Gill Foundation Mission

The mission of the Gill Foundation is to secure equal opportunity for all people, regardless of sexual orientation or gender identity.

The mission is accomplished by:
- Providing grants to nonprofit organizations
- Strengthening the leadership and managerial skills of nonprofit leaders
- Increasing financial resources to nonprofit organizations
- Strengthening democratic institutions
- Building awareness of the contributions people of diverse sexual orientations and gender identities make to American society

The year 2000 was exciting for the Gill Foundation. We experienced incredible growth and launched new programs. We also gave more grants and provided training and technical assistance to more individuals and organizations than ever before.

As we look ahead, we do so with an eye to leadership. Leadership is the backbone of our movement to secure equal opportunity for all people, regardless of sexual orientation or gender identity. Leadership defines the priorities and determines the strategy.

At the Gill Foundation, we have spent a lot of time thinking about leadership lately. For us, it is a time of leadership transition. Founding Executive Director Katherine Pease announced in January that she would leave the foundation after more than six years. She has been a true partner in implementing my vision and we wish her well in her future endeavors.

We also welcome Claudia French, former executive director at AIDS Action in Washington, DC, who joins us as her successor.

Here’s to leaders—past, present and future.

Tim Gill
Founder and Chairman
Tribute to Katherine Pease

Tim Gill and the staff and board of directors of the Gill Foundation dedicate the 2000 annual report to Katherine Pease, founding executive director. While no one individual can claim responsibility for the Gill Foundation’s success, we recognize Katherine’s leadership in its growth and development.

Talk to Katherine Pease about her life as an LGBT activist and she likely will tell you about the growth and possibility of a movement for lesbian, gay, bisexual and transgender equality. She might tell you about the change she has witnessed and impacted—in the Gill Foundation and herself.

Katherine Pease came to the Gill Foundation as its first employee in 1995. She had spent the previous few years of her life as an activist: in November 1992, she was a 22-year-old volunteer working in Colorado Springs on the campaign to defeat Colorado’s anti-gay Amendment 2. The day after the surprise passage of Amendment 2, she worked with fellow activists to start a grassroots LGBT organization, Ground Zero, which ultimately would become a significant voice in the national debate about gay rights in the 1990s. As the founding president of Ground Zero, Katherine’s challenge was to respond effectively to a virulent attack on Colorado’s lesbian, gay, bisexual and transgender population. And she did.

In 1993, she began working to build awareness of the financial contributions of gay men and lesbians by helping to develop funding programs that support children and youth organizations across Colorado. In the fall of 1993, through her involvement in the Cheshire Ball, a program that funds children and youth programs throughout Colorado, she met Tim Gill and a professional relationship emerged.

A year later, while living in Washington, DC, and planning the next move with her partner, Bruce, a late night phone call changed her life. Tim Gill asked her to move back to Colorado to lead his private foundation. When he mentioned that he wanted his foundation to grant money, continue the work of the Cheshire Ball and convene donors, she replied: “I’m not sure that would be enough work for one person.” Katherine now smiles at the thought, memory has a way of reminding us of our miscalculations.

In 1995, Katherine became the first staff person of the Gill Foundation. She established the foundation’s first funding guidelines, advocating for a focus on non-urban areas. That spring, the Gill Foundation convened 14 donors and activists and found to the foundation’s role in providing resources to LGBT philanthropists. From this came the Gill Foundation’s first national donor conference in May 1996. That year, Katherine assisted Mickey MacIntyre with conceptualizing and launching the foundation’s technical assistance and training program, now the OutGiving Department. At the same time, things were changing and maturing in her personal life. In December, she introduced a third member to her family: Perry, a 50-pound Corgi/Yellow Labrador from a local animal shelter. Perry quickly became the unofficial mascot of the foundation, wandering the offices with poise and approval.

The foundation grew. In 1996 and 1997, Katherine helped classify the funding areas and define the strategic direction of the Gay and Lesbian OutGiving Fund, which later became the Gay and Lesbian Fund for Colorado. For its first two-and-a-half years, she handled the foundation’s grantmaking; only recently did she hand over the foundation’s national docket to another staffer. In 1997, as a bisexual, she directed the foundation to include bisexual and transgender communities within its program areas. In 1999, she captured the essence of the foundation’s role in the national dialogue on high engagement philanthropy. In addition to serving as the foundation’s primary spokesperson, she positioned the foundation as a leading voice on this type of philanthropy, challenging misinformation and pushing philanthropy to be more self-reflective and thus more effective, and to bring more LGBT visibility to the philanthropic national dialogue. As the founding executive director of a foundation rooted in and committed to the values of the new economy and the technological industry, her insight was invaluable to the discussion.

By the end of 1999, 24 people were employed by the Gill Foundation and the Gay and Lesbian Fund for Colorado; more than $13 million had been awarded to organizations across the country; thousands of people had benefited from the work of the OutGiving Department; and the foundation had a mission statement, funding guidelines and a budget. Katherine advocated for funding that recognized the role of multiple strategies in social change, including community development, political work, research, and identity-based work, and resource development. She conceptualized complementary grant opportunities, such as a $1 million initiative aimed at strengthening urban LGBT people of color organizations. She identified leadership development as one of the most crucial elements in social change and helped launch a collaborative leadership training program for Colorado LGBT leaders, co-created a leadership development funding area within the Gay and Lesbian Fund for Colorado and helped develop a national leadership training program for LGBT leaders. She reflected on her role, on her strengths and on her future. She looked at the hours and energy spent in managing a growing foundation. She noted her desire for more family. She craved a new career direction and a slower pace. She felt that the foundation she helped create had matured to the point where leaving it would not jeopardize its vitality and continuance. It might even invigorate it. She would tell you that therein lies the essence of leadership.

And one day, while traveling through Europe in the summer of 2000, she decided to move on: “I made the decision to leave at a time when the organization was stronger than ever—a time when the foundation’s structure had been built,” she said. “We had an extraordinary staff and board that could continue the work of the foundation.”

Katherine added, “Leadership changes can be healthy for organizations because they allow for fresh thinking that invigorates the programmatic work.”

When the decision became actualized, she reflected on the numerous activists she met over the years who reminded her of the power of commitment and humility—that a social justice movement’s catalyst ultimately is its people. She thought about her connection to Tim Gill and the extraordinary learning that came with helping to institute his vision, while remaining inspired by his generosity, his philanthropy and his kindness. She reflected on the staff members who have touched her life, including her friendship with Kevin McNeill, former communications director for the Gill Foundation, who died in a car accident in the summer of 1998.

She thought about growth and change. She marveled at the role that the Gay and Lesbian Fund for Colorado had played in transforming public attitudes about sexual orientation in the Colorado Springs community. She encouraged our communities to value leadership and the people who practice it daily. She expressed her commitment to strengthening the relationship between foundations and their grantees, between people with money and people without. She encouraged us to think about personal spiritual growth and to remember that while the struggle that comes with transforming one’s soul can be agonizing and difficult, the rewards are revitalizing. And she reminded us that a movement also changes and grows. That over the last decade, public attitudes toward sexuality have shifted toward more acceptance and understanding, that the infrastructure of the LGBT movement has grown stronger—in rural and urban communities—and that our greatest challenge lies in learning how to work together across our political, religious and ideological differences.

She also would tell us that the Gill Foundation—in its few years of existence—has played a significant role in transforming our society into one that is working to secure equal opportunity for all people, regardless of sexual orientation or gender identity. And we would tell her that so has she.
GILL FOUNDATION 2000 ANNUAL REPORT

In 2000, leadership also occurred at home, in the programmatic and structural changes of the Gill Foundation. We revised our mission to include gender identity, ensuring that the foundation strives to secure equal opportunity for all people, regardless of sexual orientation or gender identity. We explored new territories by launching an LGBT voter project aimed at strengthening LGBT voter participation. And we continued to support programs that promote gay and lesbian giving, support community programs, and encourage fair workplaces by advocating for nondiscrimination policies that include sexual orientation.

In 2000, the staff and board of the Gill Foundation created the 21st Century Initiatives to augment its programs in three important sectors of the lesbian, gay, bisexual and transgender community. The 21st Century Initiatives include: Urban LGBT People of Color Organizations, investing $1 million to develop leadership and strengthen people of color organizations in urban areas within the LGBT movement; Statewide Advocacy Organizations, committing $1.5 million to strengthen the infrastructure of statewide LGBT advocacy organizations; and Community Centers in Non-Urban Areas, committing $2 million to support and establish community centers in non-urban communities. Each program is being developed with input from a working group that is representative of the community served by the initiative.

LEADERSHIP IS evident in grantees, donors, training participants and others

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Gill Foundation

The Gill Foundation is the umbrella that manages many of the projects and aspects of the foundation’s work. Started by Tim Gill in 1994, the foundation encompasses two major project areas—Gill grants and the Gay and Lesbian Fund—and employs more than forty people in Denver and Colorado Springs, Colorado.

Gill Foundation Grantmaking

The core grantmaking program provides funding to Colorado, national and nonurban nonprofits that serve lesbian, gay, bisexual and transgender communities and communities living with HIV/AIDS. Qualifying organizations are located in communities of 1.5 million or fewer residents.

Gay and Lesbian Fund

The Gay and Lesbian Fund was designed to support community nonprofits while highlighting the contributions of gay men and lesbians. The Gay and Lesbian Fund for Colorado was launched in 1996. By the end of 2000, it had awarded more than $4.2 million to organizations throughout Colorado. The Gay and Lesbian Fund for Colorado funds five program areas: arts and culture; children, youth and families; leadership development; public broadcasting; and social justice. The Gay and Lesbian Fund affiliates program provides opportunities for LGBT people and their allies to create similar models in their communities that promote gay and lesbian giving, support community programs, and encourage fair workplaces by advocating for nondiscrimination policies that include sexual orientation.

Gill Operating Programs

The Gill Foundation operates numerous non-grantmaking programs. This includes the OutGiving Department, the foundation’s training and technical assistance arm, and OutVote 2000, a voting project aimed at strengthening LGBT voter participation. In 2001, seven new projects are being launched, including the Gill Communications Fellows Program, a program that connects communications professionals with LGBT nonprofits; and the Democracy Project, a nonpartisan effort aimed at increasing participation in the democratic process among LGBT and allied people.

Gill Foundation’s OutGiving Department

Because a movement for social change costs money, the Gill Foundation established the OutGiving Department in 1995. Working with organizations around the country, OutGiving trains nonprofits to raise money. Through the donor resources program, the Gill Foundation works with a network of donors around the country to help them become more effective in their giving and in their work with the nonprofits they fund.

OutVote 2000

Sponsored as a public service by the Gill Foundation, OutVote 2000 was a nonpartisan effort that encouraged voter participation by lesbian, gay, bisexual and transgender people. OutVote 2000 included field organizing, advertising, direct mail and phone banks, on-line activism and public opinion research. The effort produced a report entitled Out of the Closet and Into the Voting Booth: Lesbian, Gay, Bisexual and Transgender Voters in 2000, a study profiling lesbian, gay, bisexual and transgender voters in the 2000 election.
LEADERSHIP IS creating a space for self-reflection

Let’s start by stating that leadership is essential to the development of a healthy movement for social change; nurturing it will ensure that our movement will last for many years. Leadership is provoking the conversation—its challenging ourselves to think deeply about leadership and its connection to our survival. Leadership is asking questions that identify what’s missing and what’s working in the LGBT movement. Is there a leadership void in the LGBT movement? How do individuals relate to communities? How can we support the people, the organizations and the ideas within our LGBT communities? Leadership can mean shifting our approaches to gender identity, youth, the AIDS epidemic, building self-sustaining organizations, gay and lesbian philanthropy, and our visions for local, national and global organizing. Or it can mean ensuring that our movement’s individuals have the tools to create a safer, better world for all of us. Who knows? Twenty years from now, the conversation on leadership may be moot. That’s reason enough to have the discussion.

Leadership is an essential ingredient in any struggle for civil rights. Leaders define the vision and build consensus. Without leadership, there are no movements, only independent operators.

As the movement for LGBT social justice matures, we must keep an eye to leadership. We must ask difficult questions: Where do we see leadership within our movement? How has it been defined? What are the challenges to this leadership? Who does it include? Who does it leave behind? Is it effective?

