

2001

Horizons Foundation Two-Year Report

2002

# AMPLIFY MULTIPLY DIVERSIFY SIMPLIFY

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MESSAGE FROM THE EXECUTIVE DIRECTOR

## WHAT DOES HORIZONS DO?

DEAR FRIENDS,

Amplify. Multiply. Diversify. Simplify. That's the answer to a question that I've been asked often since joining Horizons Foundation in 2002—"What does Horizons do?" That's how Horizons builds a healthier and more just world for lesbian, gay, bisexual, and transgender (LGBT) people: we *amplify* the effectiveness of community organizations, *multiply* support to our community, *diversify* the spectrum of organizations serving LGBT people in the Bay Area, and *simplify* donor philanthropy.

**Amplify:** The effectiveness of community organizations depends on nurturing talented leaders and building organizational capacity. Horizons' Strategic Partnership Program develops and networks community leaders, while our organizational support programs amplify the voices, visions, and effectiveness of organizations through technical assistance and training.

**Multiply:** As a portal for mainstream funders who wish to support LGBT organizations, Horizons brings non-LGBT dollars to our community. In 2002, Horizons was awarded its largest grant ever, a three-year \$750,000 grant from The California Endowment, much of which Horizons will grant out to LGBT organizations. Horizons also educates the larger philanthropic community about the needs of the LGBT community.

**Diversify:** To value our community is to value its diversity. Horizons supports diverse parts of the LGBT community and has a strong track record in funding historically under-funded groups, including those serving transgender people, lesbians, and people of color. Our history is rich in seeking out innovative ideas and emerging organizations with potential to make lasting contributions to the LGBT community, and we made some of the earliest grants to many of the Bay Area's most recognized institutions.

**Simplify:** Horizons' donor-advised fund program allows sophisticated donors to "bank" charitable dollars. Thanks to their generosity, grantmaking from these funds has actually increased during the recent economic downturn, sustaining support for many organizations in our community. Horizons' donor services and education teach effective philanthropy and find organizations working in donors' areas of interest, particularly smaller ones that donors might not find otherwise.

Horizons' achievements in these difficult times result from the vision, dedication, generosity, and plain old hard work of many people—volunteers, donors, grant reviewers, corporate and foundation supporters, and staff. I am humbled by their commitment and inspired by their example. I look forward to building on the remarkable foundation that they have laid.

Sincerely,



ROGER DOUGHTY  
EXECUTIVE DIRECTOR



Roger Doughty

COMMUNITY  
DIVERSITY  
INNOVATION  
LEADERSHIP  
INVESTMENT

MESSAGE FROM THE CO-CHAIRS

## WHAT DO WE VALUE?

DEAR FRIENDS,

The past two years—2001 and 2002—saw the exuberance and optimism of the 1990s deeply shaken nationally, and especially here in the high-tech Bay Area. Escalating conflicts around the globe and a tumbling economy in the United States have forced many of us to reflect on—and sometimes make difficult choices about—what we truly believe and value.

The sharpness of the economic downturn required Horizons to readjust our plans and expectations after the growth of the late 1990s had allowed us to glimpse Horizons' full potential. Horizons met this challenge head-on by reducing overhead and decreasing staff size. These steps were extremely difficult, but absolutely necessary to ensure Horizons could continue its core grants and programs.

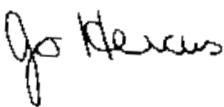
Horizons also dealt successfully with a leadership transition: Peter Teague, who brought remarkable energy, vision, and passion to Horizons, ended a three-year tenure as executive director. We want to acknowledge his leadership as well as the many contributions during the transition by our colleagues on the Board, by Interim Executive Director Paula Morris, and by the staff. After a nationwide search, we were very pleased to welcome our new executive director, Roger Doughty, in May 2002.

These challenges and changes tested Horizons' people, programs, and commitments. We believe that Horizons met this test and held firm to the values that have guided it for nearly a quarter of a century:

building our **community** through grants and other means;  
 supporting its **diversity**;  
 seeding **innovation**;  
 strengthening **leadership** working for justice; and  
**investing** in both established and emerging organizations for the long-term health and strength of the community.

We are proud of what Horizons has accomplished during these difficult times and we are deeply grateful for your continued generosity and support.

With appreciation,



JO HERCUS  
CHAIR, 2001-02



DAVID GLEBA  
CO-CHAIR, 2002



PRADO GOMEZ  
CO-CHAIR, 2002



Jo Hercus



David Gleba



Prado Gomez

GRANTMAKING  
LEADERSHIP  
DEVELOPMENT  
ORGANIZATIONAL  
SUPPORT  
DONOR EDUCATION  
PHILANTHROPIC  
ADVOCACY  
PUBLIC EDUCATION

## HOW DO WE MAKE OUR VALUES REAL?

Values are not abstractions at Horizons. They translate into programs that improve the lives of LGBT people and people with HIV/AIDS throughout the Bay Area—and beyond.

### GRANTMAKING

Horizons is best known as a funding organization. As Horizons' grants list makes clear, we provided critical funding to a wide array of Bay Area organizations during the lean years of 2001 and 2002. Some of our grants—particularly our Community Issues grants, which are based on recommendations of community panels—were targeted to smaller, emerging organizations, while others provided core support to larger community institutions. We also brought our years of expertise to grantmaking from the proceeds of the annual San Francisco AIDS Walk and, in 2002, of the AIDS Marathon.

### LEADERSHIP DEVELOPMENT

In addition to money and technical support, our organizations need strong leaders. In fact, nonprofit leaders, especially in community organizations, face nearly impossible demands, which can lead to isolation and burn-out. In response, Horizons launched its Strategic Partnership Program (SPP), to provide mutual support, individual coaching, and skills-building for leaders of ten crucial community organizations from across the Bay Area. Equally important, the SPP is stitching together a network among organizations to facilitate collaboration. The SPP has been so successful that Horizons plans to start a second cohort in 2003, focused on leaders of smaller, emerging organizations.

The Strategic Partnership Program includes the executive directors of the following institutions:

- Billy DeFrank LGBT Community Center
- Community United Against Violence (CUAV)
- GLBT Historical Society of Northern California
- Harvey Milk Institute
- Lavender Youth Recreation and Information Center (LYRIC)
- New Leaf: Services For Our Community
- Pacific Center for Human Growth
- Rainbow Community Center of Contra Costa County
- San Francisco LGBT Community Center
- Spectrum Center for Lesbian, Gay, Bisexual, and Transgender Concerns

Horizons  
gave a total  
of \$3,108,433  
in grants  
over these  
two years  
to 425  
organizations  
and projects.

## 2002 CORNERSTONE AWARD RECIPIENTS



*Sandra Hernandez*



*Scott Hafner*

### PROGRAM DESCRIPTIONS

In 2002, Horizons also inaugurated the “Cornerstone Awards” to honor individuals or institutions that, through extraordinary leadership and example, have furthered Horizons’ mission to build a stronger, healthier community in which diversity is valued and in which homophobia does not exist. The first awards recognized the efforts of Dr. Sandra Hernandez, CEO of The San Francisco Foundation, and Scott Hafner, a long-time leader in the community and at Horizons.

### ORGANIZATIONAL SUPPORT

Money alone does not build strong organizations, much less a community or a movement. Horizons offers technical assistance through one-on-one consultation with agency leaders and through focused, topical workshops tailored to the needs of our grantees and applicants. Led by experts in fields such as fundraising, media skills, and financial management, and attended by founders, activists, staff members, volunteers, and board members from dozens of Bay Area LGBT organizations, Horizons’ technical assistance makes our grants go further *and* makes services for our community more effective.

### DONOR SERVICES AND EDUCATION

Horizons serves both its grantees and the donors whose generosity make our community grants possible. Since a key piece of Horizons’ founding vision was to ensure that LGBT people could take care of “our own,” Horizons’ mission includes promoting philanthropy within the LGBT community itself. We give donors information on issues and organizations, offer site visits and briefings, and provide a variety of philanthropic vehicles to facilitate giving, such as donor-advised and other types of designated funds. Among our major efforts in 2001 and 2002, Horizons joined with other community organizations to produce a series of topical workshops and forums titled “Lesbians, Money & Giving,” which brought LBT women together to become more philanthropically active and effective, and to explore issues facing the community.

### PHILANTHROPIC ADVOCACY

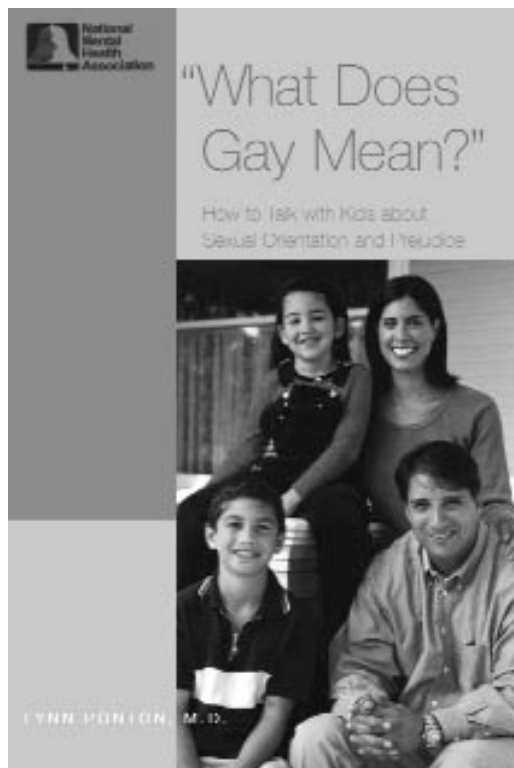
Linking the LGBT community and the world of philanthropy, Horizons plays a unique role as an advocate for our community. Recent statistics show that a small fraction of one percent of overall philanthropic dollars flows to the LGBT community. By educating the general philanthropic community about LGBT community needs, linking non-LGBT foundations with community organizations, and partnering with larger foundations to grant funds in our community, Horizons works to increase the dollars available to community organizations and causes. For example, a number of transgender organizations received new foundation support in 2001 following a Horizons-sponsored briefing on transgender issues, which we co-sponsored with Northern California Grantmakers. This unprecedented educational effort highlighted both the needs of the transgender community and the special barriers it faces in seeking funding.

