



horizons  
foundation  
*Fueling the LGBTQ Movement*

# ANNUAL REPORT 2015

# VISION

Horizons Foundation envisions a world where all people live free from prejudice and discrimination, and where LGBTQ people contribute to and thrive in a vibrant, diverse, giving, and compassionate community.

# MISSION

A community foundation rooted in and dedicated to the lesbian, gay, bisexual, transgender, and queer community, we exist to:

Mobilize and increase resources for the LGBTQ movement and organizations that secure the rights, meet the needs, and celebrate the lives of LGBTQ people.

Empower individual donors and promote giving as an integral part of a healthy, compassionate community.

Steward a permanently endowed fund through which donors can make legacy gifts to ensure our community's capacity to meet the future needs of LGBTQ people.

## Dear Horizons friends & family,



What a monumental year 2015 proved to be for our community! The single biggest headline came with marriage equality, bringing to a victorious conclusion a brilliant, hard-fought, decades-long campaign. Yet marriage was far from the only story. 2015 also brought unprecedented visibility to transgender people and concerns; added protections for LGBTQ students in California; and success in turning back almost all of the anti-trans and anti-LGBTQ legislation put forward in states across the country.

The past year was a big one for Horizons Foundation as well. We awarded more than \$3.8 million in grants to nonprofits that advocate for, serve, and celebrate our community in the Bay Area and beyond – the most ever in our 35 years. We are proud of all the remarkable organizations supported this past year, and to share the stories of just a few, as told in their own voices, in this report.

We also made dramatic progress in Horizons' most ambitious campaign ever, the Now and Forever Campaign. The campaign's vision is nothing less than ensuring the future of our community in both the near term and for generations to come. Thanks to the tremendous generosity of campaign donors and volunteers, we have raised more than \$3.2 million toward the campaign's initial \$3.5 million goal.

As described later in this report, Horizons is strategically investing these funds, especially in realizing the LGBTQ community's historic opportunity in legacy giving. We've put forward an unprecedented goal for the campaign: to secure a minimum of \$100 million in commitments for future legacy gifts by the year 2020 – funds that will safeguard the strength and health of our community for future generations.

Although this report covers 2015, we write this letter just weeks after the massacre in Orlando. The imperative could scarcely be stronger for us to have the resources necessary to respond to our community's needs whenever necessary. Notwithstanding all our head-spinning progress, so much work remains to be done. We need each other – as much today as ever before – to rise to the challenges we face and build the world of justice, freedom, and dignity for which we've worked for so long.

As you read this report, we hope you'll be inspired by our community of grantees, donors, partners, and leaders. They inspire us – every single day. Their generosity – your generosity – is fueling our movement. We are immensely grateful to every single donor, volunteer, and supporter. Horizons couldn't do this work without you.

With much gratitude,

Handwritten signature of Audrey Koh in blue ink.

**Audrey Koh**, Board Chair

Handwritten signature of Roger Doughty in blue ink.

**Roger Doughty**, President



“ FUNDING FROM HORIZONS HELPED US ADAPT TO RAPIDLY CHANGING IMMIGRATION LAWS AFFECTING LGBTQ PEOPLE BY STAYING ON TOP OF NEW POLICIES AND CASE LAW. ”

-Christine Hoang, Immigration Project Director, Asian Pacific Islanders Legal Outreach

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## GRANTEE STORY TAJA's Coalition

Driven by the leadership of trans women of color, the mission of TAJA's Coalition is to stop the genocide of our communities.



Danielle Castro at Trans Liberation Tuesday. Photo: David Steinberg

One of my strongest memories of Taja Gabrielle de Jesus was when we were both in recovery. She came to me for help, but we ended up needing each other for support. Taja inspired me to continue on a path of self-care when I needed it most.

...trans women of color continue to face violence, barriers to basic social and health care services, family rejection and serious human rights violations.

Years later, I was working at a clinic as a psychotherapist when I found out that my dear friend and sister, Taja, was murdered. I still remember that day in February, 2015 very well—I fell apart when I saw the headline, “Trans Woman Murdered in the Bayview.” I posted on Facebook about doing a die-in at city hall the next day, and hundreds of people responded. In just 72 hours, our whole community came together to say enough is enough. That’s when we started The Trans Advocates for Justice and Accountability Coalition (TAJA’s Coalition).

The past 35 years have shown a lot of momentum for the LGBTQ community, but so many trans women of color continue to face violence, barriers to basic social and health care services, family rejection and serious human rights violations. There are many who say they’re providing services for trans people and yet we’re still homeless, we’re still being incarcerated, and we’re still being murdered. TAJA’s Coalition is about holding these organizations and our allies accountable. We need more than band-aids. Taja wouldn’t have been exposed to that level of violence if she had the support she needed to survive and help build a healthy community.

I’ve been a supporter of Horizons for many years so I knew that I could rely on them because of their longstanding reputation. They provided us with the seed money we needed to start TAJA’s Coalition and the level of flexibility for how we use the funds was crucial to our success in our first year. Now, we continue to actively organize around the rights of trans folks, fight for affordable housing, gain access to resources, and create safety for our communities.

Taja was part of a community that loved and embraced her, and her life had a purpose. We are resilient. We will continue to work with trans people, their families and other allies—and we will carry her spirit with us the whole way.

### Danielle Castro,

Co-Founder and Executive Co-Chair

*TAJA’s Coalition and Center of Excellence for Transgender Health, UCSF Project Director*

# Grantmaking

Horizons Foundation fuels the LGBTQ movement through direct financial support to a wide range of organizations. Listed here are many of the grants we awarded in 2015. These grants, as well as more than 500 donor-advised grants, were possible thanks to the generosity of donors, institutional partners, giving circles, and contributors to the LGBTQ Community Endowment Fund. For a complete list of grants, please see our website.

