



2007 ANNUAL REPORT

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A LETTER FROM THE PRESIDENT & BOARD CHAIR

Dear Friends and Supporters,

There is no “off” year when it comes to gay politics, and 2007 was an exciting reminder of that. In fact, the Victory Fund waged some of its biggest battles ever as openly LGBT candidates aimed higher and fought harder in campaigns across the country. In the end, 43 of our 71 endorsed candidates were victorious, and the number of openly LGBT elected officials in the U.S. soared past 400 for the first time in history—up from only 49 when Victory was founded in 1991.

Behind each of those numbers are powerful stories of courage and progress. International headlines blared this year when voters in Dallas—the 7th largest city in the country—gave serious consideration to electing an openly gay man as their mayor. In Nashville, Keith Durbin’s election to the city council made him the first openly gay man elected in Tennessee’s history. Howard Bayless became the first gay man ever elected in Alabama, following in the footsteps of openly LGBT Alabama State Representative Patricia Todd, who was elected in 2006. And Denise Simmons became the first openly lesbian black woman to ever serve as mayor of a U.S. city when she was elected by her peers on the Cambridge, MA City Council.

You don’t achieve success like that without qualified and capable candidates who have the technical and financial resources to win. That’s the business the Victory Fund is in, and it’s one where the stakes are getting higher each and every year. In 2008, Victory anticipates supporting more than 100 candidates in their efforts to achieve new electoral heights. To help fuel the growth of our organization and support more—and higher-level—candidates, Victory’s Board of Directors created a new leadership body to identify and support candidates in every corner of America. The Victory Campaign Board is made up of politically savvy individuals from cities and towns across the country who understand the progress we can achieve with more openly LGBT elected officials at all levels of government.

This year also brought other changes to Victory—the departure of longtime board members and former board chairs Scott Widmeyer and Brian Johnson. Throughout their service, Scott and Brian provided a wealth of deep knowledge, expert guidance and unfailing friendship and support that helped the organization grow into a major force in gay politics and in the LGBT movement. We are grateful for all they accomplished as board chairs and directors, and look forward to their good counsel in the future.

The victories of the past year are not small. They are proof that we can win the hearts and minds of our peers when we are unafraid to be honest and open about who we are and what we hope for our communities. Our elected leaders are our best path to success. Their victories and accomplishments are immediate, tangible and measurable. And with your help, they are changing our country in dramatic and revolutionary ways.


Thank you for being a part of our success.



Paul W. Horning, II
Chair, Board of Directors



Chuck Wolfe
President & CEO



**“WE HAVE TWO PEOPLE OF OPPOSITE PARTISAN
POLITICS, OPPOSITE PHILOSOPHICAL
PERSUASIONS AND OPPOSITE
SEXUAL ORIENTATIONS.**

**I DIDN'T TELL YOU WHICH ONE WAS HOMOSEXUAL.
HE'S MARRIED TO A FEMALE, AND THE OTHER'S
MARRIED TO A MALE.**

YOU MAKE YOUR OWN MIND UP.”

**CHUCK SILCOX
FORT WORTH CITY COUNCILMAN
(CAMPAIGNING FOR AN OPPONENT OF
VICTORY ENDORSEE JOEL BURNS)**

Imagine an established local politician standing up before a large crowd and asking them to base their electoral decisions on a candidate's sexual orientation.

This is what happened during Joel Burns' race for the Fort Worth City Council. Sitting City Councilman Chuck Silcox drew attention to Joel's sexual orientation in an effort to sabotage his chances of winning, much to the delight of a laughing crowd.