## PROGRAM DESCRIPTIONS

## PUBLIC EDUCATION

Horizons continues its leadership in efforts to eradicate homophobia—to tell the truth about LGBT lives and the damage done by anti-LGBT prejudice. In 2002, we partnered with the widely-respected National Mental Health Association (NMHA) in a joint project to help parents talk with their children about sexual orientation in ways that are based on facts rather than prejudice. The project has two objectives: improving the lives of LGBT youth and stopping anti-LGBT hatred before it starts. The NMHA/Horizons booklet, called *What Does Gay Mean? How to Talk with Kids About Sexual Orientation and Prejudice*, was released in fall 2002 through NMHA chapters throughout the country. Written by noted psychiatrist and expert on teen issues, Lynn Ponton, M.D., this booklet joins mental health expertise with the voices of real parents to help other parents talk openly with their children about sexual orientation and prejudice.

In addition to its immediate use in families and schools, the booklet has also generated considerable interest in the press, including such major newspapers as the *San Francisco Chronicle*, the *Chicago Sun-Times*, the *Seattle Post-Intelligencer*, and the *Sacramento Bee*.



**“WHAT DOES  
GAY MEAN?”**

**I** came to this country thirty years ago from a small town in Mexico. Gays and lesbians were never mentioned. Homosexuality was top secret. In the Chicano-American community, being gay is still largely frowned upon . . . I want my children to be more open than my family has been. That starts with communication. Kids learn what parents teach them.

— MARGARITA RODRIGUEZ,  
MOTHER OF TWO,  
GRANDMOTHER OF ONE,  
REDWOOD CITY, CA  
FROM *WHAT DOES GAY MEAN?*

WOMEN  
PEOPLE OF COLOR  
YOUTH MEN  
TRANSGENDER  
PEOPLE ARTISTS  
PEOPLE WITH  
HIV/AIDS ACTIVISTS  
ELDERS  
FAMILIES  
DIFFERENTLY-ABLED  
PEOPLE CHILDREN

## WHO BENEFITS FROM OUR GRANTS?

Horizons is proud to have made over 400 grants to organizations in the Bay Area during 2001 and 2002, totaling more than \$3 million in direct support. These grants, distributed by Horizons, came through a diverse array of funding sources. We particularly wish to acknowledge our partnerships with The California Endowment, the San Francisco AIDS Foundation, and the United Way of the Bay Area for helping us make many of these grants. We also acknowledge the generous individuals and groups behind our Donor-Advised, Scholarship, and Organizational Philanthropy funds who helped make important grants during these years. All these partnerships reflect the value that Horizons adds to the community of philanthropy by representing the needs and interests of lesbian, gay, bisexual, and transgender people. Horizons' financial support was channeled through the following grantmaking programs in 2001 and 2002:

### ANNUAL GRANT PROGRAMS

**Horizons Community Issues Grants** is Horizons' central funding arm and is supported through our General Fund as well as the United Way of the Bay Area and The California Endowment. As a community foundation, Horizons' grantmaking review process actively engages more than 50 community representatives who donate hundreds of volunteer hours to help ensure that our giving addresses the needs and priorities of the broadest LGBT community. We fund in the following areas: Arts & Culture; Awareness, Advocacy & Civil Rights; Children, Youth & Families; Elders; and Health & Human Services. Our grantmaking is open to organizations located in the nine Bay Area counties. In 2001 and 2002, the Horizons Community Issues Cycle supported more than 70 organizations with approximately \$300,000 in grants.

**San Francisco AIDS Foundation AIDS Walk** is a collaborative grantmaking program of the San Francisco AIDS Foundation and Horizons Foundation through which we distribute the funds generated by this highly successful event to programs, initiatives, and activities which hasten the end of the AIDS pandemic and the human suffering caused by HIV. Horizons convenes a special community panel of funders, providers, community representatives, and HIV/AIDS-affected people to make distribution decisions within six Bay Area counties. In 2001 and 2002, this program distributed nearly \$2 million to over 100 organizations.

**San Francisco AIDS Foundation AIDS Marathon** is a new collaborative grantmaking program of the San Francisco AIDS Foundation and Horizons to distribute a portion of the funds generated by two marathon events explicitly for needle exchange programs and related services. In 2002, we distributed \$350,000 to eight groups providing needle exchange services.



**H**orizons employs an effective community-based model of grantmaking, and I wish that more foundations gave their money that way. Even though it's probably more time-consuming, Horizons really implements the philosophy of community-based philanthropy, so the grants reflect actual community needs.

— DYLAN VADE, CO-DIRECTOR  
TRANSSEXUAL LAW CENTER

## GRANTS AND GRANTEE PROFILES

## SAFETY NET GRANTS

The economic slowdown set the stage for a potential crisis among basic service providers, as demand for free and low-cost health services rose and funding fell. Through our partnership with The California Endowment, the Horizons Foundation was especially pleased to be able to make \$47,500 in "Safety Net" grants to three key health service providers: Positive Resource Center, Community United Against Violence (CUAV), and Lyon-Martin Women's Health Center. These grants offered critical support at a challenging time, and strengthened the infrastructure of our community when it was most needed.

## DONOR-ADVISED FUNDS

Horizons' Donor-Advised Fund program, established in 1999, now houses 25 funds from individuals dedicated to enhancing their philanthropy through collaboration with Horizons. Donor-advised funds provide an efficient and effective way for individual donors to make their charitable contributions through a single gift or ongoing periodic gifts to Horizons. Donors then advise from time to time which organizations they would like to support. Relying on the expertise of our knowledgeable staff, donors can get information about grantees or specific issue areas. Horizons invests over \$2 million in assets from these funds in a pooled income fund through US Trust Company of Boston and in money market accounts. Donors receive quarterly statements reporting on their individual accounts and analysis documenting their philanthropic priorities. Some of these funds are endowed, so that only the interest on the funds is donated, and the principal is protected; in others, the full amount may be granted and the fund replenished on a periodic basis. In 2001 and 2002, Horizons' donor-advised funds gave over \$500,000 to more than 200 LGBT and non-LGBT organizations in the Bay Area and throughout the country.

## ORGANIZATIONAL PHILANTHROPY FUNDS

A number of organizations in our community raise special funds from their events and activities that are then donated in charitable contributions through funds administered by Horizons. For example, the BACW's "A Fund of Our Own," which has been housed at Horizons since 1990, provided support to five lesbian programs in the Bay Area in 2001. The Men's Associated Exchange (MAX) similarly gave eleven grants in 2002 to groups throughout the Bay Area.

## SCHOLARSHIP FUNDS

Horizons is proud to house five scholarship funds: the Thomas H. Steel Post-Graduate Fellowship, the Juan Marquez Scholarship Fund, the Markowski-Leach Scholarship Fund, the Gay Asian Pacific Alliance's George Choy Memorial Scholarship Fund, and the Joseph Towner Fund for Gay and Lesbian Families. Each scholarship focuses on specific aspects of our community's educational needs and each has an independent selection process. In 2001 and 2002, thirteen LGBT students were supported through these scholarships.



**H**orizons has a remarkable track record of innovation and success in the hard work of reaching and educating both current and new donors in the Bay Area's incredibly diverse and large LGBT population. That's why, for nearly a decade, United Way of the Bay Area has found Horizons an invaluable partner in the crucial task of increasing philanthropy, especially in the LGBT community.

— ANNE WILSON, CEO  
UNITED WAY OF THE BAY AREA

## GRANTS 2001

*Horizons' grants supported the following activities and services in 2001:*

## Arts &amp; Culture

- **Jon Sims Center for the Arts**, San Francisco \$2,000  
LIT@JSC, a monthly queer literary reading series that pairs established and emerging writers, currently the Bay Area's only queer literary reading series in a non-commercial setting.
- **La Peña Cultural Center**, Berkeley \$2,000  
The fourth annual La Lesbian at La Peña: A Lesbian Performance and Film Series.
- **Liquid Fire Productions**, San Francisco \$5,000  
Liquid Fire VI, an interdisciplinary performance piece celebrating the erotic powers of lesbians of color.
- **Mujadarra Grrls**, San Francisco \$2,000  
Diversification of the "Bint el nas" content, and the expansion of the web site's audiences and technical capacities, and organizing a panel discussion addressing Arab sexual identity issues.
- **Queer Latino/a Artists Coalition - QueLACo**, San Francisco \$5,000  
The June 2002 fifth annual QueLACo Festival's production and audience development expenses.
- **Rose Street House of Music**, Berkeley \$500  
Expanding outreach capabilities specifically in the lesbian/gay/bisexual/transgender community. (Funded by BACW's "A Fund of Our Own")
- **Sister Spit**, San Francisco \$4,000  
The creation, development and production costs of "Displacement," a technology-based spoken word performance.
- **Tranny Fest: Transgender and Transgenre Film Festival**, San Francisco \$7,000  
Tranny Fest, North America's first and only arts and cultural event, including a film festival and other cultural and community events, dedicated to and created by transgender people.

## Awareness, Advocacy &amp; Civil Rights

- **Gay, Lesbian, Bisexual & Transgender (GLBT) Historical Society**, San Francisco \$4,000  
The Transgender Community Empowerment Project, which combines historical and ethnographic methodologies to produce a grassroots picture of the transgender community in the Tenderloin.
  - **No Secret Anymore—The Life and Times of Del Martin and Phyllis Lyon, Woman Vision**, San Francisco \$4,000  
Video documentary tracing the life and achievements of Del Martin and Phyllis Lyon.
  - **ProLatino de San Jose**, San Jose \$2,500  
Publication of bilingual brochures to inform and attract new members and educate the community at large.
  - **TransAction/Ella Baker Center for Human Rights**, San Francisco \$7,500  
Developing the capacity of TG/TS people to organize in order to hold law enforcement agencies accountable.
- Children, Youth & Families
- **Asian & Pacific Islander Wellness Center**, San Francisco \$7,500  
The AQU25A program for API queer and questioning youth.
  - **Center for Human Development (CHD)**, Pleasant Hill \$5,000  
Staff time and youth stipends for the Queer Youth Action Team (QYAT).
  - **Center for Young Women's Development (CYWD)**, San Francisco \$8,500  
The peer-designed educational and recreational activities of the Nelly Velasco Project, which provides young (12-21 year old) lesbians of color with weekly peer-designed educational and recreational events. (\$2,000 funded by BACW's "A Fund Of Our Own")
  - **Children of Lesbians & Gays Everywhere (COLAGE)**, San Francisco \$4,500  
Expansion of COLAGE's Bay Area programming in the LGBT Community Center.

