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THE ESSENTIAL QUEER YOUTH MAGAZINE

**come out,
come out
wherever
you are!**



Letter from the Board Chair and Executive Director

By any measure, 2004 will go down as a momentous year for the lesbian, gay, bisexual, and transgender community. We witnessed the overwhelming joy of same-sex couples tying the knot, and felt crestfallen when the California Supreme Court ruled the San Francisco marriages invalid. We welcomed domestic-partner benefits in the state, even as we were enraged by ballot initiatives in more than a dozen states that legislated us into second-class citizens. Our disappointment at the delay of justice in the Gwen Araujo murder case was mixed with relief that the jury rejected an odious “transgender panic” defense.

Closer to home, Horizons Foundation had our own momentous year. We made over \$1.1 million in grants and inaugurated new “field of interest” funds for LGBT film, transgender education, and advocacy; we expanded both our highly rated Philanthropy Series and our Strategic Partnership Program for LGBT executive directors; we published the first edition of a free *Directory of Professional Advisors to the LGBT Community* and received a \$1 million bequest through the Charles M. Holmes Supporting Foundation, our largest gift to date. (See “Where We Are” on pages 20-23 for more details.)

Last year, we also made some quiet history: 2004 brought Horizons Foundation’s first quarter century of service to a close.

The creation of an LGBT community foundation 25 years ago was truly visionary. Horizons was the first organization of its kind anywhere in the world. At the time, the LGBT movement itself was still young—little more than a decade had passed since Stonewall. How revolutionary, then, to build an LGBT institution that declared, “We’re here for the long run.”

This year’s annual report offers more than a snapshot of a single year. It forms a bridge between an inspiring past and a future full of promise. In “Where We’ve Been” (pages 3-18), you’ll read about the ways that Horizons’ history parallels—and, in more than a few instances, has shaped—the history and fortunes of our community. The farsighted founders, the donors who sustained our work through good times and bad, the allocations committee volunteers who lent their expertise year after year—each person and each contribution paved the way to this milestone.

2 Horizons Foundation is still here for the long run. And we know, without doubt, that our community will face obstacles and opportunities that we can’t even imagine right now. That’s why the most important way we’re honoring Horizons’ rich history is with the foundation’s new long-term vision. “Where We’re Going” (pages 25-26) lays out our course for our *next* quarter century—when giving becomes the norm in our community, and permanent financial resources help ensure the freedom, equality, and well-being of LGBT people. Forever.

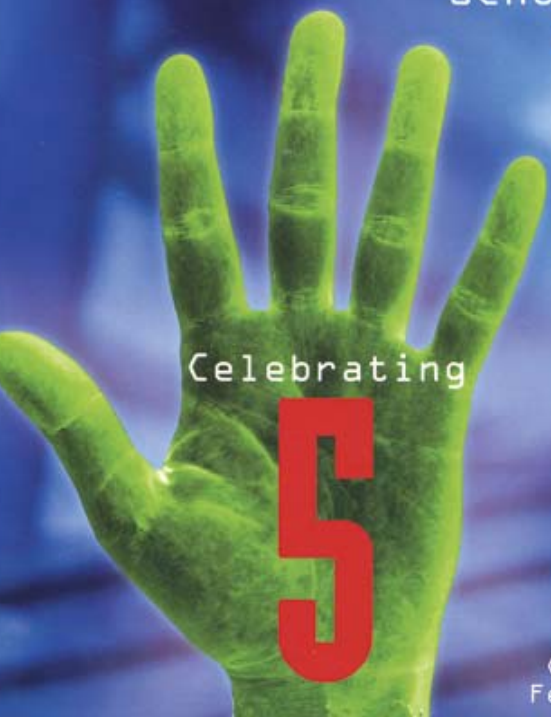
We are honored to be part of Horizons at this remarkable moment. We also know that Horizons Foundation’s legacy would not be possible without the extraordinary gifts of time, money, enthusiasm, and insight of literally thousands of volunteers, donors, and board and staff members. We are grateful for the opportunity to honor you, and we celebrate everything you have done to help the LGBT community reach new horizons.

MARGARITA GANDIA
BOARD CHAIR

ROGER DOUGHTY
EXECUTIVE DIRECTOR

Overcoming Violence (MOVE) Metropolitan Community Church/Partners San Francisco
GBT Community Center Billy Club JewishGen, Inc. Joe Goode Performance Group
Spectrum Center for LGBT Concerns/Women Here in Marin Catholic Charities of the
Archdiocese of San Francisco/Derek Silva Community HIV Prevention Project
Californians for Fairness Jon Sims Center for the Performing Arts High School Youth
Project/Catholic Charities of the East Bay Bay Area HIV Support and Education
Services (BAHSES) Bay Area Lawyers for Individual Freedom Joseph Towner Fun
Scholarship Asian Lesbians in Motion Film Project (a)eromestiza Project Immigratio
Quality Juan Marquez Scholarship: Britini Salazar Julie Dorf Film Project Kairo
House Shades of Red and Pink Documentary Keith Hennessy/ZERO Production
PFA/Fruit Punch Collective Institute for the Advancement of Human Behavior (IAHB)
Minister Wisdom, Inc. Larkin Street Youth Services Coming Home Support Service
OIGES: Bay Area Lesbian Choral Ensemble AIDS Project of the East Bay Jame
Markunas Society Latino Coalition on AIDS Bay Area Electric Railroad Association
Lavender Seniors of the East Bay Project Inform Legacy LYFE Program/Golden Gate
Youth Services, Inc. San Francisco Lesbian and Gay Dance Festival American Cancer
Society Legal Aid Society/Employment Law Center Lighthouse Community Center (LCC)
IPS Living with AIDS Swords to Plowshares AIDS Home Care and Hospice Lesbia
Abuse Information Network Aunt Lute Books Miracle Theatre/New Vaudeville Theatr
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Neighborhood Legal Assistance Foundation/LIFE Project International Gay an
Lesbian Human Rights Commission (IGLHRC) Gay Softball League AIDS Legal Service
Gay Youth Video Project National Association of Business Councils MCC/San Francisco
AIDS Ministries Members of the Tribe/Hillel Foundation Juha Ministry of Light NAME
Project Alzheimer's Disease Association Absolutely Positive/Adair and Armstrong
National AIDS Network AIDS Emergency Fund (AEF) AGUILAS Gay Rescue Mission AID
Resources, Information, and Services (ARIS) Brava! for Women in the Arts Nationa
Immigration Law Center Lesbian, Gay, Bisexual Awareness Program Gay Teachers
Schoolworkers Hope Along the Wind: The Life of Harry Hay Gay Youth Community
Coalition GALA Choruses American Buddhist Congregation Health Outreach Worker

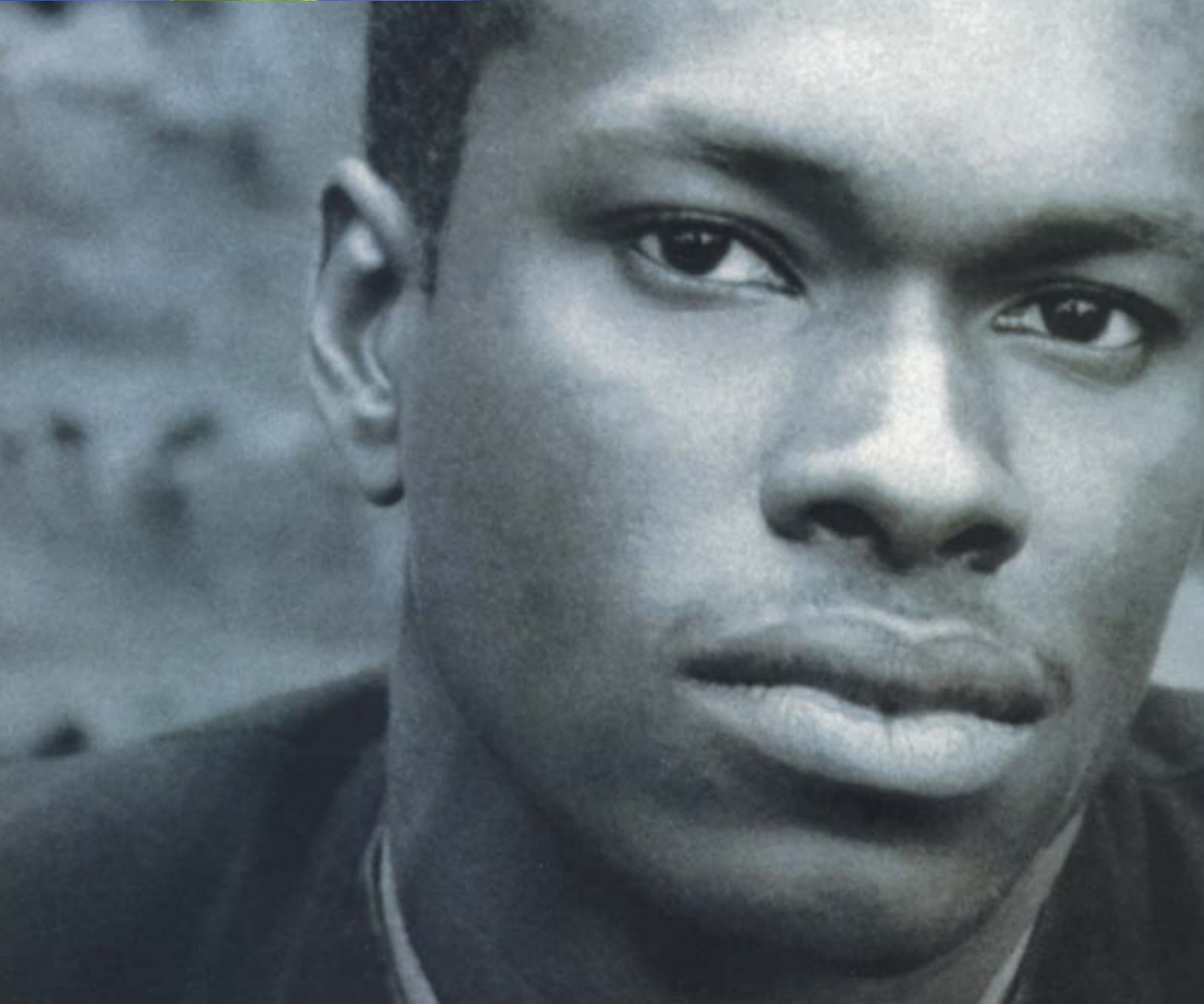
School's
Out!



Celebrating

5

Spring
Course
Catalog
February



where we've been

25 Years of Reaching New Horizons

Horizons Foundation's history has rarely been about the spotlight—for the most part our work has taken place behind the scenes. While Horizons has had its share of splashy achieve-

ments and marquee successes, what's remarkable has been our willingness to take on the responsibility of supporting a broad vision for the lesbian, gay, bisexual, and transgender community. This often translates into funding the “unglamorous” aspects of what LGBT nonprofits do day in and day out.

Over the last 25 years, we've funded newsletter printing, walkie/talkie rentals for event safety monitors, furniture for queer youth group meetings, training manuals for parade volunteers, and postage and photocopying costs for membership mailings. We've funded ASL interpreters and outreach materials for advocacy campaigns large and small. We've funded rents and payrolls. We've done it because we know that it takes phones to make healthcare appointments, pens to write innovative poetry, and power to shine light on injustice. Without the basics, even the most efficient nonprofit can't survive.

Each of Horizons' volunteers and donors over the last quarter century has contributed to strengthening the foundation, the hundreds of LGBT organizations we've supported, and the thousands of lives we've touched. The earliest goals of the foundation—to build a strong LGBT community through grantmaking and philanthropy rooted in the community—remain living parts of Horizons' work to this day.

Our story is a quiet but insistent accumulation of caring people making thoughtful decisions that lead to extraordinary results.



Cover of "Tradeswomen: A Quarterly Magazine for Women in Blue-Collar Work," founded in San Francisco in 1982

Staff and board of the Lesbian Rights Project, a public interest law firm that went on to become the National Center for Lesbian Rights (NCLR). LRP received one of two grants made in Horizons' first year.



It's a source of great satisfaction to me to see that Horizons is alive and kicking and in fact doing quite well after all this time. It's kind of like having grandchildren.

— Mark Hetts,
former Horizons board member

1980 to 1985

On the Pulse of Community Needs

Horizons Foundation had its start as the philanthropic committee of the Golden Gate Business Association (GGBA), the nation's first "gay chamber of commerce." The thousands of LGBT people who made the San Francisco Bay Area home in the 1970s also helped gay-owned businesses thrive. Under the leadership of President Arthur Lazere, GGBA recognized that for the community to continue to develop, we needed to raise money to support emerging LGBT organizations and issues while encouraging LGBT nonprofits to build the infrastructure they would need to grow.

Thanks to the hard work of GGBA's Philanthropic Committee Chair, Roger Gross, they established the GGBA Foundation in 1980 to take on this role.

The time had clearly come for such an entity: a couple of years earlier, several leaders of LGBT nonprofits and LGBT political aides had independently discussed a similar idea. Lamenting the difficulty in finding funding for LGBT projects, Paul Dague, Mark Hetts, Donna Hitchens, Dorrwin Jones, Bill Kraus, Anne Kronenberg, Carole Migden, and Dick Pabich met with United Way executives to advocate for more support of LGBT programs, while also talking informally among themselves about setting up a "gay United Way." They knew they needed an entity that was respected and respectable enough to direct the community's charitable giving toward LGBT groups. In the end, the GGBA Foundation was the philanthropic vehicle for these needs.

From the beginning, the foundation had its finger on the pulse of community needs. Early board members Jon Blumenstock, Bill Clark, Hency Clark, Matthew Coles, Catherine D'Amato, Roger Gross (who served as the foundation's first Board President), and Edgar Krout selected the first two grantees: Community Transitions/JOBPOWER, an employment service for LGBT people that was funded by a federal program to help economically disadvantaged, unemployed, or underemployed persons; and the Lesbian Rights Project, a public interest law firm that went on to become the National Center for Lesbian Rights (NCLR). By the end of 1981, we had made ten grants totaling \$2,550.

During this period, one of the primary sources of funding for the foundation was "22 On the Red," an annual casino-style event produced by GGBA for many years. We also received a boost from an unlikely revenue source in 1982: \$55,000 in settlement monies from a civil lawsuit (see sidebar). This funding allowed the foundation to create a plan for supporting innovative programs and building a strong and diverse LGBT community, and spurred our philanthropic activism further.