Consider the role of leadership in the context of earlier movements for civil and human rights. William Lloyd Garrison, Arthur and Lewis Tappan and others became credible voices against slavery, effectively launching the abolitionist movement, when they formed the American Anti-Slavery Society in Philadelphia in 1833. They were beacons, shining light on the injustices of slavery and inspiring others to join their cause.

Consider, also, the role of people like the Rev. Hosea Williams, Congressman John Lewis, the Rev. Fred Shuttlesworth, Rosa Parks and the Rev. Martin Luther King Jr. in the modern movement for equality for African Americans. While many people participated in this struggle for justice, it was the vision and pioneering spirit of these individuals and others that ignited passion in the masses.

And consider the importance of Jane C. Hunt and Lucretia Mott in the effort for women’s equality in 1848, the two led the organizing of the “First Women’s Rights Convention” with the goal of discussing the social, civil and religious rights of women. They brought together women who were committed to seeking equality and motivated them to believe they could reach their goals.

Indeed, history has shown that leaders are essential to the success of any effort. Our challenge is to ensure that we embrace leadership from all corners of our LGBT movement, nurture it where it exists, help develop it where it is lacking and celebrate it when it shines.

Leadership is evident in many places in the LGBT movement. We see it in people like Ivy Fox, who, as a 16-year-old high school student, helped ignite a controversy when she insisted on her right to start an extracurricular organization where students could talk about issues relevant to LGBT people. When her school turned down her request and the school board refused to reverse the decision, Fox sued. Four years later, the Salt Lake City, Utah, school board approved the organization.

And we see it elsewhere—in youth, people of color, HIV/AIDS activists, gender activists and others. We are fortunate that a wealth of successful organizing is occurring in small towns and large cities across the U.S., and in our nation’s Capitol.

Still, there is cause for serious concern: Consider: turn-over in LGBT organizations is extremely high; burn-out is such a problem that many organizations consistently fail to keep enough board members to meet even the minimum requirements of their bylaws; there is a dearth of people of color in leadership roles within our organizations; and the role of personalities often is so important that when powerful executive directors leave, the organizations fold or teeter on the brink of extinction.

Leadership is not easy for individuals or organizations. Leaders help ignite the flame that allows organizations, ideas and movements to rise from obscurity and irrelevance to become powerful forces. But it is hard work. We might all consider the following approaches when working with others who are in leadership roles:

- Support efforts toward leadership. Accept that not every attempt will be successful, but that it is through the trying that success is eventually attained.
- Make sure that criticism is constructive. People who assume leadership roles often find themselves on the defensive, which can take away precious energy from the work to which they are committed.
- Be patient. It takes time for individuals, communities and organizations to reach their goals.
- Offer honest assessments. Leadership requires an ability to hear varying viewpoints and critiques. And it requires the ability to accept that a change in direction may be necessary.

Yes, there are things we can do to make life easier for those who assume the mantle of leadership. Likewise, there are expectations we should have for those who lead:

- Successful leaders inspire others. They create in others the desire to succeed in their roles. They cause others to want to develop their own visions.
- Leaders also are willing to step aside and out of the spotlight. They work to help others become leaders and best define their success through the potential for an issue or movement to continue without their involvement. They know the right time to be forceful and make quick decisions and when it is more appropriate to build consensus.
- Leaders also create the space for people to succeed and fail. They recognize that progress requires failures and that it is through both successes and mistakes that we learn the most effective strategies.

"Quality leadership is neither the product of one great individual nor the result of odd historical accidents. Rather, it comes from deeply bred traditions and communities that shape and mold talented and gifted persons. Without a vibrant tradition of resistance passed on to new generations, there can be no nurturing of a collective and critical consciousness—only professional conscientiousness survives."

—Cornell West, Race Matters

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Clearly, leadership is more than the people who practice it; at root, it is about a set of principles that govern the way we interact and accomplish our goals.

The Gill Foundation is committed to building stronger leaders. The foundation was a major funder of the Lundy Leadership Challenge, a three-year initiative designed to develop collaborative leadership among Colorado’s LGBT leaders. The program began in 1998 and ended in May 2001.

Then in 2000, the Gill Foundation launched a new initiative to develop the skills and abilities of people who have been identified as national leaders within the LGBT movement. Through the National Leadership Project, 20 LGBT leaders from a variety of backgrounds are developing even stronger skills. Participants completed a week of engaging and intensive exercises at the Center for Creative Leadership, an international nonprofit educational institution devoted to leadership education. They will determine the next steps in their development and will help the Gill Foundation develop strategies to support existing leaders and nurture emerging leaders.

And as we plan for the future, the Gill Foundation commits to doing our part to develop leadership by helping to build stronger individual leaders in our communities, creating more collaborative efforts and extending support to those who practice leadership daily. We appreciate the role that we are allowed to play. We will use it to build a healthier world for us all.
LEADERSHIP IS  
redefining the role of gender identity in the LGBT movement

It’s as simple as the advice offered by GenderPAC Executive Director Riki Wilchins at the Gill Foundation’s OutGiving National Donor Conference in September of 2000: “The moral center of a movement is defined by how well and how long we fight for those who are not us, for those more easily left behind.” While our movement has grown and diversified—including an increase in the number of organizations that work on gender issues—many of our organizations have “left behind” transgender communities. Others have incorporated transgender issues into their visions and into their programming. Earlier this year, we revised our mission to include gender identity—recognizing the growing number of transgender organizations in social change work and furthering the awareness about the connections between sexual orientation and gender identity. The moral center is shifting.

Gender Public Advocacy Coalition, Inc.  
Washington, DC  
Gill Foundation National LGBT Grantee  
www.gpac.org

For Riki Wilchins, one purpose of its 1st Annual National Conference on Gender was to gather people to discuss their participation in a movement organized on the issue of gender. “We wanted to bring together all the diverse communities and identities that have a stake in gender civil rights,” said Wilchins, executive director of Gender Public Advocacy Coalition (GenderPAC). “Everyone there was interested in exploring how they can gain full equality in the workplace, in communities, and in the schools, regardless of their gender.”

GenderPAC’s mission is to serve as “the national advocacy organization working to ensure every American’s right to their gender free from stereotypes, discrimination and violence, regardless of how they look, act or dress or how others perceive their sex or sexual orientation.” GenderPAC focuses on legislation, education and legal action.

According to Wilchins, the Gill Foundation’s challenge grant helped give GenderPAC “visible legitimacy” with donors and foundations. In addition, the Gill Foundation’s staff provided training and technical assistance, which proved useful to them as a first-year organization with a new 501(c)(3) status and a board of directors. In May 2001, GenderPAC held the 1st Annual National Conference on Gender, in conjunction with its 6th Annual National Gender Lobby Day. The conference included an all-day institute on gender law, a track exploring the connections among gender, age, race and class, and numerous workshops on gender policy and strategy. At the lobby day, attendees met with their congressional representatives to educate them on stopping gender-based hate, and creating fair workplaces and schools where all children are valued and respected, regardless of gender. Wilchins noted that the conversation about leadership begins with the individual.

“Leadership comes from that impractical and totally inconvenient thing: a passion to make the world a better place, the spiritual faith that it is possible, and a personal vision of what that should look like,” said Wilchins.

“The people who make a difference in history are those who fight for freedom—not because they’re guaranteed to succeed—but because it’s the right thing to do. And that’s the kind of fighters that history demands today.”

—Leslie Feinberg, Transliteration
LEADERSHIP IS addressing the changing needs of an epidemic

If there’s a lesson to be learned from the AIDS pandemic, it’s that a disease will teach us to learn from our successes while adjusting our work to tackle new challenges. Witness the forward strides in our public dialogue on HIV/AIDS, including conversations among health providers, government officials, media and the general public. Take note of emerging therapies and other research that foretells of more effective approaches to prevention and treatment and eventually, a cure. The pandemic also continues to tell a grim story, but in different ways. Witness the statistics indicating a high incidence of people of color and young people in domestic HIV infections, along with the reemergence of infections among men who have sex with men. Witness the spread of AIDS throughout the world, ravaging entire generations of people in countries within Africa and Asia. As we move into a new phase of collective response — an era of continual discussion and new populations with HIV/AIDS — we believe that our ability to respond will remain closely connected to our ability to understand the constantly changing nature of AIDS.

According to the Center for Disease Control and Prevention, blocks and Hispanics accounted for more than half of the AIDS cases reported through June 2000. In addition, Blacks and Hispanics accounted for more than half the total deaths of people with AIDS. Through a general operating support grant in 2001, the Gill Foundation will support NMAC in building leadership in communities where funding resources and HIV/AIDS services are needed, specifically communities of color not reached by restricted government funding awarded to NMAC.

National Minority AIDS Council
Washington, DC
Gill Foundation National HIV/AIDS Grantee
www.nmac.org

For Carlos Veloz, addressing the local needs of the AIDS epidemic requires using a local model that draws connections between HIV-status and other identities.

“The populations that remain vulnerable to HIV are those that are still marginalized in our society,” said Veloz, development director for the National Minority AIDS Council (NMAC).

“It’s essential that in order to adequately address HIV, we also understand the need for social justice, and that it is not just about a disease, but just one of several issues that afflict disenfranchised individuals,” Veloz added.

Established in 1987, NMAC is “dedicated to developing leadership within communities of color to address the challenge of HIV/AIDS.” NMAC accomplishes this through advocacy efforts, a public policy division, technical assistance, conferences (including the annual United States Conference on AIDS) and various publications.

One aspect of NMAC’s work is an effort to empower local community members to access various types of funding in order to address local needs related to HIV/AIDS. Through its public policy division, NMAC sponsors regional policy and advocacy skills training and technical assistance sessions for people of color.

“In order to receive federal funds to subsidize community programs and services, it is imperative for the needs of those most affected by HIV and AIDS to be heard,” said Veloz.

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NMAC Executive Director Paul Kawata believes leadership is about providing the information and skills to make decisions about HIV care, prevention and education.

“It is our belief that, given the resources and opportunities that people, especially communities of color will be able to address this epidemic that has caused such devastation in our communities,” he said.

Housing Opportunities for People with AIDS
Gill Foundation Colorado HIV/AIDS Grantee
Colorado Statewide

The physical and psychological effects of living with HIV/AIDS can be challenging enough, but some Colorado residents are faced with the uncertainty of where they will live, due to the high cost of housing across the state.

There is good news for some of those families. A partnership between the Gill Foundation, five Colorado AIDS service agencies and the state of Colorado resulted in a $1.37 million grant from the U.S. Department of Housing and Urban Development’s Housing Opportunities for People with AIDS (HOPWA).

The grant is being used to develop housing for low-income families living with HIV/AIDS in rural Colorado, and is administered by The Colorado AIDS Project for the four non-urban Colorado AIDS service organizations: Boulder County AIDS Project, Northern Colorado AIDS Project, Southern Colorado AIDS Project and Western Colorado AIDS Project. The Gill Foundation provided a grant that paid for the convening of the AIDS service organizations and design of the application process.

Jo Rosenquist, executive director of Western Colorado AIDS Project, said that the collaborative leadership of the partner agencies serves as an example of how organizations with common goals and objectives can come together for the greater good of the community.

Because many low-income people living with HIV/AIDS in rural communities have limited resources, they often need to choose housing over food, food over medicine, or medicine over housing. This grant will provide affordable, safe housing for 50 low-income Colorado families in rural areas who are living with HIV/AIDS.

“I think generally there is an inclination to think of leadership as coming from an individual. But when a group of truly committed individuals come together like people did around this HOPWA grant, you see true leadership; people who are willing to work through ‘give and take’ for one common and greater good,” said Rosenquist.

“Housing is a test of who we are as people...remember that someday the AIDS crisis will be over. And when that day has come and gone there will be people alive on this earth—gay people and straight people, black people and white people, men and women—who will hear the story that once there was a terrible disease, and that a brave group of people stood up and fought and in some cases died so that others might live and be free.”

—Vito Russo, author and activist, 1987
There’s a specific insight that comes with connecting ourselves to people working in other local communities, people working at a national level and people throughout the world; it allows us to adapt our work and our visions to what’s taking place around us. Practically, it makes sense. A federal policy can impact us on a local level and people throughout the region, the country, and the world; it allows us to adapt our work and our visions to what’s taking place around us. There’s a specific insight that comes with connecting ourselves to people working in other local and national levels. People can come together and work across their differences.