## GLBT HISTORICAL SOCIETY OF NORTHERN CALIFORNIA

The GLBT Historical Society collects, preserves, exhibits, and otherwise makes available to the public historical, cultural, and artistic materials related to gay, lesbian, bisexual, and transgender communities, identities, and practices, as well as those of other sexual minorities.



*The most important thing Horizons has offered the Historical Society has been the organizational capacity support that we received through the Gateway Initiative and the Strategic Partners Program. The peer support for EDs and the networking has been an important part of keeping me excited and on my job.*

— SUSAN STRYKER  
EXECUTIVE DIRECTOR

## TRANSACTION

Through a combination of community organizing, leadership development, and know-your-rights trainings, TransAction has built an organization led by transgender/transsexual people of color, that exposes rampant police abuse and pressures law enforcement agencies to end systemic violence against the transgender community.



TransAction marches at Pride.

Support from Horizons helps us with the basics of our work and the foundations of our community organizing. So much is done by volunteers, but it's important for our sustainability to be able to pay for some services such as work on our fliers, and also some administrative support.

— AURORA  
VOLUNTEER

## GRANTS AND GRANTEE PROFILES

- **Health Initiatives for Youth (HIFY),**

San Francisco \$3,500  
HIFY's LGBTQ youth initiative.

- **National Longitudinal Lesbian Family Study,**

San Francisco \$2,450  
Data gathering and analysis for the 10 year old (or Time 4) study of lesbian families. (Funded by BACW's "A Fund of Our Own")

- **Queer Youth Training Collaborative (QYTC),**

San Francisco \$4,500  
Expansion of QYTC's outreach, referral and job training services to LGBTQ youth ages 18 to 25.

- **San Francisco Black Coalition On AIDS,**

San Francisco \$4,000  
Multi-media equipment for BCA's Youth Employment, Training and Outreach Program.

- **Spectrum Center for Lesbian, Gay, Bisexual and Transgender Concerns,** San Anselmo \$3,500

Spectrum's Hate Violence and Harassment Prevention Program.

- **Youth Gender Project,** Berkeley \$6,500

Youth Gender Project's Education and Social Change program.

## Elders

- **Lavender Seniors of the East Bay,**

San Leandro \$5,000  
Expansion of Lavender Seniors' Program Coordinator position and fund development consultant time.

- **National Center for Lesbian Rights (NCLR),**

San Francisco \$4,000  
The National Center for Lesbian Rights' elders program.

- **New Leaf: Services for our Community,**

San Francisco \$4,000  
Creation of a Geriatric Mental Health Program to serve LGBT seniors.

- **Rainbow Adult Community Housing (RACH),**

San Francisco \$3,000  
Building an organization that can study housing possibilities, choose the best plan, and do what is needed to implement a practical solution to the housing needs of LGBT elders.

## Health &amp; Human Services

- **AGUILAS, Inc. / El Ambiente Program,**

San Francisco \$2,300  
El Ambiente Program promoting condom use among Latino gay/bisexual men or men who have sex with men.

- **Lyon-Martin Women's Health Services,**

San Francisco \$8,000  
The Health Education for Lesbians Program that provides appropriate accessible health care for younger and older lesbians. (\$1,000 funded by BACW's "A Fund of Our Own")

- **Immune Enhancement Project (IEP),**

San Francisco \$4,000  
The Community Acupuncture and Massage Program to bring complementary health care to chronically ill, at-risk people with low or no income.

- **Pacific Center for Human Growth,**

Berkeley \$4,000  
The creation of a full-time volunteer coordinator position.

- **Positive Resource Center,** San Francisco \$4,500

Support for the Public Benefits Outreach and Counseling Program, and creation of the "Positiveworkforce.org" website.

- **Rainbow Community Center of Contra Costa County,** Concord \$4,000

Consultant costs for board development including governance and board recruitment.

- **Tenderloin AIDS Resource Center (TARC),**

San Francisco \$6,500  
Programs in HIV prevention, treatment education, case management, and transgender support groups for Tenderloin residents.

- **W.O.M.A.N., Inc.,** San Francisco \$1,250

W.O.M.A.N.'s Lesbian Center for Domestic Violence. (Funded by BACW's "A Fund of Our Own")

## GRANTS AND GRANTEE PROFILES

## AIDS

Supported with funds from the San Francisco AIDS Foundation's 2001 AIDS Walk

- **AIDS Alliance dba The Center for AIDS Services,** Oakland \$10,000  
The Center for AIDS Services' congregate meal program.
- **AIDS Community Network,** Richmond \$15,000  
Multi-purpose day center services to people living with HIV/AIDS and their families.
- **AIDS Community Research Consortium (ACRC),** Redwood City \$20,000  
ACRC's HIV Food Services Program and the Living Now Program.
- **AIDS Emergency Fund (AEF),** San Francisco \$50,000  
Providing direct and immediate emergency financial aid for people living with AIDS or disabling HIV.
- **AIDS Project East Bay (APEB),** Oakland \$10,000  
General support for APEB's AIDS policy advocacy activities in Alameda County.
- **AIDS Vaccine Advocacy Coalition (AVAC),** Washington, DC \$10,000  
Educational advocacy on vaccine legislation to provide incentives for private industry to develop an HIV/AIDS vaccine.
- **ALRP - AIDS Legal Referral Panel of the SF Bay Area,** San Francisco \$20,000  
ALRP's free and low-cost legal services to people with HIV or an HIV-related legal problem, particularly concerning housing.
- **The Ark of Refuge, Inc.,** San Francisco \$15,000  
Case management services for underserved individuals with HIV/AIDS in East Oakland.
- **Asian & Pacific Islander Wellness Center,** San Francisco \$15,000  
A broad range of care and prevention services for Asian and Pacific Islanders living with HIV/AIDS.
- **Cities Advocating Emergency AIDS Relief (CAEAR) Coalition,** Washington, DC \$20,000  
CAEAR's national advocacy on behalf of funding for HIV programs.
- **Continuum,** San Francisco \$20,000  
Continuum's adult day HIV health care program, case management services, and the Tenderloin Cares program.
- **Diablo Valley AIDS Center,** Concord \$15,000  
The HIV/AIDS-specific food distribution and nutrition education program.
- **East Bay Community Law Center,** Berkeley \$15,000  
The Housing Advocacy Project, providing free legal assistance, including counseling, case management, outreach, and education for low-income people living with HIV/AIDS.
- **Ellipse Peninsula AIDS Services,** San Mateo \$20,000  
Comprehensive services for people living with HIV/AIDS.
- **HIV Education & Prevention Project of Alameda County (HEPPAC),** Oakland \$17,500  
HEPPAC's needle exchange, food, and related programs to stop the spread of HIV and Hepatitis B and C infection among injection drug users and their partners.
- **Huckleberry Youth Program,** San Francisco \$5,000  
The HIV Prevention Education Program.
- **Larkin Street Youth Center (LSYC),** San Francisco \$12,500  
The comprehensive housing component of LSYC's HIV services.
- **Lyon-Martin Women's Health Services,** San Francisco \$17,500  
Additional Peer Advocacy and Treatment Advocacy services to HIV/AIDS clients in greatest need.
- **Maitri Compassionate Care,** San Francisco \$15,000  
Hospice care, social, and other services.
- **Marin AIDS Project,** San Rafael \$20,000  
The needle exchange efforts of Needle Exchange Program of Marin.
- **Needle Exchange Emergency Distribution (N.E.E.D.),** Berkeley \$15,000  
Intern salaries for their needle exchange program.

## RAINBOW ADULT COMMUNITY HOUSING (RACH)

Rainbow Adult Community Housing's mission is to create and sustain a residential community for lesbian, gay, bisexual and transgender (LGBT) seniors in San Francisco, in low, moderate and upper income brackets.



**A**s a relatively young organization, it was important for RACH to receive early support from our own community. Horizons' financial support was like RACH's "coming out" party to the LGBT and broader philanthropic community. Horizons has seen RACH through many of its challenges and accomplishments. Whether it was to provide critical funding or allow us to use office space, Horizons has always helped us achieve our mission by remaining committed to its own.

— ESPERANZA MACIAS  
INTERIM EXECUTIVE DIRECTOR

## TRANSGENDER LAW CENTER

The Transgender Law Center (TLC) is a legal civil rights organization that connects transgender people to technically sound and culturally competent legal services in California, through direct legal services, public policy advocacy, and education.



Many of the organizations that we use as models received initial start-up funding from Horizons and we're incredibly honored to join the list of start-ups that Horizons has helped to become community institutions.

