute expanded its offerings more than in any previous year, collaborating with other organizations and reaching out to more current and potential leaders than ever before. In addition to its core programs — working to identify individual LGBT leaders throughout the U.S. and offering them introductory and senior level training — the Leadership Institute increased the use of leading-edge technology to provide the greatest number of LGBT individuals with extensive, up-to-date information on issues of interest.

Still Training After All These Years

The Gay & Lesbian Leadership Institute’s Candidate & Campaign Trainings remain our cornerstone program. Continuing to grow since their inception in 1993, workshops were offered in Florida, Michigan and Louisiana in 2004. These trainings provided four-day intensive, comprehensive, non-partisan instruction to openly LGBT candidates, campaign personnel and community leaders, led by proven campaign professionals teaching the political and technical skills required for success.

There was a notable increase in training program participation by women and African-Americans in 2004 and the number of Asian-American trainees continued to grow as well. Latino and transgender participation remained at a level consistent with the previous year. Nearly half of the attendees were actively involved in races in 2004.

This year, winning candidates in California, Florida, Georgia, New York, North Carolina and Texas were graduates of a Candidate & Campaign Training, including Lupe Valdez from Dallas, Texas, who attended the Detroit training workshop in 2004 and recently became the first Latina, lesbian Sheriff in the United States.

Over 225 gay and lesbian individuals received training and education at both introductory and senior levels through the 2004 Leadership Institute programs.

Representatives from more than 30 states and three foreign countries worked together through the Gay & Lesbian Leadership Institute, collaborating with a strong sense of community, to exchange information and share common experiences and best practices. These current and future leaders are prepared to use their strengthened voices in more visible roles and higher offices on behalf of their community.

Developing Leaders Who Stand Out

In its third year, the Leadership Institute’s Fellowship Program with Harvard University’s John F Kennedy School of Government awarded nine Fellowships. For the first time, two 2004 Fellows enjoyed dual recognition through the initiation of a shared Fellowship with the Fannie Mae Foundation. The Leadership Institute, in its short but vital history with the program, is now the second largest contributing partner organization to the Senior Executives in State and Local Government program. This synergy between the Leadership Institute, Harvard and other supporting organizations demonstrates the caliber of LGBT leader that we advance and prepare for critical and visible public leadership.

2004 Fellows
Toni Atkins, San Diego, CA
Pedro Briones, Mount Rainier, MD
Tom Duane, New York City, NY
Ron Forsythe, Suisun City, CA
Darryl Moore, Berkeley, CA
Jeffrey Prang, West Hollywood, CA
Jim Roth, Oklahoma City, OK
Mirian Saez, Washington, DC
Ken Yeager, San Jose, CA

Convening Leaders, Exchanging Ideas

The 20th Annual Gay & Lesbian Leadership Conference with the International Network of
Lesbian & Gay Officials (INLGO) was held in New Orleans in November. The conference hosted over 330 top-level decision-makers from elected and appointed positions in the U.S. and Europe, corporate owners and managers, community leaders, partners and friends.

Attendees were made up of representatives from municipalities (30%), corporate owners or leaders (30%), state elected offices (15%), federal offices (2%), and appointed officials (23%). The program included a review of 2004 election issues by a non-partisan panel of campaign specialists and elected officials, and urban and economic development updates related to LGBT communities around the nation.

The collaboration with INLGO and the Gay & Lesbian Leadership Institute has grown and evolved tremendously since the two organizations agreed in 2000 to work towards common professional goals. In the spirit of this evolution, INLGO voted in 2004 to merge with the Leadership Institute. Announced during the conference’s annual Saturday evening banquet, this partnership will strengthen both organizations as they work to support LGBT officials and leaders throughout the United States and beyond.

Innovative Tools and Resources

The Leadership Institute Forum, a series of quarterly conference calls on LGBT issues, hosted four highly attended discussions in collaboration with the Human Rights Campaign (Marriage), the National Gay & Lesbian Task Force (Education Policy), the Ballot Initiative Strategy Center (2004 Ballot Initiatives) and the Urban Institute (Gay & Lesbian Atlas). The program continues in 2005, beginning with a discussion on the fight for marriage equality in the wake of the 2004 elections, in collaboration with Freedom to Marry.

Early 2005 also marks the launch of the Gay & Lesbian Leadership SmartBrief. This ground-breaking free resource pools thousands of news articles, research and media reports covering community leaders into one summarized e-newsletter that links to original online news sources. The Gay & Lesbian Leadership SmartBrief gives public, private and not-for-profit leaders news they can use to be effective — whether for policy development, entrepreneurship, philanthropy or activism.

### 2004 Leadership Institute Grantors

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<td>B.W. Bastian Foundation</td>
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<td>The Ian Thorn Foundation</td>
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<td>The David Bohnett Foundation</td>
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### 2004 Gay & Lesbian Leadership Institute Board of Directors

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<td>Gay Cecil, Washington, DC</td>
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<td>Thomas P. Daley, Arlington, VA</td>
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<td>Brian A. Johnson, Falls Church, VA</td>
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<td>Joyce Newstat, San Francisco, CA</td>
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<td>David Nixon, Ft. Lauderdale, FL</td>
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<td>Randy Soderstrom, Tucson, AZ</td>
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<td>Chuck Wolfe, Washington, DC</td>
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(as of 12/31/2004)
### Platinum Victory Council

**($25,000+)**
- Ronald M. Ansin
- David Bohnett and Tom Gregory
- Donald A. Burns and Gregory Connors
- Paul G. De Vido
- Tim Gill and Scott C. Miller
- Jonathan Lewis and Peter B. Lewis
- Edward W. Snowdon, Jr.

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**($10,000 - $24,999)**
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- Richard P. Baks
- Terry Bean
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- Leo J. Hindery, Jr.
- Brian A. Johnson
- William C. Lewis and Richard K. Underwood
- David P. Nixon
- Planet Our Partners
- Stephen E. Quinlan and Randy Soderstrom
- Dan H. Renberg
- The Robert L. Kehoe Trust
- Thomas Schumacher and Matthew White
- Andrew Tobias and Charles Nolan
- Donald L. Uttrich and James Douglas Foster
- Richard W. Weiland
- Christopher Wolf and Jim Bell

### Silver Victory Council

**($5,000 - $9,999)**
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- The American Federation of Teachers
- Rob Anderson
- Alvin H. Baum, Jr.
- Mark Burstein and David Calle
- Carpenters’ Legislative Improvement Committee
- Hunter T. Carter and César Augusto Zapata
- Guy H. Cecil
- William E. Colburn
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- The Corporate Executive Board Company
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- Gary Richard Feulner
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- Paul W. Horning, II
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- Anne Levison
- Eric Little
- Mirram Global, LLC
- Sheila R. Morris and Teresa L. Williams
- Marsha J. Naify
- Jane and Marc Nathanson
- The NEA Fund for Children and Public Education
- NYPROCOA, INC.
- David King and D. Stuart Harrison
- Christine M. Robert and Clarissa Fibigoun
- Adam R. Rose and Peter R. McQuillan
- Aubrey Sarvis
- David Schwarz
- William J. Silva, III
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- Jeffrey B. Soref
- Richard D. Stambaeger
- James O. Stepp and Peter K. Zimmer
- Mark Stiffler
- Sunbelt Communications Co.
- Tonio Burgos & Associates, Inc.
- Greenberg Traurig LLP

### Victory Council

**($2,500 - $4,999)**
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- Aragon Enterprises
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- Robert Brkich, Jr. and Ben Pratt
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