Burns

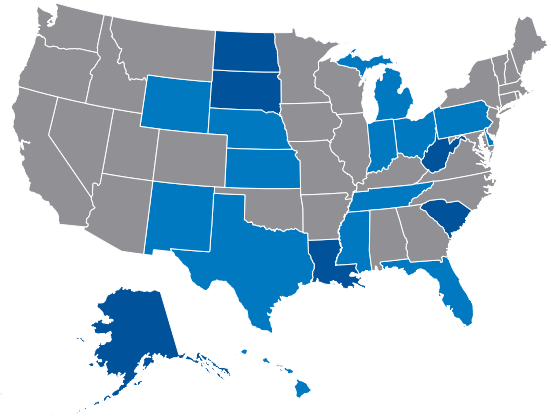
Burns rallied through the attack. His tireless campaigning was bolstered by the Victory Fund's aggressive fundraising and he went on to become the top vote-getter in the general election and the eventual winner of the run-off election.

Not every candidate survives bigoted attacks. In nearby Dallas, mayoral candidate Ed Oakley suffered last-minute anti-gay politicking, resulting in a heartbreaking loss. Also, candidates like Jass Stewart and Michelle Bruce both lost close elections that were marred by anti-LGBT attacks.

Gay political candidates face challenges that straight candidates don't, and the strategic and financial support Victory provides helps to level the playing field.

This is why the Victory Fund is vital to the LGBT movement for equality.

Though every win in 2007 was significant in changing hearts and minds in communities across the country, those that give LGBT people a voice in their state for the first time are *BREAKthrough* moments for the entire LGBT community. The Victory Fund has been successful in electing officials in places where it seemed impossible, but six Horizon States and thirteen additional Legislative Horizon States still remain.



- Horizon States are states with no openly LGBT elected officials at any level of government.
- Legislative Horizon States lack openly LGBT representation in their state legislatures.



“INCREASINGLY, FAIRNESS TRUMPS FEAR.

OUR CANDIDATES ARE WINNING BECAUSE VOTERS UNDERSTAND THEY CARE ABOUT ISSUES THAT MATTER TO THEM — THE ECONOMY, SCHOOLS, CRIME AND HEALTH CARE.”

CHUCK WOLFE

The Victory Fund helps voters see LGBT political candidates for what they are – committed, intelligent, passionate citizens. And with every year that passes, Victory’s numbers swell. At the end of 2007, the number of openly LGBT elected officials grew to more than 400. The year also saw the number of Victory endorsees set an odd-year record. But the numbers don’t speak as loudly as the stories of the leaders. Here are a few of the biggest wins:



Keith Durbin

An alumnus of the Gay & Lesbian Leadership Institute’s Candidate and Campaign Training Program, Durbin’s successful election to the Nashville City Council made him the first openly gay man ever elected in Tennessee.



Brian Bates

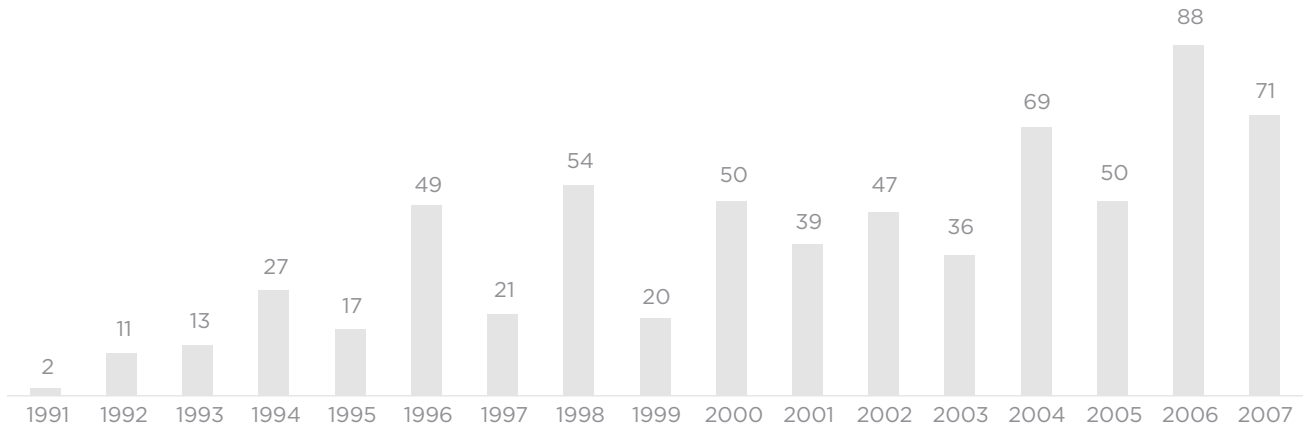
Brian Bates was elected to the Doraville, Georgia City Council in 2007, becoming the first openly gay Republican ever elected in the South. This was Bates second attempt for the seat. He lost narrowly in a previous attempt after enduring an anti-gay whisper campaign. This time, with the support of the Victory Fund, Brian was prepared to win.