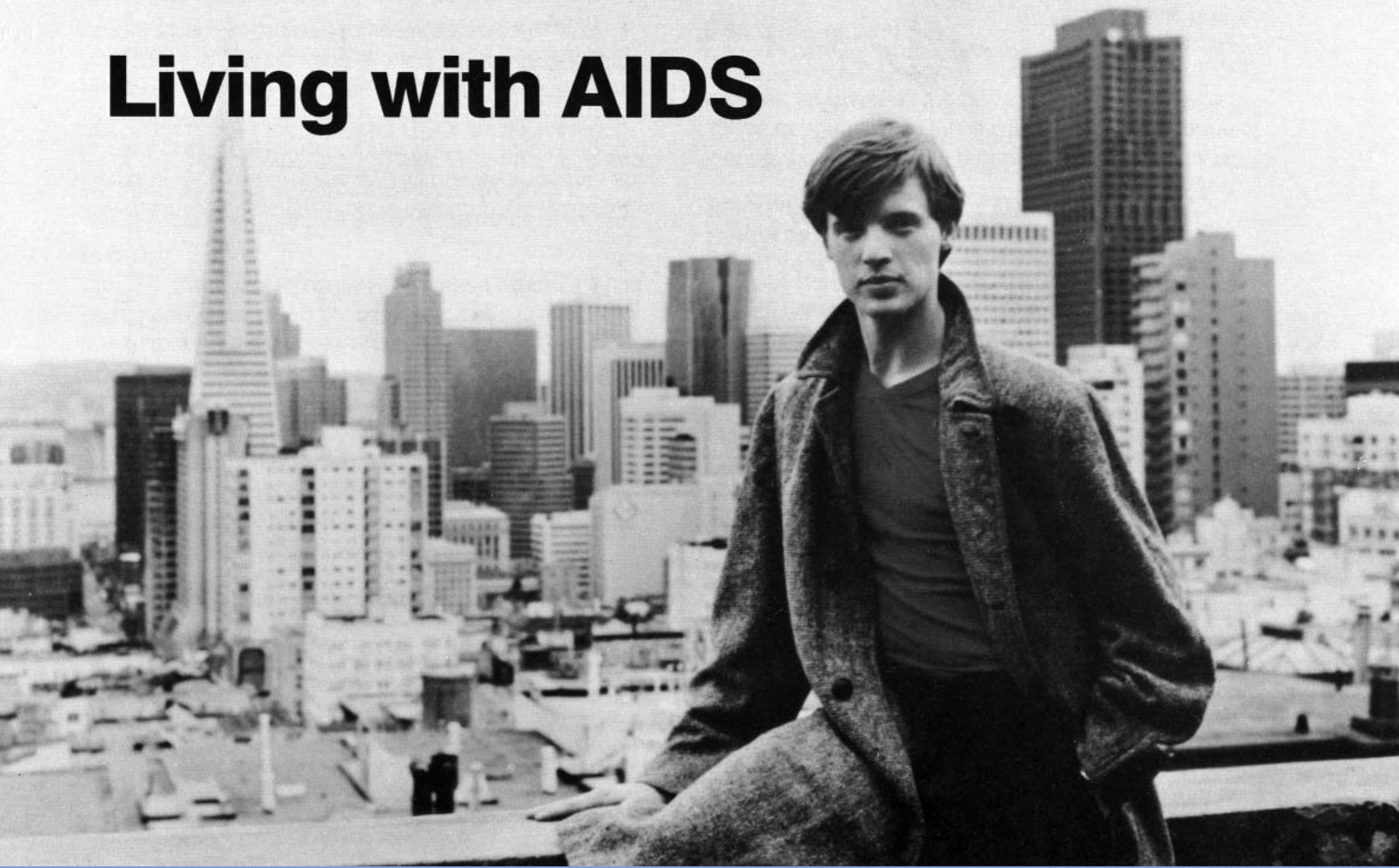
1982 also brought a dramatic new focus to the foundation's grantmaking, in response to a disease breaking out among gay men in New York and California that became known as AIDS. Helen Schietinger, the part-time nurse-coordinator of the Kaposi's Sarcoma Clinic at UCSF, contacted us for funding when there was nowhere else to turn, including the university itself. That same year, we gave the Kaposi's Sarcoma Research and Education Foundation (later the San Francisco AIDS



Early grantee Community Transitions/JOBPOWER won a civil lawsuit in 1982, but the settlement money arrived after the organization had already closed. They decided that jumpstarting the GGBA Foundation's work would put the funds to excellent use on behalf of the LGBT community.

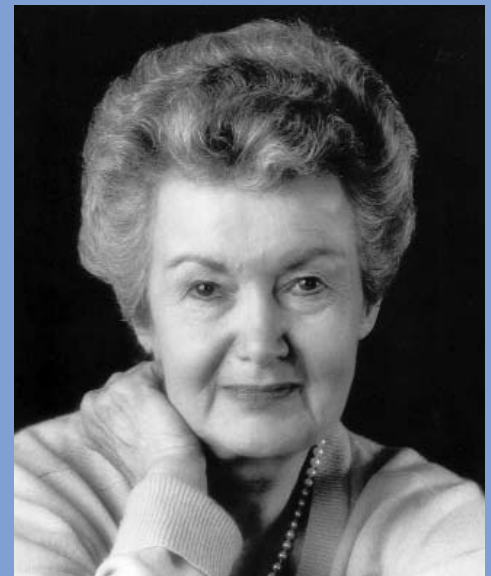
Treasurer Bill Clark and President Laurie McBride (left) of the GGBA Foundation receiving a check from JOBPOWER Executive Director Mark Hetts and Board Member Cheri Bryant

Living with AIDS



"Living with AIDS," a 1987 documentary that chronicles the last six weeks in the life of 22-year-old Todd Coleman

Harriet Schiffer and Marga Gomez in "Laugh Riot," a comedy benefit for Lilith: A Women's Theatre, a groundbreaking collective theater supported in Horizons' earliest years



Ruth Brinker, founder of Project Open Hand, received her first grant from Horizons in 1985

Foundation) a grant for their first newsletter, an early source of up-to-date, reliable information on the epidemic for health-care professionals, the media, those who had been infected, and the “worried well.” In their application, the KS Foundation underscored the importance of the project by noting that “approximately 650 cases of Acquired Immune Deficiency Syndrome diseases have been identified across the country, and new cases are being identified at the rate of three per day.” These grants were the first time any foundation in the U.S. had supported an AIDS service provider.

We also funded groups working on other aspects of the AIDS epidemic. For example, Horizons made a grant to the Legal Aid Society, which took on early AIDS discrimination cases. In one landmark victory, Legal Aid sued an insurance company that required unmarried men who worked as “restaurant employees, antique dealers, interior decorators, consultants, florists, or in the jewelry or fashion business” to answer discriminatory health questions. We supported the San Francisco AIDS Fund (later AIDS Emergency Fund) to sponsor a free five-day workshop for 26 men with AIDS with Dr. Elisabeth Kübler-Ross, renowned author on dying, and her staff. The men had the chance to face their illness and leave the workshop with a measure of peace. Other projects we funded included a helpful brochure from the Community Partnership on AIDS for friends of people with AIDS, and Inservice Video’s training videos for healthcare workers.

We also gave Project Open Hand its first grant. Ruth Brinker, a retired grandmother, had started cooking meals in a local church basement for seven men with AIDS, using food donations and her own money. The foundation not only gave POH the maximum grant award, but also found it a fiscal sponsor and helped it secure its nonprofit status. Former Horizons board member Mark Hetts remembers this grant as one of his proudest Horizons memories. “Ruth was the kind of person who saw a need and tried to fill it. And now, Project Open Hand is a spectacular success.”

NOT DEFINED SOLELY BY DISEASE

At the same time, our community didn’t define itself solely through disease, and the foundation’s grantmaking reflected that. We funded scores of arts organizations, spiritual groups, services for LGBT elders, lesbian conferences, LGBT community centers, social events, film projects, and more. Grants paid for all kinds of projects: creating a fundraising plan for the Women’s Philharmonic, Community United Against Violence (CUAV) speaking about anti-gay violence in parochial schools, Golden Gate Metropolitan Community Church reaching out to queer homeless youth, Wages Due Lesbians organizing a Mother’s Day picnic, and San Francisco Arts and Athletics hosting the first Gay Games. From the beginning, the foundation’s board maintained a balance of groups serving women, groups serving men, and “cosexual” organizations.

7

In addition to Horizons’ groundbreaking AIDS funding, we’ve made important grants to innovative organizations early in their development. This funding not only provided financial support for the organizations, but leveraged grants from other foundations as well. Some of our key seed grants include:

Gay Games

First Horizons grant: 1982

Today: Tens of thousands of participants from around the world gather every four years to compete in sporting events.

Lyon-Martin Women’s Health Services

First Horizons grant: 1982

Today: Lyon-Martin provides a full range of healthcare services to more than 3,000 women every year.

Community United Against Violence (CUAV)

First Horizons grant: 1982

Today: CUAV is the oldest LGBTQQ anti-violence organization in the country, with programs from a 24-hour support line for violence survivors to a speakers bureau to a youth training program.

Gay Asian Pacific Alliance (GAPA)

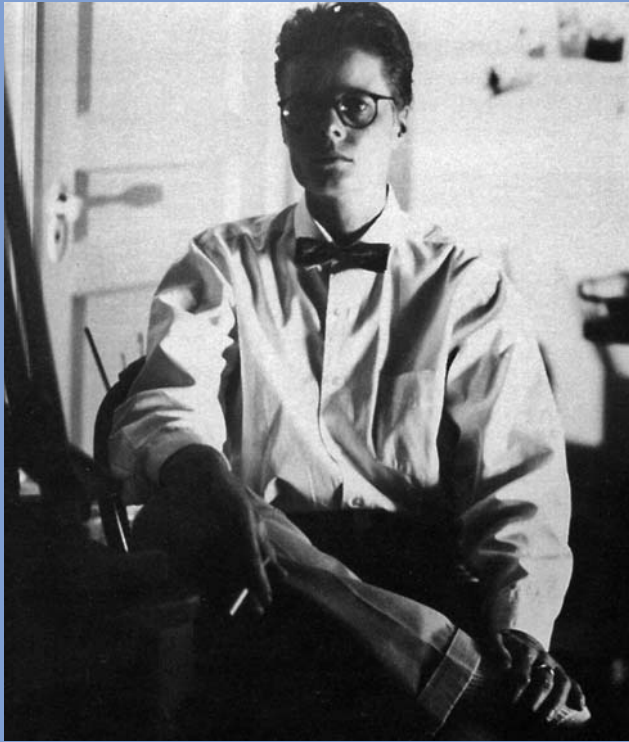
First Horizons grant: 1990

Today: GAPA has become a leader in addressing issues that affect gay and bisexual Asian/Pacific Islander men, offering scores of social and cultural events as well as work on marriage equality.

Lavender Youth Recreation and Information Center (LYRIC)

First Horizons grant: 1990

Today: LYRIC serves more than 17,000 LGBTQQ youth every year and has become a model for peer-based programs for queer youth throughout the country.



Always with the bigger picture in mind,
Horizons Foundation places our dollars
where they are needed most . . .
Horizons informs us of philanthropic
opportunities and the meaning of return
on investment.

– Mark Leno, 1995

LEFT: “Peter (A Young English Girl)” by Millie Wilson, part of SF Camerawork’s
“Fauve Semblant” exhibition in 1989

BELOW: The first public display of panels from the AIDS Memorial Quilt took
place at the foundation’s “22 On the Red” event in 1987. Horizons gave the
NAMES Project its first foundation grant.



The foundation also supported the highly successful film *The Times of Harvey Milk* (originally titled *Out of Order: The Times of Harvey Milk*). This hour-long documentary—about Milk’s life, his leadership defeating the anti-gay Briggs Initiative, and his assassination in 1978—went on to win the Academy Award for Best Documentary, three Emmy awards (after airing nationally on PBS), and the Peabody Award for Excellence in Broadcasting.

As the foundation grew, so did its fundraising efforts in the community. Under Board President Laurie McBride, we challenged ourselves to match a portion of the lawsuit settlement with contributions from individuals and businesses, and the success of these efforts allowed us to hire our first part-time Development Director, Bruce Harris, in 1984. When Harris moved to a full-time position with the San Francisco Ballet in 1985, Clint Hockenberry took over development at the foundation.

What Kind of Foundation Do We Want to Be?

1986 to 1995

The next chapter in the foundation’s history paid greater attention to strengthening the foundation itself and increasing LGBT philanthropy, while continuing to make grants.

In 1986, the board and staff took a step back and asked the question, “What kind of foundation do we want to be?” Board President Cheri Bryant—who became the Development Director after Clint Hockenberry went to the BALIF AIDS Panel—researched various models, from community-based to corporate to private family foundations. Each used different criteria for selecting grantees and board members, and even for designing the application process. As an offshoot of the GGBA, we had started as a business foundation, but had effectively operated as a community foundation. The board felt strongly that the community focus needed to remain. Also, given the urgent needs in the community, they decided to raise and give away money every year, rather than waiting to build an endowment.

The foundation’s approach—characterized by Board President Robert Munk as “venture philanthropy” even before the phrase became well-known—stressed investing in emerging organizations that were often too small, too controversial, or too unknown to receive grants from mainstream funders. Given the times, this meant almost anything connected with the LGBT community. “There were many needs that weren’t being addressed by other funders,” said Munk, “such as AIDS, partner abuse, and elder issues, to name a few.”

Because we knew that many organizations didn’t have the grantwriting expertise to put their best foot forward in a written application, the board also took one or two evenings to conduct interviews with applicants. In the discussions that followed each set of interviews, board members not only chose grantees but also hashed out the foundation’s giving priorities and values. The guidelines for our Community Issues grants grew out of those discussions, and remain largely unchanged today.

All along, we were supporting LGBT nonprofits in other ways as well: giving general support grants, which are rare among foundations; acting as fiscal sponsor for AIDS fundraising events such as the AIDS Bike-a-thon; and advocating for greater inclusion of LGBT issues in mainstream funders’ priorities. For example, under Board President Tom Fleming, Jr., we played a leadership role in the United Way’s Gay and Lesbian Task Force, helped move them through their decision to stop funding the Boy Scouts, and laid the groundwork for a partnership that would bring thousands more dollars to LGBT groups.

EXPANDING BEYOND THE BUSINESS COMMUNITY

The board and staff also began recognizing that while our connection with the GGBA had been vital, we needed to expand our identity beyond the business community to broaden our philanthropic activism and role as a community-wide resource.

Nearly two years of discussion went into the decision to change the name of the foundation. In May 1988, we hosted a “coming out” party at the City Club, and to the strains of *Also Sprach Zarathustra*, the new name was unveiled: Horizons Foundation. It was chosen to symbolize our commitment to the LGBT community’s self-sufficiency and stability, regardless of what might lie just beyond the horizon.

Horizons started to put that vision into action shortly thereafter by hiring our first full-time Executive Director, Doug Braley. His main task was to build the infrastructure that would allow Horizons’ programs to grow. During this period, we started offering workshops on topics such as grantwriting, fundraising, and nonprofit management; made grants specifically to support organizations’ capacity-building efforts; and created the first planned giving materials in the country addressing the needs of LGBT people. The foundation had started accepting planned gifts in 1986, though in a sorrowful irony, our first staff person was also the source of our first bequest when Bruce Harris died of AIDS.

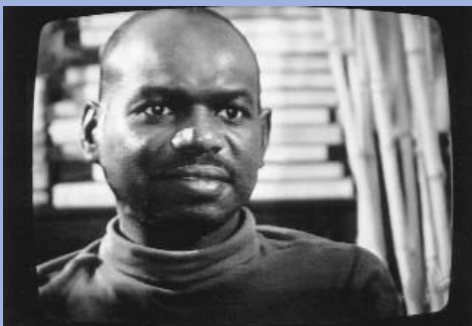
Donors and organizations also turned to Horizons to establish named funds, each with its own purpose. For example, Lawrence R. Lucas left a substantial bequest specifically to fund LGBT senior programs. According to Robert Nakatani, Lucas’s attorney, “The foundation’s ability to evaluate the effectiveness of the variety of such programs [for elders]—now and in the future—was important to Mr. Lucas.” Richard Coleman established the Jay A. King Fund in memory of his former lover. “I had never really given much money before and knew little about the process,” he said. “After learning about Horizons Foundation, I realized the foundation . . . would know who needed the money and when.” We also housed the Joseph Towner scholarship, which gives awards to student with LGBT parents.