— CHRIS DALEY  
CO-DIRECTOR

## GRANTS AND GRANTEE PROFILES

- **The National Association of People Living with AIDS (NAPWA)**, Washington, DC \$12,500  
Participation of Bay Area residents in AIDSWatch 2002, to educate members of Congress and build support for funding HIV/AIDS programs.
- **Neighborhood House of North Richmond**, Richmond \$5000  
The HIV/AIDS Prevention, Education, and Support Services.
- **New Connections**, Concord \$10,000  
Case management services for low-income people living with HIV/AIDS throughout Contra Costa County.
- **New Leaf: Services for Our Community**, San Francisco \$15,000  
Support for the salary of a transgender-identified clinician for the Transgender Initiative to Prevent HIV Infection and Transmission.
- **Positive Resource Center**, San Francisco \$17,500  
The Public Benefits Outreach and Counseling Program, and creation of the "Positiveworkforce.org" web site.
- **Project Open Hand**, San Francisco \$15,000  
Comprehensive nutrition services for people living with HIV/AIDS in Alameda County.
- **Quan Yin Healing Arts Center**, San Francisco \$15,000  
The Tenderloin Acupuncture Project, providing on-site acupuncture treatment for clients of Tenderloin AIDS Resource Center.
- **San Francisco Black Coalition On AIDS (BCA)**, San Francisco \$15,000  
BCA's advocacy work on the local, regional, and national level.
- **San Francisco Community Clinic Consortium**, San Francisco \$10,000  
Street Outreach Services: HIV Intervention Project (SOS/HIP).
- **San Francisco Project Inform, Inc.**, San Francisco \$30,000  
Programs providing vital information to HIV-infected people on the diagnosis and treatment of HIV disease.
- **San Francisco AIDS Foundation (SFAF) HIV Prevention Project**, San Francisco \$320,000  
Needle exchange and prevention programs.
- **Shanti**, San Francisco \$32,500  
The Client Information System, designed to increase access to primary care for people with HIV by streamlining intake and access to services.
- **Swords to Plowshares**, San Francisco \$10,000  
Securing veterans' benefits for homeless and low-income veterans with HIV and AIDS.
- **Tenderloin AIDS Resource Center (TARC)**, San Francisco \$10,000  
HIV prevention, treatment education, and case management programs, and transgender support groups.
- **Tri-City Health Center -Generations Project**, Fremont \$5,000  
The Generations Project/South Central County Needle Exchange Program, providing needle exchange and related core harm reduction services.
- **University of California-San Francisco (UCSF) AIDS Health Project**, San Francisco \$85,000  
A broad range of HIV care and prevention programs, serving more than 10,000 clients annually.
- **Women Organized to Respond to Life-threatening Diseases (WORLD)**, Oakland \$35,000  
Two 3-day retreats, each for 80-100 women with HIV/AIDS.

## GRANTS AND GRANTEE PROFILES

## GRANTS 2002

*Horizons' grants supported the following activities and services in 2002:*

## Arts &amp; Culture

- **Black Gay Letters and Arts Movement (B/GLAM)**, San Francisco \$3,500  
Production costs of "The Black Gays/Gaze II."
- **Jon Sims Center for the Arts**, San Francisco \$2,000  
The LIT@JSC program.
- **Keith Hennessy/ZERO Productions**, San Francisco \$3,000  
The Neo-Dandy Cabaret.
- **Liquid Fire Productions**, San Francisco \$3,000  
Liquid Fire Project's seventh production.
- **Luna Sea Women's Performance Project**, San Francisco \$2,000  
The work of Luna Sea Women's Performance Project.
- **Purple Moon Dance Project**, San Francisco \$2,000  
The production of "Greater Than the Sum of Our Parts."
- **Queer Women of Color Film Series**, San Francisco \$1,500  
The Queer Women of Color Film Series.
- **Queer Latino/a Artists Coalition - QueLACo**, San Francisco \$3,000  
The work of QueLACo.
- **Sinister Wisdom**, Berkeley \$1,000  
The publication of journal (#61).
- **Tranny Fest: Transgender and Transgenre Film Festival**, San Francisco \$1,000  
Tranny Fest.
- **Transcendence**, San Francisco \$4,000  
Production of the Transcendence documentary project.
- **Trikone**, San Francisco \$4,000  
Q-Filmistan project.

## Awareness, Advocacy &amp; Civil Rights

- **AIDS Legal Referral Panel (ALRP)**, San Francisco \$2,000  
The ALRP HIV+ Community Outreach Project.
- **TransAction/Ella Baker Center for Human Rights**, San Francisco \$6,500  
TransAction's advocacy efforts (\$3,500 from United Way of the Bay Area).
- **Transgender Law Center**, San Francisco \$6,500  
The Transgender Law Center's Community Legal Services Program.

## Children, Youth &amp; Families

- **Asian & Pacific Islander Wellness Center**, San Francisco \$8,000  
The AQU25A program.
- **Center for Human Development (CHD)**, Pleasant Hill \$3,500  
The Empowerment Program.  
(Funded by The United Way of the Bay Area)
- **Center for Young Women's Development (CYWD)**, San Francisco \$5,000  
The Nelly Velasco Project.
- **Community United Against Violence (CUAV)**, San Francisco \$8,000  
The Love and Justice Project. (Funded by The United Way of the Bay Area)
- **Family Service Counseling Center**, San Leandro \$2,000  
The Gay/Straight Alliance at San Leandro High School. (Funded by The United Way of the Bay Area)
- **Our Family Coalition**, Berkeley \$1,000  
LGBT family education, support, and social programming.
- **Sexual Minority Alliance of Alameda County (SMAAC)**, Oakland \$2,500  
The Transgender Risk Reduction Center.

## TRIKONE

Trikone uses social and political programs to create a supportive, empowering, and non-judgmental environment where queer South Asians can meet, make connections, and proudly promote awareness and acceptance of their ethnicity and sexuality in society.



*The fabulous sisters at Pride 2002.*

Sometimes when you are an organization of color, you worry that you'll be at a disadvantage because you will have to explain your community even before you can explain your community's need. But with *Horizons* I didn't feel that I had to spend too much time explaining who we were. I knew that the grant applications would be reviewed by qualified people who know a lot about the various components of the LGBT community.

— ALEEM RAJA  
BOARD MEMBER

## NATIONAL CENTER FOR LESBIAN RIGHTS/NCLR

The National Center for Lesbian Rights was one of the earliest projects supported by Horizons. In 2001, in *Smith v. Knoeller et al*, NCLR served as co-counsel for Sharon Smith, surviving partner of Diane Whipple, who was killed by her neighbors' dog. The court agreed that Smith had the right to bring a wrongful death suit against the neighbors. This was the first time any U.S. court had recognized that excluding same-sex partners from this right violated equal protection.



Karen Doering (left), Michael Kantaras, and Shannon Minter

While NCLR's primary commitment is to advancing the rights and safety of lesbians, NCLR also provides representation and resources to gay men and bisexual and transgender individuals on key issues that significantly advance lesbian rights. NCLR recently helped Michael Kantaras, a transgender father, win a groundbreaking marriage and custody case in Florida, in which his transgender status was not found to prevent him from being a good parent.

## GRANTS AND GRANTEE PROFILES

- **Spectrum Center for Lesbian, Gay, Bisexual and Transgender Concerns**, San Anselmo \$2,500  
The Hate Violence & Harassment Prevention Program. (Funded by The United Way of the Bay Area)
- **YWCA of the Mid-Peninsula**, Palo Alto \$2,000  
The Outlet Mentor Program.
- **Meals of Marin**, San Rafael \$2,000  
Services to gay men with AIDS/HIV and Hepatitis C and lesbians with breast cancer.
- **New Leaf: Services For Our Community**, San Francisco \$7,500  
New Leaf's Mental Health Program.

### Elders

- **National Center for Lesbian Rights (NCLR)**, San Francisco \$3,500  
NCLR's legal workshops and training for LGBT elders.
- **North of Market Senior Services**, San Francisco \$1,000  
The bi-weekly "Lunch Bunch" gatherings.
- **Purple Moon Dance Project**, San Francisco \$3,000  
The "Strong/Fit/Flexible" movement program.
- **Rainbow Adult Community Housing (RACH)**, San Francisco \$2,000  
Development staff.
- **Spectrum Center for Lesbian, Gay, Bisexual and Transgender Concerns**, San Anselmo \$5,000  
The Community Connections program.
- **Pacific Center for Human Growth**, Berkeley \$5,000  
A half-time staff position.
- **Positive Resource Center**, San Francisco \$3,500  
PRC's "Next Step" Computer Training Program.
- **Project Inform Inc.**, San Francisco \$3,000  
The publication/web site component of the Integrated Treatment Education Program.
- **Queer Asian Women's Services - Asian Women's Shelter**, San Francisco \$3,000  
The Queer Asian Women's Services program.
- **Tenderloin AIDS Resource Center (TARC)**, San Francisco \$7,000  
The second annual Trannyweek.
- **Immune Enhancement Project (IEP)**, San Francisco \$3,500  
The Community Acupuncture and Massage Program (CAMP).
- **United Genders of the Universe!**, Berkeley \$1,500  
The United Genders of the Universe! support group.

### Health & Human Services

- **Continuum**, San Francisco \$4,000  
The Tenderloin Cares Program's Prevention for Positives support group.
- **Dolores Street Community Services**, San Francisco \$8,000  
The peer advocacy program for Latino MSMs.
- **Lyon-Martin Women's Health Services, Inc.**, San Francisco \$4,000  
Increase access to primary care and support services for lesbian, transgender, and bisexual women.
- **Marin AIDS Project**, San Rafael \$3,000  
Marin AIDS Project's "Entre Hombres" program.

## SAFETY NET GRANTS

Supported with funds from The California Endowment

- **Positive Resource Center**, San Francisco \$25,000  
General operations.
- **Community United Against Violence (CUAV)**, San Francisco \$12,500  
General operations.
- **Lyon-Martin Women's Health Center**, San Francisco \$10,000  
General operations.

## GRANTS AND GRANTEE PROFILES

## AIDS

Supported with funds from the San Francisco AIDS Foundation AIDS Walk 2002 and AIDS Marathons