Lundy Leadership Challenge
Denver, Colorado
Gill Foundation Colorado LGBT Grantee
Lorenzo Ramirez, a Denver activist and artist, debated for several weeks whether to submit his application for the Lundy Leadership Challenge, a three-year pilot program that gathered approximately forty current and emerging leaders in Colorado’s lesbian, gay, bisexual and transgender (LGBT) communities to learn collaborative leadership. He submitted it on the application deadline. Three years later, he has no regrets.

“I think that the Lundy Leadership training has definitely changed me,” said Ramirez. “It has helped me learn to interact with people who are not people of color. I think it’s a wonderful opportunity for people to stretch themselves.”

The Lundy Leadership training originated as a joint project among the Lundy Foundation, the Gill Foundation and Colorado’s LGBT communities. According to Vic Duay, project director of the Lundy Foundation, the training was created to address leadership concerns in Colorado’s LGBT communities, including the interpersonal skills among Colorado’s LGBT leaders, and the impact of AIDS on the lives of LGBT leaders.

“We wanted to stop people from hitting each other over the head to figure out a way to do it differently,” said Duay. “We didn’t know exactly what that looked like, but we knew it had to change.”

Since 1996, the Gill Foundation has provided about $286,000 to the Lundy Leadership training. Duay noted that the Gill Foundation was the first funding partner to provide a three-year commitment to the project, which helped leverage funding from other sources. For Duay, the conversation on leadership is crucial.

“As a movement, we don’t talk enough about the importance of leadership, including our roles as leaders and as followers. We should ask ourselves: Why do we need it? What’s the impact on our community if we don’t have it?” said Duay.

In May 2001, about 30 participants completed the three-year training.

“What Lundy has attempted to do is figure out how people can come together and work across their differences,” said Duay. “Leadership is about engaging people at local and national levels, and understanding their individual perceptions without discounting any of them.”

LLEGÓ, the National Latin@/o Lesbian, Gay, Bisexual, Transgender Organization
Washington, DC
Gill Foundation National LGBT Grantee
www.llego.org

For Martin Omelas-Quintero, executive director of LLEGÓ, the National Latin@/o Lesbian, Gay, Bisexual, Transgender Organization. “At El Encuentro, we don’t need to justify our ethnicity or our sexual orientation. It’s not just a conference, it’s about creating a place where we can make space for queer Latin@s, analyze our realities and celebrate our people.”

As part of its mission, LLEGÓ is devoted to organize Latin@/o lesbian, gay, bisexual and transgender (LGBT) communities on a local, regional, national and international level, addressing the needs to overcome social, health and political barriers faced due to sexual orientation, gender identity and ethnic background. LLEGÓ works on health issues, including those concerns pertaining to HIV/AIDS and women’s health, and civil rights issues, by collaborating with the media, government and various LGBT and Latin@/o organizations.

“LLEGÓ works by supporting the capacity of local leaders and institutions; we’re building a national organization by sustaining a national network,” said Omelas-Quintero.

Omelas-Quintero ties the conversation on leadership directly to the mission of LLEGÓ.

“Leadership is gaining our voices and working collectively to have our voices heard,” he said. “Leadership is a brown, gay man seeing another on television and being inspired to speak to his parents; it’s a government panel on domestic violence that looks at the specific needs of LGBT Latin@/o, and its calling homophobia where it exists and racism where it rears its ugly head. Leadership is a frame of mind and a state of being.”

The Gill Foundation’s 2000 grant for general operating support helped LLEGÓ leverage other foundation resources, and helped support advocacy efforts not funded by government money, said Omelas-Quintero.

IGLHRC works to protect and advance the human rights of sexual minorities throughout the world, specifically LGBT people and people living with HIV/AIDS. Founded in 1990, IGLHRC responds to human rights violations on the basis of sexual orientation, gender identity and HIV status, through documentation, advocacy, coalition building, public education and technical assistance.

Kahn explains that IGLHRC relies on the leadership of the many activists throughout the world who make the work possible.

“Everything we do is about local control,” said Kahn. “We really need to support leadership from the people who are most impacted by the policies that affect them. That’s the most important form of leadership development in which we can invest resources.”

IGLHRC has staff positions focused on regional support in Asia and the Pacific, Africa and Southwest Asia, and Latin America. IGLHRC is currently collaborating with activists in Brazil to produce a report on the successful strategies that Brazilian activists employed to provide accessible and affordable AIDS medications to people throughout Brazil. Kahn believes that it’s a culturally sensitive model that other countries can reference when addressing the global AIDS epidemic.

“As an organization, we’re trying to come up with new models so that we’re not solely focused on the human rights model, which relies heavily on government, but also looking at transforming other institutions, such as the family and religious institutions,” said Kahn.
embracing youth in our LGBT organizing

The success of the LGBT movement can be seen in its youth. Just look at the organizations run by and for youth — organizations that celebrate youth as leaders of today. It also can be seen in LGBT organizations that empower youth as leaders and as decision-makers. Daily, these organizations shape a vision for themselves and our communities by supporting the specific needs of youth, addressing their physical and mental health, and creating safe spaces for LGBT youth in our schools and in our families. More and more, in our schools and on the streets, young people feel empowered to “come out,” to declare their sexualities and their genders, to assert themselves as leaders, and to create and lead organizations that meet their own needs. We embrace youth organizing because our survival depends on it. When we invest in young people, we ensure that our movement is long lasting. We ensure that a healthy cadre of leaders works for our freedom for years to come.

Bowman. “At NYAC, leadership requires an uncompromising commitment to social justice, service, or public policy — and without them, our movement will be weakened,” stated Craig Bowman, executive director of NYAC. “NYAC is committed to finding the intersections between race, class, gender and sexual orientation,”

The enthusiasm is clear in Executive Director Tami Eldridge’s voice when she talks about Outright’s involvement with lesbian, gay, bisexual and transgender youth in the Portland, Maine area. She has good reason to be excited. In 2000, Outright moved into a new facility that enables the organization to serve 80 to 100 youth every month; nearly 400 were served in the first four months of 2001, the goal for the entire year. Outright’s purpose is “to create safe, positive and affirming environments for young lesbian, gay, bisexual, transgender and questioning people, ages 22 and under.” A collaborative of youth and adults provides support, education, advocacy and social activities. Program leadership and board representation are shared by youth and adults.

With the new facility, attendance at Outright’s popular drop-in and support group programs has increased two-fold. The drop-in program is a social venue where 60 to 70 youth per night get to know their peers, play music, relax in the library or play video games. Others go to Outright for peer and adult counseling on relationships, HIV/STD prevention and substance abuse.

The Gill Foundation grant provided Outright the resources to further develop programs that reach beyond the new facility, such as the speakers’ bureau. Outright’s youth and staff go into every ninth grade health classroom in Portland city schools to address issues of homophobia and heterosexism.

“Leadership is not a separate program at Outright, it’s organic to how we exist in the world,” said Eldridge. “Because we are a youth/adult collaboration, youth are leaders in every aspect of our organization.”

“I am only 18 years old and I have seen a lifetime’s worth of ignorance. But that’s only one of the reasons I am here today. I believe in freedom — freedom of gender, freedom of speech and thought, and freedom to love. Freedom is the foundation on which our democracy, our America the beautiful, was laid. By giving in to silence, we are thereby forfeiting our freedom. So for God’s sake, speak up. We deserve it. As a youth, my voice is often overlooked. Yet we, the youth, are a very powerful voice of the present. Make sure we’re not left behind.”

— Ivy Fox, East High Gay/Straight Alliance, Millennium March on Washington, April 2000

NYAC Youth Advocacy Coalition

Washington, DC
Gill Foundation National LGBT Grantee
www.nyacyouth.org

The National Youth Advocacy Coalition (NYAC) offers a place for youth who want to assert themselves as participants within the lesbian, gay, bisexual and transgender movement.

NYAC’s mission is “to advocate for and with young people who are lesbian, gay, bisexual or transgender in an effort to end discrimination against these youth and to ensure their physical and emotional well-being.” NYAC represents more than 130 youth centers around the U.S. NYAC also operates the Bridges Project, a national clearinghouse of information and materials affecting LGBT youth; an HIV/STD Prevention Project; regional conferences; and the National Summit, a forum for youth to exchange information and to learn strategies for program development and advocacy.

“At NYAC there is a tremendous amount of support for the work that youth do,” said Justin Louie, NYAC’s board chair, who began his board term as a 22-year-old youth activist from San Francisco. “Our voice is taken seriously; they recognize that youth have valid ideas and can participate at a level equal to those of varied ages.”

Racial and economic justice is a major focus of the organization’s work. NYAC has created a Racial and Economic Justice Initiative to build bridges among movements that look to foster the healthy development of youth and youth leadership, as well as to movements that seek to end oppression and support diversity.

“NYAC is committed to finding the intersections between race, class, gender and sexual orientation,” stated Craig Bowman, executive director of NYAC. Gill Foundation funding has allowed NYAC to fund its new initiative and to build its infrastructure.

“Since our founding, NYAC has been committed to amplifying the voices of young people in our movement. We believe that youth need to be involved at every level, and in every conversation — be those programmatic, direct service, or public policy — and that without them, our movement will be weakened,” stated Bowman. “At NYAC, leadership requires an uncompromising commitment to social justice, and an unwavering belief in the power of young people to effect positive social change.”

Gill Foundation Non-urban LGBT Grantee

Washington, DC
www.nyacyouth.org

Outright
Portland, ME
Gill Foundation Non-urban LGBT Grantee
www.outright.org

Outright provides many opportunities for youth to work together and learn from each other. At a summer “Outing Club” trip, youth participated in a challenge course. Outright

Outright

Outright
Shifting public dialogue takes time, resources and ingenuity. The Gay and Lesbian Fund for Colorado’s mission has two, interconnected purposes: to support community nonprofits throughout Colorado, and to highlight the contributions of gay men and lesbians. Through the first focus, we’ve been able to support and strengthen the work of hundreds of programs throughout Colorado in the areas of arts and culture; social justice; children, youth and families; public broadcasting and leadership development. We’ve also raised visibility about the existence and the financial commitment of gay men and lesbians to our communities. It’s a long and complex journey—that of transforming a state’s dialogue to celebrate the humanity of all of our people—but in the end, it’s a satisfying and attainable one. We challenge anyone involved in social change work to behold a Gay and Lesbian Fund as a measure of the power of its purpose and magnify the impact of its support.

Leadership is supporting community nonprofits through gay and lesbian philanthropy.

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The Autism Education Action Group (AEAG) is a Colorado-based service organization focused on helping families with autistic children. The group was formed in 1992 by Michelle Linn, a mother of two children with autism, to provide educational information and training to parents and professionals. AEAG’s mission is to help families understand and manage the behaviors of their autistic children, and to provide training for professionals who work with autistic children.

AEAG has a comprehensive program that provides services to autistic children through their state departments of education and Medicaid programs. The agency is staffed by professionals with expertise in autism spectrum disorders (ASDs), including behavior analysts and education specialists. AEAG also provides educational forums and home consultations. AEAG also helps with the expenses associated with caring for autistic children by raising funds to pay for direct services to families.

When Linn’s children were diagnosed with autism, she looked to the medical community, Colorado’s public school system and social service agencies for resources and support. She grew frustrated by the lack of information available to parents of autistic children in Colorado. Through her research, she learned that other states including Wisconsin, Delaware, New Jersey, New York and Maryland have comprehensive programs to provide services to autistic children through their state departments of education and Medicaid programs.

A Gay and Lesbian Fund grant funded an Applied Behavior Analysis (ABA) workshop led by Ruth Donlin, M.S., an experienced ABA professional. Donlin provided an intensive one-day lecture that was attended by a capacity audience of more than 125 medical and educational professionals and community members. The program demonstrated how ABA could be used effectively in home and school settings when working with autistic children.

The funds also allowed for six in-home consultations to train families to better care for and encourage their own autistic children. Linn believes the role of AEAG is to work to change Colorado laws to require better services for children with autism.

“By increasing the knowledge base with factual, up-to-date information, people in leadership positions will have the tools to make better decisions in our community,” said Linn.

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Leadership is leading organizations toward multipurpose goals.

Leadership is the ability to imagine possibilities and a willingness to take action. In today’s world, it’s becoming harder to do just that. The public’s perception of leadership has changed. People no longer look to leaders to do the hard work. They want leaders to be models of change. Leaders are expected to be trustworthy, accountable, and results-oriented. They must bring sides together.