In 1989, Horizons became home to Bay Area Career Women’s “A Fund of Our Own,” which supported organizations benefiting lesbians. Alexa Nickliss, then President of BACW, said, “BACW’s decision to pursue a philanthropic project...gives us a new role in the community. It sends the message that we are ready to use our resources to support our sisters.” Other early named funds included the BayCablevision Fund, through which cable subscribers in Contra Costa County could support AIDS programs, and the GGBA Fund, which continued the foundation’s long philanthropic connection with LGBT members of the business community.

A bequest from Douglas M. Jackson, a former Horizons board member and life partner of Mark Leno, represented the first permanent endowment gift dedicated to building the capacity of the foundation itself.

EMPHASIZING COMMUNITY PARTICIPATION

In the early 1990s, with the explosive growth of new LGBT nonprofits—particularly those serving communities of color, youth, and elders—more and more organizations started seeking grants from Horizons. To ensure that our awards continued to meet the community’s needs, we sought volunteers from every segment of the LGBT community to review the proposals, rather than relying solely on interviews by board members. “Being on an allocations committee is an enlightening and empowering experience—it gave me a lot of insight into what it takes to provide financial support to organizations. It’s challenging, too, because the needs are always greater than the available funds,” said Prado Gomez, who served as a reviewer



Horizons has supported many films throughout our history, such as “I Shall Not Be Removed: The Life of Marlon Riggs” (left) and “A Holocaust Family Album” (right)

before joining the foundation's board. "By pulling in people who really know and are invested in the community, Horizons ensures that the process is done fairly and with integrity, and that the grants reflect the community's needs."

Grantees from this period include AIDS in Focus, a national weekly radio program on the global epidemic; Sistah Boom, a multicultural women's percussion and dance ensemble; a daycare program for frail and isolated LGBT elders through North of Market Senior Services; *I Shall Not Be Removed*, a documentary about filmmaker and activist Marlon Riggs; and Lavender Youth Recreation and Information Center (LYRIC), which received one of its first grants from Horizons for its work with LGBTQQ youth. In order to increase our fundraising to support more nonprofits and expand our outreach, Horizons added a second staff person in 1994, Director of Development Scott Walton. We held our first annual event at the Miyako Hotel to recognize both donors and grantees.

This period also saw Horizons take major steps to increase philanthropy both within our own community and from mainstream funders. Horizons nurtured the nascent movement to create more LGBT community foundation by hosting a small conference in 1993 with a handful of attendees from foundations across the country. In 1994, under Board President Peg Van Camp, we launched the groundbreaking Lesbian and Gay Philanthropy Project (LGPP). The LGPP took advantage of Horizons' unique position as the nexus between the foundation world and LGBT organizations to identify ways that LGBT and mainstream individuals and institutions could support the LGBT community and movement. "Foundation and individual donor support for lesbian and gay issues nationwide [was] largely silent or non-existent," said former executive director Doug Braley. At best, most funders viewed meeting the community's needs as synonymous with supporting AIDS programs.

Following in-depth interviews with more than 50 diverse community leaders from across the spectrum, Horizons published *Out in Front! A Call for Leadership in Funding the Needs of Bay Area Lesbian and Gay People* in 1995. This landmark study identified nine categories of issues and concerns for LGBT people in the Bay Area: community development, public education and awareness, youth, elders, race and ethnicity, health, spirituality, arts and culture, and civil rights.

Each section of the report summarized an issue area, talked about current and future trends, and made concrete funding recommendations. *Out in Front!* went to thousands of people in the Bay Area and across the country, including 750 national and regional foundation representatives. One funding officer told Braley that we had helped make the case for a grant to the Street Survival Project (later the Center for Young Women's Development), which employed young women as peer health educators to young women living on the streets. Without the report, she noted, the corporation's board wouldn't even have reviewed the proposal.

As of June 1995, the same month that *Out in Front!* was released under Board President Stan Yogi, Horizons had cumulatively made more than \$550,000 in grants to 250 LGBT organizations and projects. Horizons also hired our first full-time Program Director, Grace Flannery.



Queer Women of Color Media Arts Project

I had never really given much money before . . . After learning about Horizons Foundation, I realized the foundation . . . would know who needed the money and when.

– Richard Coleman, established an early donor-advised fund



LEFT: *"Heroes and Saints,"* a play by Cherrie Moraga, presented by Brava! for Women in the Arts in 1992

RIGHT: *Theatre Rhinoceros*, the world longest-running professional queer theater, has received 11 grants from Horizons Foundation

Our mission is extraordinary.
We identify emerging issues and support innovative ideas that shape those issues and help build a strong community—for generations to come.
We are charged to look beyond *what is* today and into *what could be* tomorrow.
It is that vision we embrace and that commitment sees us through the paper, the problems, and the meetings, for these are the means and not the end.
Vision allows us to see beyond the means; beyond the horizon.

– from *"Beyond the Horizon"* by former board member Dominick Albano, 1996

1996 to 2005

Broadening Our Scope, Deepening Our Impact

As Horizons Foundation matured, we broadened the reach and scope of our work to take our support for LGBT organizations and the community to a much higher level. From highly visible public education campaigns about the effects of anti-LGBT discrimination, to a leap in the dollars we granted to organizations, to new giving vehicles to spur LGBT philanthropy, Horizons gained momentum in all the ways we served our community.

In 1996, under the leadership of Board President Denise Wells and spear-headed by former board member Dominick Albano, we undertook one of our most widely publicized campaigns. In partnership with Pacific Gas and Electric Company (PG&E) and its Lesbian, Gay, and Bisexual Employees Association, Horizons launched the PG&E Fund for Lesbian and Gay Youth and Education. With posters in buses and bus shelters around San Francisco, articles and ads in several newspapers, and visibility during the live TV broadcast of the San Francisco LGBT Pride Parade, we announced a matching fund that would support programs that “provide a positive environment for gay teens, including leadership training, social activities, and health education.” By the end of the challenge grant period, we had matched PG&E’s \$20,000 with more than \$20,000 in individual donations. Some of the programs supported with these funds included the LYFE Mentoring Project to connect LGBTQ youth with queer adults, the youth-oriented magazine *Inside Out*, and Brava! For Women in the Arts’ DramaDIVAS, the nation’s first arts-based intervention program for at-risk LGBT youth of color. PG&E repeated the highly successful matching program each year through 1999. In total, the fund generated over \$200,000 in grants to youth programs.

The late 1990s saw many innovative activities at the foundation. We hosted a national conference for LGBT community foundations that was twice the size of the 1993 gathering; sponsored a community forum for LGBT organizations and a summit for LGBT donors in the East Bay; launched our first web site in conjunction with Digital Queers; offered “TA Days” when organizations could meet one-on-one with Horizons’ volunteers or staff for technical assistance; helped the Rainbow Community Center in Contra Costa County purchase computer equipment; and made our first transgender-specific grant to FTM International. We expanded our donor-advised fund program to offer donors new options and encourage them to increase their giving. Horizons also updated our look with a new logo: an orange sun sending out rays above the foundation’s name, all enclosed in a blue triangle.

Other changes were afoot as well. After nine years as Executive Director, Doug Braley retired from the position. He was followed by Loretta Redd, PhD, whose efforts during her tenure raised the foundation’s visibility and grantmaking significantly. Former board member Peter Teague stepped into the position in 1999.



Doug Braley
Executive Director, 1988-1997



Loretta Redd, PhD
Executive Director, 1997-1999



Peter Teague
Executive Director, 1999-2001

NEW PARTNERSHIPS FOR THE FOUNDATION

An important addition to Horizons' grantmaking came in 1999, when we began managing the grantmaking process for the AIDS Walk, one of many ways in which Peter Teague's leadership benefited the community. Sponsored by the San Francisco AIDS Foundation—an early Horizons grantee—this event raised hundreds of thousands of dollars every year for HIV/AIDS services throughout the Bay Area. This new partnership coupled Horizons' expertise in community-based grantmaking with the AIDS Foundation's commitment to fighting the epidemic on many fronts.

Our grantmaking expertise was also a key element of the Gateway Initiative—a collaboration between Horizons and The San Francisco Foundation—which was one of 20 participants in the National Lesbian and Gay Community Funding Partnership. The Gateway Initiative also brought hundreds of thousands of dollars from new donors to our community, including sources that hadn't traditionally supported LGBT causes.

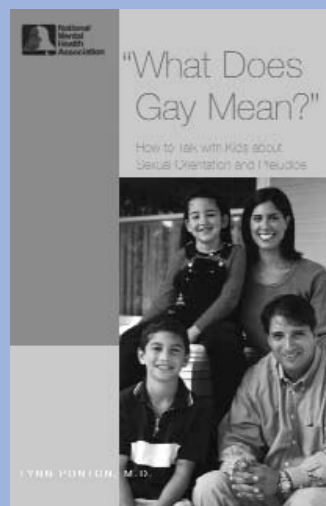
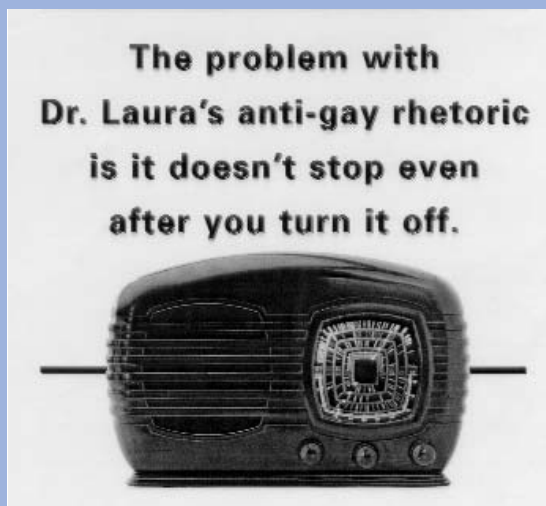
That same year David Ring and Stuart Harrison, long-time philanthropists to LGBT organizations, donated \$700,000 to Horizons. At the time, it was the largest single gift the foundation had ever received. "We were pleased to find that the foundation had developed into a serious, sophisticated institution that could do a very professional job handling these resources," said Harrison. The contribution established the couple's donor-advised fund, added to Horizons' endowment, and strengthened our grantmaking and educational programs.

These partnerships, combined with donations from other individual, corporate, and foundation supporters, made 1999 the first year in which Horizons' grantmaking surpassed \$1 million.

The foundation's success, however, was playing against a background of public campaigns against LGBT people. Most notably, Proposition 22 (also known as the Knight Initiative) asked California voters to exclude same-sex couples from the rights and responsibilities of marriage, and Dr. Laura Schlessinger regularly doled out anti-gay advice on her popular radio show. In response, Horizons made grants to the No on Knight Campaign, led a diverse coalition of groups in a press campaign against Dr. Laura's rhetoric, and funded the publication and distribution of a Stanford University study showing that homophobia hurts kids.

In Horizons' tradition of taking proactive steps to advocate for LGBT people, we also collaborated with the National Mental Health Association to produce "What Does Gay Mean?", a booklet to help parents talk to their children about sexual orientation. Parents wanted and needed such a resource: polls showed that 76% of all American parents were willing to discuss sexual orientation with their kids, and nearly as many wanted a guidebook to help them. The different sections in the booklet include tips for beginning the discussion, appropriate language for different age groups, and resources where parents could find out more. Thousands of these booklets now circulate in school districts throughout the country.

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Horizons' public education efforts around LGBT issues have included a campaign against Dr. Laura Schlessinger's anti-gay radio program (left) and a booklet to help parents talk to their children about sexual orientation (right). Both campaigns garnered national attention.

MORE THAN GRANTMAKING

Knowing that it takes more than money to maintain successful organizations, Horizons had long supported LGBT nonprofits through technical assistance workshops on everything from grantwriting to financial management. We also recognized that leaders of LGBT nonprofits—especially in our relatively young movement—face tremendous pressures. Often, executive directors are activists who come to their organizations with great passion but little formal training in running a nonprofit. In 2000, under Board Chair Scott Hafner, Horizons addressed this need by launching the Strategic Partnership Program (SPP), a leadership training and peer support program, with a group of ten executive directors from anchor institutions. “I think that Horizons has demonstrated a lot of foresight and leadership in the LGBT community by bringing [us] together,” remarked one SPP participant. “Collectively, we’ve been able to talk more about how we can continue to partner and support one another [and] take our work to the next level . . . Individually, we would never have been able to do that.” The first SPP was so successful that we began a second cohort in 2003, this time for the leaders of emerging organizations. Both cohorts are still active.

We also expanded our work with donors and other foundations. For example, *Lesbians, Money, and Giving* offered a series of workshops, dialogues, and presentations exploring the world of lesbian philanthropy. At one session, “The Color of Money,” a crowd of more than 140 women listened as lesbians of color discussed how cultural identity affects their charitable giving. Our foundation partners benefited from our experience with LGBT organizations through activities such as a first-ever briefing through Northern California Grantmakers on transgender issues and site visits to our grantees by members of the national Council on Foundations’ Committee on Inclusiveness.

SUPPORTING ORGANIZATIONS THROUGH LEAN TIMES

While the turn of the millennium brought a sharp downturn in the economy—especially in the Bay Area’s high-tech sector—Horizons maintained our funding levels, thanks in large part to our donor-advised funds bringing hundreds of thousands of dollars to community organizations every year. Under Board Chairs Jo Hercus, Prado Gomez, David Gleba, and Lia Shigemura, Horizons supported job training services through the Queer Youth Training Collaborative, Mujadarra Grrls’ “Bint el Nas” (“Daughter of the People”) website for women who identify as LGBTQ and Arab, and development staff for Rainbow Adult Community Housing (later renamed Openhouse). We made one of the first grants to the Transgender Law Center for their precedent-setting legal work with transgender people. And we once again helped scores of people with AIDS attend a retreat, but this time through Women Organized to Respond to Life-threatening Diseases—a reflection of the increasingly female face of AIDS.

Institutional Partners Step Up

Many foundations and corporations have stepped up their support for LGBT issues over the years, including through grants to Horizons. We want to thank the following institutional supporters in particular:

The David Bohnett Foundation
The California Endowment
ChevronTexaco
Columbia Foundation
The Dorian Fund
R. Gwin Follis Foundation
The Ford Foundation
Richard and Rhoda Goldman Fund

Evelyn and Walter Haas, Jr. Fund
Charles M. Holmes
Supporting Foundation
Levi Strauss Foundation
Overbrook Foundation
Pacific Bell Foundation
Pacific Gas and Electric Company
San Francisco AIDS Foundation

The San Francisco Foundation
Theophilus Foundation
Tides Foundation
United Way of the Bay Area
Vanguard Public Foundation
Wells Fargo Foundation
Working Assets



"No Secret Anymore: The Times of Del Martin and Phyllis Lyon" tells the story of the couple who helped found the modern lesbian civil rights movement



Horizons has supported multiple programs of the 30-year-old Pacific Center for Human Growth in Berkeley through more than a dozen grants since 1981

Another boost to our grantmaking came when The California Endowment (TCE) chose Horizons as one of 11 recipients of financial and technical support through its Focus Funders Program. The program sought to build the capacity of community-based funds to expand their work in community health promotion and education. Our participation in the Focus Funders Program again brought hundreds of thousands of dollars to the LGBT community.