- **AIDS Prevention Action Network, Inc.,** Redwood City \$40,000  
Needle exchange activities in San Mateo County.
- **ARIS of Santa Clara County,** San Jose \$50,000  
Prevention services, referral and support programs provided at needle exchange sites in Santa Clara County.
- **Cities Advocating Emergency AIDS Relief (CAEAR) Coalition,** Washington, DC \$10,000  
National advocacy on behalf of funding for HIV programs.
- **Continuum,** San Francisco \$12,500  
Adult day HIV health care program, case management services and Tenderloin Cares (TLC) program.
- **Diablo Valley AIDS Center,** Concord \$6,000  
Food bank program providing food services to more than 400 people with HIV/AIDS in Contra Costa County.
- **Dolores Street Community Services,** San Francisco \$10,000  
The HIV Peer Advocacy Program, providing services to HIV+ and at-risk monolingual Latino residents of Dolores Housing program emergency shelters.
- **East Bay AIDS Advocacy Foundation (EBAAF),** Oakland \$4,000  
Public policy and advocacy efforts on behalf of people living with HIV in the East Bay.
- **Ellipse Peninsula AIDS Services,** San Mateo \$10,000  
Ellipse's comprehensive range of services for people with HIV/AIDS in San Mateo County.
- **ExchangeWorks,** Point Richmond \$35,000  
Needle exchange activities in Contra Costa County.
- **Filipino Task Force on AIDS (FTFA),** San Francisco \$7,500  
Public education, prevention program, and support services for Filipino people with HIV and their families.
- **HIV Education & Prevention Project of Alameda County (HEPPAC),** Oakland \$40,000  
Needle exchange services and related Wellness Services provided at needle exchange sites in Alameda County.
- **Institute for Community Health Outreach (ICHO),** San Francisco \$10,000  
Project supplies, client incentives, and related services of ICHO's programs for people living with HIV/AIDS.
- **Lyon-Martin Women's Health Services,** San Francisco \$10,000  
Additional Peer Advocacy and Treatment Advocacy services to HIV/AIDS clients in greatest need.
- **Maitri Compassionate Care,** San Francisco \$10,000  
Hospice care, and social and other services at Maitri's residential care facility for people with severely disabling AIDS.
- **Marin AIDS Project (MAP),** San Rafael \$5,000  
Comprehensive range of services for people with HIV/AIDS in Marin County.
- **Marin AIDS Project (MAP),** San Rafael \$25,000  
Point Program of needle exchange and related activities in Marin County.
- **National Association of People Living with AIDS (NAPWA),** Washington, DC \$5,000  
Participation of Bay Area residents in AIDS Watch 2003, to educate members of Congress and build support for funding HIV/AIDS programs.
- **Needle Exchange Emergency Distribution (N.E.E.D.),** Berkeley \$45,000  
Supplies, staff stipends and other costs of N.E.E.D.'s needle exchange activities in Alameda County.
- **Neighborhood House of North Richmond,** Richmond \$6,000  
HIV/AIDS prevention and support services.
- **New Connections,** Concord \$6,000  
Case management services for low-income people living with HIV/AIDS throughout Contra Costa County.

CENTER FOR  
YOUNG WOMEN'S  
DEVELOPMENT (CYWD)

CYWD is a community-based, youth driven non-profit organization located in San Francisco's Western Addition, serving young women who have been homeless, incarcerated, involved in the juvenile justice system, or otherwise severely impacted by poverty. Horizons specifically supports the Nelly Velasco project, which provides ongoing free recreation, educational, and cultural activities for low- and no-income young queer women of color.

**O**f all the foundations we've worked with, Horizons has been the most approachable, has not been intimidating. We've been able to go to Horizons not only for money but for advice and feedback, and ask honestly, "Is this proposal any good?" For girls from our backgrounds, this is an important resource. Horizons is a very different, nontraditional foundation, reaching out to community groups and not waiting for community groups to approach it. Horizons' youth programs also push us toward collaboration with other good youth programs. It's a real community foundation.

— LATEEFAH SIMON  
EXECUTIVE DIRECTOR

## POSITIVE RESOURCE CENTER

Positive Resource Center assists people in the San Francisco Bay Area affected by HIV/AIDS through culturally appropriate counseling, education and advocacy in making informed choices which maximize available benefits and employment opportunities.



**A** year ago, when Positive Resource Center faced a serious financial challenge, it was in great part because of funding provided by The California Endowment's Safety Net Initiative administered by the Horizons Foundation that we were able to continue to provide uninterrupted, quality services to our clients. We are very appreciative of the financial support and applaud The California Endowment and Horizons Foundation for continuing to meet the needs of the community in a timely and effective manner.

— BRETT F. ANDREWS  
EXECUTIVE DIRECTOR

## GRANTS AND GRANTEE PROFILES

- **New Leaf: Services for Our Community**, San Francisco \$10,000  
Part-time clinicians providing counseling services as part of New Leaf's Transgender Initiative to prevent HIV infection and transmission.
- **Pangaea Global AIDS Foundation**, San Francisco \$25,000  
HIV treatment access partnership projects.
- **Positive Resource Center**, San Francisco \$10,000  
Employment Services and Benefits Counseling Program for people living with HIV/AIDS.
- **Project Open Hand**, San Francisco \$10,000  
Comprehensive nutrition services for people living with HIV/AIDS in Alameda County.
- **Proyecto Contrásida por Vida (PCPV)**, San Francisco \$10,000  
Prevention programs.
- **Quan Yin Healing Arts Center**, San Francisco \$10,000  
The Tenderloin Acupuncture Project, providing onsite acupuncture services to clients of the Tenderloin AIDS Resource Center.
- **San Francisco Project Inform, Inc.**, San Francisco \$2,500  
Programs providing vital information on diagnosis and treatment of HIV disease.
- **SFAF HIV Prevention Project**, San Francisco \$350,000  
Needle exchange services at exchanges throughout San Francisco.
- **SFAF HIV Prevention Project**, San Francisco \$65,000  
Secondary needle exchange activities.
- **Shanti**, San Francisco \$50,000  
The Client Information System which streamlines intake and access to services for people with HIV/AIDS (\$32,500) and Shanti's range of programs for people with HIV/AIDS (\$17,500).
- **Stop AIDS Project**, San Francisco \$7,500  
HIV Prevention Programs.
- **Tenderloin AIDS Resource Center (TARC)**, San Francisco \$10,000  
Programs in HIV prevention, treatment education, case management, and housing support for Tenderloin residents.
- **Tri-City Health Center**, Fremont \$10,000  
The HIV/HCV Project of HIV ACCESS to improve care for current and future patients co-infected with HIV and Hepatitis C Virus (HCV).
- **Tri-City Health Center - Generations Project**, Fremont \$50,000  
Staff costs and supplies for needle exchange activities in Central and South Alameda County.
- **Tranquillium Center, AIDS Community Network**, Richmond \$6,000  
Multi-purpose day center services to people living with HIV/AIDS and their families.
- **UCSF AIDS Health Project**, San Francisco \$88,000  
The Client Information System (\$32,500) and AHP's broad range of HIV care and prevention programs (\$55,500).
- **Women Organized to Respond to Life-threatening Diseases (WORLD)**, Oakland \$15,000  
WORLD's 3-day retreats for HIV-positive women.

## WHO GIVES WITH US?

Partnering with Horizons serves the philanthropic goals of individuals and organizations. Horizons offers services including pooled investments, a single IRS charitable contribution letter, including quarterly financial statements, charitable giving analysis, and check-writing for you or your organization's annual charitable giving. Most importantly, donors come to Horizons for the expertise and vision about the LGBT community's greatest needs and goals, which help leverage individual giving, inspire others to be more charitable, and improve the effectiveness of annual giving plans.

Since Horizons launched its Donor-Advised Fund Program in 1999, and despite the economic downturn, these funds have steadily increased in number and in total funding to our community. Donors give to both LGBT and non-LGBT institutions. Some give anonymously, and others give openly as LGBT donors to causes that are not LGBT-specific. The funds range in size from relatively modest annual contributions to more substantial endowments. In the coming years, Horizons will promote the growth of this program to increase the gifts to our community. *For more information about establishing a fund at Horizons, please call the Director of Philanthropic Services and Development at 415-398-2333.*

In 2001-2002, grants were made from the following funds:

### **Donor-Advised and Donor-Endowed Funds**

Ahimsa Fund  
Robert Barnes Memorial Fund  
Alvin H. Baum, Jr. Fund  
Dino Bevilaqua Endowment  
Richard Birnie & Philip Wald Fund  
W.F. Clark & J.C. Stanfield Fund  
Jay Cohen Fund  
Kim Cortwright Fund  
Bruce Cronander Fund  
Farouk & ShuSheng Family Fund  
Gay & Lesbian Fund for the Redwood Empire  
Hafner-Glenn Fund  
Harrison-Ring Endowment  
Hockenberry-Stansell Endowment  
Lewy Gay Values Fund  
Peter Lewy Fund  
Susan Lowenberg & Joyce Newstat Fund  
Lawrence R. Lucas Endowment  
Douglas McMaster Jackson Endowment  
Nicholas Papadopoulos Fund  
Queer Leadership Fund

Rocket Fund for Equality  
C & M Sanders Fund  
David F. Schupp, MD Fund  
Jeffrey Wiggins Fund  
Barbara Woodward – Ann Sadler Fund

### **Organizational Philanthropy Funds**

BACW's A Fund of Our Own  
Men's Associated Exchange's MAX Fund

### **Scholarship Funds**

Gay Asian Pacific Alliance's George Choy Memorial Scholarship Fund  
Joseph Towner Fund for Lesbian and Gay Families  
Juan Marquez Scholarship Fund  
Markowski-Leach Scholarship Fund  
Pride Law's Thomas H. Steel Post-Graduate Fellowship



*I like my donor-advised fund because I can make decisions about giving based primarily on the need of the recipients, rather than on when it is convenient for me or when it has the best tax implications. I also use it to plan where and how I give, because I decide how much I can give to all causes when I put money in the fund. Then I decide how to allocate the total based on my charitable interests and goals and the specific requests I get.*

— JEFF LEWY  
BOARD MEMBER  
AND DONOR

Horizons' Donor-Advised Funds have continued to grow in number and in total funding to the community, giving over \$500,000 in 2001-2002.