## COMMUNITY ISSUES GRANTS

|  |                  |
|--|------------------|
| Adolescent Health Working Group                              | \$5,000          |
| Advocates for Informed Choice                                | \$10,000         |
| Asian Pacific Islander Legal Outreach                        | \$5,000          |
| Bay Area American Indian Two-Spirits                         | \$6,630          |
| Billy DeFrank LGBT Community Center                          | \$10,000         |
| Colectivo Acción Latina de Ambiente                          | \$5,000          |
| Crisis Support Services of Alameda County                    | \$5,000          |
| Curry Senior Center  | \$10,000         |
| Dimensions Clinic  | \$10,000         |
| El/La Program Para Translatinas                              | \$10,000         |
| Family & Children Services of Silicon Valley (FCS)           | \$8,000          |
| Food for Thought   | \$10,000         |
| Frameline  | \$15,000         |
| Galeria Studio 24 (Galeria de la Raza)                       | \$10,000         |
| Gay-Straight Alliance Network                                | \$15,000         |
| Gender Spectrum  | \$10,000         |
| Homeless Youth Alliance                                      | \$10,000         |
| Jewish Family & Community Services East Bay                  | \$9,000          |
| Justice Now  | \$5,000          |
| La Clinica de La Raza  | \$5,000          |
| Lavender Seniors of the East Bay                             | \$7,000          |
| National Center for Lesbian Rights                           | \$10,000         |
| On the Move  | \$10,000         |
| Our Family Coalition   | \$15,000         |
| Peacock Rebellion  | \$7,500          |
| Queer LifeSpace  | \$5,000          |
| Queer Rebels Productions                                     | \$5,000          |
| RYSE   | \$5,000          |
| San Francisco Transgender Film Festival                      | \$5,000          |
| San Francisco Trans March                                    | \$5,000          |
| Shanestar Productions  | \$5,604          |
| Sins Invalid   | \$10,000         |
| Somos Familia  | \$10,000         |
| Still Here   | \$5,000          |
| Topsy Turvy Queer Circus                                     | \$7,500          |
| Transgender, Gender Variant & Intersex Justice Project       | \$5,000          |
| Transgender Advocates for Justice & Accountability Coalition | \$10,000         |
| Trans Lifeline   | \$10,000         |
| <b>TOTAL:</b>  | <b>\$311,234</b> |

## ALEX MORRIS MEMORIAL FUND GRANTS

|                                   |                |
|-----------------------------------|----------------|
| Auburn Hip Hop Congress           | \$500          |
| Bay Area Video Coalition          | \$1,000        |
| East Bay SPCA                     | \$500          |
| Glide Foundation                  | \$500          |
| Honolulu Community Action Program | \$500          |
| <b>TOTAL:</b>                     | <b>\$3,000</b> |

## CIVIL MARRIAGE COLLABORATIVE GRANTS

|               |                 |
|---------------|-----------------|
| Proteus Fund  | \$36,000        |
| <b>TOTAL:</b> | <b>\$36,000</b> |

## COMING HOME FUND GRANTS

|               |                 |
|---------------|-----------------|
| Openhouse     | \$50,000        |
| <b>TOTAL:</b> | <b>\$50,000</b> |

## GIVE OUT DAY GRANTS

|  |                 |
|--|-----------------|
| API Equality - Northern California                     | \$1,500         |
| Black Girl Dangerous                                   | \$5,000         |
| Equality Federation Institute                          | \$1,500         |
| Gay-Straight Alliance Network                          | \$1,000         |
| Transgender, Gender Variant & Intersex Justice Project | \$1,000         |
| Transgender Law Center                                 | \$5,000         |
| <b>TOTAL:</b>  | <b>\$15,000</b> |

## GLOBAL FAITH & EQUALITY FUND GRANTS

|  |                  |
|--|------------------|
| Center for Constitutional Rights               | \$125,000        |
| Ipas   | \$75,000         |
| National LGBTQ Task Force                      | \$225,914        |
| Planned Parenthood Federation of America, Inc. | \$75,000         |
| Political Research Associates                  | \$225,000        |
| Soulforce                                      | \$75,000         |
| Southern Poverty Law Center                    | \$110,000        |
| <b>TOTAL:</b>                                  | <b>\$910,914</b> |

## HORIZONS YOUNG PROFESSIONALS FOR EQUALITY (HYPE) GRANTS

|               |                 |
|---------------|-----------------|
| Maven         | \$5,000         |
| Sins Invalid  | \$5,000         |
| <b>TOTAL:</b> | <b>\$10,000</b> |

## LGBTI CAMEROON FUND GRANTS

|   |                |
|---|----------------|
| Jewish Family & Community Services East Bay | \$1,624        |
| <b>TOTAL:</b>                               | <b>\$1,624</b> |

**JOSEPH TOWNER FUND FOR GAY AND LESBIAN FAMILIES GRANT**

|                      |                |
|----------------------|----------------|
| Our Family Coalition | \$1,000        |
| <b>TOTAL:</b>        | <b>\$1,000</b> |

**RED ENVELOPE GIVING CIRCLE GRANTS**

|   |                 |
|---|-----------------|
| <i>The Worlds of Bernice Bing,</i>                            |                 |
| Queer Women of Color Media Arts Project                       | \$2,000         |
| <i>Sex Politics &amp; Sticky Rice,</i> Queer Camp Productions | \$2,000         |
| <i>The Gharana (Family) Project,</i> TRIKONE                  | \$2,000         |
| <i>Born on the Edge of Race and Gender:</i>                   |                 |
| <i>A Voice for Cultural Competency,</i> Willy Wilkinson       | \$2,000         |
| <i>Dragon Fruit Project,</i> API Equality-Northern California | \$2,000         |
| <i>El Camino,</i> Light Show Productions                      | \$2,000         |
| <b>TOTAL:</b>   | <b>\$12,000</b> |

**NATIONAL LGBTQ GIVING PROJECT**

|                  |                 |
|------------------|-----------------|
| Georgia Equality | \$50,000        |
| <b>TOTAL:</b>    | <b>\$50,000</b> |

**SCHOLARSHIP FUND GRANTS**

**EQUALITY SCHOLARSHIP**

|   |                 |
|---|-----------------|
| California State University, San Marcos | \$6,000         |
| Diablo Valley College                   | \$5,000         |
| Fresno City College                     | \$2,200         |
| Samuel Merritt University               | \$6,000         |
| San Francisco State University          | \$7,000         |
| San Jose State University               | \$12,000        |
| Smith College                           | \$3,250         |
| Stanford University School of Medicine  | \$6,000         |
| Touro University                        | \$6,000         |
| University of California, Davis         | \$12,000        |
| University of California, Merced        | \$3,000         |
| University of California, San Francisco | \$12,000        |
| University of Pennsylvania              | \$3,000         |
| Vassar College                          | \$3,800         |
| <b>TOTAL:</b>                           | <b>\$87,250</b> |

**GEORGE CHOY MEMORIAL SCHOLARSHIP**

|  |         |
|--|---------|
| Brandon Ishikata - GAPA Scholarship Winner | \$1,000 |
|--|---------|

**JUAN MARQUEZ MEMORIAL SCHOLARSHIP**

|                       |         |
|-----------------------|---------|
| Ball State University | \$1,000 |
|-----------------------|---------|