“Leadership has a harder job to do than just choose sides. It must bring sides together.”

— Jesse Jackson, U.S. civil rights activist, “Face the Nation,” April 1988
LEADERSHIP IS
building organizational capacity

There's an adage we use that captures our thinking as we provide training and technical assistance to organizations throughout the country: Give people a fish and they eat for a day—Teach people to fish and they eat for a lifetime. Our OutGiving Department teaches hundreds of people to fish every year. Through our technical assistance and training arm, we work with organizations throughout the country to enhance their skills at fundraising, donor development and organizational development. Our donor resources program stocks the pond by helping to increase the amount of money going to social change by identifying and cultivating donors at regional conferences, and through our national donor conference, OutGiving.

Through the OutGiving Department, our training and technical assistance program, we provide training to dozens of organizations and hundreds of individuals each year. The goal of the department is to strengthen organizations: to give them the tools to be better fundraisers, to have stronger boards, to develop their organizations and their leaders, and to provide resources to identify and build relationships with donors in the LGBT community.

Some of OutGiving's programs include:

InCommunity
The InCommunity program provides fundraising training, organizational development and donor resources workshops in ten non-urban communities across the country each year. The OutGiving staff works with these communities for a full year, facilitates the workshops, provides one-on-one consultation with organizational leaders and builds a base for collaboration among the community's nonprofit organizations.

Professional Enrichment Program (PEP)
The PEP program provides opportunities for LGBT leaders to develop their leadership, fundraising and organizing skills. The program provides financial assistance for conference fees, travel and accommodations to activists, development professionals, elected officials and community leaders to attend conferences such as the National Gay and Lesbian Task Force's annual Creating Change and the Association for Fundraising Professionals International Conference on Fundraising. PEP also includes several other programs. The Sabbatical program is an opportunity for an LGBT leader to work with another LGBT organization to study fundraising strategies. The National Board Training program helps LGBT organizations to enhance the skills of its board of directors through a full-day organizational training.

National Training Institute
The institute gathers staff, board members and volunteers for two and a half days of fundraising training, including two tracks tailored to individuals with different levels of fundraising expertise. The weekend program also provides an excellent opportunity for LGBT leaders and allies to network, share ideas and build alliances.

Milwaukee LGBT Community Center
2000 InCommunity Site
Milwaukee, WI
www.mkelgbt.org

Neil Albrecht, executive director of the Milwaukee LGBT Community Center, has seen improved organizational capacity for Milwaukee's nonprofit community organizations as a result of the Gill Foundation's OutGiving InCommunity program.

“Prior to the InCommunity program, there had been a history of floundering and dissolving LGBT organizations in Milwaukee,” said Albrecht, who served as site coordinator for the program. “The primary reasons were a lack of interest in building community leadership and lack of fundraising skills to maintain the financial viability of these organizations.”

A goal of the Gill Foundation’s OutGiving InCommunity program is to get more money flowing into organizations that serve the lesbian, gay, bisexual and transgender community.

The OutGiving department worked with the center for a full year, providing ten technical assistance workshops that taught participants how to become better fundraisers and increase their organizational development skills, therefore building the capacity of their organizations.

The center partnered with the Non-Profit Center of Greater Milwaukee to provide the trainings. According to Albrecht, “Organizations with little knowledge of the LGBT movement came together to benefit from the workshops, particularly community-based nonprofits serving people of color.”

Albrecht believes that, as a result of the InCommunity program, there is a broader understanding of collaboration and leadership among Milwaukee’s community organizations.

“"It was a great experience to see the common threads among community organizations, LGBT and non-LGBT," said Albrecht. "We gained a greater understanding of oppression and marginalization among all community organizations."

"The burden of today’s historical moment, when identities worldwide are radically reformulating, is for us to speak to and with each other, across the borders of identity, across our multiple expressions and strategies of self-empowerment, in ways that build a truly radical multi-cultural coalition, perhaps even community."”

—Marlon T. Riggs, film director and producer, media activist and lobbyist
OutGiving 2000
Chart Your Philanthropic Course

September 14-17, 2000
Interlaken Inn
Lakeville, Connecticut

OutGiving donor conferences are tailored to individual philanthropists—lesbian, gay, bisexual, transgender and heterosexual—who give or have the financial ability to give $25,000 annually, or who have made a $10,000 or greater single contribution in the past year, not necessarily to an LGBT organization.

OutGiving provides a solicitation-free space for leading individual donors who support LGBT organizations. Participants discuss issues that impact their giving, enhance existing donor networks and create new ones, cultivate and support donor-activist leadership and continue to build a philanthropic community that can expand support for LGBT organizations and the LGBT movement as a whole.

In 2000, 144 people attended OutGiving, an increase over the 88 people who attended in 1999.

OutGiving 2000 provided opportunities for participants to:

- Learn what’s happening – in the LGBT movement and elsewhere – and how donor-activists have helped and continue to create successes;
- Develop specific strategies to increase the base of support that will secure human rights for lesbian, gay, bisexual and transgender people;
- Discover how other donors make tough funding decisions and design their own giving portfolios;
- Become more effective in giving by generating new ideas from others; and
- Meet other donors and share personal giving experiences and communalities and explore specific issues facing donor communities.

Host
Tim Gill

Co-Chairs
Lynn Greer
Charlie Rounds
Tom Rally
Megan Smith

Host Committee
Bruce M. Abrams
Michael Armentrout & Collin Ingraham
Hosea Buckin
Alvin Baun
Terry Bean
Stephen Bennett
Sandy Barris & Michael Hadebrin
Bruce Chemel
Jerry Clark
Jody Cole
Don Davis
Gita Drury
Jay A. Gandy
Tracy Gary
Stuart Harrison & David H. Ring
Craig Harwood
Frederick Hertz
Melanie Hope & Catherine Gund
Eric Jergens & Allan Gilmour
Arthur M. Kaplan & Duane Perry
Barry Karas
Susan Ketcham & Anne Casscells
Betsy Koffman & Lorraine Bates
Jeff Lewy
Andy Limsky
Jane Marquardt
Michael Moran
Shad Ramstein & Jody Lane
Bill Reinsick
Alice Kleberg Reynolds
David H. Ring
Melvin Rudkin & Tom Polgreen
Ted Snowden
Jeff Soref
Dr. Lo Sprague
Andrew Tobias
Jim Toews
Henry van Ameringen
Ellen Wagner & Anne Derryberry
Leonne Walker
Timothy C. Wu

Christopher Palani
Christopher Palani admits he didn’t put a lot of thought into his giving in the past.

“I tended to give just because someone asked me and not because I had a plan,” said Palani of Media, Pennsylvania. “I don’t think I was giving strategically.”

Before he attended OutGiving, Palani talked to people who had gone to previous conferences. “I’d heard a lot of great things,” he said. “Mostly, I’d heard of some of the changes they’d made in the way they were giving.”

Palani said OutGiving gave him the resources to plan for his giving. He now thinks more about ways to effect change through his philanthropy.

“The sessions have been helpful in getting information about what is happening right now,” he said. “I think just having a lot of conversations with the other donors was helpful. It opens your eyes to all the possibilities.”

Trish Houck
Trish Houck spent several years working in AIDS service organizations and founded a gay and lesbian chamber of commerce in her hometown of Dallas, Texas. Still, she didn’t feel connected to the larger world of gay and lesbian philanthropy.

Then she came to OutGiving 2000. It was her first OutGiving experience.

“I thought this could be an opportunity to find out more about what’s going on nationally,” she said. “A large part of it has been curiosity.”

Houck said most of her philanthropy in the past has been directed to women’s and girls’ causes. She plans to continue those, but will also broaden her giving to LGBT causes.

Houck learned about OutGiving about three years earlier from a friend who met a Gill Foundation staff person during a national LGBT event. Houck said the conference provided her with more information about organizing and philanthropic efforts across the country.

“I enjoyed the workshops,” Houck said. “But the best part was being able to talk to other people.”

Bob Denny

Bob Denny, host of OutGiving 2000 has been a life changing experience.

Denny, of Cedar Falls, Iowa, was working on estate planning. He met someone in Des Moines who knew someone on the Gill Foundation staff. That led to conversations with Gill Foundation representatives. Based on those conversations, he attended the 1997 OutGiving conference in Aspen, Colorado.

“I think you get out of it what you need or want,” Denny said.

In 1997, he focused on attending workshops. In 1999, he worked on establishing relationships with people he had identified as having special knowledge from which he could benefit.

OutGiving 2000 was his third conference. He combined the two approaches.

“The idea of OutGiving is to get people like me here,” Denny said.

Denny said his giving is much more strategic now and he thinks OutGiving is a good experience for others.

“It’s definitely somewhere you need to come at least once.”

Tim Gill matches donations

Tim Gill, host of OutGiving 2000 offered a challenge/match to participants in an effort to increase donations to nonprofit organizations. The Gill Foundation matched donations by individual conference attendees, up to $5,000, to the nonprofit organization of their choice.

As a result, $185,561 was distributed among 77 organizations. The total for all four conferences exceeds $407,000.

• Meet other donors and share personal giving experiences and communalities and explore specific issues facing donor communities.

• Become more effective in giving by garnering new donor-activist leadership and continue to build a philanthropic community that can expand support for LGBT organizations and the LGBT movement as a whole.

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- Learn what’s happening – in the LGBT movement and elsewhere – and how donor-activists have helped and continue to create successes;
- Develop specific strategies to increase the base of support that will secure human rights for lesbian, gay, bisexual and transgender people;
- Discover how other donors make tough funding decisions and design their own giving portfolios;
- Become more effective in giving by generating new ideas from others; and
- Meet other donors and share personal giving experiences and communalities and explore specific issues facing donor communities.
Plenaries at OutGiving provide opportunities for participants to learn more about a variety of topics and to share their experiences. All plenaries are led by people with expertise in the area being discussed. The following are summaries of plenaries held during OutGiving 2000.

Putting the BT in LGBT
Riki Wilchins, Executive Director, Gender Public Advocacy Coalition (GenderPAC)
Wilchins spoke with OutGiving 2000 participants about the role of bisexual and transgender people in the LGBT movement. The following is an excerpt of her speech. The full text is available at http://www.gillfoundation.org/conversations/se00.htm.

“...I’m going to tell you that as far as our apparently endless public debate over whether gender belongs in a gay movement—that the boys we beat up after school, the girls we humiliated for looking just like the gym teacher, and all those people your mom and mine ‘just knew’ were homosexuals—all that was about gender.

Because the gays and lesbians picked out for harassment or assault are almost always targeted because of their gender, because they aren’t just like everyone else, because they are visibly queer.

And so it’s not so much a question of including gender, as of recognizing that gender has always been a part of the gay agenda and always will be.

I am fond of observing that GenderPAC has no ‘allies program,’ because gender is too basic to be confined to any one group and too fundamental to leave anyone behind. Gender rights are for all of us. And here I mean gender in its widest sense, including sexual orientation, because I take it as self-evident that the mainstripping of homophobia is gender—the notion that gay men are insufficiently masculine or lesbian women somehow necessarily inadequately feminine. And I include sex because I take it as prima facie that what animates misogyny and sexism is our society’s fear and loathing around issues of vulnerability or femininity.

In a post-identity movement, who we are is not a precondition for working together. Our identification as gender activists comes out of the work we do. And so identity becomes not a cause of our politics, but an effect. An identity becomes not a cause of our politics, but an effect. Gender becomes a cause of our politics, not an effect of our politics. It is not a political minefield to be defended and debated, but something mobile, personal and flexible that changes and grows with us as our understanding of ourselves changes and grows.”

From a Rainbow Flag to a Rainbow Coalition: Diversifying Our Donor Universe
Moderator: Tim Wu, Washington, DC
Panel: Patricia Chang, Donor, President and CEO, The Women’s Foundation, San Francisco, CA; Marcia Martin, Special Assistant to Donna Shalala, U.S. Secretary of Health and Human Services, Clinton administration
Three people of color panelists discussed with OutGiving participants the challenges and opportunities of engaging more people of color in LGBT philanthropy. OutGiving plans to continue the conversation at future conferences.

Few groups are addressing issues of LGBT people of color donors, Wu said. In fact, ethnic groups in philanthropy are largely the only places where this work is happening, according to Chang.

