

queer youth should grow up proud

my contributions make a difference

I'm proud to be bisexual

we're all in this together

"that's so gay" should be a compliment

I want to give back



I will ask and will tell



LGBT people deserve doctors who understand our issues

the Bay Area is my home

the LGBT movement still has work to do

I'm proud to be transgender

LGBT history is ignored

I'm proud to be genderqueer

LGBT elders have so much to offer

every dollar counts



I believe in justice

LGBT students should feel safe at school

LGBT nonprofits struggle to meet LGBT needs

I refuse to accept 2nd class citizenship

AIDS isn't over yet

# I give because



no one's going to do it for us



I've needed help at times, too

my partner can't immigrate to be with me

I'm proud to be lesbian

my donation fuels the LGBT movement

I'm straight but not narrow

LGBT artists tell important stories

I'm proud to be gay



our love is just as meaningful

discrimination still exists

I still want to marry my partner

I'm proud of what we've built



I'm a queer person of faith

the LGBT community needs me

I'm proud to be Two-Spirit

freedom and equality aren't free

even in the Bay Area LGBT people struggle

I'm proud to be intersexed

my child deserves the same chance at happiness

no one should live in fear

together we can change the world

**horizons foundation**

ANNUAL REPORT 2008

## Staff

Roger Doughty  
Jewelle Gomez  
Liz Hoadley  
Devesh Khattu  
Nikole Pagan  
Juni Rusli  
Deb Stallings  
Lindasusan Ulrich

## Board of Directors

Angela Berry  
Tom Burke  
Richard T. Davis  
George Duran  
Margarita Gandia  
Deb L. Kinney  
Jeff Lewy  
Kristen Putnam-Walkerly  
Dan C. Quigley  
Bev Scott  
Peter Scott  
Léonie Walker

## Committee Members

Antonio Choy-Koo  
Cecilia Chung  
Charles Q. Forester  
Scott Hafner  
Chris Kollaja, CPA  
Nanette Miller, CPA  
Paula Morris  
Dan Neumann, CFA  
Jeff Nguyen, Esq.  
Joe Norton, CFA  
Gale Richards  
Lia Shigemura  
Maryann Simpson  
Wendy Storch  
Jane Swan, CFA  
Ron Wong

## Advisory Board

Alvin H. Baum, Jr., LCSW  
Michael Berg  
Doug Braley  
Cheri Bryant  
Diana Campoamor  
William Clark  
Laurence Colton  
Steve Coulter  
Carole Cullum, Esq.  
Robert Glavin  
David Gleba  
Roger Gross, Esq.  
Scott Hafner  
Mitzi Henderson  
Kate Kendell, Esq.  
State Senator Mark Leno  
Steve Lew  
Susan Lowenberg  
Ash McNeely  
Emily Rosenberg  
Lia Shigemura  
Fred Silverman  
Peg Van Camp  
Denise Wells  
Stan Yogi  
Vance Yoshida  
Helen Zia

## Letter from the Board Co-chairs and Executive Director

# Why do you give?

In 2008, a year dominated by history-making headlines, many lesbian, gay, bisexual, and transgender (LGBT) people gave to support marriage equality. In May, the California Supreme Court ruled that same-sex couples must be allowed to marry. In June, the first weddings took place. Through the summer and fall, our community and our allies raised an unprecedented \$40 million to stop Proposition 8, a measure to take away this fundamental right. In November, Californians voted to pass Prop 8 anyway.

Horizons Foundation was at the forefront of funding efforts to secure marriage equality: a lead grant to try to keep Prop 8 off the ballot, participation in the national Civil Marriage Collaborative, donor-advised grants to air the moving “Garden Wedding” TV ad, and more. As the Bay Area’s LGBT community foundation, we were proud to be there every step of the way.

However, in the midst of these major events, the rest of the world didn’t stop. The need to support organizations addressing other LGBT issues didn’t stop. And neither did Horizons.

LGBT youth still needed safe places to be themselves—and we made grants for that. Films about the LGBT experience still carried powerful messages—and we funded them. People living with AIDS still needed secure housing, transgender people still marched for their rights, older lesbians still sought ways to connect with each other, queer artists of color still created vibrant work, LGBT community centers across the Bay Area still acted as hubs of activity...and Horizons Foundation was still there.