**MARKOWSKI-LEACH SCHOLARSHIP**

|   |                 |
|---|-----------------|
| San Francisco State University                    | \$4,000         |
| Stanford University                               | \$8,000         |
| University of California, Berkeley                | \$19,000        |
| University of California, Haas School Of Business | \$2,000         |
| University of California, San Francisco           | \$8,000         |
| <b>TOTAL:</b>                                     | <b>\$41,000</b> |

**RICH CHICOTEL MEMORIAL SCHOLARSHIP**

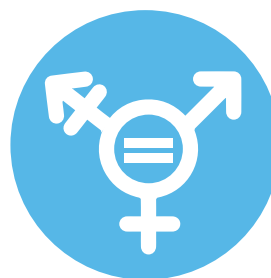
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|---------------------|----------|
| Stanford University | \$16,500 |
|---------------------|----------|

**NEW ROAD (NR) SCHOLARSHIP**

|                     |         |
|---------------------|---------|
| Stanford University | \$1,000 |
|---------------------|---------|

**THOMAS STEELE FELLOWSHIP GRANTS**

|                               |          |
|-------------------------------|----------|
| National Center for Youth Law | \$15,000 |
|-------------------------------|----------|



Advocacy & Civil Rights



Arts & Culture



Community Building & Leadership



Health & Human Services



Scholarships & Fellowships

## DONOR-ADVISED FUND GRANTS

These are grants recommended by donors who have donor-advised funds at Horizons Foundation. Through these funds, donors support a variety of causes about which they are passionate. Horizons is pleased to provide philanthropic counseling to donors and help them maximize the impact of their giving.

|  |          |
|--|----------|
| Access Fund  | \$1,000  |
| Access Institute   | \$1,000  |
| Adolescent Counseling Services (Outlet Program)                  | \$500    |
| AIDS Legal Referral Panel  | \$1,000  |
| AIDS, Medicine & Miracles, Inc.                                  | \$250    |
| Alameda County Community Food Bank, Inc.                         |          |
| 4 Grants Totaling  | \$2,500  |
| Alexander Valley Film Society                                    | \$9,500  |
| Alliance for Global Justice                                      | \$1,000  |
| Alumnae Association of Mills College                             | \$250    |
| Alzheimer's Services of the East Bay                             | \$1,500  |
| America SCORES   | \$1,000  |
| American Association of Physicians for Human Rights              | \$250    |
| American Civil Liberties Union Foundation                        |          |
| 6 Grants Totaling  | \$13,000 |
| American Civil Liberties Union Foundation of Northern California |          |
| 3 Grants Totaling  | \$50,000 |
| American Heart Association                                       |          |
| 3 Grants Totaling  | \$1,750  |
| Amnesty International USA  | \$500    |
| Arc of San Francisco   | \$1,000  |
| Asian & Pacific Islander Wellness Center                         |          |
| 4 Grants Totaling  | \$4,390  |
| Asian Women's Shelter  | \$500    |
| ASPIRAnet  |          |
| 2 Grants Totaling  | \$9,000  |
| Associates for Community Education                               | \$2,000  |

|  |           |
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| Astraea Lesbian Foundation for Justice                 |           |
| 5 Grants Totaling                                      | \$8,250   |
| At The Crossroads                                      | \$250     |
| Auburn Theological Seminary                            | \$432,000 |
| Audre Lorde Project                                    | \$250     |
| Aurora Theatre Company                                 | \$250     |
| Autism Speaks  | \$500     |
| Axis Dance Company                                     |           |
| 2 Grants Totaling                                      | \$500     |
| Bay Area Same-Sex Dance Association                    | \$250     |
| Berkeley Food and Housing Project                      | \$500     |
| Birmingham Southern College                            | \$500     |
| Breast Cancer Action                                   |           |
| 4 Grants Totaling                                      | \$22,500  |
| Brentwood School                                       | \$500     |
| Businesses United in Investing Lending and Development | \$1,000   |
| California Pacific Medical Center Foundation           | \$5,000   |
| California Shakespeare Theater                         | \$250     |
| California Youth Connections                           | \$750     |
| Camp It Up   | \$5,000   |
| Camp Winnarainbow                                      | \$500     |
| Center for Animal Research and Education, Inc.         | \$500     |
| Center For Community Change                            | \$250     |
| Center for Constitutional Rights                       | \$1,000   |
| Center for Justice and Accountability                  | \$250     |
| Chicana/Latina Foundation                              |           |
| 2 Grants Totaling                                      | \$1,000   |
| Children of Lesbians and Gays Everywhere               | \$500     |
| City of Berkeley                                       | \$250     |
| Classical Public Radio Network LLC                     | \$300     |
| Coastside Jewish Community                             |           |
| 2 Grants Totaling                                      | \$3,000   |
| CodePink: Women for Peace                              | \$1,000   |
| Columbia College Fund                                  | \$250     |
| Community Foundation of Sonoma County                  | \$1,500   |
| Community Initiatives                                  | \$250     |