Denise Simmons

Denise Simmons is the nation’s first openly lesbian African-American mayor. A Victory-endorsed candidate who won reelection to the Cambridge, Massachusetts City Council in 2007, Simmons was subsequently selected by her council peers to serve as mayor. She succeeds Ken Reeves, the nation’s first LGBT, African-American mayor.

ENDORSED CANDIDATES



It started in 1991 with just two candidates: Seattle’s Sherry Harris and California’s Bob Burke. More than a decade and a half later, the Victory Fund has steadily grown to the point where dozens of aspiring LGBT politicians can reap the benefits of an endorsement.



**“SOME PEOPLE TOLD ME THAT THEY
COULDN’T VOTE AGAINST ME PERSONALLY.**

**SOME PEOPLE SAID THEY FIGURED OUT THAT ALL
THE REASONS TO VOTE ‘NO’ WERE
POLITICAL, AND THAT THEY HAD DECIDED TO LET
THEIR PERSONAL VIEWS DICTATE THEIR VOTE.”**

**DANIEL O’DONNELL,
NEW YORK STATE ASSEMBLYMAN,
ON THE ASSEMBLY’S VOTE TO SUPPORT
MARRIAGE EQUALITY LEGISLATION**

With every dollar it distributed to its endorsed candidates, the Victory Fund made an investment in the future of the LGBT movement. Having gay people in elected office isn't merely a symbolic accomplishment; LGBT leaders are making real progress in blocking anti-gay legislation and advancing LGBT priorities.

A shining example of the effectiveness of having openly gay people as decision makers is Arkansas state Rep. Kathy Webb's involvement in defeating an anti-gay adoption bill. The bill, which would have banned gay people (and most unmarried straight couples) from adopting children or serving as foster parents, failed to make it out of the House Judiciary Committee. Webb, a committee member, was instrumental in the bill's demise. Rita Sklar, executive director of Arkansas' chapter of the American Civil Liberties Union, told the Arkansas Democrat Gazette that Kathy's presence on in the legislature made a huge difference in the outcome. "I think for a lot of people, it was the first time they actually ever met an openly gay person, and realized that she's just another human being," she said.

In addition to Webb, openly LGBT legislators across the country are making progress for our community. California State Assemblyman Mark Leno successfully authored and passed marriage equality legislation, only to have it vetoed for the second time by Gov. Arnold Schwarzenegger. New York State Assemblyman Daniel O'Donnell helped pass historic marriage equality legislation. Heterosexual allies are an integral part of the LGBT movement, but having LGBT citizens at the table is vital for progress.

With nineteen states lacking a single LGBT state legislator and six of them lacking any openly LGBT elected officials, the road to proportional representation in all levels of government may seem distant. However, during the course of its existence, the Victory Fund has helped dozens of out endorsees break through barriers large and small. While there are still many hurdles to overcome, these are some of the Victory Fund's famous firsts:

Al McAffrey

State House of Representatives, Oklahoma
State's first openly LGBT legislator

Nicole LeFavour

State House of Representatives, Idaho
State's first openly LGBT legislator

David Cicilline

Mayor, Providence, Rhode Island
First openly gay mayor of a U.S. state capitol

Matt McCoy

State Senate, Iowa
State's first openly LGBT legislator

Kathy Webb

State House of Representative, Arkansas
State's first openly LGBT elected official

