2018 IMPACT Report
From Washington's LGBTQ and Allied Chamber of Commerce
LEAD BOLD

is not a slogan or a catch phrase at GSBA. It’s who we are—it’s what we do. Leadership is in our mission statement, and it is reflected in our members, scholars, community, and staff.

GSBA invests in your business through dozens of free workshops and courses throughout the year, advertising to tens of thousands, and by bringing like-minded peers together.

GSBA builds community by increasing visibility and providing a safe space for nonprofit organizations to express ideas and connect with other resources.

GSBA invests in advocacy by engaging with your elected officials and policy makers, and by amplifying your voice as a business of equality, and that of the LGBTQ and allied community.

GSBA promotes philanthropy through scholarships and leadership development, because we understand the importance of growing and nurturing tomorrow’s leaders, today.

For 37 years, GSBA membership has been made of the strongest, brightest, and most passionate leaders in the region. As we have done for 37 years, GSBA will continue to LEAD BOLD and invest in leaders.

2018 was dominated by the conversation of business versus social justice. Across the region, we are proud of our innovation but in the same breath condemn business as the “enemy.” Everyone always celebrates the contributions of their neighborhood establishments, but is quick to vilify any business owner who speaks to the realities of running a small business. GSBA, Washington State’s LGBTQ and allied chamber of commerce, was created 38 years ago to straddle this difference. With our tagline of “equality is good business”, GSBA is proud of our strong leadership in connecting businesses, nonprofits, business owners, employees, and the voice of our communities with policymakers. We embrace both our growth economy and our passion to break down barriers so that we can all prosper.

Last year was an amazing time for GSBA to “Lead Bold.” GSBA was active in Seattle city politics and played a leading role in preventing the city head tax from being implemented. GSBA was the voice talking about rising commercial rents and its effect on driving small businesses out of our neighborhoods. Of our advocacy, GSBA had an incredible year of legislative successes, including a ban on conversion therapy and strengthening reproductive rights. Our proudest moment was being part of the Transgender Economic Empowerment Coalition which received an unprecedented grant from King County’s Communities of Opportunity program. GSBA and eight other LGBTQ organizations will be exploring the needs of, and creating programs to address the serious economic challenges faced by the trans and gender diverse community and LGBTQ communities of color.

In our commitment to change the narrative of how small businesses struggle to keep their doors open, GSBA continued to work with our Seattle Entrepreneurial Women group, and under our Business Empowerment Series provided over 25 free workshops to strengthen the skills of our small businesses. Tapping into our expertise as a connector, GSBA sponsored another outstanding Matchmaker event, where our LGBTQ-certified businesses were able to make pitches to our corporate partners, with several immediately resulting in major contracts.

With a leadership team of 30 dedicated Board members, 14 staff members, and over 1,300 members, GSBA demonstrated what it means to Lead Bold. We are unwavering in our belief that equality is good business. Together, we are proud to continue to be the chamber that demonstrates economic prosperity and social justice are complementary values that should provide opportunity for all.

Louise Chernin
President & CEO
Drew Ness
2018 Board Chair

MISSION

To combine business development, leadership and social action to expand economic opportunities for the lesbian, gay, bisexual, transgender, and queer community and those who support equality for all.

VISION

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

VALUES

- Exchange Ideas
- Increase Visibility
- Work Collaboratively
- Celebrate Diversity
- Promote Inclusiveness
- Invest in Future Leaders

PHOTOGRAPHY CONTRIBUTORS:

NATE GOWDY
NAOMI ISHISAKA
MARY GRACE McKERNAN
MERYL SCHENKER
MALCOLM SMITH
DANI WEISS
RICHARD WOOD

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5th Annual GSBA LGBTQ Business Matchmaker

2018 Membership
1,333 Members
386 New Members
60 LGBTBE Certified Businesses
12 New Certifications

Business Empowerment Workshops
189 Attendees
20 Business Empowerment Workshops

2018 Membership
1,333 Members
386 New Members
60 LGBTBE Certified Businesses
12 New Certifications

“LGBTQ businesses are not just about the dollars and cents, but about the opportunity to create a more diverse and inclusive environment in the workplace.”