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| Community Music Center  | \$250    | Friendship Place   | \$5,000   |
| Compassion & Choices  | \$250    | Galeria Studio 24 (Galeria de la Raza)                     | \$500     |
| Congregation Rodef Sholom of Marin                                      | \$1,000  | Gamma Mu Foundation, Inc.                                  |           |
| Corporation of the Fine Arts Museums of San Francisco                   | \$250    | 2 Grants Totaling  | \$2,000   |
| Creativity Explored   | \$500    | Gay & Lesbian Advocates & Defenders                        | \$1,500   |
| Cultural Landscape Foundation   | \$500    | Gay & Lesbian Victory Leadership Institute                 |           |
| Curtis Institute of Music   | \$250    | 2 Grants Totaling  | \$1,500   |
| Dancer's Group  |          | Gay, Lesbian & Straight Education Network - NY             |           |
| 2 Grants Totaling   | \$3,000  | 2 Grants Totaling  | \$77,000  |
| DC Preservation League  | \$250    | Gay-Straight Alliance Network                              |           |
| De Marillac Academy   |          | 2 Grants Totaling  | \$2,500   |
| 2 Grants Totaling   | \$1,500  | Girls, Inc.  | \$7,500   |
| DePauw University   | \$2,000  | Gladstone Foundation                                       | \$100,000 |
| DIGICOM   | \$10,000 | GLBT Historical Society                                    |           |
| Disability Rights Education & Defense Fund                              | \$500    | 4 Grants Totaling  | \$1,050   |
| Diversity Center  |          | Glide Foundation   | \$500     |
| 2 Grants Totaling   | \$3,000  | Glide Memorial Church                                      | \$2,500   |
| Doctors without Borders USA   |          | Global Exchange  | \$1,000   |
| 5 Grants Totaling   | \$3,750  | Global Fund for Women                                      |           |
| Dolores Street Community Services                                       | \$1,000  | 2 Grants Totaling  | \$750     |
| Earthjustice  | \$250    | God's Love We Deliver, Inc.                                | \$500     |
| East Bay SPCA   | \$1,000  | Golden Gate Audubon Society, Inc.                          | \$300     |
| Encampment for Citizenship  | \$500    | Golden Gate National Parks Conservancy                     | \$300     |
| 2 Grants Totaling   | \$500    | Golden Gate Performing Arts/San Francisco Gay Men's Chorus |           |
| enGender/Bay Area Rainbow Day Camp                                      | \$10,000 | 4 Grants Totaling  | \$11,900  |
| Environmental Defense Fund Incorporated                                 | \$500    | Graduate Theological Union                                 | \$2,500   |
| Episcopal Church In the Diocese of California                           |          | Greenpeace   | \$250     |
| 2 Grants Totaling   | \$750    | Groundspark  | \$250     |
| Equal Justice Initiative  | \$1,000  | Habitat for Humanity Greater San Francisco                 |           |
| Equal Justice Society   | \$1,000  | 2 Grants Totaling  | \$2,900   |
| Equal Rights Advocates  | \$250    | Hand in Hand American Friends of Center for                |           |
| Equality California Institute   |          | Jewish-Arab Edu In Israel                                  | \$500     |
| 2 Grants Totaling   | \$500    |  |           |
| Esperanza Peace and Justice Center                                      | \$250    |  |           |
| Families & Friends of Louisiana's Incarcerated Children                 | \$250    |  |           |
| Families Against Mandatory Minimums Foundation                          | \$2,500  |  |           |
| Family Link   |          |  |           |
| 2 Grants Totaling   | \$1,000  |  |           |
| Federation of Community Controlled Centers<br>of Alabama for Child Care | \$1,000  |  |           |
| Fine Arts Museums of San Francisco                                      | \$2,500  |  |           |
| First Place for Youth   | \$750    |  |           |
| Food for Thought  | \$500    |  |           |
| Foothill-De Anza Community Colleges Foundation                          | \$500    |  |           |
| Fractured Atlas Productions, Inc.                                       | \$1,000  |  |           |
| Frameline   |          |  |           |
| 8 Grants Totaling   | \$31,750 |  |           |
| Freedom to Marry  | \$50,000 |  |           |
| Friends of Adams Farm, Inc.   | \$250    |  |           |
| Friends of the Cameo  | \$7,000  |  |           |
| Friends of the Jewish Community Library                                 | \$250    |  |           |
| Friends of the San Francisco Public Library                             | \$3,000  |  |           |
| Friends of the Urban Forest   |          |  |           |
| 3 Grants Totaling   | \$2,500  |  |           |



|   |          |
|---|----------|
| Hartley Film Foundation                             | \$5,000  |
| Harvard-Westlake School                             | \$250    |
| Highlander Research & Education Center              | \$250    |
| Homeless Garden Project                             | \$500    |
| Homeless Prenatal Program, Inc.                     | \$494    |
| Human Rights Campaign Foundation                    |          |
| 3 Grants Totaling                                   | \$10,500 |
| Immigration Equality                                |          |
| 3 Grants Totaling                                   | \$1,250  |
| International Development Exchange                  | \$500    |
| International Gay & Lesbian Human Rights Commission |          |
| 5 Grants Totaling                                   | \$4,500  |
| International Rescue Committee                      | \$5,000  |
| Israel Cancer Research Fund, Inc.                   | \$1,000  |
| JDC American Jewish Joint Distribution Committee    | \$3,000  |
| Jewish Family & Community Services East Bay         |          |
| 2 Grants Totaling                                   | \$1,250  |
| Jewish Family Services                              | \$1,000  |
| Jewish Vocational & Career Counseling Service       | \$500    |
| Jewish Voice for Peace                              | \$500    |
| Justice Now   | \$1,000  |
| Keshet  |          |
| 3 Grants Totaling                                   | \$7,800  |
| Kidpower Teenpower Fullpower International          | \$500    |
| Kitka, Inc.   | \$250    |
| La Pena Cultural Center                             | \$250    |
| Lagrang Foundation                                  | \$1,000  |
| Laikipia Hospice Project                            | \$1,000  |
| Lambda Legal Defense & Education Fund               |          |
| 8 Grants Totaling                                   | \$10,600 |

|   |         |
|---|---------|
| Laos Literary Project                               | \$1,000 |
| Larkin Street Youth Services                        |         |
| 4 Grants Totaling                                   | \$8,000 |
| League of Women Voters of California Education Fund | \$250   |
| Left Coast Chamber Ensemble                         | \$650   |
| Legal Services for Prisoners with Children          | \$1,000 |
| Liberty Hill Foundation                             | \$500   |
| Lifehouse, Inc.                                     | \$500   |
| Lift, Inc.  | \$2,500 |
| Light Opera Of New York Inc                         | \$5,000 |
| Lindenwold High School                              | \$1,000 |
| Loco Bloco  | \$1,000 |
| Lutheran World Relief                               |         |
| 3 Grants Totaling                                   | \$1,250 |
| LYRIC   |         |
| 2 Grants Totaling                                   | \$1,250 |
| Madonna Rehabilitation Hospital                     | \$2,500 |
| MADRE   |         |
| 2 Grants Totaling                                   | \$1,500 |
| Marin AIDS Project                                  | \$250   |
| Matthew Shepard Foundation                          | \$500   |
| Mental Health America of Hawai'i                    | \$250   |
| Metro DC Community Center                           | \$500   |
| Middle East Children's Alliance                     | \$500   |
| Mills College                                       | \$250   |
| Montefiore Medical Center                           | \$250   |
| Mothers to Mothers, Inc.                            | \$500   |
| Movember Foundation                                 | \$500   |
| Ms Magazine/Feminist Majority Foundation            | \$250   |
| Muir Heritage Land Trust                            | \$250   |