Horizons’ true value—and unique role—lies in the fact that we’re here to support the **entire** LGBT community, no matter what the challenge is. That’s the whole reason we’re building the LGBT Community Endowment Fund. Whatever issue emerges for our community—including unforeseeable ones like AIDS in the 1980s and marriage equality today—we’ll be ready.

But none of this would be possible without the generous individuals and institutions that give to Horizons. From the first-time donor to the highest level of our Leadership Circle, each gift is a testament to the power of LGBT philanthropy—because together, we’re changing the world.

JOHN BARE  
2008 Board Co-chair

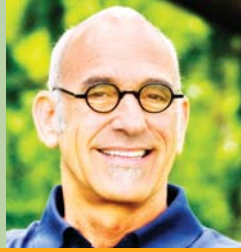
BEV SCOTT  
2008 Board Co-chair

ROGER DOUGHTY  
Executive Director



*Horizons Foundation is deeply grateful for the leadership and commitment of John Bare, Miguel Bustos, and Vince Sales, who completed their board service this past year. Special thanks as well to David Gleba, Steve Lew, and S.J. Sullivan, who completed their committee service. Thank you all!*

# Financials



2008 will be remembered for the unprecedented economic downturn that occurred over its last four months. The LGBT community was further stretched by the fierce and costly campaign against Proposition 8. Especially given these unusual conditions, Horizons Foundation recorded another year of largely solid financial results in 2008. Horizons' net assets at year-end were \$7,454,840, a decrease of only 3% relative to the prior year. Revenues for 2008 were \$3,900,787, a decrease of 10% from 2007 as a result of lower receipts from bequests and investment losses. Expenditures for 2008 totaled \$3,489,306, of which 79% was dedicated to grantmaking, capacity building, and philanthropic promotion programs, and 21% to fundraising, management, and general expenses.

Given the dramatic changes in the stock market, Horizons' Investment Committee and Board of Directors paid close attention to the performance of our endowment investments and donor-advised fund investments. Not surprisingly, this is the one aspect of 2008 financial performance which showed a loss, as the value of the endowment fund declined by 21% during the last four months of 2008. While we are never pleased with a loss, our endowment performed significantly better than both benchmark indicators and other foundations.

The information presented here reflects the foundation's statement of financial position and activity for the year ended December 31, 2008. A copy of the complete audit report, which includes comparative information for the year ended December 31, 2007, is available on our website or upon request.

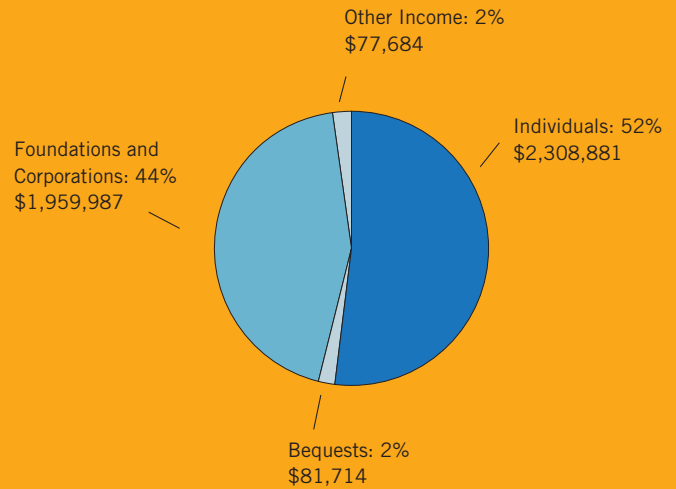
## A Note About This Report

*This year, in an effort to conserve resources—both financial and environmental—Horizons Foundation has moved to a condensed format for printing our annual report, supplemented by downloadable PDFs at [www.horizonsfoundation.org](http://www.horizonsfoundation.org). We are extraordinarily grateful for the positive response our past annual reports have received, and we hope you find this year's report just as useful and engaging. Horizons welcomes your feedback.*

WRITER: Lindasusan Ulrich  
DESIGN: Betsy Joyce and Lindasusan Ulrich  
PHOTOS: Andrew Weeks Photography