In 2002, we built on our relationship with TCE when we received a three-year, \$750,000 grant, our largest to date. Much of the funding was slated for regranting to other LGBT organizations improving the health and well-being of our community. Perhaps more significant to the LGBT community in the long run, the grant also earmarked funds for Horizons' own capacity building: expanded donor services, additional staff members, enhanced communications, and a strategic planning process. The long-term funding helped Horizons strengthen our programs and set the stage for stable, consistent growth. The timing was perfect, as it followed an executive transition from Interim Executive Director Paula Morris to current Executive Director Roger Doughty.

DEEPENING OUR DONOR SERVICES

Horizons had long established an excellent reputation in grantmaking. We'd also recognized the importance of expanding philanthropy in our community and wanted to deepen our existing services for donors. To that end, we inaugurated the Philanthropy Series in 2003, seminars that spoke to the particular needs of LGBT donors. Topics have included the basics of estate planning, laws affecting same-sex partners, global AIDS work, giving plans, and independent LGBT films. In fact, the session on LGBT film generated so much enthusiasm that we formed the LGBT Film Donor Circle, a forum for filmmakers and donors interested in funding films to find each other.

We also produced our *Directory of Professional Advisors to the LGBT Community*, a free booklet and web listing created in response to numerous requests for referrals to lawyers, accountants, financial planners, and other advisors who understand the concerns of LGBT clients.

In 2003, Horizons found a direct way to combine our public education efforts with our role as a philanthropic entity. On the first anniversary of the brutal murder of Gwen Araujo—a transgender teenager living in Newark, CA—Horizons, Gwen's family, and community activists announced the Gwen Araujo Memorial Fund for Transgender Education to support school programs that teach respect for transgender lives. The first grants from this fund helped arrange speaking engagements for Gwen's mother, Sylvia Guerrero, in Bay Area schools. After one presentation, an Oakland student wrote, "My eyes and actions were changed and now I not only 'tolerate' but I've come to accept and support all races, sexes, preferences, whatever!...I hope that by committing to this I can help ease some of Gwen's family's pain. I want to thank Sylvia for coming and changing my life."

Our efforts to bring more mainstream dollars to the LGBT community and address the needs of underserved populations also extended to our work with the Contra Costa Safer Schools Coalition. Through another partnership with The California Endowment, Horizons funded this group of seven organizations working to create safe and supportive school environments for LGBTQ youth in Contra Costa County. The organizations have held youth leadership trainings, worked with school districts on LGBTQ issues, integrated the concerns of LGBTQ youth into the schools' health education curricula, and provided direct support services to LGBTQ students.

In early 2004, the LGBT community became the center of national attention when San Francisco started issuing marriage licenses to same-sex couples. Thanks in part to a \$1 million bequest from Charles M. Holmes—the largest gift Horizons had ever received—we were able to make rapid grants to organizations such as National Center for Lesbian Rights, Equality California, and Gay Asian Pacific Alliance working on marriage equality efforts in the courts, in ballot boxes, and in the arena of public opinion.

We announced the grants at our annual gala, which honored LGBT leaders in politics and philanthropy, including former Congressman Gerry Studds, the first openly gay member of the U.S. Congress. We also continued to support groups that weren't always garnering headlines, such as the AIDS Legal Referral Panel, Electra Theater Company, Gay, Lesbian, and Straight Education Network, Lavender Seniors of the East Bay, and Metropolitan Community Church of the Redwood Empire.

As of the end of 2004, Horizons Foundation had made over \$11 million in grants to more than 625 organizations.

Sustained by a Bold Vision

As Horizons' first quarter century drew to a close, the foundation undertook a major strategic review and planning process. In keeping with Horizons' tradition of moving forward in a thoughtful way, the board and staff reflected on the foundation's core mission and values, took stock of the LGBT community's evolving needs, and weighed strategies to connect the two. The result was a "five-year plan for a 25-year vision" to create permanent resources for the LGBT community (see page 25). "Our goals are very ambitious," said Board Chair Margarita Gandia, "but in the best sense of the word: they are far-reaching and inspiring, while grounded in a concrete, achievable plan. I'm very excited to be a part of these developments."

Throughout our 25-year history, Horizons Foundation has maintained a seriousness of purpose, an eye for possibility, and a long-term sense of community that have sustained us. As an institution, we have taken on many roles: funder, advocate, convener, mentor, catalyst, educator, and ally. Our influence lives beyond the borders of the Bay Area as well: our example has inspired 15 other LGBT community foundations across North America, with more around the world, from Holland and China to Australia and Bulgaria. "The community of San Francisco has been a source of strength and inspiration and nourishment for me and for millions of [others]," said Congressman Studds in accepting a Horizons Cornerstone Award.

Horizons Foundation has embodied the literal meaning of philanthropy—"love of humankind"—in extraordinary ways within and on behalf of the LGBT community for a quarter of a century. It is a legacy that propels us toward an equally extraordinary future.

Many thanks to Dominick Albano, Doug Braley, Cheri Bryant, Roger Gross, Mark Hetts, Arthur Lazere, Bob Munk, Tim Stevenson, and Stan Yogi for their invaluable assistance in capturing Horizons' history.



The world's first LGBT community foundation, Horizons has helped inspire the development of other LGBT foundations around the country. Here, representatives from a dozen LGBT funders are pictured at the annual LGBT Community Foundation conference in Madison, WI.

25 Years of Leadership

Since 1980, Horizons Foundation has been guided by dedicated, caring, and hard-working individuals who have volunteered their time and energy as members of our Board of Directors and Advisory Board and worked tirelessly as staff members. Over the course of 25 years, they built an institution without precedent anywhere in the world, foresaw and responded to community needs, negotiated difficult economic periods, and created a vision that continues to inspire LGBT people throughout the U.S. and beyond—and always with an eye towards building the foundation's long-term strength and vitality to better serve the LGBT community and movement.

These extraordinary people deserve to be remembered and celebrated for all their contributions to Horizons' legacy and our future. We are honored to offer them our appreciation and thanks.

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Kimberly Aceves-Denyer
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Lilly H. Allen
Kirsten K. Anderson
John Bare
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Mary Russi
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Vincent A. Sales
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Vartan Shahjianian
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Sergio Sandoval
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Lindasusan Ulrich
Scott W. Walton
Tom Yanetta
Dena Zaldúa

Horizons' Programs in 2004

Horizons Foundation strengthens LGBT organizations and leaders and builds LGBT philanthropy through a diverse range of programs, services, and initiatives. Our innovative work both responds to and anticipates the needs of the community we serve. In 2004, we enriched many of our programs and built on the momentum of the previous year.

Strengthening LGBT Organizations and Leaders

GRANTMAKING

Since the beginning, Horizons has provided financial support to cutting-edge community organizations and causes in areas ranging from youth to elders, from LGBT arts and culture to civil rights advocacy. Our grantmaking is guided by 25 years of expertise and deeply informed by direct community participation.

In 2004, we again provided financial support both for emerging LGBT organizations—especially through our Community Issues grants, which are based on recommendations from community panels—as well as core support to larger community institutions. And our ongoing partnerships with major institutions such as the San Francisco AIDS Foundation and The California Endowment channeled new dollars to smaller LGBT organizations. For example, we brought our grantmaking expertise to allocating the proceeds of the annual San Francisco AIDS Walk and AIDS Marathon events. Donor-advised and other named funds housed at Horizons further enriched and diversified our grantmaking. We are especially proud to have made \$61,000 in grants in 2004 through two new field of interest funds, the Gwen Araujo Memorial Fund for Transgender Education and the Fund for Advocacy and Political Initiatives.



*(l-r) Julie Dorf (Horizons Foundation), Kar Yin Tham (LYRIC), Gayle Roberts (LYRIC), and Terry Person-Harris (CUAV)
at Horizons' "Celebrating Our Communities" event*

LEADERSHIP DEVELOPMENT

The leaders of community nonprofits face intense demands that can lead to isolation and burnout. In 2004, Horizons continued our powerful and highly successful Strategic Partnership Program, which provides mutual support, individual coaching, and skills-building for the executive directors of LGBT community organizations from across the Bay Area (see below). A particular highlight was a special three-day leadership training at the Rockwood Leadership Program, which gave the group an opportunity to strengthen their connections as a team, addressed core leadership skills, and provided each participant with a full assessment of their strengths and challenges.

Children of Lesbians and Gays Everywhere (COLAGE)
Community United Against Violence (CUAV)
Billy DeFrank LGBT Community Center
Dimensions Clinic
GLBT Historical Society of Northern California
Gay, Lesbian, and Straight Education Network (GLSEN)/
San Francisco-East Bay

Gay-Straight Alliance Network
Horizons Foundation
Lavender Youth Recreation and Information Center
(LYRIC)
New Leaf: Services For Our Community
Our Family Coalition
Pacific Center for Human Growth
Purple Moon Dance Project
Rainbow Community Center of Contra Costa County
San Francisco LGBT Community Center
Spectrum Center for Lesbian, Gay, Bisexual, and
Transgender Concerns
Transgender Law Center



LEFT: LGBT executive directors gathered at a retreat for the Strategic Partnership Program

TECHNICAL ASSISTANCE

Horizons has long provided technical assistance to our grantees and applicants through workshops on topics such as fundraising, diversity, and media skills. Last year's series included a special focus on board development. In 2004, more than 165 people from 70 organizations took advantage of this free resource to the LGBT community.

Beyond Foundation Support: Creating an Individual
Donor Program
Beyond Outreach: Creating Vibrant, Inclusive Organizations
Building the Board That You Need
Creating a Major Gift Program
Creating Diverse Workplaces: An Introduction to
Employment Discrimination Laws
Direct Mail 101
Event Planning Basics
Grantwriting 101 for LGBT Organizations and Projects
Grantwriting 201 for LGBT Organizations and Projects
Media/PR Basics
Nonprofit Board Leadership

Producing Great Materials on a Shoestring
Successful Board Fundraising
Transgender Inclusiveness Training for LGBT
Organizations
Working with the LGBT Press

Many thanks to all of the presenters for bringing their skills to the 2004 Technical Assistance Series: Marcus Arana, Simon Aronoff, Kim Corsaro, Anushka Fernandopulle, Susie Fought, Robert Glavin, Elizabeth Kristen, Cynthia Laird, Steve Lew, Lindasusan Ulrich, Melissa White, Akaya Woodward, and Ron Wong.

Building LGBT Philanthropy

Growing philanthropy lies at the heart of Horizons' work. Philanthropy does more than just provide funding for nonprofits—it's an opportunity for donors to learn more effective ways to give, make connections with each other, and invest in the future of the LGBT movement.

DONOR EDUCATION

With more than 170 participants, our 2004 Philanthropy Series garnered overwhelmingly positive reviews: 90% of the feedback gave the seminars "excellent" marks (with everyone else rating them as "good"). The sessions—on topics from domestic partnership laws to charitable giving plans—kept donors connected and involved, increased the giving capacity of the LGBT community, and sharpened the impact of individual donors (see sidebar).

Horizons also co-presented the Bay Area Regional OutGiving conference with the Gill Foundation, drawing nearly 100 major donors concerned with LGBT issues. Attendees had the opportunity to network with each other, listen to panels on LGBT philanthropy, and talk about strategies for increasing giving by and to the LGBT community.

DONOR SERVICES

In 2004, Horizons Foundation opened six new funds to help donors reach their philanthropic goals. At the same time, our field of interest funds brought together over 100 donors drawn to particular issues, such as transgender education in schools. Horizons is currently home to more than 35 donor-advised and other named funds.

Last year we also intensified our work with professional advisors to help serve our donors better. We published the first edition of our *Directory of Professional Advisors for the LGBT Community*, a free booklet with more than 80 attorneys, financial advisors, accountants, and others who integrate the needs of LGBT clients. We worked with individuals and professional advisors on customized gift and estate planning, and supported donors in creating giving portfolios that reflect both their own interests and the needs of the community.

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, last year we co-sponsored "Same Sex Marriage: Beyond a Civil Rights Issue," a special briefing at Northern California Grantmakers. With presentations from leaders in the marriage equality movement and from researchers on health, families, and other issues, the briefing helped funders understand the broader implications of same-sex marriage.

We also link non-LGBT foundations with LGBT organizations and partner with larger foundations to grant funds in the LGBT community, such as our support for the Contra Costa Safer Schools Coalition (see page 33). Our work opens doors to new sources of funding for our community.

2004 PHILANTHROPY SERIES



(l-r) Evan Wolfson (*Freedom to Marry*),
Peg Van Camp (*Horizons Advisory Board member*),
John Iwanicki (*Northern Trust*), and Kate Kendell (*NCLR*)
at the 2004 Philanthropy Series

Talk About Marriage!
Election Year Giving
Now that You're Married or Domestically-Partnered:
 How to Document Your Financial Family in the New Era of
 Same-Sex Partnerships
Estate Planning for Those with a Charitable Heart
Working with Advisors
Your Giving: Planning and Execution
Post-Election Review of the Year of Marriage
Raising Kids with Philanthropic Values

2004 Professional Advisor Events

California's New Domestic Partnership Law:
 Marriage or Not, Here We Come!
Advising Clients and AB 205

Horizons Foundation is grateful to all of the presenters who made these events such a success: Ann Barden, Dale Boutiette, Joan DiFuria, David Gellman, Stephen Goldbart, Jason Heyman, Frederick Hertz, Ambassador James Hormel, Jean Johnston, Dan Joraanstad, Bob Kearny, Kate Kendell, Deb Kinney, Geoffrey Kors, Kathy Levinson, Dan Neumann, Vincent Robinson, Sheryl Ross, Susan Thomas, Lisa Tracy, Evan Wolfson, and Timothy Wu.

CELEBRATING OUR COMMUNITIES

What a night! Horizons' 2004 "Celebrating Our Communities" event was a huge success. Despite a last-minute change of venue (due to a labor strike), hundreds of donors, grantees, LGBT leaders from the political and philanthropic worlds, and guests gathered for a truly inspiring program. Speakers included former Massachusetts Congressman Gerry Studds, Patti Chang from the Women's Foundation of California, and former Ambassador James Hormel. The evening honored LGBT leaders in philanthropy as well as an "Honor Roll" of more than 80 elected and appointed officials from the LGBT community.



