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THE JEWELS OF GSBA
make a significant investment in GSBA and the GSBA Scholarship Fund

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Expanding Our Impact

Convener and connector, words often used to describe GSBA. Being known as a business organization that brings ideas and people together has resulted in GSBA being approached by many organizations, elected officials and businesses throughout the Puget Sound region and across the country, asking for our leadership, support and endorsement. Often, the only voice advocating for small businesses, especially with our unique perspective of viewing business through a social justice lens, GSBA is experiencing great growth. Our challenge is to evaluate how to effectively grow our sphere of influence.

The GSBA Board has been discussing growth in terms of geography and whether GSBA should be representing a wider expanse of our region and state. In trying to understand the impact of growth, we were struck by the obvious: we are already a statewide organization, as evidenced by our statewide Scholarship Fund, our LGBT tourism initiative and our policy work advocating for equality in business. As we expand to meet our increased responsibilities and workload, GSBA has increased its staff and rented a second office in our building to accommodate our larger staff.

At this time, representing our state does not translate into expansion of a bricks and mortar presence but we do need to have a conscious commitment to understand the impact our decisions have across the state. Expansion for GSBA is not limited to geographic growth but increasing the depth of work we already do. Our programming, while still focused on the needs of small businesses, now includes designing programs that provide economic development opportunities for our members. The Scholarship Fund is not simply giving out more scholarships, it is deepening our support to ensure that our scholars can complete their degrees. These are exciting times for GSBA, our members, and our community as we grow and expand to meet the challenges faced by business and nonprofit leaders committed to community, equality and inclusion. Working together, we are confident we will meet today’s challenges and we are excited for our future.

For equality,

Louise Chernin,  
President & CEO

Kevin Gaspari,  
Board Chair

2016 GSBA STAFF

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President & CEO

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Program & Events Manager

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Creating Jobs, Generating Tax Revenue, and Driving Tourism

During our January luncheon, we heard from a panel of some of Seattle’s premier arts leaders. As a top ranked city for arts and culture in the United States, our arts and cultural organizations are a major economic driver of our whole region.

The discussion was moderated by Kate Becker, Director, Seattle Office of Film & Music.

Panelists included: David Armstrong, Artistic Director, The 5th Avenue Theatre; Kevin Boyer, Director of Marketing & Communications, ACT Theatre; Linda Hartzell, Artistic Director, Seattle Children’s Theatre; Ellen Walker, Executive Director, Pacific Northwest Ballet
1) 70 Young Professionals with Pride kicked off the New Year at Fountain Wine Bar in the Sheraton Seattle Hotel. 2) Women on Top hosted non-profit partner Treehouse in the Hilton Seattle's spectacular Soundview Room. 3) Irons Brothers Construction and Shoooby Doo Catering hosted Prime Time North.
The GSBA Business & Humanitarian Awards

The GSBA Business & Humanitarian Awards honor top businesses and business leaders each year, recognizing business performance and contributions to the community. GSBA honored eight individuals and businesses at the 35th Annual Business & Humanitarian Awards Dinner on February 23, 2016.

Keynote speaker Gina Grahame, VP of GaymerX and advocate for the transgender community spoke about “The Power of Authenticity, the Process of Overcoming Adversity, and the Transgender Experience.”

“Being recognized for business success is not new, but being honored for understanding that success in the 21st century must also include a commitment to equality, philanthropy, and sustainable business practices. For 35 years, GSBA has stood out among business organizations, often as the lone voice for its commitment to advancing equality in business. Over 80% of GSBA members are small businesses, but the important role they play in keeping our local economy strong is huge. They are employers committed to equality, volunteers, and philanthropists, often using the limited resources they have to give back to their community. The impact of GSBA’s work has never been more evident as a growing number of businesses strive to create inclusive work places in order to attract diverse talent and a changing customer base.”

—Louise Chernin, GSBA President & CEO
And the recipients are...