—CO-OWNER OF ALUEL CELLARS, 2018 GSBA NEW BUSINESS OF THE YEAR

2018 GSBA IMPACT REPORT

LEAD BOLD BUSINESS
Business of Pride

For the third year, GSBA partnered with the Fugu Sound Business Journal to deliver the Business of Pride awards event recognizing and honoring LGBTQ business leaders, advocates, and allies for their support of diversity, equality, and inclusion within the business community.

TOP 25 LGBTQ-OWNED BUSINESSES OF 2017 (BY REVENUE)

1. 3 Precision Garage Door-Todd sponsor
2. Tutta Bella Neopolitan Pizzeria
3. Olympic Hot Tub
4. Herban Feast
5. Bulk BFB LLC
6. Marni
7. Nylus Communications
8. Seattle Storm
9. Naccarato Restaurant Group
10. TommyX
11. Cupcake Royale (Tie)
12. Cupcake Royale (Tie)
13. Cafe Flora and Forest Restaurant (Tie)
14. Metropolis
15. Terra Flora
16. Board & Vellum
17. Core & Steiner General
18. Terra Flora
19. Choke Shirt Co. & Choke Print Shop
20. Poppy
21. Bang
22. Stellar Travel
23. True North Land Surveying Inc.
24. A la Mode Pies
25. Broadcast Coffee Roasters-Coffee sponsor

DENOTES GSBA MEMBER

Of Interest: All LGBTQ chambers representing 21 cities, 6 states plus British Columbia, got together in San Francisco for the 2nd annual WBA Economic Summit to address topics ranging from Youth Homelessness, Drafting the Needs of LGBTQ Milennial Entrepreneurs and Restoring Rooted Transgender Economic Empowerment. GSBA, founding member of this powerful consortium of business leaders presented, workshops at the Delegate Consortium on Board Development, Membership, and Public Policy.
Pride Business Luncheon: LGBT Human Rights, A Global Perspective

June 13, 2018 — At the Pride Business Luncheon, our panelists discussed the state of LGBTQ human rights globally, and the responsibility of global corporations to ensure their work force is treated with equality, as well as the power global business has in creating change in countries that are not inclusive of their LGBTQ populations.

GSBA Annual Meeting: New Voices of Leadership

December 12, 2018 — GSBA held our 2018 Annual Meeting: New Voices of Leadership with a power-packed panel of extraordinary new leaders in the Seattle area. After a Sponsor Showcase, a crowd of more than 300 community members settled for a luncheon unlike any other. Seattle Mayor Jenny Durkan delivered rousing opening remarks and handed the mic off to President & CEO Louise Chernin and GSBA Board Chair Drew Ness to conduct the business of the day. After business was concluded, we heard from our panel of influential new leaders in the region on topics important to the LGBTQ and the business community.

18% increase in unique website visitors in 2018 from 4,177 to 5,250
263% more website impressions made in 2018 (overall visitors)
15,000 Out & About Guides distributed across the US and internationally in 2018
2,300 Out & About Guides out-of-state in 2018
900 in Philadelphia
500 in Ft. Lauderdale
900 in Toronto

We connected with 33 travel and media influencers: Ft. Lauderdale (13); Philadelphia (7); Toronto (13)

GSBA worked with the Port of Seattle to participate in a Familiarization Tour (FAM Tour) from Manchester, UK. Gaydio, an all-LGBTQ radio station spent a few days in Seattle visiting sights and attractions accompanied by GSBA tour guides.