“It makes sense that if we want to ensure the future of philanthropy, we need to reach out to new donors in these communities,” she said. “For those of us who have worked with different groups, we know that it is by working collaboratively that we do our best work.”

Martin agreed that working in collaboration is essential. It goes far beyond building relationships with people working on different issues, she said; it must be about developing a common agenda.

“Forget the coalition,” she said. “I want to talk to you about collaborative politics.”

People of color are donors, but they often give in ways not recognized by traditional philanthropy, the trio said. As an example, Latino populations send untold billions back to their home countries, Chang said.

“In my state of California, where we are trying to push people away from citizenship, we need to examine how we are also pushing people away from philanthropy,” she said. In black communities, the giving often happens through religious institutions, said Martin.

“In the community I come from and the family I come from, there is a tradition of giving to the church,” said Martin, who is black. “It is the vehicle that people use for attachment to community and it is the vehicle that people use for giving.”

Still, there are ways to interest more people of color in other types of philanthropy, and it starts with making sure everyone is represented in gay and lesbian circles, Martin said.

“The most collaborative thing the gay and lesbian donor community can do,” she said, “is to be as diverse as we can.”

LGBT Issues in the Political Arena: From the Inside
Vermont legislator Bill Lippert talked with OutGiving participants about the effort to achieve civil unions for same-sex partners in his home state. Lippert was vice chairman of the Vermont House Judiciary Committee when the legislation, which was approved in late 1999, was introduced.

Lippert gives much of the credit for Vermont’s civil union bill to the state supreme court, which required lawmakers to come up with an arrangement that would allow same-sex couples all of the benefits and responsibilities of marriage.

“My whole world was changed because they were so strategic,” he said. “People lived with the fear that if we did nothing, the Supreme Court likely would grant the whole enclaves—gay marriage.”

That moved people to come up with a law that would fulfill the court’s mandate, but wouldn’t go as far as marriage, he said.

But Lippert had been involved in the struggle for civil rights for LGBT people long before this bill was introduced. He was a founder of Vermont’s first gay and lesbian organization. When he was appointed to the Vermont Legislature, he knew he wanted to be on the judiciary committee because that was where any bill for gay and lesbian rights would start.

“My mother and father gave me a commitment to social justice and setting the world right and I have a deep commitment to my roots,” he said.

Lippert is proud of the support the bill received from both Democrats and Republicans. Some received criticism from their constituents. Some have since lost their seats as a result of doing what they believed was right—voting for domestic partnership.

“That dialogue has transformed Vermont forever,” Lippert said. “Our world—your world, has been permanently changed.”

The Future We Give For
About Face Theatre, Chicago, &
Featuring Andre Gardner, Daniel Bernardo and Brenna Conley-Fonda
Youth from Chicago’s About Face Theatre performed a skit about the challenges of being a young person who is lesbian, gay, bisexual and/or transgender. They also participated in a question-and-answer session, during which they called on OutGiving participants to encourage their peers to become more involved with young people.

“What the youth need most is mentors and people to take an interest in them,” Conley-Fonda said.

The New Economy and New Philanthropy
Katharine Pease, former executive director, Gill Foundation
Pease discussed the changing economy and the needs, desires and expectations of donors participating in “high engagement philanthropy” and “new economy philanthropy.” A lively conversation about the benefits and difficulties of high engagement philanthropy emerged among OutGiving 2000 participants.

According to Pease, these are behaviors often associated with high engagement philanthropy:

• Talking risks by supporting organizations that are looking at innovative approaches to solving complex social problems;
• Providing seed money for start-up entrepreneurial organizations;
• Demanding more attention be paid to outcomes;
• Investing their expertise, contacts and general business knowledge in the projects they support;
• Making fewer, larger grants;
• Making longer-term investments in the organizations they care about; and
• Partnering with others who have similar philanthropic goals.

OutGiving isn’t all work. Each donor conference builds in opportunities for donors to put fun into their philanthropy. Excursions allow participants a way to test their skills, get some exercise and learn more about each other. Among the excursions of OutGiving 2000: auto racing school, bicycle riding, antique shopping, hiking and whitewater rafting.

Rancho Bernardo Inn
May 14-19, 2002
OutGiving 2002
We want you in 2002!

Gill Foundation Grants

TOTAL: $3,959,963*

LEGBIAN, GAY, BISEXUAL AND TRANSGENDER

2000 Grants & Financials

Gay and Lesbian Fund for Colorado Grants

2000 Grants & Financials

Gill Foundation Grants

GAY AND LESBIAN FUND FOR COLORADO TOTAL: $1,477,950*

*represents total cash grants paid and pledged in 2000, including conditional grants

TOTAL GRANTS: $5,927,803*

*represents total cash grants paid and pledged in 2000, including conditional grants

26

27
Family Diversity Projects $10,000
Amherst, MA, program support for Love Makes a Family support building project
Family Pride Coalition $15,000
San Diego, CA, general operating support
Franklin Community Action Corporation $4,000
Greenfield, MA, program support for Lesbian, Gay, Transgender, and Queer Youth Project
Fund for Southern Communities $15,000
Decatur, GA, regranting for Southern Outlook Kill Two—year of two
GMHC Choices $12,500
Washington DC, program support for non-urban and minority scholarships/resource center development/technical assistance
Gay and Lesbian Advocates and Defenders $30,000
Boston, MA, program support for Marriage Initiative—year one of two
Gay and Lesbian Community Center of the Ozarks $8,500
Springfield, MO, general operating support/program support for youth
Gay and Lesbian Community Center of Washington $15,000
Salt Lake City, UT, general operating support
Gay and Lesbian Medical Association $35,000
San Francisco, CA, general operating support—year one of two
Gay and Lesbian Resource Center $16,000
Los Angeles, CA, program support for media research analysis program—year two of three
Gay and Lesbian Resource Center of Cedar Rapids $4,000
Cedar Rapids, IA, general operating support
Gay and Lesbian Victory Foundation $30,000
Washington DC, general operating support
Gay and Lesbian Alliance Against Defamation $75,000
Los Angeles, CA, program support for media research analysis program—year two of three
Gay, Lesbian and Straight Education Network $75,000
New York, NY, program support for the Grassroots Organizing Project—year two of three
Gay, Lesbian, Biseuxal, Transgender Community Services Center of Colorado $110,000
Denver, CO, general operating support—year one of two/1999 Cheeks Ball agreement—year two of two
Gender PRC $15,000
Washington DC, program support
Georgia Equality Project Foundation $25,000
Atlanta, GA, program support for class Organizing and Empowerment Project
Greater Utah Lambda Fellowship $5,000
Utica, NY, program support for Pride CNY Harmony $5,000
Denver, CO, program support for Out and Gay Alliance for Youth and Gay Rights Project
Heartland Alliance for Human Needs & Human Rights $5,000
Chicago, IL, program support for National Midwest Human Rights Partnership for Sexual Orientation
Human Dignity Coalition $2,500
Bend, OR, general operating support
In the Life Media, Inc $35,000
New York, NY, general operating support—year two of two
Independence House $7,500
Hyman, MA, program support for Domestic Violence Intervention Program
Independent Gay Forum $1,500
Miami, FL, general operating support
Indiana Civil Liberties Union $10,000
Indianapolis, IN, program support for Gay and Lesbian Rights Task Force—year three of three
Institute for Cultural Partnerships $15,000
Harrisburg, PA, program support for Youth and Diversity Project
Institute for Gay and Lesbian Strategic Studies $10,000
Amherst, MA, general operating support—year two of three
International Foundation for Gender Education $10,000
Walham, MA, general operating support
International Gay and Lesbian Human Rights Commission $60,000
San Francisco, CA, general operating support—year one of two
Intersex Society of North America $10,000
Ann Arbor, MI, general operating support
Jacksonville Area Sexual Minority Youth Network $10,000
Jacksonville, FL, general operating support
Kalamazoo Gay/lesbian Community Center $15,000
Kalamazoo, MI, program support for LGBT programs/technical assistance—year one of two
Kentucky Fairness Alliance $15,000
Louisville, KY, general operating support
Lambda Community Center $20,000
Fort Collins, CO, general operating support—year two of three
Lambda LGBT Community Services $7,500
El Paso, TX, general operating support
Lambda Group $10,000
Baton Rouge, LA, general operating support
Lavender Youth Recreation and Information Center $15,000
San Francisco, CA, program support for LYRIC’s Youth Talkline / hotline targeting rural communities in northern California
Lesbian and Gay Community Center of New Orleans $10,000
New Orleans, LA, general operating support
Lesbian and Gay Community Services Center $20,000
New York, NY, program support for National Association of Community Centers
Lesbian and Gay Immigration Rights Task Force $10,000
New York, NY, general operating support
Lundy Foundation $50,000
Denver, CO, program support for Leadership and Community Building Initiative
Lutheran Social Services of Minnesota $6,000
Duluth, MN, program support for Target for Youth
Maine Diversity Alliance $20,000
Portland, ME, general operating support
Maine Rural Network $7,500
Standish, ME, general operating support
Mautner Project for Lesbians With Cancer $10,000
Washington DC, program support for Healing Works Conference
Mecklenburg AIDS Support Services $5,000
Brunswick, ME, program support for PFLAG chapter/program support for MidCoast Outright Lesbian, Gay, Biseuxal, Transgender, and Queer Youth Programs
Milwaukee LGBT Community Center $18,000
Milwaukee, WI, general operating support
Minority Youth Network $5,000
Seattle, WA, program support for Youth and Qualities Community Access Project—year one of two
Mountain Pride Media $4,000
Richmond, VA, general operating support—year one of two
Norfolk University $5,000
Boston, MA, program support for LGBT divisions—year one of two
Not One More $10,000
Boulder, CO, program support for Two Spirit Society of Colorado
Out of the Closet $7,500
Charlotte, NC, general operating support
Outfront Minnesota $40,000
Minneapolis, MN, general operating support/capacity building—year one of two
Out & Proud $4,300
Port Orchard, WA, general operating support
Outreach, Inc $15,000
Madison, WI, program support for Education and Community Advocacy Program
Outreachline $15,000
Portland, ME, general operating support—year two of three
Outright Vermont $8,000
Burlington, VT, general operating support
Out in the Midlands $10,000
Columbia, SC, general operating support/program support for Get Active and South Carolina Bias Violence Prevention
Parents, Families & Friends of Lesbians & Gays $30,000
Washington DC, general operating support/ program support for families of gay, bisexual and transgender youth
Parents, Families & Friends of Lesbians & Gays, Denver $12,500
Denver, CO, general operating support—year one of three
Parents, Families & Friends of Lesbians & Gays, Juneau $5,000
Juneau, AK, program support for Safe Schools Project
Partners, Families & Friends of Lesbians & Gays, Nashville $5,000
Antioch, TN, program support for the Billboard/On Screen Campaign
People for the American Way $20,000
Washington, DC, program support for National Gay and Lesbian Task Force for Outreach Program—year two of two/program support of NLGJA 10th Anniversary Conference
People on the Left $15,000
San Francisco, CA, program support for National Lesbian and Gay Taskforce for Outreach Program—year two of two
Phineas Foundation $20,000
San Francisco, CA, program support for IMPACT Project
Pines and Rocks $10,000
San Francisco, CA, program support for Pines and Rocks Fund for Rural Youth—year two of two
Pikes Peak Gay and Lesbian Community Center $25,000
Colorado Springs, CO, general operating support
Pikes Peak Lavender Film Festival $2,000
Colorado Springs, CO, sponsorship of Film Festival 2000
Planned Parenthood of the Colorado River Valley $15,000
Poughkeepsie, NY, sponsorship of trainings and conference
PRIDE Education Fund $12,000
St. Louis, MO, program support for Grasroots Organizing Program
Progress Pride Foundation $15,000
Seattle, WA, program support for Washington State Pride Fund
Project Peace $20,000
Helena, MT, general operating support—year two of two
Progressive Leadership Alliance of Nevada $4,000
Reno, NV, program support for A Rainbow Place, Northern Nevada’s Gay & Lesbian Community Center/program support for Coalition for Equality
Progressive Media Project $10,000
Madison, WI, program support for Queer Voices Project
Project Yes $40,000
Miami, FL, program support for the national Safe Schools program/program support for Healthy Families program
Public Allies $15,000
Milwaukee, WI, program support for lesbian, gay, bisexual and transgender national program/ distribution expenses for Free Speak TV (FSTV)
Q & Q AIDS Affirming Diversity $12,500
Rock Island, IL, general operating support—year one of two
Rainbow Choruses $5,000
Fort Collins, CO, general operating support
Rainbow Families $10,000
Minneapolis, MN, general operating support/program support for conference
Rainbow Outreach Center $1,300
Omaha, NE, general operating support
Rainbow Regional Community Center $10,000
Spokane, WA, general operating support
Reconciling Congregation Program $3,000
Chicago, IL, sponsorship of United Methodist General Conference/distribution expenses for The Local Church Resource Initiative
Rethinking Schools $6,000
Milwaukee, WI, distribution expenses for Classroom Crusades: Responding to the Religious Right’s Agenda for Public Schools
Roger Baldwin Foundation of ACLU $15,000
Chicago, IL, program support for greater Illinois Interfaith Initiative—year two of two
Rural Organizing Project $15,000
Scappoose, OR, program support for Gender Justice Program
Safehouse Denver $15,000
Denver, CO, program support for Lesbian Domestic Violence Support Group
Samara Foundation of Vermont $15,000
Burlington, VT, general operating support/program support for Vermont Lesbian, Gay, Bisexual, Transgender Community Services of Vermont—year one of three
Santa Fe Mountain Center $5,000
Tequa, NM, program support for Climbing Up/Climbing Out
Santa Fe Rose Crisis Center $10,000
Santa Fe, NM, program support for Project GLYPH (Gay Lesbian Youth Preventing Homophobia)
Seacoast Outright $4,000
Portsmouth, NH, program support for Lesbian, gay, bisexual, transgender and queer youth outreach program
Seattle Lesbian Cancer Project $7,500
Seattle, WA, program support for Rural Lesbian Health Outreach/Training for Providers and Community Leaders $25,000
Seattle, WA, program support for Oregon Lesbian, Gay, Bisexual and Transgender Lesbian/Gay Community Centers of Oregon—year one of two
“Gay is Good” $10,000
Boston, MA, program support for “Gay is Good”—year one of two
Lesbian, Gay Bisexual, and Transgender Continued
30