|  |           |
|--|-----------|
| Mujeres Unidas y Activas                                   | \$1,500   |
| National Advocates for Pregnant Women                      | \$250     |
| National AIDS Memorial Grove                               |           |
| 5 Grants Totaling  | \$1,250   |
| National Association for the Advancement of Colored People | \$250     |
| National Center for Lesbian Rights                         |           |
| 17 Grants Totaling   | \$106,750 |
| National Clearinghouse for the Defense of Battered Women   | \$250     |
| National Council Of Jewish Women Incorporated              | \$4,000   |
| National Network of Abortion Funds                         | \$250     |
| National Park Trust  | \$250     |
| National Queer Asian Pacific Islander Alliance, Inc.       | \$2,000   |
| National Radio Project                                     | \$500     |
| National Tropical Botanical Garden                         | \$1,500   |
| National Trust for Historic Preservation in the US         | \$750     |
| Natural Resources Defense Council, Inc.                    | \$500     |
| New Conservatory Theatre Center                            |           |
| 4 Grants Totaling  | \$4,500   |
| New Israel Fund  | \$250     |
| North Carolina Outward Bound School                        |           |
| 2 Grants Totaling  | \$1,000   |
| Northern California Public Broadcasting, Inc. (KQED)       |           |
| 3 Grants Totaling  | \$3,500   |
| Northwest Outward Bound School                             | \$2,500   |
| Oakland East Bay Symphony                                  | \$250     |
| Oakland Institute  | \$250     |
| Oakland Museum of California Foundation                    | \$1,580   |
| Oakland Peace Center                                       | \$5,000   |
| Oakland Public Education Fund                              | \$5,000   |
| Odyssey 2020 Academy, Inc.                                 |           |
| 3 Grants Totaling  | \$3,750   |
| Old First Center for the Arts                              | \$500     |
| Old First Presbyterian Church                              |           |
| 2 Grants Totaling  | \$9,000   |
| Old Lesbian Oral Herstory Project                          | \$250     |
| Openhouse  |           |
| 13 Grants Totaling   | \$37,250  |
| ORAM - Organization For Refuge Asylum & Migration          |           |
| 5 Grants Totaling  | \$6,500   |
| Our Family Coalition                                       |           |
| 3 Grants Totaling  | \$1,500   |
| Outward Bound California                                   | \$500     |
| Oxfam-America  |           |
| 2 Grants Totaling  | \$1,750   |
| Pacific Center for Human Growth                            |           |
| 3 Grants Totaling  | \$1,300   |
| Pacific Edge Voices  | \$500     |
| Pacific School of Religion                                 | \$1,000   |
| Pacifica Foundation dba KPFA Radio                         |           |
| 2 Grants Totaling  | \$1,000   |
| Parents and Friends of Lesbians and Gays - National        | \$500     |
| PEN American Center, Inc.                                  | \$2,500   |
| People for the American Way Foundation                     | \$500     |
| Pets Are Wonderful Support                                 | \$250     |

|  |          |
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| Philanthropic Ventures Foundation                          | \$3,000  |
| Philharmonia Baroque Orchestra                             | \$250    |
| Philippine International Aid                               | \$250    |
| Physicians for Social Responsibility                       | \$250    |
| Planned Parenthood Federation of America, Inc.             |          |
| 2 Grants Totaling  | \$500    |
| Point Foundation   |          |
| 3 Grants Totaling  | \$6,000  |
| Point Reyes Bird Observatory                               | \$500    |
| Political Research Associates                              | \$250    |
| Positive Resource Center                                   | \$500    |
| Prescott College   | \$10,000 |
| President & Fellows of Harvard College                     | \$1,200  |
| Prevention International: No Cervical Cancer (PINCC), Inc. | \$1,000  |
| Pride Foundation   | \$500    |
| Prison University Project                                  | \$250    |
| Project Open Hand  |          |
| 3 Grants Totaling  | \$1,900  |
| Prospera Community Development                             | \$800    |
| Provide, Inc.  | \$250    |
| Puerto Rican Cultural Center                               | \$500    |
| Quail Lakes Baptist Church                                 | \$250    |
| Queer Cultural Center                                      | \$1,100  |
| QWOCMAP - Queer Women of Color Media Arts Project          | \$2,000  |
| Race Forward   | \$500    |
| Raising a Reader of San Francisco and Alameda Counties     | \$7,500  |
| Redwood Empire Food Bank                                   | \$250    |
| Redwood Justice Fund                                       |          |
| 2 Grants Totaling  | \$3,500  |
| Regional Parks Foundation                                  | \$250    |
| Richmond-Ermet Foundation                                  | \$1,500  |
| River Oaks Garden Club Memorial Fund                       | \$1,000  |



|   |          |  |          |
|---|----------|--|----------|
| Ronald Mcdonald House At Stanford                     | \$500    | San Francisco State University                     | \$250    |
| Rosenberg Fund for Children                           | \$1,000  | San Francisco Unified School District              | \$500    |
| Rotary Foundation of Rotary International             | \$1,100  | San Francisco Waldorf School Association           | \$650    |
| Rotary Service, Inc.                                  | \$1,000  | San Francisco Women Against Rape                   |          |
| Russian Riverkeeper                                   | \$250    | 2 Grants Totaling                                  | \$1,000  |
| Safe Schools Desert Citites, Inc.                     | \$1,000  | San Francisco Women's Centers/The Women's Building | \$10,000 |
| Samuel Dewitt Proctor Conference Inc.                 | \$1,000  | Santa Barbara City College Foundation              | \$300    |
| San Francisco AIDS Foundation                         |          | Sapling Foundation                                 | \$14,500 |
| 8 Grants Totaling                                     | \$16,500 | Save Center for Community Change and Empowerment   |          |
| San Francisco Ballet Association                      | \$500    | 2 Grants Totaling                                  | \$5,600  |
| San Francisco Chronicle Season of Sharing Fund        |          | Save Mount Diablo                                  | \$5,000  |
| 2 Grants Totaling                                     | \$550    | Sebastopol Area Senior Center                      | \$250    |
| San Francisco Community Land Trust                    |          | Second Harvest Food Bank of Santa Clara and        |          |
| 2 Grants Totaling                                     | \$12,000 | San Mateo Counties                                 | \$250    |
| San Francisco Conservatory of Music                   | \$1,000  | Senior Coastsiders                                 | \$250    |
| San Francisco Film Society                            |          | Services & Advocacy For Gay Lesbian Bisexual       |          |
| 3 Grants Totaling                                     | \$10,000 | & Transgender Elders, Inc.                         |          |
| San Francisco Food Bank                               |          | 2 Grants Totaling                                  | \$3,500  |
| 2 Grants Totaling                                     | \$5,450  | SFJAZZ   |          |
| San Francisco Friends of Chamber Music                | \$1,000  | 2 Grants Totaling                                  | \$1,405  |
| San Francisco Jewish Film Festival                    | \$3,500  | San Francisco State University Foundation          | \$2,000  |
| San Francisco LGBT Community Center                   |          | Shanti Bhavan Childrens Project                    | \$1,500  |
| 11 Grants Totaling                                    | \$22,625 | Siena Francis House                                | \$250    |
| San Francisco Museum of Modern Art                    |          | Sierra Club Foundation                             | \$250    |
| 2 Grants Totaling                                     | \$1,250  | Sitar Arts Center                                  | \$5,000  |
| San Francisco Opera                                   |          | Slow Food USA, Inc.                                |          |
| 2 Grants Totaling                                     | \$10,250 | 2 Grants Totaling                                  | \$15,500 |
| San Francisco Opera Guild                             | \$250    | Sonoma Humane Society                              | \$250    |
| San Francisco Parks Alliance                          | \$2,500  | Sonoma Land Trust                                  | \$10,000 |
| San Francisco Planning and Urban Research Association |          | Sonrisas Community Dental Center                   | \$250    |
| 3 Grants Totaling                                     | \$4,250  | Southern Poverty Law Center                        |          |
| San Francisco SPCA                                    | \$500    | 2 Grants Totaling                                  | \$750    |