## DONOR-ADVISED, ORGANIZATIONAL PHILANTHROPY & SCHOLARSHIP FUNDS

### DONOR-ADVISED FUND GRANTS

*Grants were made to the following organizations. Dollar amounts, in some instances, represent aggregate gifts from multiple grants or multiple donor advisors.*

#### 2001 - 2002

- Academy of Friends, San Francisco, CA - \$4,700
- ACLU Foundation of Northern California, San Francisco, CA - \$5,000
- AGUILAS, Inc. / El Ambiente Program, San Francisco, CA - \$500
- AIDS Emergency Fund, San Francisco, CA - \$500
- AIDS Legal Referral Panel, San Francisco, CA - \$1,250
- All Our Families Coalition, San Francisco, CA - \$500
- Alzheimer's Association, Chicago, IL - \$750
- American Cancer Society, Evanston, IL - \$2,750
- American Civil Liberties Union, New York, NY - \$7,500
- American Heart Association, Chicago, IL - \$500
- AmFAR, New York, NY - \$1,000
- The Ark of Refuge, Inc., San Francisco, CA - \$2,500
- Art Institute of Chicago, Chicago, IL - \$500
- Artworks, The Naomi Cohain Foundation, Englewood, NJ - \$500
- Ashoka Foundation, Arlington, VA - \$750
- Asian & Pacific Islander Wellness Center, San Francisco, CA - \$4,000
- Billy Foundation, Ukiah, CA - \$5,500
- Black Coalition on AIDS, San Francisco, CA - \$2,500
- California Abortion & Reproductive Rights Action League, San Francisco, CA - \$500
- Californians for Civil Marriage, San Francisco, CA - \$23,500
- CAPE Foundation, Sacramento, CA - \$1,000
- Case Western Reserve School of Medicine, Cleveland, OH - \$2,200
- Center for the Study of Sexual Minorities in the Military, Santa Barbara, CA - \$1,000
- Changemakers, San Francisco, CA - \$2,500
- CLAL, New York, NY - \$1,000
- Corporation of the Fine Arts Museums, San Francisco, CA - \$2,000
- Community Hospice of Northeast Florida, Inc., Jacksonville, FL - \$500
- Community United Against Violence, San Francisco, CA - \$2,000
- Continuum, San Francisco, CA - \$33,500
- Destination Foundation, San Francisco, CA - \$500
- Dolores Street Community Services, San Francisco, CA - \$2,000
- Face to Face/Sonoma County AIDS Network, Santa Rosa, CA - \$3,000
- Filipino Task Force on AIDS, San Francisco, CA - \$1,000
- Film Arts Foundation - "Scout's Honor Documentary Project," San Francisco, CA - \$30,000
- Film Arts Foundation - "Knocking Documentary Project," San Francisco, CA - \$20,000
- Fine Arts Museums of San Francisco, San Francisco, CA - \$9,000
- Frameline, San Francisco, CA - \$42,400
- Friends and Foundation of the San Francisco Public Library, San Francisco, CA - \$1,600
- Friends of the Urban Forest, San Francisco, CA - \$600
- GALA Choruses, Washington, DC - \$150
- Gay & Lesbian Alliance Against Defamation, Los Angeles, CA - \$21,000
- Gay & Lesbian Alliance Against Defamation, San Francisco, CA - \$1,500
- Gay, Lesbian & Straight Education Network, New York, NY - \$31,500
- GLBT Historical Society of Northern California, San Francisco, CA - \$500
- Golden Gate Performing Arts, San Francisco, CA - \$5,000
- Half Baked Players, San Francisco, CA - \$500
- Harvard Business School Fund, Cambridge, MA - \$1,000

DONOR-ADVISED, ORGANIZATIONAL PHILANTHROPY &  
SCHOLARSHIP FUNDS

- Harvard College Fund, Cambridge, MA - \$5,750
- Healing Waters, San Francisco, CA - \$2,000
- Human Rights Campaign, Washington, DC - \$56,700
- Immune Enhancement Project, San Francisco, CA - \$500
- Institute for the Advancement of Human Behavior, Portola Valley, CA - \$250
- International Gay & Lesbian Human Rights Commission, San Francisco, CA - \$2,250
- Jewish United Fund of Metropolitan Chicago, Chicago, IL - \$6,000
- Jon Sims Center for the Arts, San Francisco, CA - \$500
- KQED, San Francisco, CA - \$1,300
- Lambda Legal Defense & Education Fund, Inc., New York, NY - \$15,500
- Larkin Street Youth Center, San Francisco, CA - \$8,000
- Lavender Seniors of the East Bay, San Leandro, CA - \$1,000
- LYRIC, San Francisco, CA - \$9,625
- Lyric Opera of Chicago, Chicago, IL - \$500
- Maitri Compassionate Care, San Francisco, CA - \$500
- Minnesota Brass Inc., St. Paul, MN - \$500
- MIX - "Trembling Before G-d Documentary Project" - New York, NY - \$2,000
- National AIDS Memorial Grove, San Francisco, CA - \$5,500
- National Center for Lesbian Rights, San Francisco, CA - \$7,500
- National Kidney Foundation of Illinois, Chicago, IL - \$500
- National Lesbian and Gay Journalist Association - Northern California, Oakland, CA - \$2,000
- National Trust for Historic Preservation, Washington, DC - \$300
- New Conservatory Theater, San Francisco, CA - \$500
- New Leaf: Services for Our Community, San Francisco, CA - \$13,125
- Point Foundation, Lakewood, CO - \$1,200
- Project Inform Inc., San Francisco, CA - \$2,500
- Project Open Hand, San Francisco, CA - \$1,200
- "Public Families Project" documentary, Los Angeles, CA - \$1,000
- Queer Youth Training Collaborative, San Francisco, CA - \$500
- Rainbow Adult Community Housing, San Francisco, CA - \$5,000
- Rainbow Community Center of Contra Costa County, Concord, CA - \$500
- Richmond/Ermet AIDS Foundation, San Francisco, CA - \$2,500
- San Francisco LGBT Community Center, San Francisco, CA - \$32,500
- San Francisco Museum of Modern Art, San Francisco, CA - \$300
- San Francisco AIDS Foundation, San Francisco, CA - \$12,500
- San Francisco Art & Film for Teenagers, San Francisco, CA - \$500
- San Francisco Conservatory of Music, San Francisco, CA - \$2,000
- San Francisco Lesbian & Gay Freedom Day Parade, San Francisco, CA - \$1,000
- San Francisco State University Financial Aid Office, San Francisco, CA - \$8,125
- Sempervirens Fund, Los Altos, CA - \$1,000
- Servicemembers Legal Defense Network, Washington, DC - \$1,500
- Shanti, San Francisco, CA - \$5,000
- Stanford University Financial Aid, Palo Alto, CA - \$3,750
- Stop AIDS Project, San Francisco, CA - \$500
- Tenderloin AIDS Resource Center, San Francisco, CA - \$1,500
- TransAction/Ella Baker Center for Human Rights, San Francisco, CA - \$1,000
- Trikone, San Francisco, CA - \$250
- Under One Roof, San Francisco, CA - \$1,000
- Universal Care, San Francisco, CA - \$850
- University of California - Berkeley Financial Aid, Berkeley, CA - \$3,750
- Volunteer Center of San Francisco, San Francisco, CA - \$750
- Woman Vision "No Secret Anymore," San Francisco, CA - \$500
- Woman Vision "Scouting For All," San Francisco, CA - \$100
- Women's Educational Media, San Francisco, CA - \$10,000



**W**e received a grant for \$4,500 for a film festival on the South Asian queer experience, *Q-Filmistan*, to be held in September of 2003. We also received an unexpected general operating grant of \$250 through the Farouk and ShuSheng Family Fund, a donor-advised fund. Our initial application to Horizons for money for the film festival got our name in front of other donors. This really allowed us to leverage our time and effort.

— ALEEM RAJA  
BOARD MEMBER  
TRIKONE



**T**he California Endowment started working with Horizons for three main reasons. Because of our size, a lot of smaller, grassroots organizations can find us intimidating and may not feel they're competitive in seeking funding from us. Horizons has the relationships with grassroots organizations and can help overcome this barrier in GLBTQ communities. We also recognized that Horizons can play a critical role in educating philanthropy about GLBTQ issues and we wanted to help make their expertise and experience more visible in that respect. Finally, we wanted to strengthen health philanthropy in general, and our support has helped Horizons to think more about health issues in the communities it serves. It's really exciting to see how this partnership is working.

— DIANNE YAMASHIRO-OMI  
PROGRAM OFFICER,  
THE CALIFORNIA ENDOWMENT

## INSTITUTIONAL PARTNERS

# WHO PARTNERS WITH US?

Foundation and corporate support dramatically increases Horizons' capacity to deliver funding and support to the Bay Area LGBT community. In effect, Horizons serves as a portal to bring mainstream dollars into the LGBT community, particularly to smaller organizations unknown to larger philanthropic institutions. Moreover, as a philanthropic organization itself, Horizons is able to educate within the philanthropic world, ensuring that the needs of the LGBT community become more widely understood, so that funders become more likely to support LGBT organizations and causes directly.

## INSTITUTIONAL PARTNERS

Horizons is grateful for the support of the staff and trustees of the following foundations and corporate philanthropies who partnered directly with us in 2001 and 2002 to help make our work possible:

THE DAVID BOHNETT FOUNDATION

THE CALIFORNIA ENDOWMENT

CALIFORNIA WELLNESS FOUNDATION

CHEVRONTEXACO

COMMUNITY TECHNOLOGY FOUNDATION OF CALIFORNIA

THE FORD FOUNDATION

EVELYN AND WALTER HAAS, JR. FUND

COLIN HIGGINS FOUNDATION

LEVI STRAUSS FOUNDATION

THE OVERBROOK FOUNDATION

PACIFIC GAS AND ELECTRIC COMPANY

SAN FRANCISCO AIDS FOUNDATION

THE SAN FRANCISCO FOUNDATION

UNITED WAY OF THE BAY AREA

WELLS FARGO FOUNDATION

THE WOMEN'S FOUNDATION

## INSTITUTIONAL SUPPORTERS

Horizons thanks the following corporate, business, organizational, and foundation donors that help make our work possible:

- AAA – California State Automobile Association
- American Civil Liberties Union, Northern California
- AIDS Memorial Grove
- Above the Clouds Bed & Breakfast
- America's Choice
- American Friends Service Committee
- Aplomb Consulting
- Asian Pacific Fund
- Ella Baker Center for Human Rights
- Bears of San Francisco, Inc.
- Berg & Company
- The David Bohnett Foundation
- Burk Design
- The California Endowment
- California Wellness Foundation
- Center for Human Development
- ChevronTexaco
- Coaching for Change
- Columbia Foundation
- Community Technology Foundation of California
- Community United Against Violence
- Continuum HIV Day Services
- Cooley, Godward LLP
- Cowden Auto
- Billy DeFrank LGBT Community Center
- Energy, Inc.
- Eros
- The Ford Foundation
- Fraenkel Gallery
- FTM International
- The Leo and Eva Gans Foundation, Inc.
- Goat Hill Pizza
- Evelyn and Walter Haas, Jr. Fund
- Hafner Vineyard
- Colin Higgins Foundation
- In Common
- International Gay & Lesbian Human Rights Commission
- Kicking Assets Fund
- KPIX-TV
- Lavender Seniors of the East Bay
- Law Offices of Callaway and Wolf
- Levi Strauss Foundation
- Dora Levit Freedom Fund for the People
- The Mujadarra Girls
- National Center for Lesbian Rights
- Nixon Peabody LLP
- Office of the Attorney General
- The Overbrook Foundation
- PFLAG San Francisco
- Pacific Gas and Electric Company
- Pacific School of Religion's Center for Lesbian and Gay Studies
- Pride Printing
- Prudential Securities
- Ramp Chevrolet, Inc.
- Richmond/Ermet AIDS Foundation
- Rogers, Joseph, O'Donnell & Phillips
- Romeo 5, Asian Art Cafe & Bar
- San Francisco AIDS Foundation
- The San Francisco Foundation
- Steefel, Levitt & Weiss
- Techaez Consulting, Inc.
- Tenderloin AIDS Resource Center
- Tides Center/Presidio of San Francisco
- Tri-County Apartment Association, Inc.
- Union Bank of California
- United Way of the Bay Area
- Vanguard Public Foundation
- Visa International
- Visconti Designs
- Walden Asset Management
- Wells Fargo Foundation
- Women's Educational Media
- The Women's Foundation
- Ron Wong & Associates
- YMCA of San Francisco
- Zephyr Real Estate

**H**orizons Foundation has been effective in recruiting national organizations to work with them. They've been successful in stimulating dialogue, on both a local and national level, that addresses the key issues surrounding homophobia.