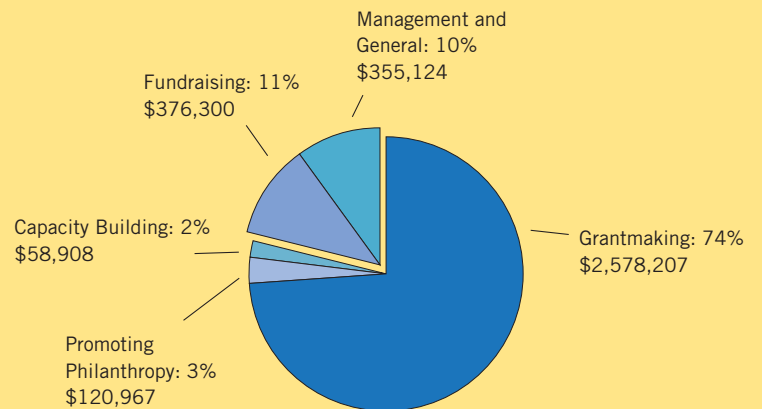


## 2008 Total Income



*Due to the economic downturn in 2008, Horizons' realized investment losses totaled \$527,479. Therefore, no investment income is reflected in this chart.*

## 2008 Total Expenses





# Horizons Foundation Programs

## Strengthening LGBT Organizations

### Grantmaking

In 2008, Horizons Foundation awarded a total of **\$2,271,117** in grants through a diverse grantmaking portfolio:

- Community Issues Grants* – \$168,000
- LGBT WISE: Working to Improve Services to Elders* – \$185,726
- Political Initiatives Grants* – \$100,000
- HIV/AIDS Community Grants* – \$561,500
- Civil Marriage Collaborative Donor Circle Grants* – \$56,000
- Scholarship Fund Grants* – \$38,500
- Organizational Philanthropy Fund Grants* – \$9,910
- Donor-Advised Fund Grants* – \$1,076,481
- Other Grants* – \$75,000

### Leadership Development

Horizons' Strategic Partnership Program was created to help LGBT executive directors address the enormous challenges that come with leading an LGBT nonprofit. In 2008, this program drew to a close after eight successful years. Many thanks to the organizations and leaders who participated—it was an honor to support you in your service to the LGBT community.

## Building LGBT Philanthropy

### Donor Education

In addition to our 2008 Philanthropy Series sessions, Horizons held our first annual Givers & Shakers Conference for larger givers to the LGBT community. The day-long event featured Anthony Romero, Executive Director of the ACLU, as the keynote speaker.

### Donor Services

From our annual *Directory of Professional Advisors for the LGBT Community* to the nearly 80 donor-advised and other named funds housed at Horizons, we serve as a vital resource for donors as well as professional advisors who integrate the needs of LGBT clients into their professional services.

### Philanthropic Advocacy

Horizons plays a unique role as an advocate and link between the LGBT community and the larger world of philanthropy by educating mainstream philanthropic institutions and individuals about LGBT needs. For example, as the sole LGBT foundation invited to advise the national advisory board for the Diversity in Philanthropy Project, we ensured that LGBT concerns were represented at the highest levels of philanthropy.

### LGBT Community Endowment Fund

Horizons is building this fund, primarily through planned gifts, to provide permanent resources for our organizations, our movement, and the LGBT community's future.

## Mission

A community foundation rooted in and dedicated to the lesbian, gay, bisexual, and transgender community, Horizons Foundation exists to:

- Mobilize and increase resources for the LGBT movement and organizations that secure the rights, meet the needs, and celebrate the lives of LGBT people
- Empower individual donors and promote giving as an integral part of a healthy, compassionate community
- Steward a permanently endowed fund through which donors can make legacy gifts to ensure our community's capacity to meet the future needs of LGBT people

## Horizons Foundation

870 Market Street, Suite 728  
San Francisco, CA 94102  
[www.horizonsfoundation.org](http://www.horizonsfoundation.org)  
415.398.2333



# Horizons Foundation 2008 Community Grantmaking



*Horizons Foundation is uniquely positioned to help a wide variety of LGBT organizations move forward in their work by providing them with direct financial support. Below are the organizations supported in 2008 through four key grantmaking programs and made possible thanks to the generosity of our donors and institutional partners. (For the full list of 2008 grants, please visit [www.horizonsfoundation.org](http://www.horizonsfoundation.org).)*



## 2008 Community Issues Grants

**TOTAL: \$168,000**

*Funded in part by grants from the Hewlett Foundation and the San Francisco Foundation*