|   |          |
|---|----------|
| Special Olympics Kansas, Inc.                     | \$5,000  |
| Spectrum LGBT Center                              | \$250    |
| Spirit Rock Meditation Center                     | \$500    |
| St. Anthony Foundation                            | \$250    |
| St. John the Evangelist                           | \$250    |
| Stanford Law School                               |          |
| 2 Grants Totaling                                 | \$500    |
| StartOut  | \$250    |
| Steamboat Training Adaptive Recreational Sports   | \$1,000  |
| Stern Grove Festival Association                  | \$300    |
| Sundance Association For Country Western Dancing  | \$1,200  |
| Sunny Hills Services                              | \$250    |
| Temple Emanuel                                    | \$1,000  |
| The Britton Fund                                  | \$300    |
| The Carter Center                                 | \$250    |
| The Church of Christ the King                     | \$1,000  |
| The Fistula Foundation                            | \$250    |
| The Joffrey Ballet                                |          |
| 2 Grants Totaling                                 | \$2,000  |
| The LGBT Community Center of the Desert           | \$1,200  |
| The Nature Conservancy of Hawaii                  | \$4,000  |
| The Praxis Project                                | \$500    |
| The Progressive                                   | \$250    |
| The Santa Cruz Hub for Sustainable Transportation | \$500    |
| The Spahr Center                                  |          |
| 2 Grants Totaling                                 | \$800    |
| The Dreamcatcher Foundation                       | \$10,000 |
| Theatre Rhinoceros                                | \$300    |
| Tides Foundation                                  |          |
| 2 Grants Totaling                                 | \$1,400  |
| Transgender Law Center                            |          |
| 4 Grants Totaling                                 | \$3,750  |
| Tregaron Conservancy                              | \$1,000  |
| True Colors Fund                                  |          |
| 2 Grants Totaling                                 | \$1,000  |
| Trustees of University of Pennsylvania            | \$250    |
| Turtle Bay Exploration Park                       |          |
| 2 Grants Totaling                                 | \$24,000 |
| Unitarian Universalist Association                | \$250    |
| United Negro College Fund                         | \$500    |
| United States Fund for UNICEF                     |          |
| 2 Grants Totaling                                 | \$1,000  |
| University of California Berkeley Foundation      |          |
| 6 Grants Totaling                                 | \$3,750  |
| University of California Haas School Of Business  | \$400    |
| University of California San Francisco Foundation |          |
| 3 Grants Totaling                                 | \$11,200 |
| University of Michigan                            | \$250    |
| Universtiy of the Pacific                         | \$250    |
| Up Valley Family Centers                          |          |
| 2 Grants Totaling                                 | \$2,000  |
| Urban Justice Center                              |          |
| 3 Grants Totaling                                 | \$2,000  |
| URGE  | \$250    |
| Urgent Action Fund for Women's Human Rights       | \$3,500  |

|                                      |                    |
|--------------------------------------|--------------------|
| Use the News Foundation              | \$1,000            |
| Well in the Desert                   | \$1,000            |
| Wellsville Historical Society        | \$1,000            |
| West Coast Children's Clinic         | \$250              |
| West Edge Opera                      |                    |
| 2 Grants Totaling                    | \$500              |
| White Earth Land Recovery Project    | \$500              |
| Williams Institute                   |                    |
| 3 Grants Totaling                    | \$29,000           |
| Woman Vision - Women's Music Project | \$22,500           |
| Women In Medicine, Inc.              | \$5,000            |
| Women's Cancer Resource Center       |                    |
| 3 Grants Totaling                    | \$1,000            |
| Women's Foundation of California     |                    |
| 3 Grants Totaling                    | \$36,250           |
| World Wildlife Fund, Inc.            | \$1,000            |
| Yale University                      |                    |
| 2 Grants Totaling                    | \$6,500            |
| Yerba Buena Center for the Arts      | \$1,000            |
| Youth Mentoring Connection           | \$500              |
| <b>TOTAL:</b>                        | <b>\$1,683,594</b> |

#### OTHER GRANTS

|  |                 |
|--|-----------------|
| Brown Boi Project                            | \$5,000         |
| Community Action Board of Santa Cruz County  | \$1,000         |
| Diversity Center                             | \$5,000         |
| Golden Gate Performing Arts/                 |                 |
| San Francisco Gay Men's Chorus               | \$16,182        |
| Miami-Dade Gay & Lesbian Chamber of Commerce | \$7,000         |
| New Conservatory Theatre Center              | \$1,088         |
| Watsonville Film Festival                    | \$1,500         |
| <b>TOTAL:</b>                                | <b>\$36,770</b> |



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## GRANTEE STORY RYSE Center

RYSE creates safe spaces grounded in social justice that build youth power for young people to love, learn, educate, heal, and transform lives and communities.



*Photo: RYSE Center*

In 2002, yet another string of shootings near Richmond High School galvanized students to take action and address the violence and lack of safety at school and in their community. After the young people conducted an assessment, they decided they needed spaces where they could heal, organize, and come as they are—and that's how RYSE emerged. We did a lot of cross-cultural work and specifically addressed our LGBTQ youth as we built RYSE, and this was essential to foster trust in the community.

For decades the voices of young people had no voice or platform in Richmond and their brilliance was tossed aside. RYSE has emerged as a place for them to articulate their wants, needs, and vision for their community.

Richmond is unique, and is nothing like San Francisco. A lot of the adults in the community expressed anger and hate when they found out two queer women of color opened up a center where straight and queer young people could come

Not only have they been consistent, but Horizons has also worked hard to evolve—not just focusing on queer issues but also looking at racial justice and how struggles are intertwined.

together. But the students were not fazed and knew that if we were going to change the community, we needed to include all young people.