*Ambassador James Hormel presenting a Cornerstone Award
to Congressman Gerry Studds*

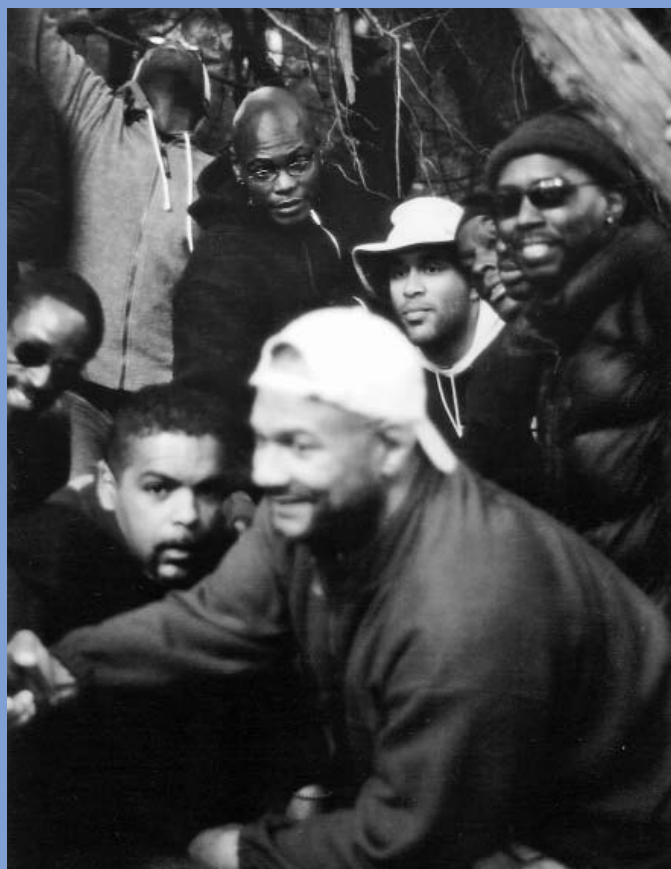
2004 Cornerstone Award Winners:

Former Congressman Gerry Studds (D-MA)
James E. Canales, President and CEO, The James Irvine Foundation
Patti Chang, President and CEO,
 The Women's Foundation of California
Pamela David, Executive Director, Walter & Elise Haas Fund
Tim Hanlon, President, Wells Fargo Foundation
Dr. Sandra Hernández, CEO, The San Francisco Foundation

Cornerstone Awards honor individuals and institutions whose exceptional leadership and commitment stand as examples to others and as cornerstones of our LGBT community.

My satisfaction in giving comes from my own view of myself: I want to be the kind of person who cares, and who backs up that caring with all my resources—personal energy as well as financial help.

— Cheri Bryant,
former Horizons board member and recipient
of one of the first Community Builder Awards



STOP AIDS Project has received ten grants from Horizons

*Joe Goode Performance Group received a grant for their
2001 production "What the Body Knows"*



where we're going

Horizons is marking its silver anniversary throughout 2005 by saluting our thousands of current and past volunteers, donors, funders, and grantees. But the real celebration this year lies in our plan to build a sustainable future—a plan as bold and full of potential as the foundation's creation 25 years ago.

From Scarcity to Sustainability

In 2004, Horizons completed a major strategic planning process. A blueprint for the foundation's second quarter century, this plan is rooted in the reality that— notwithstanding the LGBT community's great progress—our well-being and equality remain far from secure. From the profound threat posed by a highly organized, well-financed political opposition to the enormous challenge of meeting the needs of the 300,000 LGBT people in the Bay Area, the work of our movement is far from over. At the same time, the community organizations that do much of this work face a chronic lack of funding that sharply limits the impact of their advocacy and services for LGBT people. This constant scarcity, while not surprising in a young community, leaves the great majority of LGBT organizations scrambling to meet immediate needs—and pay the electric bill—with little left to invest in their own development.

Building a strong, sustainable community and achieving lasting equality require that we build solid, lasting institutions. And that takes dependable, permanent resources to support those institutions. In that light, our goal became clear: to move the LGBT community from constant scarcity toward greater sustainability. This is the challenge Horizons takes head-on in our new vision and plan.

Horizons' New Vision

Horizons' strategic plan finds the answer ultimately lies in the LGBT community's own untapped philanthropic potential. While non-LGBT allies, corporations, and foundations can—and should—support our community more strongly, we have the potential to be our own best benefactors.

Horizons' strategic plan lays out two major, long-term strategies to reach this goal:

Increase annual giving – Horizons is making a multi-year commitment to turn more non-donors from the LGBT community itself into donors. Notwithstanding numerous generous individuals, far too few people support our community organizations (our research suggests as few as one in 100 give to any of 14 major national and regional groups). In a larger sense, Horizons' long-term plan is to foster new norms of giving in our community—to create a community where giving is no longer the exception.

Create permanent resources – Horizons will capture the enormous potential in planned giving (bequests, trusts, etc.) by creating a single permanent legacy fund for the LGBT community. This fund will provide a simple, compelling way for

the 300,000 LGBT people in the Bay Area, as well as our allies, to leave a legacy for the community's future. The legacy fund will do more than guarantee greater resources—in perpetuity—to the LGBT community. It will also provide an unprecedented permanent capacity to meet future needs none of us can predict.

Successful implementation of this plan could transform—forever—the capacity, sustainability, and impact of organizations serving LGBT people. And it will provide constant fuel for the movement to win and protect our rights as free and equal participants in all aspects of our society.

Now is the Time, Horizons is the Place

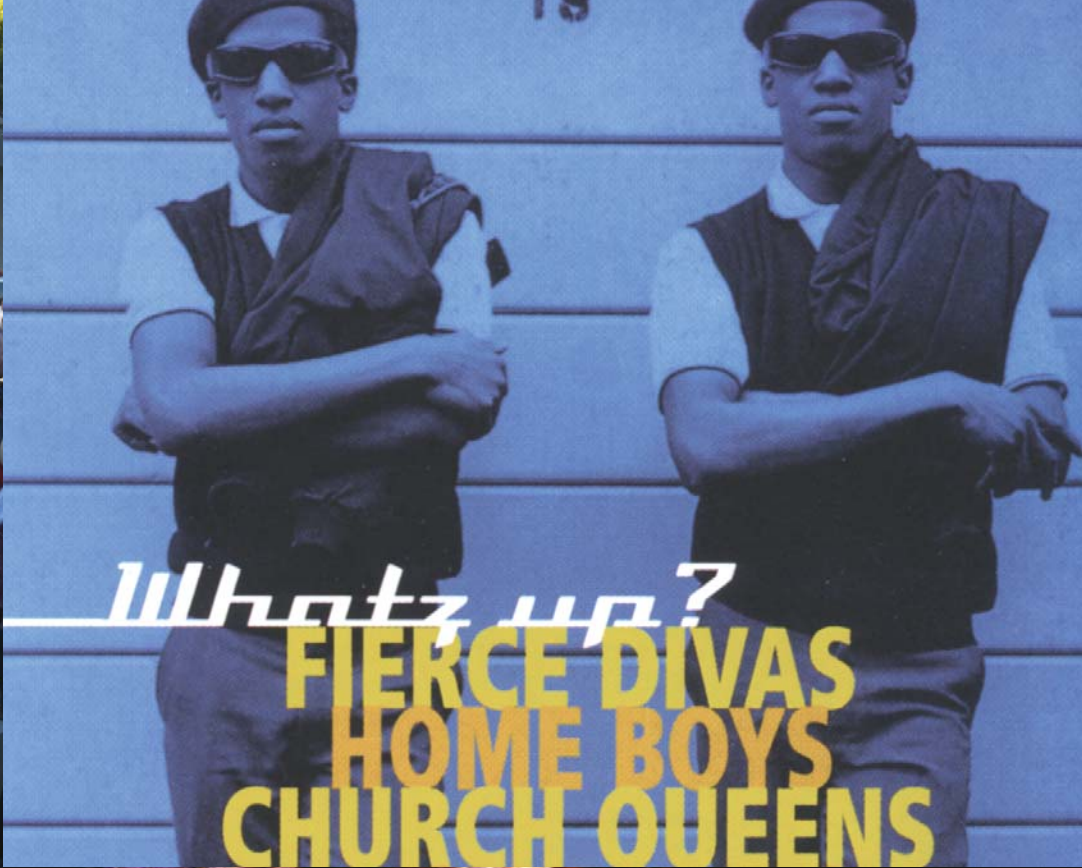
For decades, the San Francisco Bay Area has been home to an extraordinary population of lesbian, gay, bisexual, and transgender people. This plan, started today, will help ensure that those who follow us—the queer youth arriving from around the country, LGBT refugees from around the world, our elders, our families, and our children—will have resources to help ensure their freedom, equality, and well-being.

San Francisco also stands as a beacon and inspiration for LGBT people around the world. What we accomplish here will be seen and emulated far beyond our region. Just as Horizons' founders established the world's first LGBT community foundation, today we have the opportunity to create another truly exceptional and inspiring legacy.



Members of Our Family Coalition at San Francisco's Pride Parade

ational Gay Task Force Fund for Human Dignity Afro Solo Theatre Company AIDS an
employment Project Gwen Araujo Memorial Fund for Transgender Education Jewis
family and Children Services Harvey Milk Institute AIDS Benefits Counselors Quee
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ojourn Chaplaincy at San Francisco General Hospital Sperm Bank of Californi



Whatz up?

**FIERCE DIVAS
HOME BOYS
CHURCH QUEENS**



2004 grantmaking

In 2004, Horizons Foundation made 201 grants for a total of **\$1,159,600** in direct support to a wide variety of organizations. Many grants were selected using community grantmaking processes, while others came from donor-advised funds. All of the grants supported advocacy, services, and programs for our community that are vital—and often groundbreaking.

We especially want to acknowledge The California Endowment and the San Francisco AIDS Foundation for their support of Horizons' health- and HIV/AIDS-related grantmaking in 2004. We also recognize the generosity of the individuals and groups behind our donor-advised and other named funds. Horizons is proud of all of these partnerships, which bring resources to organizations that protect our rights, promote our health, and celebrate our lives.

2004 Community Issues Grants

The cornerstone of Horizons' grantmaking, Community Issues grants are awarded to organizations throughout the nine Bay Area counties. Applicants seek funding in one of five issue areas: Advocacy, Awareness, and Civil Rights; Arts and Culture; Children, Youth, and Families; Elders; and Health and Human Services. To ensure that these grants reflect evolving community needs, Horizons actively involves a diverse group of 30 volunteers to review proposals and recommend grants to Horizons' board of directors. In 2004, the Horizons Community Issues Grants awarded 29 grants totaling \$170,000.

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Advocacy, Awareness, and Civil Rights

Metropolitan Community Church of the Redwood Empire, Guerneville \$2,500

For support of the Sonoma County church founded for and by gay individuals, which offers outreach programs and supports the queer community

Nonprofit Song That Radio, San Jose \$3,500

For their support/advocacy group, which offers social events and anti-homophobia educational programs for the Vietnamese-American Community in Northern California

Transgender, Gender Variant, and Intersex (TGI) Alternative Sentencing Project, Oakland \$7,000

For work ending abuse of TGI prisoners and improving access to alternatives to incarceration for TGI people held in Bay Area jails

Transgender Law Center, San Francisco \$7,000

For the Transgender Immigration Law Program to offer legal information and services to transgender immigrants and technical assistance to immigration attorneys, as part of TLC's work in transgender law

Arts and Culture

(a)eromestiza Project, San Francisco \$5,000

For "Freedom and Deception," a multidisciplinary performance piece exploring historical and contemporary American attitudes about race, as part of (a)eromestiza's work exploring the experiences of mixed-race lesbians

Electra Theater Company, San Francisco \$3,000

For workshops and performances where LGBT people disenfranchised through homelessness, substance abuse, and other issues creatively explore and express their stories

Fresh Meat Productions, San Francisco \$7,000

For artistic programs that support the creation, development, and staging of multidisciplinary work that reflects the transgender experience

Liquid Fire Productions, San Francisco \$7,000

For work that empowers lesbians of color to create, develop, and stage original multidisciplinary performances that explore sexuality, race, body image, and gender identity issues

Queer Women of Color Media Arts Project,

San Francisco \$5,000

For the Artistic Director and Screening Coordinator positions, in support of training and exhibition programs for films/videos that reflect the experiences and stories of queer women of color

QueLACo – Queer Latino/a Artists Coalition, San Francisco \$3,000
For the development, production, and presentation of multidisciplinary arts by and for queer Latinos in the San Francisco Bay Area

Children, Youth, and Families

Asian & Pacific Islander Wellness Center, San Francisco \$5,000
For support of their programs for A&PI LGBTQ youth, as part of the center's work in the A&PI community around health and HIV/AIDS services

Children of Lesbians and Gays Everywhere (COLAGE), San Francisco \$5,000
For programming that engages, connects, and empowers children of LGBT parents and families

Family Arts Bridge Camp of Northern California (FAB Camp), Berkeley \$5,000
For a summer family residential camp that builds and nurtures LGBTQ partnerships with diverse community organizations and strengthens individual families through the arts

Family Builders by Adoption, Oakland \$4,000
For the Breaking the Barriers Program to train adoption and child welfare professionals to support LGBT adoption of children with special needs

Gay, Lesbian, and Straight Education Network/San Francisco-East Bay, Oakland \$7,000
For the PRYDE and RESPECT programs, as part of GLSEN/SF-EB's work fostering acceptance and respect for all members of every school community, regardless of sexual orientation or gender identity/expression

Movement Generation: Young Leaders Strategy Project, Oakland \$9,500
For leadership development activities for 20 young LGBT organizational leaders, as part of Movement Generation's work building skills, political analysis, and relationships among young LGBT and progressive Bay Area leaders

Tri-City Health Center, Fremont \$9,500
For youth-focused services in their TransVision program, which provides HIV and other health education for transgender women, as part of the center's health services in central and south Alameda County

Elders

Lavender Seniors of the East Bay, San Leandro \$5,000
For outreach efforts to Latino LGBT seniors, as part of their work serving LGBT people age 55 and over in Alameda and Contra Costa counties through telephone support, home visits, and monthly group meetings

Purple Moon Dance Project, San Francisco \$5,000
For the LGBT Elders Program ("Strong!Fit!Flexible!" and "Joyful Body"), as part of Purple Moon's work integrating western and non-western dance forms

Health and Human Services

AIDS Legal Referral Panel, San Francisco \$7,500
For the Immigrant HIV Assistance Project, which provides free immigration legal services to immigrants with HIV/AIDS, as part of ALRP's free and low-cost legal services to people with HIV/AIDS

Asian & Pacific Islander Wellness Center, San Francisco \$7,500
For multilingual and culturally appropriate work in the A&PI community around health and HIV/AIDS services

Black Coalition on AIDS, San Francisco \$7,500
For transforming Man2Man, a previously federally funded HIV-prevention program, into a volunteer-driven effort, as part of BCA's community-based AIDS services focused on San Francisco's black community

Emani Incorporated, Vallejo \$5,000
For Emani House, a six-bed supportive living residence for women in the Vallejo and Solano County area who are dual or triple diagnosed with substance abuse, mental health issues, and HIV/AIDS or Hepatitis C

Gente Latina de Ambiente (GELAAM), Burlingame \$7,500
For education, advocacy, health, HIV/AIDS prevention, and emotional support programs for Latino LGBT people in San Mateo County

Immune Enhancement Project, San Francisco \$6,000
For the Community Acupuncture and Massage Program, which offers acupuncture, herbs, and massage to low/no-income LGBT people who are chronically ill and at-risk, as part of the clinic's low-cost complementary healthcare services

Pacific Center for Human Growth, Berkeley \$6,000
For the multi-service LGBT community center serving the East Bay

Positive Resource Center, San Francisco \$7,500
For comprehensive benefits counseling and employment services for people living with HIV/AIDS

St. James Infirmary, San Francisco \$4,000
For the Thursday night health clinic for transgender sex workers, as part of their peer-run, free health and social service clinic for San Francisco Bay Area sex workers

Tri-City Health Center, Fremont \$6,500
For their TransVision program, which provides HIV and other health education for transgender women, as part of the center's health services in central and south Alameda County

2004 HIV/AIDS Community Grants

These annual grants are a collaborative grantmaking program of the San Francisco AIDS Foundation and Horizons. Funded by revenues from the AIDS Walk and AIDS Marathon events, grants are made to organizations working to ensure access to AIDS treatments, stop the spread of HIV, and offer critically needed housing assistance and other services. Horizons brings our years of experience in grantmaking to the program; as with the Community Issues grants, the expertise of community members informs the final recommendations. In 2004, this program supported 38 organizations with \$422,500 in grants.