Jolie Justus

State Senate, Missouri
State's first openly LGBT state senator

Keith Durbin

Metro Nashville Council, Tennessee
State's first openly LGBT elected official

Lupe Valdez

Sheriff, Dallas County, Texas
First Latina lesbian sheriff in the country

Bruce Kraus

City Council, Pittsburgh, Pennsylvania
City Council's first openly LGBT official

Kate Brown

State Senate, Oregon
State's first openly LGBT Senate president

Christine Quinn

City Council, New York, New York
City's first openly LGBT speaker

Annise Parker

Controller, formerly City Council, Houston, Texas
City's first openly LGBT elected official

Jarrett Barrios

State Senate, Massachusetts
Country's first openly gay Latino state legislator

Barbara Baier

School Board, Lincoln, Nebraska
State's first openly LGBT elected official

Rives Kistler

State Supreme Court, Oregon
State's first openly LGBT statewide elected official

Sam Adams

City Council, Portland, Oregon
City's first openly gay city councilman

Adam Ebbin

State House of Delegates, Virginia
State's first openly LGBT legislator

Sabrina Sojourner

House of Representatives, Washington, D.C.
City's first openly LGBT elected official

Tammy Baldwin

House of Representatives, Wisconsin
First non-incumbent gay person elected to Congress

Diane Sands

State Legislature, Montana
State's first openly LGBT elected official

Patricia Todd

State Legislature, Alabama
State's first openly LGBT elected official

ELECTION SCORECARD

STATE LEGISLATIVE

- Adam Ebbin - House of Delegates (VA)
- Frank Ferri - State House of Reps. (RI)
- Reed Gusciora - General Assembly (NJ)
- Micah Kellner - State Assembly (NY)
- Matthew Titone - State Assembly (NY)

SCHOOL BOARD

- Howard Bayless - Birmingham City Board of Education (AL)
- Jonathan Cote - Manchester School Board (NH)
- Adam Gutcheon - Windsor Board of Education (CT)
- Henry Lo - Garvey School District Board of Education (CA)
- Thomas Peters - University City School Board (MO)
- Mike Pohl - Manchester School Board (CT)

JUDICIAL

- A Daniel Anders - Judge, Court of Common Pleas (PA)
- Debra Silber - Judge, NYC Civil Court (NY)