By attending three conferences, engaging potential LGBTQ travelers, and leveraging industry partners, Seattle has increased its visibility as a premier LGBTQ travel destination. Travel Out Seattle has become a stronger tool and resource to support this visibility. Travel Out Seattle can build on this year’s successes by leveraging new industry connections to promote the program internationally to China and Europe, specifically, to attract the international traveler. Tourists from these locations spend more and stay longer; thus creating opportunity to leverage ports, airports, and cruise terminals.

SPEAKERS

Fabrice Houdart, Office of the UN High Commissioner for Human Rights
Siri May, UN Program Coordinator, OutRight Action International
Clara Rita “Claire” A. Padilla, Founder & Executive Director, EnGendeRights
Amie Bishop, MSW, MPH (moderator), Consultant, Global Health & Human Rights

SPEAKERS (LEFT TO RIGHT)

Jenny Durkan, Seattle City Mayor
Sally Clark (moderator), UW Director of Regional and Community Relations, and former Seattle City Councilmember
Carmen Best, Seattle Police Chief
Denise Juneau, Seattle Public Schools Superintendent

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GSBA Programs

GSBA had over 30 opportunities to network, grow business connections, and to stay informed in 2018 across SIX different programs.

**Power Connect** — Quarterly after-hours mixers for LGBTQ and allied business and community leaders to make meaningful business and social connections. There were six PC Networking mixers in 2018 with 997 attendees.

**Women on Top (WOT)** — Quarterly social gatherings for professional female and gender diverse people at spectacular venues high above the Seattle skyline. In 2018 WOT enjoyed 593 attendees.

**Young Professionals with Pride (YPP)** — Quarterly social gatherings for LGBTQ and allied young professionals under 40 to connect with valuable opportunities to enhance personal and professional development through social, educational, and philanthropic activities. There were six YPP events in 2018 with 736 attendees.

**Seattle Entrepreneurial Women (SEW)** — GSBA’s initiative to bring women business owners together to discuss business resource and skill-sharing, advocacy, and representation of women small business owners, mentorship opportunities for aspiring women entrepreneurs, and visibility within the community. There were 11 SEW meetings in 2018 with 170 attendees.

**Public Policy Task Force (PPTF)** — GSBA members come together to discuss issues of importance to the LGBTQ and small business communities. We often bring in elected officials, advocates, and other policymakers to present to our members. There were nine PPTF meetings in 2018 with 322 attendees.

**OUTLeads** — OUTLeads is a members-only referral program where participants come together to share qualified leads or tips. There were 46 business members across four different OUTLeads groups.

GSBA New Member and Volunteer Appreciation Cruise

April 18, 2018 — Every year, one of our most popular networking events is the GSBA New Member and Volunteer Appreciation Cruise! In 2018 we had 327 guests join us on a three hour entertainment-packed cruise around the Puget Sound.
MISSION
To invest in the education of a diverse group of lesbian, gay, bisexual, transgender, queer, and allied students who have the capacity and vision to be the next generation of leaders working to create a better world for all.

GSBA SCHOLARSHIP FUND VISION
Diverse leaders who have the vision, compassion and capability to solve global issues and secure human rights for all.

ABOUT US
The GSBA Scholarship Fund supports the future leaders of the lesbian, gay, bisexual, transgender, queer, and allied community by providing financial resources, role modeling and hope to outstanding LGBTQ+ and allied students. By choosing students who have excelled academically, have overcome the challenges of being from marginalized communities and exhibit strong leadership qualities, we know that our investment will lead to a more just future for generations to come.

Since 1990, GSBA has granted over 700 scholarships totaling over $3.4 million. The GSBA Scholarship Fund works cooperatively with the Pride Foundation to promote the scholarships granted by both organizations.

2nd Annual GSBA Leadership Academy
Since the launch of the GSBA Scholarship Fund Leadership Immersion Weekend in 2017, this weekend retreat for GSBA scholars has become an annual highlight for scholars, GSBA staff, and scholarship fund supporters alike. In 2018, 42 of the 46 GSBA Scholars traveled to a retreat-style learning center on Bainbridge Island, for three days of cohort building, learning, and life skills and leadership development.