— IRA HIRSCHFIELD  
PRESIDENT OF THE EVELYN AND  
WALTER HAAS, JR. FUND



*Former Horizons Executive Director Peter Teague (left) with Tim Sweeney, Program Officer for the Evelyn and Walter Haas, Jr. Fund*

**W**hen I got involved, Horizons was just launching its Strategic Partners Program. I know from starting a business that a leadership position is often a lonely one. Horizons was thinking not only about financial capital to support emerging organizations, but also about the human capital required to successfully lead our movement and meet the needs of the community. Those are the two ingredients of a successful movement—the money and the people, not necessarily in that order.

— DAVID GLEBA  
BOARD MEMBER AND DONOR

## GIVING TO THE HORIZONS FOUNDATION

# HOW CAN YOU HELP?

## GIVING TO HORIZONS

As a community institution, Horizons Foundation works for the community and depends on the community to do its work. According to Funders for Lesbian and Gay Issues, less than three-tenths of one percent (0.3%) of all philanthropic giving in the U.S. specifically serves the needs of LGBT people. Horizons was created to help our community help itself.

Even as foundation and corporate support for our work expands, we still depend largely on individual donors from the LGBT community and our allies to realize our collective vision.

### **When you give to Horizons, you support the community in many critical ways:**

- We find emerging organizations and issues that you might not know about, but that you'll be proud to support.
- We provide strategic support for established "anchor" institutions in the community.
- We offer technical assistance and leadership development to strengthen organizations serving the community, effectively increasing the power and effectiveness of your giving.
- We engage in highly-targeted and effective campaigns to educate the public about the realities of LGBT lives and to eradicate homophobia.
- We advocate with mainstream funders to increase their awareness of and commitment to LGBT issues and needs.
- We encourage giving within our own community, to develop and nurture a culture of giving and philanthropy.

## YOU CAN SUPPORT HORIZONS THROUGH:

- direct gifts of cash, stock, or real property
- payroll deductions through the United Way workplace giving campaign
- monthly and quarterly pledges
- naming Horizons in your will, charitable trust, or life insurance policy
- establishing a donor-advised fund

Donations to Horizons are tax deductible in accordance with applicable laws.

*For more information on making a gift to Horizons or establishing a donor-advised fund, contact the Director of Philanthropic Services and Development at (415) 398-2333.*

## WHO MAKES IT POSSIBLE?

This question has a simple answer:

### YOU MAKE IT POSSIBLE

Long before Horizons received its first grant from another foundation or institutional funder, all of the foundation's work was fueled by individual contributions. Today, the generosity of individuals remains a vital part of Horizons Foundation's capacity to carry out its mission. We and all of the organizations and individuals who have benefited from Horizons' grants and programs are deeply grateful for the support of all of the following people:

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*It's exciting to be involved in the forefront of innovation, to take well-calculated risks in supporting new programs and leaders of all ages. Horizons Foundation wouldn't have existed if people hadn't used their imagination and taken risks 20 years ago.*

— EMILY ROSENBERG  
DONOR



*Karen Hiroshino, Spectrum Board Member (left), Scott Hafner, former Horizons Board President and recipient of the "Cornerstone Award," and Lia Shigemura, incoming Horizons Board Co-Chair*

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I support Horizons because we need somebody to investigate and evaluate proposals from new groups, and many of us don't have the time or knowledge to do that. We also need somebody to be a partial representative of the thinking of the "LGBT community"—while we are, in reality, many communities, sometimes we need an institution to speak dispassionately and without self-interest for a common ground.

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*I think that Horizons has demonstrated a lot of foresight and leadership in the LGBT community by bringing together the executive directors of ten key LGBT organizations in the Strategic Partners Program. These are some of the primary agencies serving the local community, and collectively we've been able to talk more about how we can continue to partner and support one another. Individually, we would never have been able to do that.*

— JOSEPH NEISEN, PH.D.  
EXECUTIVE DIRECTOR,  
NEW LEAF: SERVICES FOR  
OUR COMMUNITY

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**T**he best thing for me about working with Horizons is always the people—their commitment, their vision, their passion for GLBTQ issues.

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- Jocelyn Wicker
- Scott D. Wiener
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- Laurie L. Williams
- Roderic J. Williams
- Themanya E. Williams
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- Ronald Wilmot
- Sheila A. Wilmot
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- Mabel Wong & Germaine Chan
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- Sau-Ling C. Wong
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- Keren Woodward
- Lisa Woodward
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- Wendell Wray
- Ariel C. Wrye
- Carol Wu
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- Carol C. Yaggy & Mary Twomey
- Leslie Yamagata
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- D. Bruce Young
- Daniel J. Young
- Oscar C. Yuan & Michael C. Dodge
- Natalie Zarchin
- Reynaldo Zertuche
- Mark A. Ziering
- Abby J. Zimberg
- Jeff Zimman & Ken Ruebush
- Jan Zobel

## IN-KIND DONORS

Horizons also thanks the following business and individuals who donated goods or services to our silent auctions and annual events in 2001 and 2002:

- 24-Hour Fitness
- Absolute Control
- Alana's Café
- Alonzo King's LINES Ballet
- American Conservatory Theatre
- American Gymnastics Club
- Amtrak
- Aquarium of the Bay
- Azie
- Bay Area Concierge
- Bay Area Discovery Museum
- Bay Meadows
- Beach Blanket Babylon
- Ben & Jerry's SF Scoop Shops
- Berkeley Repertory Theatre
- Bill Graham Presents/Clear Channel Entertainment
- Blackhawk Museum
- Blockbuster
- Blowfish Sushi to Die For
- Blue & Gold Fleet
- Boadecia's Books
- Books, Inc.
- Jane Breyer
- Mayor Willie Brown, Jr.
- Burlingame Pilates
- Café for All Seasons
- Café Riggio
- California Academy of Sciences
- California Shakespeare Festival
- Cathedral Hill Hotel
- Chabot Space and Science Center
- Cleis Press
- Cole Hardware
- Dandelion
- diPietro Todd Salon
- Disneyland Resort
- Dr. Wilkinson's Hot Springs
- Dragon Imports
- Dry Creek Inn
- Ella's
- Executive Inn Oakland
- Exploratorium
- Fine Arts Museum of San Francisco
- Fior d'Italia
- Frameline
- The Friends of Photography
- GAP
- Lin Gentry, Personal Trainer
- Glen Ivy Hot Springs Spa
- Goat Hill Pizza
- GranDelusion
- Scott Hafner & Bill Glenn
- Hafner Vineyard
- Happy/ L.A. Hyder
- Harbin Hot Springs
- Holly's
- Hornblower Cruises & Events
- The Isosceles Group
- Jardiniere
- JoJo Country
- French Cooking
- Marty Kahn
- Lalime's Restaurant
- Law Offices of Rachel D. Ginsburg
- Lawrence Hall of Science
- Le Boulanger
- Le Creuset
- Lehr's Greenhouse
- Lyon's Restaurant
- Marin Shakespeare Company
- Anita Mascoli
- Carol Mascoli
- Maxwell Hotel
- Metronome Ballroom
- The Meetinghouse
- Mission Cliffs
- Montage Restaurant
- Museum of Craft & Folk Art
- Oakland Museum of California
- Oakland Zoo
- One Market Restaurant
- Oseto Bathhouse
- Paramount's Great America
- Peet's Coffee & Tea
- Pier 39
- Pinnacle Fitness
- Pizzeria Uno
- Presidio Community YMCA
- Renaissance Stanford Court Hotel
- Rialto Cinemas Lakeside
- Rick's San Francisco
- The Right Direction
- Ripley's Believe It or Not
- Sacramento Monarchs
- San Francisco 49ers
- San Francisco Giants
- San Francisco Marriott
- San Francisco Museum of Modern Art
- San Francisco Performances
- San Francisco Symphony
- San Francisco Zoo
- San Jose Museum of Art
- San Jose Sharks
- Sanrio
- See's Candies
- Senator Dianne Feinstein
- Six Flags Magic Mountain
- Six Flags Marine World
- Smuin Ballet/ SF
- Sorensen's
- South Park Cafe
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- St. Clement Vineyards
- Sunset Sauna
- Peter Teague
- Tech Museum
- Theatre Rhinoceros
- Tommy Toy's Cuisine Chinoise
- Under Glass Framing
- Union Street Goldsmith
- Peg Van Camp & Carol Patterson
- Wax Museum
- Winchester Mystery House
- Wingard, Inc.
- The Women's Philharmonic
- Work in Progress
- Yerba Buena Center for the Arts
- Zuni Café



I consider my contributions to the Horizons Foundation to be investments in the well-being of the Bay Area's LGBT communities. Through its grants and programs, Horizons is creating a vibrant and hopeful future in which we will live with complete equality, freedom, integrity and dignity.