AGUILAS, San Francisco \$10,000

For programs to reduce HIV high-risk behaviors, as part of AGUILAS' mission to provide a supportive and culturally sensitive environment for LGBT Latino/as

AIDS Community Research Consortium, Redwood City \$15,000

For culturally appropriate programs for people with HIV/AIDS and Hepatitis C

AIDS Emergency Fund, San Francisco \$10,000

For direct and emergency financial assistance to people living with AIDS or disabling HIV

AIDS Legal Referral Panel, San Francisco \$10,000

For free and low-cost legal assistance for people living with HIV/AIDS

AIDS Prevention Action Network, Redwood City \$5,000

For HIV/AIDS education, prevention, and services

AIDS Project East Bay, Oakland \$10,000

For HIV/AIDS prevention and culturally appropriate services in the East Bay

Asian & Pacific Islander Wellness Center, San Francisco \$10,000

For HIV/AIDS programming in the A&PI community

Bay Area Young (BAY) Positives, San Francisco \$5,000

For support, education, advocacy, and social events by and for young people diagnosed with HIV/AIDS

Bill Wilson Center, Santa Clara \$10,000

For HIV/AIDS programming for homeless and runaway youth, as part of the center's work serving youth and families through counseling, housing, education, and advocacy

Black Coalition on AIDS, San Francisco \$5,000

For educational, service, and advocacy programs to stop the spread of HIV in the black community

Center for AIDS Services (AIDS Alliance), Oakland \$10,000

For comprehensive HIV/AIDS services, education, and prevention programs in Alameda County

Center for Caregiver Training, San Francisco \$5,000

For workshops that teach practical caregiving skills to the families and friends of people with serious illnesses

Community Health Awareness Council, Mountain View \$10,000

For the HIV Prevention Project, as part of CHAC's programs creating healthier lives for children, youth, and families

Continuum, San Francisco \$10,000

For adult day healthcare and other services to low-income and homeless people living with HIV/AIDS

Diablo Valley AIDS Center, Concord \$10,000

For food, nutritional assistance, and other services to people living with HIV/AIDS

East Bay Community Law Center, Berkeley \$5,000

For the HIV/AIDS Law Project, which offers legal services to people with HIV/AIDS, as part of EBCLC's work providing hands-on training to law students and legal services to the low-income community

HIV Education and Prevention Project of Alameda County (HEPPAC), Oakland \$10,000

For 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

Lavender Youth Recreation and Information Center (LYRIC), San Francisco \$5,000

For the Queer Youth Wellness Program, as part of LYRIC's full range of services for lesbian, gay, bisexual, transgender, and questioning youth

Lyon-Martin Women's Health Services, San Francisco \$5,000

For services to HIV-positive women and transgender people, as part of Lyon-Martin's community healthcare services for women

Magnet, San Francisco \$5,000

For HIV/AIDS programming, as part of Magnet's sexual health services for gay men

Marin AIDS Project, San Rafael \$20,000

For prevention, care, and case management services for people with HIV/AIDS in Marin County

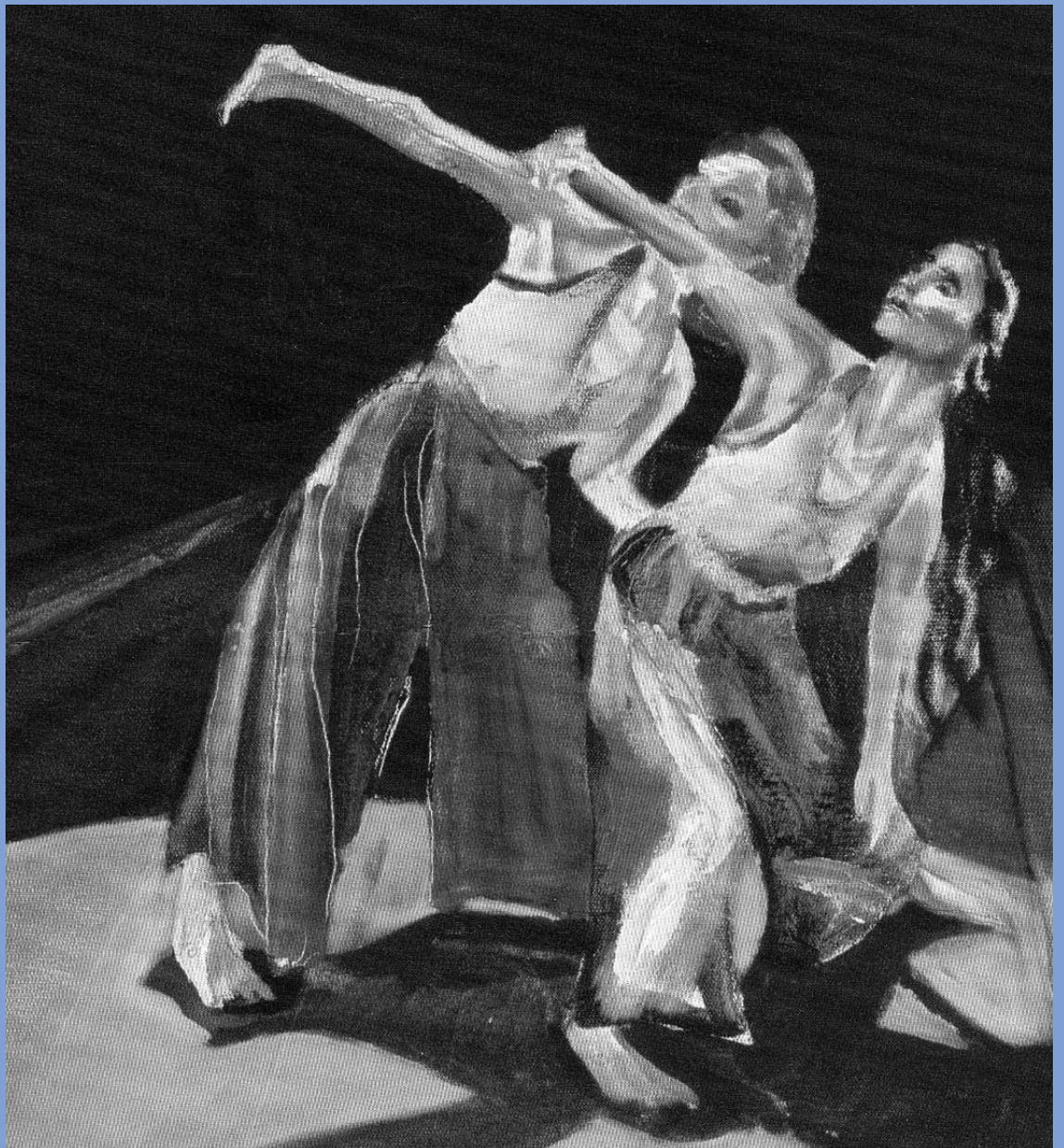
Needle Exchange Emergency Distribution (N.E.E.D.), Berkeley \$10,000

For stipends for three volunteer staff members doing HIV/AIDS prevention work with injection drug users



Felicia Park-Rogers, who won Horizons' Joseph Towner Scholarship in 1994, later became the executive director of Children of Lesbians and Gays Everywhere (COLAGE)

Detail from the poster for the Second Annual Lesbian and Gay Dance Festival



Neighborhood House of North Richmond, Richmond \$10,000
For HIV/AIDS prevention and support services, as part of the housing, education, employment, economic self-sufficiency, and health services NHNR provides in West Contra Costa County

New Connections, Concord \$10,000
For services to low-income clients, as part of New Connections' counseling and case management services for people living with HIV/AIDS in Contra Costa County

New Leaf: Services For Our Community, San Francisco \$7,500
For counseling and other support services for people with HIV/AIDS

Pangaea Global AIDS Foundation, San Francisco \$30,000
For programs to broaden access to treatment for HIV/AIDS in developing countries

ProLatino de San Jose, San Jose \$5,000
For monolingual and bilingual HIV/AIDS prevention programming, as part of ProLatino's mission to support the identity and self-esteem of LGBT people

Project Inform, Inc., San Francisco \$17,500
For work providing information and advocacy for people living with HIV/AIDS, including funds for Project Inform's membership in the East Bay CAEAR Coalition

Project Open Hand, San Francisco \$10,000
For comprehensive nutrition services for people living with HIV/AIDS

Quan Yin Healing Arts Center, San Francisco \$5,000
For acupuncture services for people living with HIV/AIDS, as part of the center's traditional Chinese medicine clinic

Shanti, San Francisco \$35,000
For the Client Information Services Program for people with HIV/AIDS, as part of Shanti's work with individuals living with life-threatening illnesses

STOP AIDS Project, San Francisco \$10,000
For programs to prevent HIV transmission among gay and bisexual men in San Francisco

Temenos Catholic Worker, San Francisco \$5,000
For harm reduction and needle exchange work, as part of their support and outreach ministry to disenfranchised individuals

Tenderloin AIDS Resource Center (TARC), San Francisco \$7,500
For programs for HIV/AIDS prevention, treatment, and other support services

Tranquillium Center – AIDS Community Network, Richmond \$5,000
For nutritional, case management, recreational, and social services for people with HIV/AIDS in Contra Costa County

Tri-City Health Center, Fremont \$10,000
For HIV/AIDS prevention, education, and outreach, as part of Tri-City's health services to underserved and low/no-income populations in central and south Alameda County

UCSF AIDS Health Project, San Francisco \$50,000
For a broad range of HIV/AIDS counseling, testing, prevention, support group, and crisis intervention services

Women Organized to Respond to Life Threatening Diseases (WORLD), Oakland \$10,000
For education, advocacy, outreach, and support programs for HIV+ women

2004 Allocations Committees

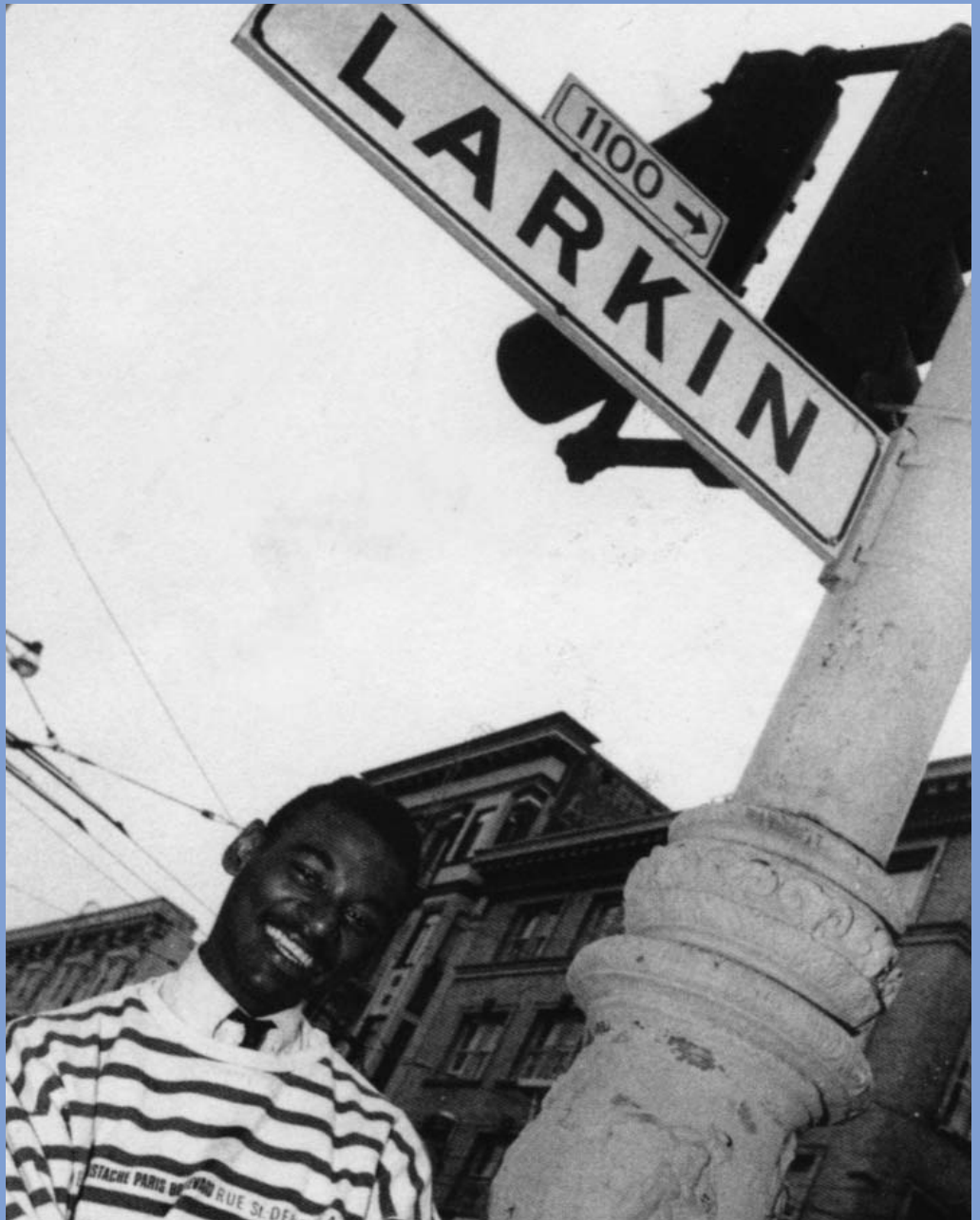
Each year, the vital task of recommending organizations and projects to receive Community Issues and HIV/AIDS Community Grants is the responsibility of the volunteers on our allocations committees. Horizons is proud to continue our long tradition of relying on such strong community participation in the grantmaking process, and we're grateful to everyone who offered their time and expertise in 2004.

Mario Balcita	Lucky Choi	Fatima Jury	Patricia McGullam	Lydia Sousa
Kristy Billuni	Mateo Cruz	Devesh Khatu	Kyriell Noon	Charles Spiegel
Vai Blue	Kelley Densmore	Aiden Kotler	Henry Pacheco	Rebecca Stern
Bryan Burgess	Andy Duran	Alexander Lee	Erik Schnabel	Lindasusan Ulrich
David Cameron	Rajat Dutta	Helen Lin	Clark Sealy	Bonnie Williams
Ben Chan	Aimee Fisher	Alexander MacDonald	Tiffany Solomon	Angie Wilson



*A couple celebrating at the
San Francisco Pride Parade*

*Larkin Street Youth Services helps homeless and runaway youth—
many of whom are queer or HIV-positive—move beyond street life*



2004 Contra Costa County Safer Schools Awards

Through our partnership with The California Endowment, Horizons funded this coalition of seven organizations to create safe and supportive school environments for lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ) youth in Contra Costa County. The organizations have increased awareness of LGBTQQ issues in schools among students and staff, provided direct services to LGBTQQ youth, developed youth leadership, and empowered community coalitions. The grants for this program totaled \$352,000 for a two-year period, with \$176,000 disbursed in 2004.