The goal of the Leadership Immersion Weekend is to connect GSBA scholars to one another and the GSBA community of leaders, to create space for reflection, and to enhance leadership skills. Throughout the weekend, GSBA board members, business leaders, and community partners, lead meaningful, relevant discussions for the group.

"The GSBA Scholarship Fund has been monumental in my ability to navigate my educational goals. I am a non-traditional student in every sense of the word. My past is quite colorful, and has actually taken me from prison walls to academic halls. At every juncture of my journey I have had the support of GSBA behind me."

—MIKI CABELL, GSBA SCHOLAR
LEAD BOLD PHILANTHROPY

LGBTQ people often experience oppression, which can be compounded by their inclusion in multiple marginalized communities. A core philosophy of GSBA is expanding the level of engagement among all LGBTQ people and allies, including people who are economically, racially, socially, geographically, or politically disenfranchised.

44 Undergraduate Scholars
41 pursuing a Bachelor’s degree
3 pursuing an Associate’s degree

Areas of Study
52% are studying STEM (Science, Technology, Engineering, Math)
15% are studying social sciences (psychology, sociology, political science, human services, etc.)
11% are studying business (marketing, public relations, etc.)
7% are studying art
4% are studying humanities (English, history, etc.)

46 TOTAL SCHOLARS FOR 2018
16 new undergrad
2 new grad

AVERAGE AGE
46
24
2
16
2

34
47

ACHIEVE AS
trans/gender diverse/gender non-conforming

35%

PHILOSOPHY
people of color

60%

Scholarship Interviews
437 applications received in 2018
57 applicants interviewed
18 new scholars selected
61 volunteer interviewers

Thank you to our 2018 Scholarship Interview Volunteers:

Amipada Adams
Frank Alvarado
Michael Auch
Ryan Blass
Michel Bleier
Michal Blum
James Braden
Pierre Brejette
Taylor Briggs
Dennis Byrd
Randy Card
Thomas Caristi
Jacky-Vy Chau
Blanca Chavez
Matthew Chavez
Jeanna Clark
Quancy “Q” Clayborne
Ryan Davison
Thad Daixus
Kyle Drienie
Stephanie Dykes
Ron Dyatt
Lydia Edwards
Sara Elsawi
Eric Farkiner
Aleksay Fedrov
Heather Flanagan
Lisa Garcia-Hanson
Jeffrey Gilbert
Alex Guerner
Steve Gurn
Somit Gupta
Edgar Hernández
Amanda Hurley
Todd Kauffman
Eric King
Chris Kuhel
Brian Laney
Jeff Lepis
Harik Lorn
Rob Macauley
Emmanuel Macias
Jacobo Marquez
Chad Merrick
Katie Moore

Kevin Otten
Anthony Papini
Alvaro Paez Sanchez
Dana Savage
Moty Scanlon
Alexandra Silva Hernandez
Sergeri Simmov
Rita Smith
Meadle Thayer
Shay Thueke
Tom Thorogood
Nyke Tucker
Judith Wood
Jenifa Yador
Kristi Yarkockey
Comrie Yau

24% IN WASHINGTON STATE
26% OUT OF STATE

74% IN WASHINGTON STATE
24% ARE FROM RURAL COMMUNITIES (towns with a population of less than 10,000)

18% ARE FROM RURAL COMMUNITIES (towns with a population of less than 10,000)
26% OUT OF STATE

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2018 GSBA Scholarship Yearbook