Asian & Pacific Islander Wellness Center – \$15,000  
Aunt Lute Book Foundation – \$5,000  
Frameline – \$15,000  
Gay-Straight Alliance Network – \$5,000  
Lavender Youth Recreation and Information Center (LYRIC) – \$15,000  
Maggots and Men – \$5,000  
Mangoes with Chili – \$4,000  
Movimiento de Arte y Cultura Latino Americana – \$4,000  
Native American AIDS Project – \$10,000  
Old Lesbians Organizing for Change, San Francisco Bay Area Affiliate – \$2,000  
Openhouse – \$8,000  
Outlet Program – \$5,000  
Pacific Center for Human Growth – \$4,000  
Positive Images – \$5,000  
Pride at Work, AFL-CIO San Francisco Chapter – \$5,000  
Puente de la Costa Sur – \$5,000  
Purple Moon Dance Project – \$8,000  
Queer Women of Color Media Arts Project – \$3,000  
QueLACo (Queer Latino/a Artists Coalition) – \$2,000  
Rainbow Community Center of Contra Costa County – \$5,000  
Rainbow Women's Chorus – \$1,000  
San Francisco Dyke March – \$1,000  
San Francisco Trans March – \$2,000  
Somos Familia – \$5,000  
Song That Radio – \$4,000  
Survivors International – \$10,000  
Training Rules – \$5,000  
Transgender Law Center – \$10,000

## 2008 LGBT WISE Grants

**TOTAL: \$185,726**

*Funded by a grant from The California Wellness Foundation*

Billy DeFrank LGBT Community Center – \$48,932  
Lavender Seniors of the East Bay – \$43,932  
New Leaf: Services For Our Community – \$48,932  
Spectrum Center for Lesbian, Gay, Bisexual, and Transgender Concerns – \$43,932

## 2008 Political Initiatives Grants

**TOTAL: \$100,000**

Equality California – \$100,000

## 2008 HIV/AIDS Community Grants

**TOTAL: \$561,500**

*Made in partnership with the San Francisco AIDS Foundation and funded through SFAF's fundraising efforts through the 2008 AIDS Walk, AIDS Marathon, and general unrestricted contributions*

360: Positive Care Center – \$12,500  
AGUILAS – \$7,500  
AIDS Community Research Consortium – \$10,000  
AIDS Emergency Fund – \$12,500  
AIDS Housing Alliance/SF – \$5,000  
AIDS Legal Referral Panel – \$10,000  
AIDS Prevention Action Network – \$2,000  
AIDS Project East Bay – \$12,500  
Asian Americans for Community Involvement – \$5,000  
Asian & Pacific Islander Wellness Center – \$20,000  
Asian Health Services – \$5,000  
Bay Area Young Positives – \$7,500  
Black Coalition on AIDS – \$15,000  
California Institute of Integral Studies – \$2,000  
Community Awareness and Treatment Services – \$7,500  
Community Health Empowerment/Exchange Works – \$5,000

Billy DeFrank LGBT Community Center – \$5,000  
East Oakland Community Project – \$7,500  
Flowers Heritage Foundation – \$5,000  
Get Screened Oakland – \$7,500  
HIV Education and Prevention Project of Alameda County – \$10,000  
Homeless Youth Alliance – \$10,000  
Huckleberry Youth Program – \$5,000  
Immune Enhancement Project – \$10,000  
Institute for Community Health Outreach – \$2,000  
Larkin Street Youth Services – \$12,500  
Lesbian Health and Research Center at UCSF – \$2,000  
Lyon-Martin Health Services – \$5,000  
Marin AIDS Project – \$10,000  
Meals of Marin – \$7,500  
Needle Exchange Emergency Distribution – \$5,000  
New Conservatory Theatre Center – \$7,500  
New Leaf: Services For Our Community – \$10,000  
Outlet Program – \$2,000  
Pacific Center for Human Growth – \$5,000  
Pangaea Global AIDS Foundation – \$35,000  
Pets Are Wonderful Support – \$10,000  
Planned Parenthood: Shasta-Diablo – \$5,000  
Positive Resource Center – \$15,000  
Project Inform – \$12,500  
Project Open Hand – \$20,000  
ProLatino – \$2,000  
Quan Yin Healing Arts Center – \$7,500  
Rainbow Community Center of Contra Costa County – \$2,000  
St. James Infirmary – \$7,500  
San Francisco Gay Men's Community Initiative – \$7,500  
San Francisco LGBT Community Center – \$5,000  
Shanti – \$35,000  
STOP AIDS Project – \$12,500  
Tenderloin Health – \$20,000  
Tri-City Health Center – \$7,500  
UCSF AIDS Health Project – \$35,000  
Valley Medical Center Foundation – \$10,000  
Vital Life Services – \$10,000  
Bill Wilson Center – \$10,000  
Women Organized to Respond to Life Threatening Diseases – \$10,000  
Women's HIV Program at UCSF – \$10,000  
Women's Community Clinic – \$5,000



# Institutional Partners



Horizons is grateful to the staff and trustees of the following foundations and corporate charitable funds. Their generous funding in 2008 supported our grantmaking and other programs.