Center for Human Development/Empowerment Program,
Pleasant Hill – \$30,250

Gay, Lesbian, and Straight Education Network (GLSEN)/
San Francisco-East Bay, Oakland – \$90,072

Gay-Straight Alliance Network, San Francisco – \$4,858

New Connections, Concord – \$25,000

Rainbow Community Center of Contra Costa County,
Concord – \$14,940

STAND! Against Domestic Violence, Concord – \$5,750

TeenAge Program, Concord – \$5,130

Other 2004 Grants

AIDS Legal Referral Panel, San Francisco – \$1,000

San Francisco LGBT Community Center, San Francisco –
\$5,000

Celebrating Our Communities People's Choice Grant

Golden Gate Performing Arts/The San Francisco
Gay Men's Chorus, San Francisco – \$500



Members of the San Francisco Gay Men's Chorus were delighted to receive the People's Choice Grant at Horizons' 2004 "Celebrating Our Communities" event

Donor-Advised and Other Named Funds

Horizons Foundation's donor-advised fund program helps individuals and organizations meet their philanthropic goals. Horizons is currently home to more than 35 donor-advised and other named funds.

The generosity of our donor-advisors continues to grow: they recommended **nearly \$325,000** in grants in 2004, with six new funds opening last year. Scores of donors also made it possible for us to make \$61,000 in grants through our field of interest funds. Combined with increased charitable advising from Horizons' staff, we're helping leverage our community's charitable dollars.

For more information about establishing a fund at Horizons, please contact Julie Dorf, Director of Philanthropic Services and Development, at 415.398.2333 x103 or jdorf@horizonsfoundation.org.

Donor-Advised and Donor-Endowed Funds

Ahimsa Fund
Alvin H. Baum, Jr. Fund
The Dino Bevilaqua Fund
Richard Birnie and Phillip Wald Fund
David P. Black Fund
William F. Clark and Jeffrey C. Stanfield Fund
Jay Cohen Philanthropic Fund
Farouk and ShuSheng Family Fund
Gay and Lesbian Fund of the Redwood Empire
The Gay Moral Values Fund
The Hafner Glenn Donor-Advised Fund
The Hafner-Glenn Fund
Hockenberry/Stansell Endowment for the Arts
Tony Humber Memorial Fund
Douglas McMaster Jackson Endowment
The Neil Lang and Joe Pessa Philanthropic Fund
Lewy Gay Values Fund
Peter Lewy Fund
Susan Lowenberg and Joyce Newstat Fund
Lawrence R. Lucas Endowment
Juan Marquez Memorial Fund
Nicholas Papadopoulos Endowment
Queer Leadership Fund
Rocket Fund for Equality
Constance and Mitchell Sanders Fund

Sass Social Justice Fund
David F. Shupp, MD Fund
Jeffrey Wiggins Fund

Organizational Philanthropy Funds

Men's Associated Exchange's MAX Fund
BACW's A Fund of Our Own
San Francisco FrontRunners' Philanthropic Fund

Field of Interest Funds

Gwen Araujo Memorial Fund for Transgender Education
Fund for Advocacy and Political Initiatives
LGBT Film Donor Circle

Scholarship Funds

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



*LEFT: Jim Leach and
Tom Markowski*



RIGHT: Gwen Araujo

2004 Gwen Araujo Memorial Fund for Transgender Education Grants

This fund makes grants to school programs that promote understanding of transgender people and issues.

Community United Against Violence (CUAV),

San Francisco \$2,000

For coordinating speaking engagements at the national and state levels for Sylvia Guerrero, Gwen Araujo's mother and a powerful speaker for transgender rights

Gay, Lesbian, and Straight Education Network (GLSEN)/San Francisco-East Bay, Oakland \$4,000

For training educators and promoting transgender education in classrooms in the Newark, Fremont, and Hayward school districts

Gay-Straight Alliance Network, San Francisco \$10,000

For creating the curriculum for high school classrooms in San Francisco, Alameda, Contra Costa, Santa Clara, and San Mateo county school districts to accompany Sylvia Guerrero as a speaker

2004 Fund for Advocacy and Political Initiative Grants

This fund supports advocacy efforts to secure the rights and freedoms of LGBT people.

American Civil Liberties Union (ACLU) Gay and Lesbian Rights Project New York, NY/San Francisco, CA \$5,000

For the Gay and Lesbian Rights Project's marriage equality work, as part of their role as a national voice and courtroom advocate for LGBT rights

Center for Lesbian and Gay Studies in Religion and Ministry Berkeley, CA \$5,000

For the Racial/Ethnic Religious Roundtable Projects, as part of CLGS's work as an advocate, convener, and educator around LGBT issues in the religious world

Equality California San Francisco, CA \$7,500

For EQCA's statewide organizing, legislative, and public education work for marriage equality

Eyebite Productions San Francisco, CA \$5,000

For a series of educational workshops in Bay Area Latino communities of faith to increase understanding and support for LGBT people, relationships, and marriage equality

Gay Asian Pacific Alliance San Francisco, CA \$5,000

For organizing and public education around marriage equality in API communities, as part of GAPA's efforts to support GBT Asian/Pacific Islander men

National Center for Lesbian Rights San Francisco, CA \$7,500

For legal and educational work on marriage equality, as part of NCLR's efforts to achieve full civil and human rights for LGBT people

No on Constitutional Amendment 36/Basic Rights Oregon

Portland, OR \$10,000

For the campaign to defeat a state constitutional amendment to forbid same-sex marriage, as part of BRO's work as an LGBT advocacy organization in Oregon

Scholarship Fund Grants

Horizons is proud to house scholarship funds, each of which focuses on specific aspects of our community's educational needs and has an independent selection process.

Gay Asian Pacific Alliance's George Choy Memorial Scholarship:

King L. Choi, Oakland, CA – \$1,000

Markowski-Leach Scholarship:

San Francisco State University, San Francisco, CA

Jessica Cleeves: \$1,250

Monica Enriquez: \$1,250

Harjant Gill: \$1,250

Karen Goetz: \$625

Jennifer Smith: \$1,250

Markowski-Leach Scholarship:

Stanford University, Stanford, CA

Christian Edvardsen: \$1,250

Ronak Kapadia: \$1,250

John Polito: \$1,250

Miguel Prieto-Valle: \$1,250

Markowski-Leach Scholarship:

UC Berkeley, Berkeley, CA

Anne Gregory: \$1,250

Ty Lim: \$1,250

Mark Massoud: \$1,250

Thanh Nguyen: \$1,250

James Stagi: \$1,250

Anne Tamar-Mattis: \$1,250

2004 Donor-Advised and Other Named Fund Grants

In some cases, dollar amounts represent aggregate gifts from multiple grants or multiple donor-advised funds.

AIDS Emergency Fund, San Francisco, CA – \$500

AIDS Legal Referral Panel, San Francisco, CA – \$250

Alzheimer's Services of the East Bay, Berkeley, CA – \$250

American Civil Liberties Union (ACLU) Lesbian and

Gay Rights Project, New York, NY – \$7,500

American Friends Service Committee, Philadelphia, PA – \$250
 AmFAR, New York, NY – \$2,500
 Ark of Refuge, Inc., San Francisco, CA – \$3,000
 Artists for a New South Africa, Los Angeles, CA – \$1,000
 Ashoka Foundation, Arlington, VA – \$500
 Bay Area Electric Railroad Association, Suisun City, CA – \$500
 Bayview Hunter's Point YMCA, San Francisco, CA – \$5,000
 Billy Club, Ukiah, CA – \$2,000
 Brava! For Women in the Arts, San Francisco, CA – \$3,000
 Bread for the World, Washington, DC – \$250
 Center for Constitutional Rights, New York, NY – \$2,500
 Center for the Study of Sexual Minorities in the Military,
 Santa Barbara, CA – \$500
 Continuum, San Francisco, CA – \$16,500
 Design Industries Foundation Fighting AIDS,
 New York, NY – \$1,750
 Destination Foundation, Inc., San Francisco, CA – \$500
 Equality California Institute, San Francisco, CA – \$1,000
 Faithful America, New York, NY – \$500
 Fellowship of Reconciliation, Nyack, NY – \$250
 Film Arts Foundation, San Francisco, CA – \$1,000
 Fine Arts Museums of San Francisco,
 San Francisco, CA – \$2,000
 Frameline, San Francisco, CA – \$20,900
 Friends and Foundation of the San Francisco Public Library/
 Hormel Center, San Francisco, CA – \$14,500
 Friends of the Santa Cruz Library, Santa Cruz, CA – \$500
 Friends of the Urban Forest, San Francisco, CA – \$500
 Gay and Lesbian Advocates and Defenders, Boston, MA – \$500
 Gay and Lesbian Victory Leadership Institute,
 Washington, DC – \$5,000
 Gay, Lesbian, and Straight Education Network (GLSEN),
 New York, NY – \$1,500
 Gender Public Advocacy Coalition (GenderPAC),
 Washington, DC – \$500
 GLAAD, New York, NY – \$25,000
 GLBT Historical Society, San Francisco, CA – \$250
 Global Exchange, San Francisco, CA – \$2,500
 Harvard Business School, Boston, MA – \$500
 Harvard College Fund, Cambridge, MA – \$1,250

Healing Waters, San Francisco, CA – \$1,000
 Immigration Equality, New York, NY – \$2,000
 Insight Prison Project, Woodacre, CA – \$250
 International Gay and Lesbian Human Rights Commission,
 New York, NY – \$2,500
 Jewish Community Federation, San Francisco, CA – \$15,475
 Jewish Family Services, Milwaukee, WI – \$1,000
 Lambda Legal Defense and Education Fund, Inc.,
 New York, NY – \$7,500
 Larkin Street Youth Services, San Francisco, CA – \$6,691
 Lavender Youth Recreation and Information Center (LYRIC),
 San Francisco, CA – \$3,000
 Maitri, San Francisco, CA – \$500
 Minnesota Brass, Inc., St. Paul, MN – \$500
 Mission Education Project, San Francisco, CA – \$1,000
 National AIDS Memorial Grove, San Francisco, CA – \$5,000
 National Center for Lesbian Rights (NCLR),
 San Francisco, CA – \$3,500
 National Immigration Law Center, Los Angeles, CA – \$2,000
 New Leaf: Services For Our Community,
 San Francisco, CA – \$2,000
 Ocean State Job Lot Charitable Foundation,
 North Kingston, RI – \$500
 Parents and Friends of Lesbians and Gays (PFLAG),
 Washington, DC – \$500
 The Point Foundation, Lakewood, CO – \$4,200
 Project Open Hand, San Francisco, CA – \$2,200
 San Francisco Bar Association, San Francisco, CA – \$2,500
 San Francisco Gay Men's Chorus, San Francisco, CA – \$1,000
 San Francisco Lesbian/Gay Freedom Band,
 San Francisco, CA – \$250
 San Francisco LGBT Community Center,
 San Francisco, CA – \$70,259
 Santa Cruz Fairies, Santa Cruz, CA – \$500
 Sempervirens Fund, Los Altos, CA – \$500
 Servicemembers Legal Defense Network,
 Washington, DC – \$500
 Temple Israel, Alameda, Alameda, CA – \$2,000
 Tenderloin AIDS Resource Center (TARC),
 San Francisco, CA – \$2,000



LEFT: Thousands of couples lined up outside San Francisco City Hall to get married in 2004



RIGHT: Students at GLSEN's Teaching Respect for All Conference

ational Lesbian and Gay Health Foundation Lesbian Agenda for Action National
lesbian and Gay Journalists Association St. James Infirmary Bayview Hunter's Point
MCA Berkeley Women's Health Collective Center for Lesbian and Gay Studies i
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Minnesota Brass, Inc. Movement Generation: Young Leaders Strategy Project CLA
ommunity Center Project of San Francisco, Inc. Project Open Hand Proyect
ontraSIDA Por Vida Public Families Project National Association of People Living
ith AIDS (NAPWA) Transgender, Gender Variant, and intersex (TGI) Alternativ
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ance Brigade Smart Mouth Theater Smuin Ballet Daughters of Holocaust Survivor
CARA—Deaf Gay and Lesbian Center (DGLC) San Francisco Women Against Rap
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SMAAC) SFSU Foundation, Inc./Human Sexuality Studies Program Shanti Communit
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APPHO's Scars Film Project East Bay Pride—Stonewall 30 Eden I&R, Inc. Nationa
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ultural Center Community United Against Violence (CUAV) San Francisco Museu
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enior Services—GLOE Necessities and More, Inc. Needle Exchange Emergenc
istribution (N.E.E.D.) LYFE Lyric Opera of Chicago Lesbian Uprising Operatio
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eferral Panel Bangle Asian and Pacific Islander Wellness Center Battered Women'
Alternatives LILITH/A Women's Theatre Occidental Arts Ecology Center/Horticultura
herapy for People With AIDS Program Harry Hay Documentary Project Under On
roof Harvey Milk Film Project Parsonage O.A.S.I.S. KQED Patients' Rights Advocac
ervices PAWS Artists for a New South Africa People with AIDS National Gay an



institutional partners and supporters

Thanks to Horizons' partnerships with foundation and corporate supporters, our mission translates into reality every day. They help us bring more LGBT *and* mainstream dollars into the LGBT community, particularly to smaller organizations unknown to larger philanthropic institutions. As a foundation, we also work within the wider philanthropic world to increase understanding about the needs of the LGBT community and to encourage direct support of LGBT organizations and causes from more funders.

Institutional Partners

Horizons is grateful to the staff and trustees of the following foundations and corporate charitable funds. They partnered with us directly in 2004 and provided generous funding for our grantmaking and other programs.

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Horizons Foundation also thanks the following people and businesses that donated goods or services in 2004:

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JH Partners
Kirin Restaurant
Korbel Champagne Cellars
KRON 4

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Winchester Mystery House
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Special thanks to Northern Trust, for their continued in-kind support of our 2004 Philanthropy Series; all of the presenters for the Philanthropy and Technical Assistance Series; Don Howard, for donating his services to our strategic planning process; and Scott Hafner and Vivien Gay, for their extraordinary work on the silent auction.

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Legacy Gifts

Horizons honors the memory of those who so generously remembered Horizons Foundation in their estate plans, or otherwise encouraged gifts to Horizons as part of their legacy. Over the past 25 years, Horizons has received legacy gifts from the following people:

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Legacy Circle members have included gifts to Horizons in their financial planning, whether by including a bequest provision in a will, by creating a trust, or by making Horizons the beneficiary of an insurance policy, retirement plan, or other asset. These legacy gifts help ensure that LGBT organizations in the Bay Area will have access to resources for years to come.

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Members of this group donated \$1,000 or more to Horizons in 2004. Gifts at this level make a powerful and immediate impact on the work we can accomplish on behalf of the LGBT community. The Leadership Circle grew from 79 members in 2003 to 96 in 2004, and we welcome the opportunity to thank each one.

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Just as Horizons itself is there year after year to support our community, so are our most loyal donors. We created the Loyalty Circle to express our gratitude to donors who have contributed to Horizons for at least six years at any level, or whose gifts total \$100,000 or more. As Horizons marks our first 25 years, we consider it our special honor to recognize the longstanding generosity of these 340 donors and their example of LGBT philanthropy.