1) New Business of the Year, Bulk FR8 (Wayne Levinson, President)

2) Business of the Year, Tuxedos & Tennis Shoes (David Haggerty and David Meckstroth, Co-Owners)

3) Business Leader of the Year, Mona Smith (Mona Smith PLLC, Attorney at Law)

4) Non Profit of the Year, Ventures (Beto Yarce, Executive Director)

5) Community Leaders of the Year, Tamara Murphy and Linda Di Lello Morton (Terra Plata)

6) President’s Award, Kent Thoelke

7) Corporate Leader of the Year, Kevin Baldwin (Pacific Northwest Market Managing Partner, PwC)

8) Special Recognition—Voice for Social Justice, Ana Mari Cauce (President, University of Washington)
Bringing Economic Equality into the Movement

The March business luncheon provided the opportunity for members to meet and hear from Justin Nelson, President and Co-Founder of the National Gay and Lesbian Chamber of Commerce (NGLCC) and Neil McDevitt, GSBA Ruby Jewel Sponsor, NGLCC Advisory Board Member, on the state of the LGBT business movement, nationally and globally. Justin was joined by a panel of business leaders who gave their perspective on how supplier diversity played a role in bringing the corporate world into the movement for LGBT equality.
1) Seattle Art Museum provided a feast for the eyes and the palate at the March Prime Time. 2) Whitepages hosted a record number of Young Professionals with Pride in March.
New Members and Volunteer Appreciation Cruise

We welcomed new members and thanked volunteers during our annual Argosy Cruise. Shipboard tunes for 300 guests were provided by DJ Leslie of Seattle Parties and Two Tarts Café & Catering outdid themselves. Special thanks to our Community Health Partner Gay City Health Project for supporting this amazing evening!

Sponsors

DJ LESLIE

Gay City Health Project
1) 130 professional women and the Columbia Tower Club welcomed the American Cancer Society to the April Women on Top. 2) GSBA’s Matt Landers testified at the Washington State Healthcare Authority along with Coalition for Inclusive Healthcare to lift insurance exclusions based on gender identity.
2015 marked the 25th anniversary of the GSBA Scholarship Fund! The GSBA Scholarship Fund awards educational scholarships to undergraduate LGBTQ and allied students who exhibit leadership potential, demonstrate strong academic abilities, and who are actively involved in school and community organizations. Our scholars represent a diverse group of students who have dreams of making our community and the world a better place; each of them possesses the skills, talents and dedication to make those dreams a reality.

Donors to the Fund understand that today’s students are tomorrow’s leaders. They are committed to supporting our community’s future leaders by providing financial resources and hope to outstanding young people. Over the past 25 years, the GSBA Scholarship Fund has awarded 2 million dollars to over 500 students.
2015 GSBA SCHOLARS