GSBA Proudly Presents the 2018 GSBA Scholars

2018 GSBA Scholarship

Washington University of
Scholar
Third Year GSBA
Microsoft Scholar, Alessandro Lou
College
Seattle Central
Scholar
First Year GSBA
Alejandro Leon
University of
Arizona State
Scholar
Third Year GSBA
David Barzilai Scholar, Alejandro Graterol
Community College
Walla Walla
Scholar
Third Year GSBA
Adan Longoria Jr.
Washington University of
Scholar
Second Year GSBA
Bea Taylor
Washington University of
Scholar
Fourth Year GSBA
Anne Bryson Doyle,
Pacific Lutheran
Scholar
Second Year GSBA
Elmer Coria-Islas
Washington University of
Scholar
Fourth Year GSBA
Danisha Jefferson-
University of
Washington, Tacoma
Scholar
Fourth Year GSBA
Abby Leigh
Microsoft Scholar, Second Year GSBA
Scholar, University of Denver

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PHILANTHROPY

for previous years scholars, visit thegsba.org/scholarship-home/our-scholars.

For complete bios of the 2018 GSBA Scholars, and to learn more about previous years scholars, visit thegsba.org/scholarship-home/our-scholars.

Scholars not pictured:
Anna Bock, First Year GSBA Scholar, Washington State University
Yohanes, Third Year GSBA Scholar, Oliva Barrett, Third Year GSBA Scholar, DigiPen Institute of Technology
Nolan Platz, First Year GSBA Scholar, Richard C. Rolfs, First Year GSBA Scholar, Zoe Jaspers, First Year GSBA Scholar, University of Pennsylvania

2018 GSBA IMPACT REPORT

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PHILANTHROPY
2018 Scholars Dinner

May 18, 2018 — Community members came to meet the 2018 GSBA Scholars, and to hear their stories. The keynote speaker of the evening, Monique Franklin, 2011 GSBA Scholar, bared her heart and moved the audience with her story. 600 attendees and volunteers came together for a night of celebration and community in honor of our 46 GSBA Scholarship Fund recipients.

Equalux

November 17, 2018 — This was the 21st year of gathering our community in support of the GSBA Scholarship Fund. 2018 Equalux: Taste of GSBA was bigger in every way, from the auctions, the entertainment, the performances, the speakers, and most importantly, the hearts and generosity of all who attended.

Example: EQUALUX is the not-to-be-missed event of the year!
Taste of SVEDKA Cocktail Contest

As part of the EQUALUX: Taste of GSBA tradition, we held our annual Taste of SVEDKA Cocktail Contest! Five competing bars and restaurants labored to create the perfect beverage for over 1,000 guests, and to win the coveted bragging rights as winner of “Best Cocktail.” The 2018 winner with their creation of The Fresh Start, was Terra Plata.

“I know that by making a monthly pledge, I am helping sustain the Scholarship Fund. I encourage you to think of ways that you can support the GSBA Scholarship Fund, through the gift of volunteering your time, or hosting a celebratory fundraiser of your own.” — MICHAL BLUM, RUBY SLIPPER CLUB DONOR, SPEAKING AT THE 2018 GSBA SCHOLARS DINNER

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Thank You to Our 2018 GSBA Scholarship Fund and EQUALUX: TASTE OF GSBA Investors

2018 EQUALUX: Taste of GSBA broke every previous GSBA fundraising record. With the generosity of the 1,000 guests in attendance, we raised $1,250,000 to invest in future GSBA Scholars!
2018 Ruby Slipper Club

The Ruby Slipper Club is the major donor club of the GSBA Scholarship Fund. Ruby Slipper Club members demonstrate their support for the Scholarship Fund by making a significant gift of $1,000 or more per year. The 2018 annual Ruby Slipper Club Reception for major donors was held on October 2, 2018, at the Columbia Tower Club in Seattle. Ruby Slipper members receive a ruby slipper pin that identifies them as major donors.

2018 Emerald Jewel Club

2018 was the inaugural year for the GSBA President’s Circle Dinner. The President’s Circle represents some of the GSBA Scholarship Fund’s biggest supporters. Recognized by their diamond slipper pin, these donors have invested $50,000 or more in our future leaders. They are instrumental in supporting the longevity of the GSBA Scholarship Fund through their yearly contributions and continuous championing throughout the community.