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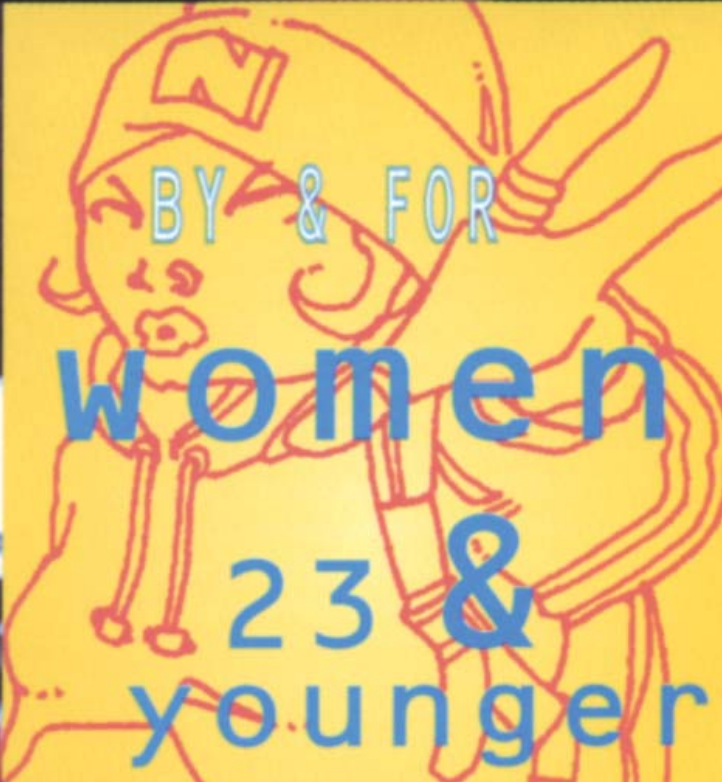
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Assessor-Recorder Mabel Teng and board member Lia Shigemura present the first grants from Horizons' Fund for Advocacy and Political Initiatives in 2004. (l-r): Mabel Teng, Lia Shigemura, Stan Yogi (ACLU of Northern California), Geoffrey Kors (Equality California), Ruth Haring (INCLR), Gary Chen (GAPA)

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Lesbian Task Force (NGLTF) Liquid Fire Productions ANAMNESIS Film Project AP
Queer Women's Community Coalition Ocean State Job Lot Charitable Foundation Ope
ye Pictures Friends and Foundation of the San Francisco Public Library/Horme
Center Ark of Refuge, Inc. Art Institute of Chicago Philanthropy by Design Horizon
Services, Inc./CommPre Friends of the Urban Forest OUT: The Life and Politics o
Laura Whitehorn Police-Gay Outreach Program Case Western Reserve School o
Medicine Casey's Home Film Project Spectrum Services Catholic Charities of the Ea
Gay San Francisco Night Ministry Center for AIDS Services (AIDS Alliance) Institute fo
Community Health Outreach Polk Street Town Hall Progressive Research and Trainin
or Action (PRTA) San Francisco Lesbian/Gay Freedom Day Band Project FOCYS
Peninsula Family YMCA Kairos Support for Caregivers Horizons Unlimited Children o
Lesbians and Gays Everywhere (COLAGE) Cities Advocating Emergency AIDS Relie
CAEAR) Coalition Santa Cruz Fairies Golden Gate Performing Arts/The San Francisc
Gay Men's Chorus Immune Enhancement Project Huckleberry House Human Right
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Center (PRC) GrandDelusion—The Cockettes AIDS Vaccine Advocacy Coalition (AVAC
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Support Network Imperial AIDS Foundation National Kidney Foundation In The Lif
Media, Inc. Parents and Friends of Lesbians and Gays (PFLAG) Mothertongue Feminis
Theatre Collective Pacific Center for Human Growth Innovative Housing Jewish
Community Federation Gay and Lesbian Outreach to Elders (GLOE) Michael Raine
Legal Fund Inservice Video Productions San Francisco Bar Association—Volunte
Legal Services Program Full Frame Productions Friends of the Santa Cruz Library FTI
International, Inc. Insight Prison Project Institute for the Musical Arts Integrity/Sa
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Alliance Against Defamation (GLAAD) American Civil Liberties Union (ACLU) Foundatio
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Project Coronado Neighborhood Council CRUEL Film Project Curry Senior Cente
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Center Queer Arts Resource ACT UP Golden Gate "Writer's Pool" National Center fo
Lesbian Rights (NCLR) MoonSisters DrumCamp/Mother River Spirit Queer Cultural



financial statements

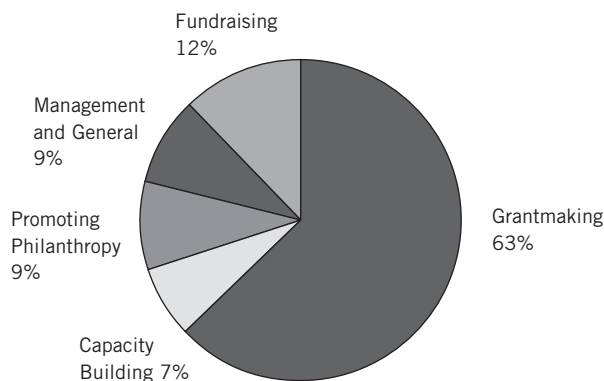
This section presents the foundation's statement of financial position and activity for the year ended December 31, 2004. We have included information for the year ended December 31, 2003, for comparison. In both years, Ghaffari Zaragoza LLP conducted the audit of Horizons' financial statements in conformity with Generally Accepted Accounting Principles (GAAP).

Horizons Foundation posted another positive financial performance in 2004, with unrestricted net assets rising by \$148,465. This outcome resulted largely from an increasingly strong resource development operation—reflected in significant growth in individual contributions—and solid investment returns.

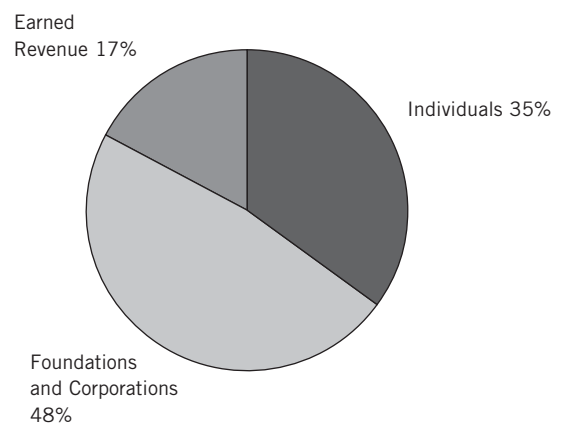
During 2004, Horizons continued to operate efficiently, with 21% of expenses attributable to management, general, and fundraising expenses, while 79% of expenses went to grantmaking and other programs. Horizons increased investment in our philanthropic services to donors, leadership development, and capacity-building programs; grantmaking remained a major focus, with more than \$1.1 million devoted to this core activity.

A copy of the complete audit report is available upon request.

2004 Total Expenses



2004 Total Income



Statement of Financial Position

At December 31, 2004 with Comparative Totals at December 31, 2003

	2004	2003
ASSETS		
Current Assets:		
Cash and cash equivalents	\$283,357	\$220,648
Investments	1,685,002	1,573,074
Grants receivable	390,675	631,013
Other receivable	6,605	23,078
Prepaid expenses	<u>2,695</u>	<u>13,255</u>
Total Current Assets	<u>2,368,334</u>	<u>2,461,068</u>
Investments restricted for long-term purposes	916,826	916,826
Property and equipment- net	28,748	30,752
Deposits and other assets	18,536	17,524
Total Assets	<u><u>\$3,332,444</u></u>	<u><u>\$3,426,170</u></u>
 LIABILITIES AND NET ASSETS		
Current Liabilities:		
Grants Payable	166,749	370,421
Accounts payable and accrued expenses	25,567	36,135
Accrued vacation	13,334	13,800
Deferred revenue	<u>0</u>	<u>1,325</u>
Total Current Liabilities	<u>205,650</u>	<u>421,681</u>
Total Liabilities	<u>205,650</u>	<u>421,681</u>
 NET ASSETS		
Unrestricted	1,699,805	1,551,340
Temporarily restricted	510,163	536,323
Permanently restricted	<u>916,826</u>	<u>916,826</u>
Total Net Assets	<u>3,126,794</u>	<u>3,004,489</u>
Total Liabilities and Net Assets	<u><u>\$3,332,444</u></u>	<u><u>\$3,426,170</u></u>

Statement of Activities

For the Year Ended December 31, 2004
with Comparative Totals for the Year Ended December 31, 2003

	Unrestricted	Temporarily Restricted	Permanently Restricted	2004 Total	2003 Total
Support:					
Contributions from individuals	\$460,673	\$0	\$0	\$460,673	\$299,839
Foundation and corporation grants	33,310	872,500	0	905,810	1,145,770
Special event revenue and contribution	165,789	(50,000)	0	115,789	87,351
Special event direct expense	(29,198)	0	0	(29,198)	(29,272)
Bequests	87,083	43,541	0	130,624	46,262
In-kind contributions	14,162	0	0	14,162	0
Net assets released from restrictions:					
Purpose accomplished	892,201	(892,201)	0	0	0
Total Support	<u>1,624,020</u>	<u>(26,160)</u>	<u>0</u>	<u>1,597,860</u>	<u>1,549,950</u>
Revenue:					
Fees for services	65,290	0	0	65,290	65,180
Rental income	15,275	0	0	15,275	22,775
Interest and dividends	63,691	0	0	63,691	66,484
Net gain on investments	177,238	0	0	177,238	288,809
Other income	1,599	0	0	1,599	1,026
Total Revenue	<u>323,093</u>	<u>0</u>	<u>0</u>	<u>323,093</u>	<u>444,274</u>
Total Support and Revenue	<u>1,947,113</u>	<u>(26,160)</u>	<u>0</u>	<u>1,920,953</u>	<u>1,994,224</u>
Expenses:					
Program services:					
Grantmaking	1,139,292	0	0	1,139,292	1,378,257
Capacity Building	134,272	0	0	134,272	100,291
Promoting Philanthropy	155,982	0	0	155,982	135,992
Total program services	<u>1,429,546</u>	<u>0</u>	<u>0</u>	<u>1,429,546</u>	<u>1,614,540</u>
Supporting services:					
Management and general	153,707	0	0	153,707	175,183
Fundraising	215,395	0	0	215,395	201,203
Total supporting services	<u>369,102</u>	<u>0</u>	<u>0</u>	<u>369,102</u>	<u>376,386</u>
Total Expenses	<u>1,798,648</u>	<u>0</u>	<u>0</u>	<u>1,798,648</u>	<u>1,990,926</u>
Change in net assets	148,465	(26,160)	0	78,764	3,298
Net assets at beginning of year	<u>1,551,340</u>	<u>536,323</u>	<u>916,826</u>	<u>3,004,489</u>	<u>3,001,191</u>
Net assets at end of year	<u>\$1,699,805</u>	<u>\$510,163</u>	<u>\$916,826</u>	<u>\$3,126,794</u>	<u>\$3,004,489</u>

7TH SAN FRANCISCO INTERNATIONAL



LESBIAN AND GAY FILM FESTIVAL

*Image from "Anders als die Anderen"
("Different from the Others"), a silent German film
by Paul Korner, on the program for the 1983
San Francisco Lesbian and Gay Film Festival*

*Cover of the program for the National Queer Arts Festival,
produced by the Queer Cultural Center (Qcc).*

*Qcc-sponsored projects have received scores of grants
from Horizons over the years.*



enter (QCC) Gay Theatre Collective Trembling Before G_D Documentary Nonprof
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IDS Health Project Ultra Down Productions The Center for AIDS Services (AID
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/omen's Building Witness for Reconciliation Shefa Fund Design Industrie
oundation Fighting AIDS Destination Foundation, Inc. Artworks/The Naomi Cohai
oundation San Francisco AIDS Foundation HIV Prevention Project San Francisc



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Rajat Dutta
Development Officer

Heather Nichelle
Office and Grants Administrator

Henry Pacheco
Philanthropic Services and Development Associate

Marvin Sabado
Director of Finance and Administration

Lindasusan Ulrich
Writer/Editor



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*(l-r): Rajat Dutta, Heather Nichelle, Lindasusan Ulrich,
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Horizons gratefully acknowledges the dedicated work of the following board members whose terms ended in 2004: David Gleba, Gale Richards, and Peg Van Camp. Special thanks to David Gleba for his leadership as Board Co-chair through early 2004.

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DESIGN: Betsy Joyce

PRINTING: Autumn Press

PHOTOS:

- PLATE 1: Cover of "Inside Out," a magazine for LGBTQ youth that received a grant from Horizons in 1996
- PLATE 2: TOP LEFT: Cover of the Spring 2000 catalog for the Harvey Milk Institute
TOP RIGHT: LiquidFire Project (photo by Tyler Jacobsen)
BOTTOM: Cover of the Spring 2000 "Our Love" newsletter, a resource for black gay and bisexual men in the Bay Area (STOP AIDS Project)
- PLATE 3: TOP LEFT: Sisters of Perpetual Indulgence (photo by Liz Highleyman)
TOP RIGHT: Brochure from the Brothers Network, which provides HIV/AIDS prevention and support services for young GBTQ men of African descent
BOTTOM: Neddy Baguio, Fresh Meat Productions (photo © 2004 Reverend Michael)
- PLATE 4: Bus poster for the PG&E Fund for Lesbian and Gay Youth campaign, which brought more than \$200,000 to programs for LGBTQ youth
- PLATE 5: TOP LEFT: Tranny March 2004 (photo by Liz Highleyman)
TOP RIGHT: Advisory Board member Helen Zia and Board Co-chair Lia Shigemura tying the knot at San Francisco City Hall (photo courtesy of shooter.net)
BOTTOM: LYRIC outreach materials to queer young women
- PLATE 6: From a poster for Children of Lesbians and Gays Everywhere (COLAGE)
- Page 4: TOP: Tradeswomen Magazine; BOTTOM: Lesbian Rights Project
- Page 5: Courtesy of Mark Hetts
- Page 6: TOP: Tina DiFelicianantonio; BOTTOM LEFT: Lilith: A Women's Theatre; BOTTOM RIGHT: Project Open Hand
- Page 8: TOP: Millie Wilson; BOTTOM: The NAMES Project
- Page 10: LEFT: Karen Everett; RIGHT: Terri Esther
- Page 11: Queer Women of Color Media Arts Project
- Page 12: LEFT: Brava! for Women in the Arts; RIGHT: Theatre Rhinoceros
- Page 13: LEFT: Courtesy of Doug Braley
- Page 14: LEFT: Horizons Foundation; RIGHT: Horizons Foundation and the National Mental Health Association
- Page 16: TOP: Photographer unknown; BOTTOM: Pacific Center
- Page 18: Funders for Lesbian and Gay Issues
- Page 20: Dan Sulaiman
- Page 23: LEFT: Henry Pacheco; RIGHT: Jane Cleland
- Page 24: TOP: STOP AIDS Project; BOTTOM: RJ Muna;
- Page 26: Our Family Coalition
- Page 30: TOP: Scott W. Walton; BOTTOM: From "Dress Rehearsal," illustration by Debra Walker
- Page 32: BOTTOM: Larkin Street Youth Services
- Page 33: Jane Cleland
- Page 34: LEFT: Estate of Markowski/Leach; RIGHT: Sylvia Guerrero
- Page 36: LEFT: Dan Neumann and David Richardson; RIGHT: Gay, Lesbian, and Straight Education Network/San Francisco-East Bay
- Page 39: Dan Sulaiman
- Page 41: Jane Cleland
- Page 46: TOP: State Film Archive, Germany; BOTTOM: From the FACE Exhibition (clockwise from top left): Douglas Johnsonson, Jean Weisinger, Maxine Kindra, Conrad Hector
- Page 47: Lindasusan Ulrich

horizons foundation

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