Youth organizing has been a part of my life since I was a young adult. I worked on women's, immigrant, and racial issues, but didn't become active in LGBTQ organizing until I met leaders from Horizons Foundation. It was the first time I saw that youth organizing and LGBTQ activism could be merged as one.

Since I've known Horizons Foundation, they've always stayed committed to LGBTQ issues in the Bay Area. Not only have they been consistent, but Horizons has also worked hard to evolve—not just focusing on queer issues but also looking at racial justice and how struggles are intertwined. These are complex issues, so it's inspiring to see a funder willing to show up not just for LGBTQ folks, but queer folks of color as well.

After 35 years, it's clear that Horizons Foundation has funded some of the LGBTQ movement's most important organizations. They change lives by investing even where the broader funding world hasn't. And they continue this legacy today by investing in our queer youth and youth of color.

**Kimberly Aceves**, Executive Director  
*RYSE Center*



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Cheer SF gets golfers ready to hit the course at our LGBTQ Golf Fore Good Women's Tournament! *Photo: Trish Tunney*

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“

**WE WANT THE LGBT  
COMMUNITY TO HAVE  
ABUNDANT RESOURCES  
FOR CURRENT AND  
UNFORESEEN FUTURE  
NEEDS – FOREVER.**

”

-Jeff Lewy & Ed Eishen,  
Loyalty Donors,  
supporting Horizons since 1980

---

## DONOR STORY Bob Sass

For almost 40 years I have supported LGBT organizations with my time and donations, among one of them being Horizons. In 2004 I realized I could better coordinate my giving by establishing a donor-advised fund at Horizons, the Sass Social Justice Fund. This allowed me to continue my previous gifts and include new nonprofits that Horizons has identified and evaluated. An additional reason I chose Horizons was the integrity of persons involved with the organization including Scott Hafner, Bill Glenn, Jeff Lewy, and Roger Doughty.

I know first hand that Horizons can help small organizations survive and thrive. Thirty-two years ago, Horizons made a grant to the Human Rights Foundation, whose board I chaired. We needed funds to send lesbian and gay speakers to Bay Area high schools (a program that subsequently moved to Community United Against Violence (CUAV)) and to publish "Demystifying Homosexuality: A Sourcebook for Teachers." Several years later, Horizons made grants to Kairos Support for Caregivers. I relied on

Kairos when caring for my twin brother and was so impressed that I chaired the board for several years. The assistance from Horizons allowed us to add grief counseling to existing services for HIV/AIDS caregivers.

The lesson I've learned over the years, working to defeat the Briggs Initiative, chairing the Human Rights Campaign's first Bay Area fundraising event, helping create the library's Hormel LGBT Center and witnessing my friends lead similar efforts

is that we will always face new challenges requiring leadership and funding.

Looking at the grants Horizons has made since its founding in 1980 shows that it has helped in every area of our community. It is reassuring to know that with our support this stewardship will continue.

Because my personal history and values align with those of Horizons, it is the perfect vehicle for continuing my contributions to deserving organizations in the Bay Area and internationally. I want to ensure that the rights we've worked so hard to win are protected and that LGBT organizations have access to financial support when they need it. To help create a better tomorrow for generations to come, my estate plan includes a legacy gift to Horizons. Knowing I can continue to make a difference in LGBT causes during and after my lifetime gives me great satisfaction.

I want to ensure that the rights we've worked so hard to win are protected and that LGBT organizations have access to financial support when they need it.

**Bob Sass**, Legacy Donor,  
Donor-Advised Fund Holder



---

# Legacy Circle Members

To those whose plans include a Legacy of Pride that will ensure the future of Horizons and the LGBTQ community, we are eternally grateful.

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# Legacy Gifts as of Dec. 31, 2015

We honor the memory of those who generously included Horizons Foundation in their estate plans or otherwise inspired gifts to Horizons as part of their legacies of pride. We are deeply grateful to have received bequests and other legacy gifts from the following people:

Jeffrey A. Nigh  
Ken Noyes & Alan Pardini  
James Oakley  
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Grantee - Genders & Sexualities Alliance Network, led by Co-Executive Director Geoffrey Winder (left), is building a LGBTQ+ youth movement that works at the intersection of racial, economic, gender, and educational justice.

“Creating new ways for people to come together through events – like our Pride “Fogata” Bonfire night and the first Trans Community Fair in our area – has strengthened our sense of community.”

-Cece Mendoza, AJ Bellow, Noah Gomez,  
Napa Youth Leaders, LGBTQ Connection



“With Horizons’ support, our 2016 performance – Birthing, Dying, Becoming Crip Wisdom – opened up a rare conversation about the beauty and struggle of emerging into our identities as disabled queer and trans people of color.”

-Patty Berne, Co-Founder and Director, Sins Invalid



“

I WANT TO MAKE  
IT SO THAT FUTURE  
GENERATIONS CAN  
BE PROUD TO BE WHO  
THEY TRULY ARE.  
AND IT'S PROGRAMS  
LIKE EQUALITY  
SCHOLARSHIP  
THAT HELP MAKE  
THAT POSSIBLE.

”

---

-Vincent Gleizer,  
University High School, Fresno / Yale,  
eQuality Scholar

# NOW AND FOREVER CAMPAIGN

Horizons' historic campaign to secure the future of the LGBTQ community



Dennis Rhodes, Chez Touchatt, Cathy Halligan, and Zoon Nguyen celebrate Horizons' 35th anniversary at The Battery. *Photo: Ryan Jones*

## THE CHALLENGE

Our community still faces significant near- and long-term challenges and our organizations struggle for sufficient funds to do what needs to be done.

## THE GOAL

To ensure that nonprofits have the funds they need to advocate for and serve LGBTQ people.

## THE STRATEGY

Through the Now and Forever Campaign, to raise and invest \$3.5 million over five years to increase support to nonprofits that serve and advocate for the LGBTQ community, strengthen Horizons Foundation, and generate a minimum of \$100 million in future legacy commitments for our community's future.

## THE CAPITAL \$3.5 MILLION

\$3.5 million in "jumpstart" community-based gifts — large and small — to be invested over five years in programs, capacity, and projects to help secure our future — forever.

## THE INVESTMENTS



Realize the community's opportunity in legacy giving



Strengthen key grantmaking and programs



Ensure Horizons' long-term strength and sustainability



Build vital technology



Bolster financial reserves

## THE PAY-OFF \$100 MILLION

- By the year 2020, Horizons will have secured a minimum of \$100 million in future legacy commitments to the community, including the LGBTQ Community Endowment Fund to create permanent, ongoing resources for our community.
- Increased, dependable, long-term support to nonprofits serving and advocating for LGBTQ people.
- A strong, enduring philanthropic institution dedicated to the LGBTQ community — forever.