MUNICIPAL/COUNTY

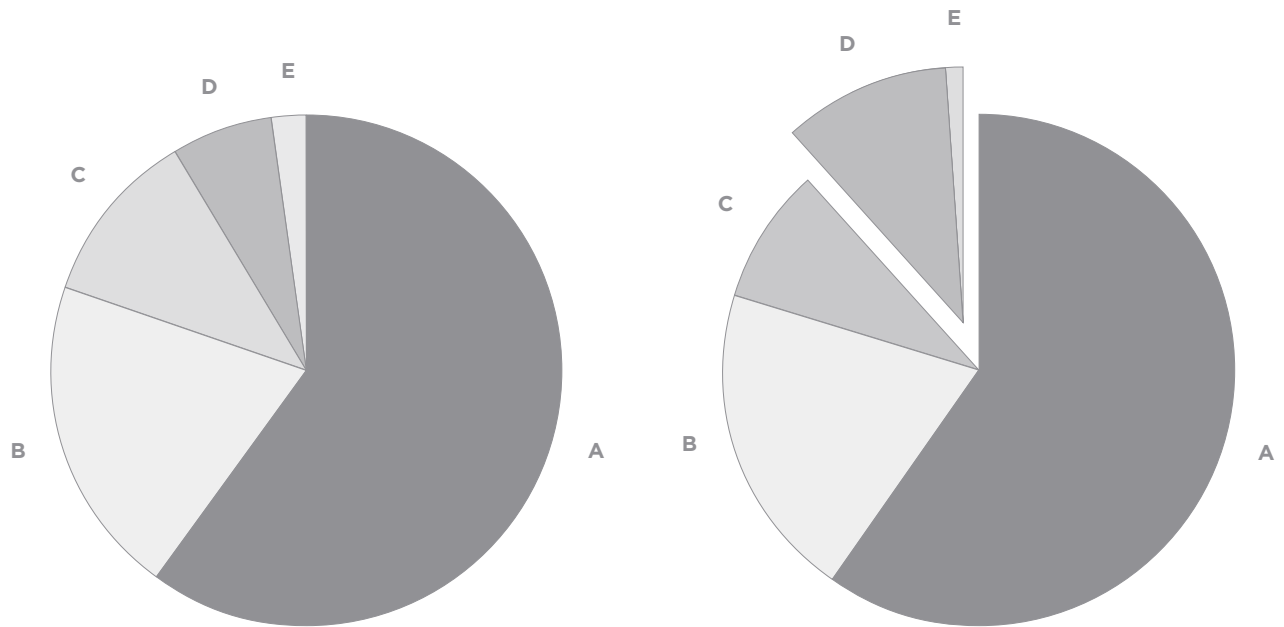
- Jeffrey Anderson - Duluth City Council (MN)
Justin Armintrout - Missoula City Council (MT)
- Ruth Atkin - Vice Mayor, Emeryville (CA)
- Brian Bates - Doraville City Council (GA)
- Randy Bishop - Neptune Township Commission (NJ)
William Brownson - Columbus City Council (OH)
Michelle Bruce - Riverdale City Council (GA)
Shane Burkett - Metro Nashville Council (TN)
- Joel Burns - Fort Worth City Council (TX)
James Cappleman - Chicago Alderman (IL)
- Sally Clark - Seattle City Council (WA)
Gary Cloutier - Mayor, Vallejo (CA)
- Pat Coluzzi - Rehoboth Beach City Commission (DE)
- Jon Cooper - Suffolk County Legislator (NY)
- Craig Covey - Mayor, Ferndale (MI)
- Kecia Cunningham - Decatur City Commission (GA)
- Geri Delevich - New Hope Borough Council (PA)
- Joe DeMedeiros - New Bedford City Council (MA)
Jeffrey Dion - Prince William Cty. Board of Supervisors (VA)
- Keith Durbin - Metro Nashville Council (TN)

- Timothy Eustace - Mayor, Maywood (NJ)
Michael Gongora - Miami Beach Commission (FL)
Patrick Gossett - Rehoboth Beach City Commission (DE)
Elena Guajardo - San Antonio City Council (TX)
- John Heilman - West Hollywood City Council (CA)
Joseph Hernandez - Dallas City Council (TX)
Steve Howard - Mayor, Rutland (VT)
- Ray Johnson - Oak Park Village Trustee (IL)
- Karen Kellen - Lakewood City Council (CO)
- Bruce Kraus - Pittsburgh City Council (PA)
Frank Kruszewski - Miami Beach Commission (FL)
- Lydia Lavelle - Carrboro Alderman (NC)
- Greg Lemke - Moorhead City Council (MN)
James Llanas - Maplewood City Council (MN)
- Sue Lovell - Houston City Council (TX)
- Craig Lowe - Gainesville City Commissioner (FL)
Marty Martinez - Somerville Alderman (MA)
Fred Mason III - Baltimore City Council (MD)
Chris Moss - Frisco City Council (TX)
Mickey Northcutt - Salem City Council (MA)
Ed Oakley - Mayor, Dallas (TX)
- Annise Parker - Houston Controller (TX)
Eugene Pearson - Boulder City Council (CO)
- Steve Pougnet - Mayor, Palm Springs (CA)
- Timothy Purington - Holyoke City Council (MA)
- Tom Rasmussen - Seattle City Council (WA)
- Lance Rhodes - East Point City Council (GA)
Lance Ringel - Rhinecliff Town Board (NY)
Grace Ross - Worcester City Council (MA)
Tim Schofield - Boston City Council (MA)
William Schmidt - Mayor, Peekskill (NY)
- Denise Simmons - Cambridge City Council (MA)
Jass Stewart - Mayor, Brockton (MA)
Darrell Watson - Denver City Council (CO)
- Patrick Wojahn - College Park City Council (MD)
- Ken Zalewski - Troy City Council (NY)
Thomas Zerafa - Mayor, Oak Park (MI)
Ed Zipprich - Red Bank Council (NJ)