Senior Action in a Gay Environment $20,000
La Casa, NY, ownership of The Closet, Into The Future: Midge and Aging in Gay America

Servicemembers Legal Defense Network $35,000
Washington DC, general operating support—year two of two

Sierra Club $5,000
San Francisco, CA, support for Mobilization for the New Millennium

Sejourner Feminist Institute $10,000
Jamaica Plain, MA, program support for a national campaign directed to underserved lesbian, bisexual and transgender women

Southenners on New Ground $19,000
Louisville, KY, general operating support/technical assistance

Statewide Pennsylvania Rights Coalition $7,500
Howard, PA, general operating support

Stonewall Alliance of Chico $7,500
Chico, CA, general operating support

Stonewall Library and Archives $5,000
Fort Lauderdale, FL, capital support for building support

Theatre on Broadway $10,000
Denver, CO, program support for 2000/2001 theatre season

Time Out Youth $10,000
Charlotte, NC, general operating support

Today’s Management for Nonprofits $5,000
Champaign, WI, program support for Hurt Center Lesbian, Gay, Bisexual, and Transgender Project

Triangle Foundation $20,000
Detroit, MI, program support for rural organizing project—year one of two

True Colors $7,500
Manchester, CT, general operating support

Tulsa Oklahomans for Human Rights $20,000
Tulsa, OK, program support for Building Fund Challenge

United Action for Youth $8,000
Iowa City, IA, program support for Hurt Center Lesbian, Gay, Bisexual, Transgender, and Queer Allied Youth Group Project

United Church of Christ Coalition for AIDS Concerns $10,000
Guilford, CT, general operating support/program support for Witness our Welcome 2000

United Gay and Lesbians of Wyoming $15,000
Cheyenne, WY, challenge grant for general operating support

United States Urban – Rural Mission $10,000
Durham, NC, program support for Community, Church and Sexuality project

University of California, Santa Barbara $16,000
Santa Barbara, CA, program support for the Center for the Study of Sexual Minorities in the Military

University of Colorado at Boulder Gay, Lesbian, Bisexual, Transgender Resource Center $11,500
Boulder, CO, general operating support—year one of two

University of Denver $9,000
Denver, CO, program support for Gill Scholars—year three of five

University of Southern Colorado $5,000
Pueblo, CO, program support for Identities in Art, Spring 2001 in Pueblo and Fall 2001 in Colorado Springs

University of Southern Maine $17,554
Portland, ME, program support for Safe Zone Program

Urban Peak $25,000
Denver, CO, program support for LGBT youth program—year one of two

Valleymount Refuge $10,000
Tuscaloosa, AL, program support for LGBT activist program for non-urban areas

Vermont Coalition for Lesbian and Gay Rights $2,500
Montpelier, VT, sponsorship of Vermont Coalition for Lesbian and Gay Rights town meeting

Vermont Freedom To Marry Task Force $40,000
Middlebury, VT, general operating support

Wingspan $18,000
Tucson, AZ, general operating support/program support for domestic violence project

Wisconsin Resource Center, Inc. $5,000
Milwaukee, WI, program support for Religious Right Extermination Project in rural Wisconsin

Women’s Vision $10,000
San Francisco, CA, program support for the National Longitudinal Lesbian Family Study

Women’s Educational Media, Inc. $10,000
San Francisco, CA, program support for the distribution of That’s a Family

Women’s Project $10,000
Little Rock, AR, challenge grant for Arkansas Equality Network program—year one of two

Wyoming: Positives for Positives $5,000
Cheyenne, WY, program support for education services in rural Wyoming

Young Women’s Christian Association of La Crosse, WI $8,000
La Crosse, WI, program support for GALAXY and RAY programs

TOTAL (LGBT): $2,970,463

Broward House $5,000
Fort Lauderdale, FL, program support for Florida’s Young Women’s Prevention Project

Core Coordination Team $5,000
Wishita, KS, general operating support—capacity building support for technology

Colorado AIDS Project $125,000
Denver, CO, program support for Colorado Organizations Responding to AIDS, Colorado Collaborates Conference/program support for Communities/year one of two/capacity building for Denver Resource Planning Council

ConnectCare $10,000
Wishita, KS, program support for Our Gang Project targeting Latina’s communities

Coral Life Foundation $15,000
Haines, AK, program support for HIV education project

Douglas County AIDS Project $10,000
Lawrence, KS, program support for peer-based HIV education program—year one of two

Greater Cedar Rapids Community Foundation $8,000
Cedar Rapids, IA, program support for local AIDS prevention projects

Greater Harrisburg Foundation $10,000
Harrisburg, PA, program support for Faith Based Galaxies: Educating the Community, and Youth Outreach programs

HIV Alliance $10,000
Eugene, OR, program support for prevention and education programs

HIV Outreach Prevention Education $7,500
Tulsa, OK, program support for prevention education

HIV/AIDS Council of Chatham County $2,000
Pittsboro, NC, program support for People of Color Men’s Peer Education Project

Howard Dental Center $10,000
Denver, CO, general operating support—year one of two

Idaho AIDS Foundation $6,000
Boise, ID, program support for HIV prevention education

Identity, Inc. $12,500
Washington, DC, program support for National Norumal Latinas HIV Prevention Training Project

International AIDS Empowerment Project $7,500
El Paso, TX, program support for Caring Through Education Project

Jewish Family Service $10,000
Denver, CO, program support for Hearts and Hands Homemaking Project—year one of two

Junior Chamber Mission Inn Foundation $10,000
Tulsa, OK, program support for the National HIV Prevention Program for Youth

Legal Center for People with Disabilities and Older People $15,000
Denver, CO, program support for HIV/AIDS Legal Program—year one of two

Musi AIDS Foundation $10,000
Waltham, MA, program support for Haitian AIDS Education

Hi Case $25,000
Denver, CO, program support for Denver Youth Theater Project—year one of two

Minnesota AIDS Project $5,000
Minneapolis, MN, program support for Pride Alive in Greater Minnesota

Mississippi Phoenix Coalition $15,000
Jackson, MS, program support for HIV/AIDS prevention education—year one of two

Mothers’ Voices United To End AIDS $15,000
New York, NY, program support for national education and advocacy

Ms Foundation for Women $20,000
New York, NY, program support for National Education and Advocacy

New Mexico AIDS Services $10,000
Santa Fe, NM, program support for MPower MSM prevention education project

New Mexico AIDS Services $15,000
Albuquerque, NM, program support for Village Project—year one of two

Northern Colorado AIDS Project $57,000
Fort Collins, CO, general operating support—year one of two/underwriting for Fort Collins collaborative project for Colorado’s AIDS Services Organizations (RCAP, CAR, NACAP, SCAP, WCAP)

People of Color AIDS Foundation $18,000
Santa Fe, NM, program support for HIV Prevention and Peer Education

People with AIDS Coalition Colorado $10,000
Denver, CO, general operating support—year one of two

People with AIDS Coalition Colorado $1,500
Salt Lake City, UT, general operating support

Phoenix Connect $10,000
Denver, CO, general operating support

Pierce County AIDS Foundation $10,000
Tacoma, WA, program support for HIV prevention education

Project Angel Heart $100,000
Denver, CO, program support for Campaign for Randy’s Kitchen

Project Inform $30,000
San Francisco, CA, program support for InterAgency HIV/AIDS Treatment Education Program—year one of two

Red Ribbon Project $2,500
Avon, CO, general operating support—year one of two

Red Rock Behavioral Health Services $10,000
Tulsa, OK, program support for MSM Prevention Education

Regional AIDS Interfaith Network of Arkansas $5,000
Little Rock, AR, program support for rural prevention education

Regional AIDS Interfaith Network, CO $5,000
Denver, CO, general operating support

Rural AIDS Action Network $10,000
Minneapolis, MN, program support for rural MSM prevention

South Arkansas Fights AIDS $2,000
El Dorado, AR, program support for AIDS, Drugs and Teen Pregnancy workshop/Events—year one of two

Southern Colorado AIDS Project $40,000
Colorado Springs, CO, general operating support—year one of two

Spokane Rainier $5,000
Spokane, WA, program support for Friend to Friend Program

Treatment Action Group $10,000
New York, NY, challenge grant for Office of AIDS Research Information

Utah AIDS Foundation $15,000
Salt Lake City, UT, program support for Village Project—year one of two

Vermont Cares $10,000
Burlington, VT, program support for peer outreach and advocacy

Western Colorado AIDS Project $25,000
Grand Junction, CO, program support for HIV/AIDS prevention education in Western Colorado—year one of two

Women of Color Alliance $2,500
Burlington, VT, program support for HIV prevention education

Woodlands $7,500
Newark, OH, program support for HIV prevention education

TOTAL (HIV/AIDS): $997,500
TOTAL (OTHER): $418,265
Gay and Lesbian Fund for Colorado Grants