— STAN YOGI  
ADVISORY BOARD MEMBER  
AND DONOR

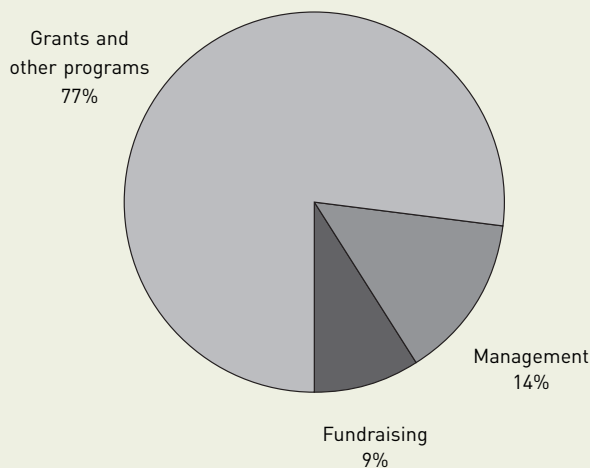
## WHERE DOES THE MONEY GO?

The financial information on these pages is derived from Horizons' audited financial statements for the years ending December 31, 2001 and December 31, 2002. Copies of the full statements are available upon request.

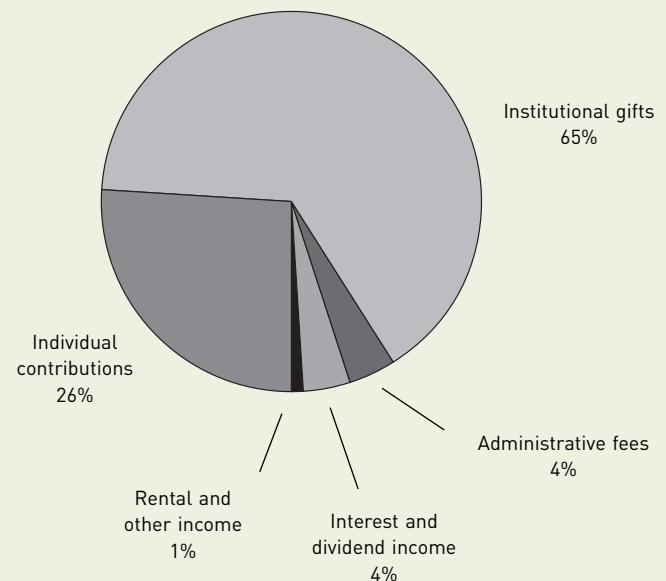
2001 and 2002 were years in which Horizons' financial performance mirrored the overall state of the economy. Growth in assets—driven in the late 90s by factors such as stock market increases and substantial contributions to donor-advised funds—slowed and then declined. As of December 31, 2002, Horizons' total assets stood at \$2,758,890. The reduction in total assets from 2001 derives primarily from three factors: (1) overall market declines that affected the value of investments; (2) in 2002, a significant decrease in new gifts to donor-advised funds; and (3) Horizons' decision to maintain funding levels during a time when our grantees were in great need due to the rocky economy. In fact, overall grantmaking reflects an increase from \$1,433,074 in 2001 to \$1,654,381 in 2002, with some of the increase resulting from donor-advised fund grantmaking out of contributions made in prior years. Moreover, Horizons reduced its operating costs significantly during this period in order to protect grantmaking and other programs. We are proud to have maintained and even increased some programs during this challenging period.

Together, grants and programs accounted for 77% of Horizons' expenses during this 2-year period. The percentages of expenses and revenue by area are shown below.

**TOTAL EXPENSES  
FOR 2001 AND 2002**



**TOTAL REVENUE  
FOR 2001 AND 2002**



**Statement of Financial Position**  
**December 31, 2002**  
 (with comparative totals for 2001)

	Totals	
	2002	2001
<b>Assets</b>		
Cash and cash equivalents	\$ 295,812	\$ 444,609
Investments	2,227,209	2,529,220
Grants receivable	140,000	320,141
Pledges and contributions receivable	16,903	
Prepaid expenses	10,436	
Furniture and equipment, net of accumulated depreciation of \$77,071 and \$52,240	50,508	75,339
Other assets	17,022	23,018
<b>Total</b>	<b>\$ 2,757,890</b>	<b>\$ 3,392,327</b>
<b>Liabilities and net assets</b>		
<b>Liabilities</b>		
Accounts payable	\$ 8,014	\$ 2,614
Grants payable	239,200	\$ 273,404
Accrued expenses	9,485	\$ 8,084
<b>Total liabilities</b>	<b>256,699</b>	<b>284,102</b>
<b>Net Assets</b>		
Unrestricted	2,129,388	2,602,621
Temporarily restricted	142,651	257,667
Permanently restricted	229,152	247,937
<b>Total net assets</b>	<b>2,501,191</b>	<b>3,108,225</b>
<b>Total</b>	<b>\$ 2,757,890</b>	<b>\$ 3,392,327</b>

**HORIZONS**  
**FOUNDATION**

*Copies of the full audit report and  
 statements for both 2001 and 2002 are  
 available by calling (415) 398-2333.*

**Statement of Activities and Changes in Net Assets**  
**Year Ended December 31, 2002**  
 (with comparative totals for 2001)

	2002			2001	
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Total
<b>Public Support and Revenue</b>					
<b>Public Support</b>					
Contributions:					
Individuals	\$ 283,254	\$ 13,252	\$	\$ 296,506	\$ 675,176
Organizations/Foundation	1,381,763	104,797		1,486,560	1,466,207
Donated professional services	5,445			5,445	24,000
Special events, net	138,484			138,484	105,693
Net assets released from restrictions	233,065	(233,065)			
<b>Total public support</b>	<b>2,042,011</b>	<b>(115,016)</b>		<b>1,926,995</b>	<b>2,271,076</b>
<b>Revenue</b>					
Administrative fees	82,500			82,500	87,000
Interest and dividend income	60,104		6,167	66,271	92,467
Net realized and unrealized losses on investments	(216,490)		(24,952)	(241,442)	(145,586)
Rental income	17,437			17,437	
Miscellaneous	17,022			17,022	21
<b>Total revenue</b>	<b>(39,427)</b>		<b>(18,785)</b>	<b>(58,212)</b>	<b>33,902</b>
<b>Total public support and revenue</b>	<b>2,002,584</b>	<b>(115,016)</b>	<b>(18,785)</b>	<b>1,868,783</b>	<b>2,304,978</b>
<b>Expenses</b>					
Grants awarded	1,654,381			1,654,381	1,433,074
Other grant making expenses	97,941			97,941	168,935
Program expenses	207,072			207,072	204,451
Management and general	293,520			293,520	423,384
Fundraising and development	222,903			222,903	251,694
<b>Total expenses</b>	<b>2,475,817</b>			<b>2,475,817</b>	<b>2,481,538</b>
<b>Increase in net assets</b>	<b>(473,233)</b>	<b>(115,016)</b>	<b>(18,785)</b>	<b>(607,034)</b>	<b>(176,560)</b>
<b>Net assets at beginning of year, as restated</b>	<b>2,602,621</b>	<b>257,667</b>	<b>247,937</b>	<b>3,108,225</b>	<b>3,262,335</b>
<b>Net assets at end of year</b>	<b>\$ 2,129,388</b>	<b>\$ 142,651</b>	<b>\$ 229,152</b>	<b>\$2,501,191</b>	<b>\$3,085,775</b>



#### TRIBUTE TO PETER TEAGUE

Horizons recognizes and commends the leadership and vision of Peter Teague, executive director from 1999 to 2001. Peter's drive and humanity shaped Horizons through the period of our most rapid growth, and helped us to think expansively about how to enhance our grantmaking and develop the kinds of non-monetary support we provide. He contributed significantly to the growth of our Donor-Advised Fund program, and strengthened our capacity for powerful advocacy. Horizons wishes him well.

#### SPECIAL THANKS

Horizons also wishes to thank Paula Morris for her work as Interim Executive Director for the first months of 2002. Paula's skill, knowledge, and devotion to Horizons' mission helped Horizons successfully navigate its executive transition.

#### STAFF

Julie Dorf  
*Director of Philanthropic Services  
and Development*

Roger Doughty  
*Executive Director*

Danny Kirchoff  
*Program Coordinator*

Henry Pacheco  
*Office Administrator*

Nancy L. Warren  
*Finance Consultant*

Cecily T. Wilson  
*Accounting Consultant*

Horizons Foundation sincerely thanks the following staff members for their contributions to the mission during 2001 and 2002: Michael Branca, Shelley Curnow, Julie Davis, Winston Dong, Dolores Garay, Claire Kelley, Hartzell Lemons, Paula Morris, Sergio Sandoval, Peter Teague, and Dena Zaldua.

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Horizons gratefully acknowledges the dedicated work of the following board members whose terms ended in 2001 and 2002: William C. Bland, Miguel Martinez Bustos, Beth Rosales, Vartan Shahjianian, and Elena Vasquez.

#### Writers/Editors:

Julie Dorf, Roger Doughty, Jeff Lewy, Leslie Minot  
*Design:* Betsy Joyce  
*Printing:* Inkworks

#### Photos:

George Beatty: page 3 (middle)  
Margot Hartford: page 10  
Danny Kirchoff: page 9, 18  
Susan Louie: page 3 (top), 8, 23  
NCLR: page 16  
Henry Pacheco: page 11, 13, 22, 26, 27, 28  
Danny Sulairman: page 1, 3 (bottom), 6 (bottom), 25  
TransAction: page 12  
Trikone: page 15, 21

## MISSION STATEMENT

Horizons Foundation is a model social justice philanthropic organization serving the entire spectrum of lesbian, gay, bisexual, and transgender (LGBT) communities.

Our goal is a more just society that values diversity, where homophobia does not exist, where people live fully with pride and confidence, celebrating their uniqueness.

To fulfill its mission, Horizons Foundation creates strong, sophisticated, and vibrant organizations meeting the needs, advancing the rights, and celebrating the lives of LGBT people and communities in the Bay Area; educates the public about the nature and impacts of homophobia, its relationship to other forms of oppression, and the benefits of its eradication; and generates a large and diverse group of informed and generous supporters giving time, energy, and resources to LGBT issues.

HORIZONS FOUNDATION

THE NATION'S FIRST LGBT  
COMMUNITY FOUNDATION

[WWW.HORIZONSFOUNDATION.ORG](http://WWW.HORIZONSFOUNDATION.ORG)



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