● = winner

A = appointed to the position

**GAY & LESBIAN VICTORY FUND
FINANCIAL REPORTING**



A-C: PROGRAM EXPENSES 88%

D-E: FUNDRAISING & OPERATIONS 12%

INCOME

| | | |
|---------------------|------------------------------------------|------------------|
| A | Victory Cabinet (Major Donor) 60% | 1,522,109 |
| B | Donor Candidate Contributions 20% | 510,655 |
| C | Events 11% | 280,903 |
| D | Direct Marketing 7% | 162,891 |
| E | Miscellaneous 2% | 54,749 |
| TOTAL INCOME | | 2,531,307 |

EXPENSE

| | | |
|----------------------|-------------------------------------|------------------|
| A | Campaign Services 60% | 1,512,381 |
| B | Donor Candidate Payments 20% | 510,655 |
| C | Candidate Marketing 8% | 212,542 |
| D | Fundraising 11% | 269,580 |
| E | Finance & Operations 1% | 24,139 |
| TOTAL EXPENSE | | 2,529,297 |

GAY & LESBIAN LEADERSHIP INSTITUTE

Dear Friends and Supporters,

Effective leadership matters today more than ever. Whether leading a corporation or leading the country, it's not difficult to find examples of what effective leaders can accomplish—and how failed leadership hurts us all.

Leadership within the LGBT community is no exception, and that's why the work of the Gay & Lesbian Leadership Institute (GLLI) is so important. In 2007, demand for GLLI's executive development and training programs grew as more and more LGBT leaders prepared themselves to take on critical leadership posts across the country. Hundreds of out public leaders from government, politics and the LGBT civil rights movement took part in programs to help build the capacity of our community to lead and create positive change—change that our community desperately needs.

With your support, GLLI trained elected leaders to govern more effectively, helped movement leaders leverage their resources and skills, and helped LGBT leaders from around the globe connect and share with each other.

The work of the Gay & Lesbian Leadership Institute is an investment in the future of the LGBT community and an investment in the courageous men and women who are, in the words of one columnist “rocketing our country forward.” These individuals are moving us toward a day when LGBT Americans are fully integrated and embraced by our society. We look forward to that day, and to another important year of positive change made by LGBT leaders across our country and around the globe.

Sincerely,



David P. Nixon
Chair, Board of Directors



Chuck Wolfe
President & CEO



“WE’VE COME TO LEARN THAT, BY BEING ‘OUT,’
WE CLEARLY DEMONSTRATE OUR INTEGRITY.

WE PROVE THAT WE’RE MAKING DECISIONS
BASED ON WHAT IS RIGHT AND HONEST.

WE SHATTER THE CYNICISM THAT PEOPLE HOLD
ABOUT POLITICIANS AND PEOPLE IN GOVERN-
MENT.”

U.S. REP. TAMMY BALDWIN, D-WI



Leaders of the LGBT movement speak to participants at the 2007 International Gay & Lesbian Leadership Conference

In November of 1985, a small group of elected officials gathered in West Hollywood to discuss their work. They were all openly gay.

The convergence of a handful of LGBT state legislators, city council members and county officials was a landmark achievement then.

The gathering ended up becoming an annual event, with the second group numbering 14, including among its ranks a young Dane County, Wisconsin supervisor named Tammy Baldwin. Now, that meeting has evolved into the International Gay & Lesbian Leadership Conference, produced by the Gay & Lesbian Leadership Institute.

Last year's conference in Las Vegas proved that the Institute's work is more important than ever, attracting hundreds of public leaders from around the world. The event was supported broadly by participants, speakers, organizations and corporations including: Gill Action, Harrah's, Pacific Gas & Electric, Prudential, and many others.