# Individual Donors



The work of Horizons Foundation would be impossible without the generosity and commitment of our donors. Every gift to Horizons honors not only the foundation, but the Bay Area LGBT community we exist to serve. Horizons thanks all the individuals for their invaluable support in 2008.

For the full list of our 2008 donors—including the Loyalty Circle donors who are there year after year to support our community and serve as a shining example of LGBT philanthropy—please visit [www.horizonsfoundation.org](http://www.horizonsfoundation.org).

## 2008 Leadership Circle

Members of the Leadership Circle donated \$1,000 or more to Horizons in 2008. Gifts at this level have a powerful impact on the foundation's work both today and in the future. Horizons is deeply grateful to all Leadership Circle members.

### Visionary (\$25,000 or more)

Stuart Harrison & David Ring  
William Snider & Brian Cameron

### Advocate (\$10,000–\$24,999)

Anonymous  
Ignatius Bau & John Bare  
Robert Blair  
David Cover  
Jog S. Lasner  
Jeff Lewy & Ed Eishen  
Gary Roof & Douglas Light  
Jeff Wiggins & Joe Olivo

### Builder (\$5,000–\$9,999)

Alvin Baum  
Robert W. Clegg  
Jay J. Cohen  
Bob Fuller  
Margarita Gandia & Vivian Stephenson  
Howard L. Grothe, Jr. & Robert James  
Prescott W. Hafner & William D. Glenn  
Mitzi Henderson  
Deb L. Kinney, DLK Law Group PC  
Emily Rosenberg & Darlene de Manincor  
Mark P. Utterback  
Peg Van Camp & Carol Patterson  
Léonie Walker & Kate O'Hanlan, MD  
James G. Williamson & Geoffrey Kors



### Supporter (\$1,000–\$2,499)

Anonymous (3)  
 Ruth Valere Adar & Linda Burnett  
 Miles S. Amen & Christopher A. Magan  
 John Barabino & David Huebner  
 Roy Bateman  
 Nanette Bisher & Amy Bernstein  
 Greg Bogdan, CPA  
 Catherine Brannigan  
 Timothy L. Bridge & William L. Holzemer  
 Abraham R. Brown & Jim Stephens  
 Cheri L. Bryant  
 Richard M. Cain  
 Robert J. Carr  
 Timothy Cavanaugh & Eric Vidal  
 James L. Clarke  
 Mark A. Cloutier  
 Michele Cobble  
 Annette Cooper  
 Robert Darling, Esq. & Robert Rosen  
 Arvada Darnell & Cheryl Pike  
 W. Edward Dean  
 Rattan Dodeja  
 Rebecca A. Dowdakin & Flora McMartin  
 Ilana Drummond & Sharon Dulberg  
 George Duran & Joe Pon  
 Milton Estes, MD  
 Robert G. Evans & Terry Micheau  
 Farouk & ShuSheng Family Fund of  
 Horizons Foundation  
 Andrew Fisher & Jeffry Weisman  
 Tom Fleming, Jr.  
 Dorothy L. Furgerson & Carrie Reid  
 Rachel Ginsburg  
 Robert Glavin  
 Oliver Graves  
 Robert-Jay Green & Holden Lee  
 Richard D. Hansen  
 Meri Hayos & Kathy Moore  
 Ira S. Hirschfield & Tom R. Hansen  
 Katharine Holland, Coldwell Banker  
 David E. Hopmann & James W. Taul, Jr.  
 James C. Hormel  
 Eric Hsu & Jim Chambers  
 Lori Jenner  
 Dan Joraanstad & Bob Hermann  
 Giselle A. Jurkanin & Kristin A. Cooper  
 Yoel H. Kahn & Daniel J. Bellm  
 Michael A. Katz & Lawton Allenby  
 Abigail C. Kaufman & Linda K. Netsch  
 James F. King  
 Lawrence Kolka & Ian J. MacWilliams  
 Chris Kollaja & Tom Dooher  
 Michael Kossman  
 Neil Lang & Joe Pessa  
 Mark R. Leno  
 Yan Liu