## Campaign Cabinet

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Grantee - Our Family Coalition,  
advancing equity for LGBTQ  
families, like dads David and Jay  
and their children.

# Our Leadership

As an institution deeply rooted in the community we exist to serve, Horizons depends on the vision, commitment, and wisdom of many people who serve in a wide range of leadership roles. Most are volunteers – including the members of the foundation’s board of directors and committees – and we are proud to list them here and express our profound gratitude for their many contributions.

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Carol Whichard  
Jamie Leno Zimron

# 2015 Financials

Horizons Foundation ended 2015 in a strong financial position. Throughout the year, Horizons was able to make a greater impact in the LGBTQ community in the Bay Area and beyond. Grantmaking increased by \$1.5 million over last year to a record \$3,887,000, or 72% of total expenditures. Strong grantmaking from donor-advised funds led to a modest decline in net assets compared to year-end 2014. Horizons also supported the LGBTQ community by building the capacity of nonprofit organizations serving LGBTQ people, advocating for philanthropy both for and in our community, conducting donor education, and mobilizing resources for the benefit of all LGBTQ people. These programs accounted for 12% of our spending. Fundraising, management, and general operations accounted for 16% of total expenditures.

The Foundation experienced significant growth in charitable donations to \$4,280,000, thanks to the generosity of many donors, including contributors to Horizons' Now and Forever Campaign and several bequests. At year-end, the total assets under management stood at \$21,372,000, including donor-advised funds and the LGBTQ Community Endowment Fund. These assets represent financial resources for the immediate and long-term benefit of the entire LGBTQ community.

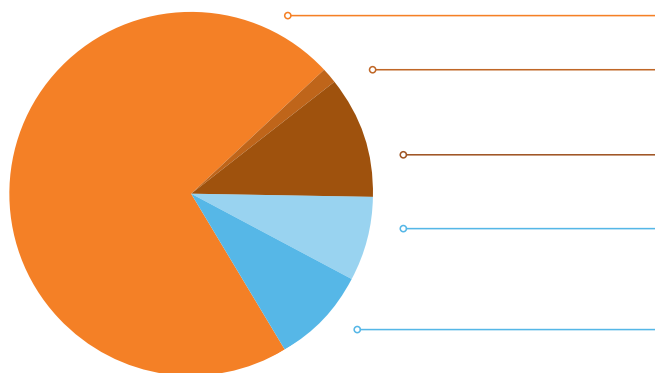
[The information presented here reflects the foundation's statements of financial position and activities for the year ended December 31, 2015. A copy of the complete audit report, which includes comparative information for the year ended December 31, 2014, is available on our website and upon request.]

## STATEMENT OF FINANCIAL POSITION

|                        |   |                     |
|------------------------|---|---------------------|
| ASSETS                 |   |                     |
| Current Assets         |   | \$14,633,818        |
| Other Assets           |   | \$7,562,188         |
|                        | <b>Total Assets</b>                     | <b>\$22,196,006</b> |
| LIABILITIES            |   |                     |
| Current Liabilities    |   | \$823,858           |
| Long-term Liabilities  |   | -                   |
|                        | <b>Total Liabilities</b>                | <b>\$823,858</b>    |
| NET ASSETS             |   |                     |
| Unrestricted           |   | \$13,691,352        |
| Temporarily Restricted |   | \$1,550,335         |
| Permanently Restricted |   | \$6,130,461         |
|                        | <b>Total Net Assets</b>                 | <b>\$21,372,148</b> |
|                        | <b>Total Liabilities and Net Assets</b> | <b>\$22,196,006</b> |

## STATEMENT OF ACTIVITIES

|  |  |                      |
|--|--|----------------------|
| OPERATING REVENUE AND SUPPORT          |  |                      |
| Contributions from Individuals         |  | \$2,965,706          |
| Foundation and Corporate Grants        |  | \$544,881            |
| Organizations                          |  | \$33,894             |
| Bequests                               |  | \$572,198            |
| Fundraising Events (net)               |  | \$163,709            |
|  | <b>Total Support</b>                       | <b>\$4,280,388</b>   |
| Investment Income and Appreciation     |  | \$42,617             |
| Other Income                           |  | \$6,264              |
|  | <b>Total Revenue</b>                       | <b>\$48,881</b>      |
|  | <b>Total Operating Support and Revenue</b> | <b>\$4,329,269</b>   |
| Program Services                       |  | \$4,551,136          |
| Fundraising, Management, and General   |  | \$874,111            |
|  | <b>Total Operating Expense</b>             | <b>\$5,425,247</b>   |
| <b>Change in Net Assets</b>            |  | <b>(\$1,095,978)</b> |
| <b>Net Assets at beginning of year</b> |  | <b>\$22,468,127</b>  |
| <b>Net Assets at end of year</b>       |  | <b>\$21,372,149</b>  |



|  |                    |
|--|--------------------|
| <b>GRANTMAKING: 72%</b>                  | <b>\$3,886,693</b> |
| <b>LGBTQ ORGANIZATIONAL CAPACITY: 1%</b> | <b>\$68,287</b>    |
| <b>LGBTQ PHILANTHROPIC ADVOCACY: 11%</b> | <b>\$596,176</b>   |
| <b>MANAGEMENT AND GENERAL: 7%</b>        | <b>\$395,650</b>   |
| <b>FUNDRAISING: 9%</b>                   | <b>\$478,461</b>   |



“There isn’t anything you can’t support with a gay stamp on it with your donor-advised fund!”

-Alice Philipson & Petra Liljestrand,  
Donor-Advised Fund Holders



“NCLR and so many other community institutions count on the foundation’s leadership.”

-Kate Kendell, Executive Director,  
National Center for Lesbian Rights (NCLR)



“I came to make new friends, but HYPE has given me community, and now I feel more connected than ever.”

-Bret Gladfelty, Horizons Young Professionals for Equality (HYPE) Co-Chair





“

FOR THIS MOVEMENT, IT TAKES ALL OF US COMING TOGETHER TO PROMOTE THE VALUES TO WHICH WE ASPIRE. TO THAT END, I AM GRATEFUL TO HORIZONS' EXECUTIVE DIRECTOR CIRCLE, AND VIEW THEM AS MY GO-TO LGBTQ THOUGHT LEADERS.

”

-Brett Andrews, Executive Director,  
Positive Resource Center

# HORIZONS FOUNDATION

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