In an October column written for 365Gay.com, Baldwin reflected on the beginnings of the Leadership Institute and how the organization has come to symbolize the growing number of capable, out leaders. She wrote:

"From that first group of pioneers back in the 80s has sprung the Gay & Lesbian Leadership Institute that each year now assists hundreds of individuals enter careers in politics, government, business and advocacy. The Leadership Institute reports well more than 700 openly gay elected and appointed officials on five continents at the local, state, and federal levels."

The LGBT community today is witnessing a quickening of the pace of change—a decisive move toward equality hastened by brave men and women who are leading their communities honestly and openly. The Gay & Lesbian Leadership Institute is proud to play a role in this progress.



“QUITE FRANKLY, MY EXPERIENCE AS A LEADERSHIP INSTITUTE FELLOW AT HARVARD HAS DRAMATICALLY CHANGED MY LIFE, PERSONALLY AND PROFESSIONALLY. THE EXPERIENCE TAUGHT ME A NEW GUIDING PRINCIPLE THAT I NOW APPLY TO EVERY PUBLIC SERVICE/POLITICAL AND PERSONAL SITUATION I ENCOUNTER: ‘CHANGE DOES NOT HAPPEN WHEN YOU ARE COMFORTABLE.’”

HON. JIM ROTH
OKLAHOMA CORPORATION COMMISSIONER

The Gay & Lesbian Leadership Institute provides LGBT individuals with the training and resources they need to become strong and effective leaders. Through a range of programs, GLLI helps LGBT leaders reach their full potential and - in doing so - unleashes the full leadership capacity of our movement.

GLLI Fellows at Harvard University

Since 2001, GLLI's partnership with Harvard University's Kennedy School of Government has helped dozens of LGBT leaders go through the University's rigorous **Senior Executives in State and Local Government** program.

This year's class was the program's largest yet, with ten fellows traveling to Harvard to exchange ideas with the diverse participants, examine their relationships with their constituents and determine meaningful, attainable solutions for their unique communities.

GLLI Fellow and Oklahoma Corporation Commissioner Jim Roth found that one particular piece of advice he learned as a fellow — "Change does not happen when you are comfortable" — has helped him in many aspects of his life.

"This simple axiom, taught by Professor Linsky, has allowed me to pursue leadership opportunities that have in turn made me an effective public servant," Roth said. "I now look at issues as complicated challenges that CAN be solved, that now require deeper thought and analysis, but that all have a solution possible."

Training & Professional Development

In 2007, some 150 individuals learned the art and science of winning campaigns in GLLI's Candidate and Campaign Training Program. The in-depth trainings took place across the country in Las Vegas, Portland, Chicago and Philadelphia.

Each trainee, even those who came with minimal political experience, learned important campaign strategies and how to apply them to races in their areas.

One trainee wrote: "The trainings were informative, useful and (crucial for me) accessible to first-time folks new to campaigning. I learned a ton and feel so much better prepared to do my job."