Forrest Allison-Brown
Seattle, WA
King’s College London

Mick Arieta
New York City, NY
The Evergreen State College

Veronica Beltran
Vancouver, WA
Clark College

Anne Bryson Doyle
Seattle, WA
University of Washington Seattle

Krys Campagna
San Jose, CA
Bastyr University

Audrey Chavarria Calderon
Mexico City, Mexico
University of Washington Tacoma

Mitchell Chen
Sammamish, WA
University of Washington Seattle

Danisha Christian
Seattle, WA
Seattle Central College

Phillip Christian
Moses Lake, WA
University of Washington

Deanna East
Lacey, WA
The Evergreen State College

Melissa Ebben
Carlton,
University of Washington Seattle

Jake Funkhouser
South Bend, WA
Central Washington University

Aiysha Garcia
Raymond, WA
Central Washington University

Rigoberto Garcia
Valle de Banderas, Mexico
Seattle University

Dustina Haase-Lanier
Vancouver, WA
Washington State University Vancouver

Kelly Hill
Seattle, WA
Antioch University

Katy Imbrone
St. Paul, MN
The Evergreen State College

Lane Kaiser
Bremerton, WA
Portland State University
SCHOLARS NOT PICTURED: Heni Barnes (Coupeville, WA), University of Alaska Fairbanks; Nikki Bennington (Shelton, WA), Macalester College; Alik Brundrett (Boulder, CO), Art Institute of Seattle; Mike Carrillo (Tacoma, WA), University of Washington Tacoma; Chantelle Korver (Rancho Cucamonga, CA), Bastyr University; Ash Peers (Gold Bar, WA), Western Washington University; Juan Serrano (Yakima, WA), Whatcom Community College; Angela Tang (Seattle, WA), Whitman College; Harley Tonelli (Seattle, WA), Berklee College of Music; Mick Wiegenstein (Hansville, WA), Portland State University; Parisa Yekalamlari (Gig Harbor, WA), New York University
Are LGBT specific cruises, resorts and tours still sought after vacations for the LGBT community? With changing laws and an evolving world, are members of the LGBT community shifting their vacation choices to mainstream cruises and resort areas? How has the marketing of and messaging around these types of vacations changed to reach new audiences? To answer those questions, GSBA invited Judy Dlugacz, human rights pioneer and entrepreneur, to speak at our annual Travel and Tourism Luncheon.

In 1973, and with nine partners, Judy took a leap of faith and founded Olivia Records, which grew to become one of the industry’s leading independent small labels. Judy produced 40 albums and sold more than one million records by artists such as Cris Williamson, Meg Christian, Teresa Trull, and Linda Tillery. Judy’s vision and evolution continued when, in 1990, she combined two of her passions—music and travel—by hosting a “concert on a cruise.” She invited women to enjoy the performances of Olivia Records artists and scheduled activities on a completely chartered ship. The response was so overwhelming that she founded a company offering vacations exclusively created for women, Olivia Travel, which has today become the premier travel company for the lesbian community, with a 98% satisfaction rating from its guests.
GSBA, Travel Gay Seattle, and the GSBA Scholarship Fund attended over 12 events in Seattle, Kitsap, Portland, Tacoma and Vancouver BC during Pride month. Special thanks to DJ Leslie of Seattle Parties, GSBA Scholars, and the GSBA Briefcase Brigade!
In March 2015, GSBA led the national business community in an amicus brief in the Obergefell v. Hodges case. The US Supreme Court examined the nature of fundamental rights guaranteed to all by the Constitution and the evolving understanding of discrimination and inequality.

In June 2015, the Court held in a 5–4 decision that the fundamental right to marry is guaranteed to same-sex couples by both the Due Process Clause and the Equal Protection Clause of the Fourteenth Amendment to the United States Constitution. Consequently, all remaining bans on the performance and recognition of same-sex marriages were struck down.

Prior to the case, thirty-eight states and territories already issued marriage licenses to same-sex couples.

Obergefell v. Hodges
Women on Top’s July non-profit partner, Girls Can Do, encourages young women around the world to have big dreams and pursue them. Special thanks to program sponsor Seattle Storm and event sponsors Ray’s Boathouse, Pike Place Brewing, and Young’s Market Company.

Members had the chance to meet and talk to over 50 candidates who ran for various city, county, state and judicial positions at our Candidate Reception hosted by RD House Real Estate & Property Management Inc., and the Victory Fund & Institute.
The TASTE of SVEDKA Cocktail Contest

A fabulous cast of local mixologists created show-stopping craft cocktails. During the evening, guests voted for Ernest Loves Agnes’ “Mother Darling” cocktail to star at the 2015 TASTE of GSBA. City Catering won for Best Décor and Witness for Best Bartender.

Participating Bars and Restaurants | BOKA, City Catering, Columbia Tower Club, Ernest loves Agnes, Gordon Biersch, Grim’s, Lobby Bar at Pan Pacific, Poquitos, SkyCity at the Space Needle, Sur 16, Tutta Bella, Witness
Gay City shared its beautiful Calamus Auditorium with our Young Professionals with Pride in September. GSBA presented the only LGBT-focused candidate forum in our region. The event was hosted by the W Hotel, moderated by Deborah Brandt, and featured Seattle City Council candidates Lisa Herbold, Shannon Braddock, Kshama Sawant, Pamela Banks, Michael Maddux, Rob Johnson, Jon Grant, and Tim Burgess.
The TASTE of GSBA

The TASTE of GSBA once again broke all records in 2015. Over 800 guests raised more than $775,000 for the GSBA Scholarship Fund! The 2015 TASTE of GSBA: Cabaret featured a fabulous cast of auction items, small plates from GSBA caterers and restaurants, a SVEDKA Vodka signature cocktail, the Wine District, a four-course dinner, and show-stopping Broadway musical entertainment by Robbie Turner.