Kerry Lobel & Marta Drury  
 Jonathan Logan & Kevin Woodward  
 Keith E. Loring  
 William J. Lyons  
 Jan Marks  
 Lester A. Marks  
 Marshall Kirk McKusick & Eric P. Allman  
 Sandra Miholics  
 Brandon J. Miller, CFP, CLU  
 Russell H. Miller & Kirk A. Pessner  
 Weston F. Milliken  
 Rick Mordesovich  
 Peter Eric Philipp, CFA & Rick Holden  
 Steve Polsky & Mark Oliver  
 Dan C. Quigley & Eric Emanuel  
 Eddie Reynolds & Ed Jones  
 Robert S. Russell & Gary W. Ost  
 Robert W. Sass  
 Graham Schneider  
 Peter Scott  
 Lowell Selvin & Gilbert Winebar  
 Randall A. Shields  
 Fred Silverman & Gerard Buulong  
 John H. Simonds, Jr. & Dan Swilley  
 Simpson-Asprodites Family  
 Mark Small  
 Eric Smith & Mark Garrett  
 Tim Stevenson & Linc King  
 John W. Stewart III & Ramon A. Torres  
 Karen K. Stogdill, CEBS, EA & Kris Hill, CPA  
 Karen Strauss & Ruth Borenstein  
 Jane Swan  
 Timothy J. Sweeney  
 Barry R. Taylor, CFP & John Inson  
 Sam Thal, MD  
 Sam & Julia Thoron  
 Diane Tom & Karen Hart  
 George D. Tuttle & F. Bennett Cushman II  
 Edward S. Utsumi  
 Edward Vanegri  
 Phillip Wald  
 Ronald Wolberg  
 Paul Ybarbo  
 Stan Yogi & David Carroll  
 Sondra C. Zambino

### Sustainer (\$2,500–\$4,999)

Anonymous (2)  
 Paul F. Albert  
 Kenneth C. Archibald, MD  
 David P. Black  
 Morton B. Blatt & Peter G. Holmstrom  
 Douglas S. Braley & James S. Otwell  
 Cynthia Brooks & Judith Thompson  
 Thomas R. Burke & Axel Brunger  
 Jessica Anne Clarke, MD, PhD  
 Laurence Colton & John McCoy  
 William B. Davisson  
 Robert D. Dockendorff  
 Anne Sterling Dorman  
 Roger Doughy  
 Kurt Feichtmeir & Gerald Reis  
 Joseph R. Garrett II & John Lomibao  
 David Gleba & George Beatty, MD  
 Jewelle Gomez & Diane Sabin  
 Frederick Hertz & Randolph Langenbach  
 John Marcom  
 John E. McGuirk  
 Ash McNeely & Elisa Odabashian  
 Donald C. Myers & Jose L. Iglesias  
 Dan Neumann & David Richardson  
 Jeff C. Nguyen & Darren Post  
 Elizabeth Anne Pearce & Joan Glassheim  
 Dale Rettinger  
 Gale K. Richards & Ruth Dawson  
 Joseph A. Rosenthal  
 Beverly A. Scott & Mary Ann Courtney  
 Gordon R. Seligson & David S. White  
 William S. Shelley  
 Lia Shigemura & Helen Zia  
 Cindy Solomon & Beth Edwards  
 Stanley Watson & Emanuel Anes



## Legacy Gifts

*Horizons honors the memory of those who generously included Horizons Foundation in their estate plans or otherwise inspired gifts to Horizons as part of their legacies. Over the last 29 years, Horizons has received bequests and other legacy gifts from the following people:*

Gwen Araujo  
Robert Barnes  
Robert J. Barnett  
William S. Bason  
David Bell  
Dino Bevilaqua  
George R. Burgess  
Jeffrey Cohen  
Richard M. Cohen  
Kim Cortright  
A. Lindley Cotton  
George Choy  
Dr. Gary James Dill  
David Smith Fox  
Leslie Howard Gundel  
John E. Hambly  
Garretson H. Hammond  
Bruce C. Harris  
Beverly Hershey  
Clint Hockenberry  
Charles M. Holmes  
Eugene H. Howard  
Joie Hubbert & Mary C. Greer  
Benjamin W. Irvin  
Douglas McMaster Jackson  
Debra Kent  
Jay A. King  
Arthur S. Lazere  
Craig Lindhurst  
Lawrence R. Lucas  
Tom Markowski & Jim Leach  
Juan Marquez  
Peter Olsen  
Nicholas Papadopoulos  
John Peterman  
Constance & Mitchell Sanders  
David F. Shupp, MD  
Thomas Steel  
Thomas W. Stratton  
Joseph Towner