**TOTAL: $1,549,575**

**CHILDREN AND YOUTH**

32

**Adoption Exchange**
Denver, CO, sponsorship of Fantasy Ball 2000

**American Lung Association of Colorado**

$30,000

**Colorado Springs, CO, program support for**

**the Child Enrichment Center**

**Association for Children for Enforcement of Support**

$7,500

**Colorado Springs, CO, challenge grant for**

**general operating support/technical assistance**

**Business of Art**

$6,000

**Manitou Springs, CO, sponsorship of**

**Futurallakes workshops**

**CRS of Colorado Springs**

$40,000

**Colorado Springs, CO, challenge grant for**

**general operating support**

**Center for Prevention of Domestic Violence**

$32,500

**Colorado Springs, CO, sponsorship of 2000 and 2001 Streets of**

** Violence Campaigns**

**Chesnail Children’s Fund**

$72,000

**Denver, CO, re-granting for Colorado’s Children and youth agencies**

**Child Care Connections**

$5,644

**Colorado Springs, CO, challenge grant for**

**2001 Pikes Peak Association for the Education of Young Children Trainings/general operating support**

**Children’s Advocacy Center for the Pikes Peak Region**

$4,250

**Colorado Springs, CO, sponsorship of**

**Multi-Cultural Awareness workshop**

**Children’s literacy center**

$15,000

**Colorado Springs, CO, challenge grant for Parent’s As tutors program/general operating support**

**Ch наб Youth and Family Services**

$15,000

**Colorado Springs, CO, program support for**

**One-to-One Mentoring Program**

**Colorado Coalition**

$5,000

**Denver, CO, sponsorship of 5th Annual Colorado CASA Training Conference: Powerful Voices for Children**

**Easter Seals Southern Colorado**

$10,000

**Colorado Springs, CO, program support for**

**Children’s Therapy Services**

**First Visitor**

$5,500

**Colorado Springs, CO, challenge grant for**

**sponsored by the 2001 Powerbed program/general operating support**

**Franciscan Family Wellness Program/US Catholic Conference**

$5,000

**Colorado Springs, CO, challenge grant for**

**the counseling program for troubled youth and their families**

**Junior League of Colorado Springs**

$25,000

**Colorado Springs, CO, challenge grant for**

**Court Care Project**

**Kemp Children’s Foundation**

$3,500

**Denver, CO, sponsorship of the annual fundraising dinner, An Open Door for Every Child**

**KIPP/POWER**

$7,000

**Colorado Springs, CO, program grant for**

**general operating support**

**Kimes Peak Community Action Agency**

$16,000

**Colorado Springs, CO, challenge grant for**

**general operating support/event sponsorships**

**Kimes Peak Family Connections**

$7,000

**Colorado Springs, CO, challenge grant for**

**Prevention-Based Marketing project**

**Kimes Peak Therapeutic Riding Center**

$5,000

**Colorado Springs, CO, challenge grant for**

**sponsored for scholarships for low-income riders**

**SET of Colorado Springs**

$7,500

**Colorado Springs, CO, challenge grant for**

**the annual campaign**

**Special Kids - Special Families**

$10,000

**Colorado Springs, CO, challenge grant for**

**ReTweet Care Program**

**Colorado Springs**

$5,000

**Denver, CO, challenge grant for El Paso**

**County program—year one of three**

**Wayvout Academy**

$15,500

**Colorado Springs, CO, sponsorship for**

**Las Hjitas program/general operating support**

**Carbondale Council on Arts and Humanities**

$5,000

**Carbondale, CO, sponsorship of the 2001**

**Performances in the Park series**
34

Performing Arts Conservatory, Inc $5,000
- Grand Junction CO, sponsorship of My Name is Still Alive

Performing Arts for Youth Organization $7,500
- Colorado Springs, CO, sponsorship of Performing Arts Link, and Children’s Radio Theater

Physically Handicapped Amateur Musical Actors League, Inc $10,000
- Denver, CO, challenge grant for the Outreach Program

Pikes Peak Arts Council $3,000
- Colorado Springs, CO, sponsorship of the Body Packaging art show

Pikes Peak Hospice $8,425
- Colorado Springs, CO, sponsorship of Trews of Life 2000

Pikes Peak Jazz Festival $3,000
- Woodward Park, CO, sponsorship of Pikes Peak Jazz Festival

Purgatory Festival of Music $20,000
- Durango, CO, sponsorship of the chamber music series, Music in the Mountains

Rocky Mountain Women’s Film Festival $2,000
- Colorado Springs, CO, sponsorship of the 2000 Festival

Rocky Mountain Women’s Institute $5,000
- Denver, CO, sponsorship of Life: A Work In Progress

Save the Sculpture $5,000
- Sterling, CO, challenge grant for Legacy Project

Singing of Dance $10,000
- Denver, CO, sponsorship of the 8th Annual season and Colorado tour

Spinidle Art & Hawaii Kenya Center Imagination Celebration $15,000
- Colorado Springs, CO, sponsorship of An Evening with Langston and Martin, and the Teachers Workshop

Stringz in the Mountains Festival of Music $10,000
- Steamboat Springs, CO, sponsorship of a weekend of concerts

Su Teatro $15,000
- Denver, CO, sponsorship of the 2000 and 2001 seasons—year one of two

Swallow Hill Music Association $8,500
- Denver, CO, sponsorship of Summer 2000 Family Concert Series

Telluride Council for the Arts and Humanities $8,375
- Telluride, CO, sponsorship of the 2001 Beaver Arts Ball, and the Telluride Box Office kiosk

Theatre in the Park $3,150
- Littleton, CO, sponsorship of the brrail programs and sign language interpreters for the Summer 2000 Festival Series

Tri-Lake Center for the Arts $15,500
- Palmer Lake, CO, challenge grant for Board Replacement Project

University of Southern Colorado $10,000
- Pueblo, CO, sponsorship of Colorado Music Fest’s 4th of July Extravaganza

Western Museum of Mining and Industry $4,000
- Colorado Springs, CO, sponsorship of Mining and Sports exhibit

Western Slope Music Festival $5,000
- Crested Butte, CO, sponsorship of Dance Residency with Colorado Dance Theatre

Women’s Arts Center and Gallery $2,000
- Denver, CO, sponsorship of the 2nd Annual Works of Art and People at Work event

Woodland Park Players, Inc $5,000
- Woodland Park, CO, sponsorship of Time to Live production

TOTAL (Arts and Culture): $651,650

Leadership Development

American Red Cross - Pikes Peak Region $5,000
- Colorado Springs, CO, sponsorship of the Elkhorn Conference Center and Pikes Peak Chapter, and Colorado Disaster Institute

Cheyenne Mountain Heritage Center $5,000
- Colorado Springs, CO, sponsorship of the Stratton Youth Leadership program

Chicana Unity Council $5,000
- Colorado Springs, CO, sponsorship of the 5th Annual Latino Youth Leadership Conference

Colorado Association of Nonprofit Organizations $5,000
- Denver, CO, sponsorship of Colorado Nonprofit Day 2001

Community Resource Center $7,800
- Denver, CO, sponsorship of workshops/technical assistance

First Congregational Church – United Church of Christ $16,100
- Colorado Springs, CO, challenge grant for general operating support/program support for youth programs

Girl Scouts Wagon Wheel Council $5,000
- Colorado Springs, CO, sponsorship of Women of Distinction Marii Gras Gala

National Civic League of Colorado $10,000
- Denver, CO, sponsorship of Colorado Civic Conversations 2001

Waypoint Academy $2,000
- Colorado Springs, CO, program support for Hazir Turtela Leadership Development Institute to support Latino’s programs

Women’s Foundation of Colorado, Inc $15,000
- Young Americans Education Foundation $5,000
- Denver, CO, sponsorship of Young Americans’ Project (Denver and Wray, CO)

TOTAL (Leadership Development): $79,900

Excellence in Communications

Colorado Association of Block Journalists $10,000
- Denver, CO, general operating support

Five Points Media Center Corp $10,000
- Denver, CO, program support

Rocky Mountain News in Education $20,000
- Denver, CO, sponsorship of Ethics in Journalism program—year one of two

TOTAL (Excellence in Communications): $46,000

Social Justice

9-5, National Association of Working Women $5,000
- Denver, CO, sponsorship of trainings and forums in Colorado Springs

American Civil Liberties Union of Colorado $13,000
- Denver, CO, sponsorship of community events/challenge grant for general operating support

AIC of the Pikes Peak Region $5,000
- Colorado Springs, CO, sponsorship of the 3rd Annual Fundraising Event: Building an Inclusive Community

AICN – Pikes Peak Region $5,000
- Denver, CO, sponsorship of the 3rd Annual Fundraising Event: Building an Inclusive Community

Bellamy Street Project $15,000
- Denver, CO, sponsorship of Gun Violence Prevention Trainings in El Paso County

Total (Social Justice): $220,770

No matter if they tell you you are only one percent, that two thousand years of your people have just been revised and thrown to the winds. Nothing can dim the burning light. You are home free, citizen and elder, one in a million. And there is no America without you.”

—Paul Monette, Last Watch of the Night

PUBLIC BROADCASTING/MEDIA

Colorado Public Radio $34,651
- Denver, CO, program underwriting/challenge grant for general operating support

Grand Valley Public Radio Company $13,475
- Grand Junction, CO, program underwriting/challenge grant for general operating support

KJXX-FM Aspen Public Radio $6,400
- Aspen, CO, program underwriting

KUT $1,680
- Crested Butte, CO, program underwriting

GAY AND LESBIAN FUND FOR COLORADO CONTINUED
Independent Accountants’ Report

Board of Directors
Gill Foundation and Gill Operating Foundation
Denver, Colorado

We have audited the accompanying consolidated statements of financial position of GILL FOUNDATION and GILL OPERATING FOUNDATION as of December 31, 2000 and 1999, and the related consolidated statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Foundations' management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of GILL FOUNDATION and GILL OPERATING FOUNDATION as of December 31, 2000 and 1999, and the changes in net assets and cash flows for the years then ended in conformity with generally accepted accounting principles.

BKD, LLP
Colorado Springs, Colorado

May 17, 2001

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2000 AND 1999

ASSETS

2000 1999

CURRENT ASSETS
Cash $ 7,350,297 $ 82,720,603
Investments 198,552,821 40,867,047
Contribution receivable – related party 39,348,989 12,631,399
Contribution receivable – other 14,234 —
Prepaid expenses and other assets 16,369 12,237
Total Current Assets 245,282,710 136,231,286

INVESTMENTS & LONG-TERM CONTRIBUTION RECEIVABLE
Related party receivable, Net of Current Portion — 24,401,465
Investments 10,529,530 1,754,463
Total Investments 10,529,530 26,155,928

PROPERTY AND EQUIPMENT, At Cost
Office equipment 381,165 248,008
Furniture and fixtures 280,285 169,965
Less accumulated depreciation 313,375 137,217
Total Property and Equipment 348,075 280,756

$ 256,160,315 $ 162,667,970

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES
Unpaid appropriations $ 1,427,373 $ 636,500
Accounts payable and accrued expenses 184,924 101,066
Excise tax payable 143,884 61,420
Deferred excise tax payable 325,155 61,389
Total Current Liabilities 2,081,336 860,375

LONG-TERM UNPAID APPROPRIATIONS
Net of Current Portion 72,945 221,004

$ 256,160,315 $ 162,667,970

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES
Unpaid appropriations $ 1,427,373 $ 636,500
Accounts payable and accrued expenses 184,924 101,066
Excise tax payable 143,884 61,420
Deferred excise tax payable 325,155 61,389
Total Current Liabilities 2,081,336 860,375

LONG-TERM UNPAID APPROPRIATIONS
Net of Current Portion 72,945 221,004

NET ASSETS
Unrestricted 214,657,045 124,553,727
Temporarily restricted 39,348,989 37,032,864
Total Net Assets 254,006,034 161,586,591

$ 256,160,315 $ 162,667,970

See Notes to Consolidated Financial Statements
### CONSOLIDATED STATEMENT OF ACTIVITIES
#### DECEMBER 31, 2000

<table>
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<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
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<tr>
<td><strong>REVENUES AND GAINS</strong></td>
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<tr>
<td>Contribution revenue – related party</td>
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<td>$ 3,016,021</td>
<td>$ 58,016,021</td>
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<td>Contribution revenue</td>
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<td>Conference revenue</td>
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<td>119,155</td>
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<tr>
<td>Interest and dividend revenue</td>
<td>3,438,534</td>
<td></td>
<td>3,438,534</td>
</tr>
<tr>
<td>Net realized and unrealized gains on investments</td>
<td>22,854,749</td>
<td>1,475,504</td>
<td>24,330,253</td>
</tr>
<tr>
<td>Net assets released from restriction</td>
<td>2,175,400</td>
<td>(2,175,400)</td>
<td>—</td>
</tr>
<tr>
<td><strong>Total Revenues and Gains</strong></td>
<td>105,628,716</td>
<td>2,316,125</td>
<td>107,944,841</td>
</tr>
</tbody>
</table>

| **PROGRAMS AND EXPENSES** |              |                        |             |
| OutGiving Project         | 1,938,064    |                        | 1,938,064   |
| Management - general      | 111,460      |                        | 111,460     |
| **Total Programs and Expenses** | 2,049,524 | —                      | 2,049,524   |

| **APPROPRIATIONS AND EXPENSES** |              |                        |             |
| Appropriations for grants  | 6,280,615    |                        | 6,280,615   |
| Communications expenses    | 1,722,047    |                        | 1,722,047   |
| Administrative expenses    |               |                        |             |
| Grants administration      | 1,158,697    |                        | 1,158,697   |
| Taxes and investments fees | 4,314,515    |                        | 4,314,515   |
| **Total Appropriations and Expenses** | 13,475,874 | —                      | 13,475,874  |

| **CHANGE IN NET ASSETS** |              |                        |             |
| 90,103,318               | 2,316,125    | 92,419,443             |

| **NET ASSETS, BEGINNING OF YEAR** |              |                        |             |
| 124,553,727              | 37,032,864   | 161,586,591            |

| **NET ASSETS, END OF YEAR** |              |                        |             |
| $ 214,657,045             | $ 39,348,989 | $ 254,006,034          |