FEATURED CHEFS
Tamara Murphy (Terra Plata), Jerry Traunfeld (Poppy, Lion Head), Maria Hines (Tilth, Golden Beetle, Agrodolce), Leslie Mackie (Macrina Bakery)

CATERERS/RESTAURANTS
Barrio, Sur 16 Restaurant, Hi-Life, Two Tartes, Hook & Plow, Tuxedos and Tennis Shoes, Café Yummi!, Ernest Loves Agnes, Gordon Biersch

WINERIES
Waterbrook, Browne Family, Canoe Ridge, Elsom Cellars, Va Piano Vineyards, Structure Cellars, Bartholomew Winery,Nota Bene Cellars, Five Star Cellars, Fidelitas Winery, Laurelhurst Cellars, Goose Ridge Estate Winery
In 2015, GSBA hosted **over 200** events and programs. Thank you to all of our hosts and sponsors!
Guests at the annual Holiday Luncheon and Annual Meeting heard from our region’s key elected officials and business leaders as they discussed economic issues facing the Puget Sound region in 2016. The distinguished panel included Gladys Gillis (Principal, Starline Luxury Coaches), Seattle Mayor Ed Murray, Bellevue Mayor Claudia Balducci, and Kevin Baldwin (Pacific Northwest Managing Partner, PwC). The event also gave GSBA the opportunity to thank the Membership and Annual Sponsors, to recognize outgoing Board members, introduce incoming Board members, and to announce the 2015 Business & Humanitarian Awards recipients.

Claudia Balducci, and Kevin Baldwin (Pacific Northwest Managing Partner, PwC).
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City Lights Sign Company

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Windermere

Louise Chernin, GSBA President & CEO

Elaine DuCharme, Secretary
Elaine DuCharme, Attorney at Law

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Watson & McDonell, PLCC

Stephanie Dallas
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Jay Petterson, Public Affairs Chair
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GSBA MISSION: To combine business development, leadership and social action to expand economic opportunities for the lesbian, gay, bisexual and transgender community and those who support equality for all.

GSBA VISION: A vibrant global economy strengthened through the full participation of diverse local communities.

GSBA VALUES: Exchange Ideas, Increase Visibility, Work Collaboratively, Celebrate Diversity, Promote Inclusiveness, Invest in Future Leaders
GSBA’s first scholarship was awarded in 1991.

Length of longest membership: 36 years.

The average age of a GSBA scholar is twenty-five.

30 Board members.

GSBA staff attended 12 Pride events from Portland to Vancouver.

623 scholarships have been awarded to date.

$2,721,985 has been funded for GSBA scholars to date.

95% of our scholars identify as LGBTQ.

$7,500 average scholarship.
The farthest GSBA scholar is attending school 4,781 miles away.

Scholarships Awarded: 45.13%

Leadership Development & Programming: 28.62%

Fundraising & Donor Cultivation: 18.31%

Administrative Expenses: 7.03%

In-Kind Expenses: 0.91%

Scholarships Awarded

GSBA SCHOLARSHIP FUND
INCOME STATEMENT

TOTAL ASSETS
12/31/2014 12/31/2015
$2,529,406 $2,323,839

Net Revenue: $97,505
Scholarships Awarded: $350,000

2015 Expenses: $716,965

Individual Donations 56.04%

Corporate/Foundation Giving 22.45%

Net Event Income 18.49%

Interest & Dividends 2.25%

In-Kind Donations 0.78%

2015 Revenue: $1,164,470

GSBA
INCOME STATEMENT

TOTAL ASSETS
12/31/2014 12/31/2015
$618,634 $836,716

Net Revenue: $181,325

2015 Revenue: $1,382,625

Through your generosity, 46 scholarships were awarded this year!
THANK YOU

We are thankful for every donor in our community who supported the GSBA Scholarship Fund in 2015. With gratitude and appreciation for all you do, we are honored to present a list of donors who contributed during the period of 1/1/2015–12/31/2015.

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<th>IPHONE APP SPONSOR</th>
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