## Legacy Circle

*Horizons' Legacy Circle honors individuals and couples who have included the foundation in their financial planning by making a bequest in a will, creating a trust, or designating Horizons as the beneficiary of an insurance policy, retirement plan, security, or other asset. Through Horizons' LGBT Community Endowment Fund, legacy gifts help ensure that future generations will have unprecedented financial resources to address community needs that we cannot predict today.*

Anonymous (36)  
Paul F. Albert  
Kathleen Archembeau  
Salvatore J. Baglieri & Peter J. Cirincione  
Bill Baird & John Kennedy  
Hiram Banks & Roberto Lee  
Dan Bartley  
Alvin H. Baum, Jr.  
Alma Soongi Beck, JD, LLM Taxation  
Buzz Bense  
Adam M. Berman  
David P. Black  
Morton B. Blatt & Peter G. Holmstrom  
John C. Boling  
Cheri L. Bryant  
Miguel Martinez Bustos  
Janis Callon  
Bill Clark & Jeffrey Stanfield  
Jay J. Cohen  
Laurence Colton  
Bruce Cronander  
Carole S. Cullum  
William B. Davisson  
Sue Dibble & Jeanne DeJoseph  
William P. Dill  
Julie R. Dorf & Jenni Olson  
Roger Doughty  
Jo Ann Driscoll  
James Duggins  
Rob Evans & Terry Micheau  
John Falke  
Tom Fleming, Jr.  
Richard J. Foglia  
Charles Q. Forester & John E. Cadle  
Bob Fuller  
Margarita Gandia  
Linda Gebroe & Rebecca Silverstein  
Robert Glavin  
David Gleba  
Stuart Goldstein  
Richard Gooch  
F. Jill Gover, PhD  
Susan M. Greef & Maureen R. Prochaska  
Roger S. Gross  
Howard L. Grothe, Jr.  
Prescott W. Hafner & William D. Glenn  
Richard D. Hansen  
Meri Hayos & Kathy Moore  
Mitzi Henderson  
Frederick C. Hertz

Nicholas Hodges  
Robert Holgate  
Kevin James  
James M. Kaplan  
E. William Kean  
Thaddeus A. Kellam  
Deb L. Kinney  
David L. Kirp  
Lawrence Kolka & Ian J. MacWilliams  
Chris Kollaja & Tom Dooher  
Michael Kossman  
David J. Kundtz & Robert W. Stenberg  
Neil Lang  
Joaquín S. Lasner  
Steve Lew  
Jeff Lewy & Ed Eishen  
Susan E. Lowenberg & Joyce Newstat  
Glen Lubbert  
JoVanna Luque  
John Marcom  
Charles Marsteller  
Richard H. McKenzie  
Rick Mordesovich  
Sandra S. Morris  
Donald C. Myers & Jose L. Iglesias  
Dan Neumann & David Richardson  
Julie Nicholson & Connie Hills  
Ken Noyes & Alan Pardini  
Donald L. Oestreicher  
Glenn Perry & Eric Knudtson  
Dale Rettinger  
Tom Rielly  
Chuck Roppel  
Joseph A. Rosenthal  
Vincent A. Sales, MPA  
Robert W. Sass  
Beverly A. Scott  
Stephen M. Seewer  
Lowell Selvin & Gib Winebar  
Randall A. Shields  
Lia Shigemura & Helen Zia  
Daniel Siedler  
Len Silva  
Fred Silverman  
William Snider  
Scott Spande  
John A. Stansell & Bruce D. Williams  
Sam Thal, MD  
David J. Thomas  
Richard Tuck  
Lindasusan Ulrich  
Peg Van Camp  
Edward Vanegri  
Greg Walker  
Celeste West  
Robert F. West  
Lawrence Wexler  
Don Williams & David Jones  
James G. Williamson & Geoffrey Kors  
Ronald K. Wolberg  
Cedric Yap  
Paul Ybarbo  
Bonnie & Hilary Yoffe-Sharp  
Stan Yogi  
Betsy York  
Jan Zobel, EA