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**CONSOLIDATED STATEMENT OF ACTIVITIES**

#### DECEMBER 31, 1999

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES AND GAINS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contribution revenue – related party</td>
<td>$ 90,875,263</td>
<td>$ 4,699,420</td>
<td>$ 95,574,683</td>
</tr>
<tr>
<td>Contribution revenue</td>
<td>9,441,550</td>
<td></td>
<td>9,441,550</td>
</tr>
<tr>
<td>OutGiving Project revenue</td>
<td>77,433</td>
<td></td>
<td>77,433</td>
</tr>
<tr>
<td>Interest and dividend revenue</td>
<td>789,222</td>
<td></td>
<td>789,222</td>
</tr>
<tr>
<td>Net realized and unrealized gains on investments</td>
<td>5,357,431</td>
<td>—</td>
<td>5,357,431</td>
</tr>
<tr>
<td><strong>Total Revenues and Gains</strong></td>
<td>106,540,899</td>
<td>4,699,420</td>
<td>111,240,319</td>
</tr>
</tbody>
</table>

| **PROGRAMS AND EXPENSES** |              |                        |             |
| OutGiving Project         | 1,247,286    |                        | 1,247,286   |
| Management - general      | 164,641      |                        | 164,641     |
| **Total Programs and Expenses** | 1,411,927 | —                      | 1,411,927   |

| **APPROPRIATIONS AND EXPENSES** |              |                        |             |
| Appropriations for grants  | 5,104,120    |                        | 5,104,120   |
| Communications expenses    | 512,815      |                        | 512,815     |
| Administrative expenses    |               |                        |             |
| Grants administration      | 578,842      |                        | 578,842     |
| Taxes and investments fees | 519,230      |                        | 519,230     |
| **Total Appropriations and Expenses** | 6,715,007 | —                      | 6,715,007   |

| **CHANGE IN NET ASSETS** |              |                        |             |
| 98,413,965               | 4,699,420    | 103,113,385            |

| **NET ASSETS, BEGINNING OF YEAR** |              |                        |             |
| 26,139,762               | 32,333,444   | 58,473,206             |

| **NET ASSETS, END OF YEAR** |              |                        |             |
| $ 124,553,727             | $ 37,032,864 | $ 161,586,591          |

---

See Notes to Consolidated Financial Statements
CONSOLIDATED STATEMENTS OF CASH FLOWS
DECEMBER 31, 2000 AND 1999

CASH FLOWS FROM OPERATING ACTIVITIES

<table>
<thead>
<tr>
<th>Items not requiring (providing) cash:</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciation</td>
<td>17,158</td>
<td>79,222</td>
</tr>
<tr>
<td>Net realized and unrealized gains on investments</td>
<td>24,330,253</td>
<td>5,357,431</td>
</tr>
<tr>
<td>Deferred excise taxes</td>
<td>263,766</td>
<td>39,439</td>
</tr>
</tbody>
</table>

Changes in:

| Contributions receivable | (2,330,359) | (3,891,848) |
| Accounts receivable | — | 10,254 |
| Prepaid expenses and other assets | (4,132) | 3,557 |
| Accounts payable and accrued expenses | 83,858 | 19,015 |
| Income tax payable | 82,464 | 37,541 |
| Unpaid appropriations | 642,814 | 49,932 |
| Net cash provided by operating activities | 67,003,759 | 94,103,066 |

CASH FLOWS FROM INVESTING ACTIVITIES

| Purchase of investments | (142,130,588) | (11,147,507) |
| Purchase of property and equipment | (243,477) | (274,937) |
| Net cash used in investing activities | (142,374,065) | (11,422,444) |

NET INCREASE (DECREASE) IN CASH

| (75,370,306) | 82,680,622 |

CASH, BEGINNING OF YEAR

| 82,720,603 | 39,981 |

CASH, END OF YEAR

| $ 7,350,297 | $ 82,720,603 |

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
Foundations Operations The Gill Foundation (the Foundation) was founded in 1994 by Timothy E. Gill as a not-for-profit charitable foundation to serve as a catalyst and provide resources for communities in pursuit of justice and equality, while building awareness of the contributions gay men and lesbians make to American society. Through grantmaking activities, technical assistance and other special programs, the Foundation invests in organizations serving the needs of gay, lesbian and bisexual people, and in community programs designed to improve the quality of life for everyone. The primary source of the Foundation’s revenue is through contributions from Mr. Gill.

The Gill Operating Foundation (the Operating Foundation), who has a common governing board with the Foundation, is a not-for-profit charitable foundation, created in 1999, designed to promote philanthropy through training, technical assistance and other special programs. Working with qualified not-for-profit organizations, the Operating Foundation trains organizations in fund-raising and provides technical assistance in volunteer and board development. In addition, the Operating Foundation works with a network of donors around the country to help them become more effective in their giving and in their work with the not-for-profit they fund. The primary source of the Operating Foundation’s revenue is through contributions from Tim Gill.

Principles of Consolidation The consolidated financial statements include the accounts of the Foundation and the Operating Foundation. All significant inter-entity accounts and transactions have been eliminated in consolidation.

Use of Estimates The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Income Taxes The Foundations are organized under Section 501(c)(3) as exempt private foundations. As such, excise taxes are paid on net investment income.

Investments Investments in equity and debt securities having a readily determinable fair value are carried at fair value. Other investments in limited partnerships and venture capital entities are reported based on the fair value of the underlying assets as reported by the entities in their financial statements. Investment income and gains that are initially restricted by donor stipulation and for which the restriction will be satisfied in the same year are included in unrestricted net assets. Other investment income, gains and losses are reflected in the statements of activities as unrestricted, temporarily restricted or permanently restricted based upon the existence and nature of any donor or legally imposed restrictions.

Property and Equipment Property and equipment are depreciated on a straight-line basis over the estimated useful life of the assets (three years for office furnishings and equipment).

Contributions Gifts of cash and other assets received without donor stipulations are reported as unrestricted revenue and net assets. Gifts received with a donor stipulation that limits their use are reported as temporarily or permanently restricted revenue and net assets. When a donor-stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

Unconditional gifts expected to be collected within one year are reported at their net realizable value. Unconditional gifts expected to be collected in future years or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

Contributions are reported as an expense when grants are approved for specific grants and payment of the appropriation is probable. Appropriations that are expected to be paid more than one year subsequent to year-end are measured at the present value of the future cash outflow using a discount rate commensurate with the risks involved.

NOTE 2: CONTRIBUTIONS RECEIVABLE – RELATED PARTY
Contributions receivable from the related party who is a member of the Foundation’s Board of Directors consist of the following unconditional promises to give:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Due in less than one year</td>
<td>$ 39,348,989</td>
</tr>
<tr>
<td>Due in one to five years</td>
<td>27,417,486</td>
</tr>
<tr>
<td>Less: Unamortized discount on long-term contribution receivable</td>
<td>39,348,989</td>
</tr>
<tr>
<td>Appropriations</td>
<td>3,016,021</td>
</tr>
<tr>
<td>Contributions receivable – related party</td>
<td>39,348,989</td>
</tr>
</tbody>
</table>

Contributions receivable – related party are shown on the statement of financial position as follows:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution receivable</td>
<td>$ 39,348,989</td>
</tr>
<tr>
<td>Contribution receivable, long-term</td>
<td>24,401,465</td>
</tr>
<tr>
<td>Contributions receivable – related party</td>
<td>39,348,989</td>
</tr>
</tbody>
</table>

Contributions revenue from the related party represents 73% and 91% of the total contribution revenue of the Foundations during 2000 and 1999, respectively, and consists of the following:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and investments received from the related party</td>
<td>$ 55,005,000</td>
</tr>
<tr>
<td>Promissory note – charitable gift trust</td>
<td>3,016,021</td>
</tr>
<tr>
<td>Change in promises receivable for direct and matching grants</td>
<td>11,823,827</td>
</tr>
<tr>
<td>Contributions revenue from the related party</td>
<td>58,016,021</td>
</tr>
</tbody>
</table>
The promise receivable - charitable gift trust consists of a promise to donate assets held in a charitable gift trust which will be transferred to the Foundation during the year ending December 31, 2001. The fair value of the assets held in the trust as of the end of the year was used to determine the value of the promise receivable. The fair value of these assets could change significantly prior to the transfer to the Foundation.

NOTE 3: INVESTMENTS
Investments consisted of the following:

<table>
<thead>
<tr>
<th>Carrying Amount</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment in partnerships and venture capital</td>
<td>$103,733,209</td>
<td>$22,811,351</td>
</tr>
<tr>
<td>Common stocks</td>
<td>$35,449,376</td>
<td>$11,914,715</td>
</tr>
<tr>
<td>Corporate debt funds</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>International funds</td>
<td>68,899,766</td>
<td>7,719,973</td>
</tr>
<tr>
<td>Money market funds</td>
<td>—</td>
<td>175,571</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$209,082,351</strong></td>
<td><strong>$42,621,510</strong></td>
</tr>
</tbody>
</table>

Investments are shown on the Statement of Financial Position as follows:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investments – current</td>
<td>$198,552,821</td>
</tr>
<tr>
<td>Investments – long-term</td>
<td>10,529,530</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$209,082,351</strong></td>
</tr>
</tbody>
</table>

Investment return consisted of the following:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net realized and unrealized gains on investments</td>
<td>$24,330,253</td>
</tr>
<tr>
<td>Interest and dividend income</td>
<td>3,438,534</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$27,768,787</strong></td>
</tr>
</tbody>
</table>

NOTE 4: UNPAID APPROPRIATIONS
Unpaid appropriations are as follows:

<table>
<thead>
<tr>
<th>Due in less than one year</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,427,373</td>
<td>$436,500</td>
<td></td>
</tr>
<tr>
<td>82,000</td>
<td>249,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,509,373</strong></td>
<td><strong>$685,500</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Due in one to five years</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,509,373</td>
<td>$885,500</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,509,373</strong></td>
<td><strong>$885,500</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Less present value of long-term appropriations</th>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,509,373</td>
<td>$885,500</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,509,373</strong></td>
<td><strong>$885,500</strong></td>
</tr>
</tbody>
</table>

Unpaid appropriations are shown on the statements of financial position as follows:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unpaid appropriations, current</td>
<td>$1,427,373</td>
</tr>
<tr>
<td>Unpaid appropriations, long-term</td>
<td>72,945</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,500,318</strong></td>
</tr>
</tbody>
</table>

NOTE 5: CONDITIONAL UNPAID APPROPRIATIONS
Conditional unpaid appropriations depend on the occurrence of a specified future and uncertain event to bind the Foundation. Conditional unpaid appropriations are recorded as expenses when the conditions are substantially met. Conditional unpaid appropriations were $628,138 and $295,714 as of December 31, 2000 and 1999, respectively.

NOTE 6: TEMPORARILY RESTRICTED NET ASSETS
Temporarily restricted net assets are available for the following purpose:

<table>
<thead>
<tr>
<th>2000</th>
<th>1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions receivable to support any activities of the Foundation</td>
<td>$39,348,989</td>
</tr>
</tbody>
</table>

NOTE 7: OPERATING LEASES
The Foundation has noncancelable operating leases for office space in Denver, Colorado; Colorado Springs, Colorado and in Washington, D.C. The leases expire in August 2002, March 2002 and November 2000, respectively.

Future minimum lease payments are:

| 2001 | $129,782 |
| 2002 | 108,532 |
| 2003 | 25,500 |
| **Total** | **$264,814** |

Rent expense was $167,010 and $90,148 for the years ended December 31, 2000 and 1999, respectively.
To give us feedback on our 2000 Annual Report or for more information about grant guidelines and technical assistance, please visit our Web site at www.gillfoundation.org