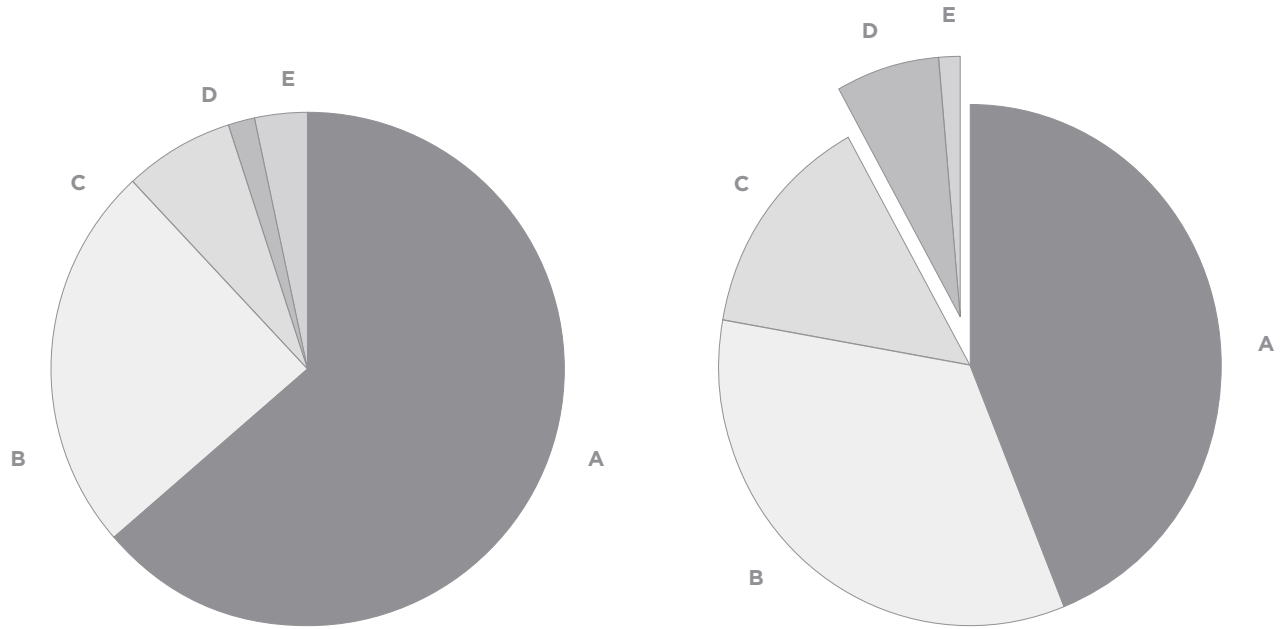
In addition to supplying aspiring campaign workers and office seekers with educational experiences, GLLI also provided executive directors of LGBT organizations with training ranging from board development to instruction on organizational management to executive leadership. Participants included leaders from the Service Members Legal Defense Network, the National Coalition for LGBT Health and the National Association of LGBT Community Centers.

States Project

A partnership with the Equality Federation, The States Project aims to help identify and cultivate LGBT leaders seeking to enter public service. Since 2005, the program has helped LGBT organizations in strategically selected states develop and enhance the skills of their leaders, in order to provide their communities with the technical training and legal counsel necessary to achieve long-term and meaningful political representation.

This year, the project added Indiana, Kentucky, South Carolina, Virginia and Wisconsin to its membership, bringing the total number of participating states to 21.

GAY & LESBIAN LEADERSHIP INSTITUTE
FINANCIAL REPORTING



A-C: PROGRAM EXPENSES 92%

D-E: FUNDRAISING & OPERATIONS 8%

INCOME

| | | |
|---------------------|------------------------------------------|------------------|
| A | Grants & Corporate 64% | 1,084,012 |
| B | Victory Cabinet (Major Donor) 24% | 413,913 |
| C | Tuition & Registrations 7% | 116,570 |
| D | Events 2% | 29,020 |
| E | Miscellaneous 3% | 53,256 |
| TOTAL INCOME | | 1,696,771 |

EXPENSE

| | | |
|----------------------|-----------------------------------|------------------|
| A | Leadership Development 44% | 620,205 |
| B | Training 34% | 478,620 |
| C | External Affairs 14% | 198,855 |
| D | Fundraising 7% | 95,688 |
| E | Finance & Operations 1% | 16,587 |
| TOTAL EXPENSE | | 1,409,955 |

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| Tressa Feher | Director, Leadership Network |
| Stephanie Lurz | Development Manager |
| Tim Meinke | Victory Cabinet Officer |
| Jason Mida | Director of Strategic Partnerships & Leadership Giving |
| Dan Miller | Communications Associate |
| Mark Perriello | Director of Strategy |
| Lauren Peters | Political Assistant |
| Fredric Sherman, CPA | CFO/COO |

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| Shawn Werner | Political Manager |
| Chuck Wolfe | President and CEO |
| Paul Zolandz | Communications Manager |

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Patrick Flynn - Georgetown University, Wash., DC
 Gregory Frank - George Washington University, Wash., DC
 Savannah Larsen - Univ. of Maine, Farmington, ME
 David Valk - UCLA, Los Angeles, CA



LEARN MORE ABOUT US AT:
WWW.VICTORYLEADERS.ORG

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