2018 President’s Circle Dinner

Dinner was hosted by Cathie and Charles Highy Estate Caviar C.C. Linda Carlino C.C. Ray Fernandez and Meade Thayer Kevin Seaport and Kent Thoelke Leslie Gibbett Glenn Johnson and Michael Melarcon Brian Lawery Cameron and Steve Wing Sandy and Glenn Peterson Kendra and Mark Pelinka Steve Pine and Tony Pan The Poddobraskis and Bucky Fisher Virginia and Mike Hoesly Harry Snyder John Wong and Greg Coughlin Thomas Oosterdam

2018 Emerald Jewel Club

Emerald Jewels can be identified by an emerald slipper pin. Our future leaders. Emerald Jewel Club members demonstrate their support for the GSBA Scholarship Fund of $10,000 or more. This amount represents some of the GSBA Scholarship Fund’s biggest supporters. Recognized by their diamond slipper pin, these donors have invested $50,000 or more in our future leaders. They are instrumental in supporting the longevity of the GSBA Scholarship Fund through their yearly contributions and continuous championing throughout the community.

Emerald Jewels


2018 Ruby Slipper Club


Ruby Slipper Donors

2018 GSBA Scholarship Fund Donors

**DONORS, CONTINUED**

Leslie Mackie
Lisa MacKiel
Nicole Naci and Deb Czyz
Kim Nader
Anahita Nafisi and Fasha Rabiee
Joe Nakamoto
Scott and Carol Markley
Kristine Markström
Brandt James Martinez
J. Luenne Mathews
Adriana Mata-Lozada
Maggie Burgess Mattmiller
Jason Matthew
Amanda Neeley
Bret Myers
Andy Murphy
Edgar Munoz
Chelsea Munger
Kyle Mullinix
Jeff and Jennifer Muhm
April Morse
Shannon Morgan
Alex Morgan
Kristen Moored
Alex Molter
Amy Michael
Betsylew Miale-Gix
Deborah Meyer
Michelle Merriweather
Kris Mendoza
Juan Mejia
Patrick Meehan
David Medina
Ian and Thyra McKelvie
Cory McGraw
Marcus McElroy
John McDowell
Joseph Mayo
Maggie Burgess Mattmiller
Adrian Matanza
Brandon James Martinez
Joe Mallahan
Nicole Macri and Deb Cayz
Lisa Macleod
Leslie Mackie
CONTINUED DONORS, 2018 GSBA Scholarship Fund Donors

B. and Arthur David Barden
Trinity Parker
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Shouan Pan
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Lisa and Lisa Olver
Katherine Ockels
Chuck and Leslie Norskov
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Sean D’Roche
Kevin Osten
Larrie Pagett
Paul Paladino
Shouan Pan
Amritso Panghram
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Lauren Smith
Larrie Panczarski
Anna Kean
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Chris Petersen
Loretta Peterson and Jane Abbott Lighty
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Corey Routh and Doug Martin
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Cyda Schulte
Merica Sears
Emerson Sekins
Greg Secor &
Amin Shams
Dr. Patricia Shands
Momoko and Tadashi Shiga
Ganya Shen
Sandy and Jay Simon
Paul Sosnow
Wendy Stape
Larrie Smith
Ezra Smith
Rita Louise Smith and Linda Robinson
Ingrid Smith
Cecilia Smith
Veronica Smith
Lea Song and Mark Lee
Lee and Van Spies
Vigna Srivatsan
Ian Stark
Renee Steen and Jassmay Whitte
Jannel Steenberg
Spencer Stewart
Julie Stohle
Michelle Su
Joseph Sullivan
Christine Suder
Angie Sulthan
Niki Suzuki
Laure Szczepansky
Lisa Taylor
Tracy Taylor
Gail Tech
Jennifer Theasson
Stephanie Thomas
Ann Thomason
Brian Thompson
Gina Tellertow
Timothy Tomkinson
Charles Tranchant
Theresa Trindel and Christie Brenza
Anita Uppal
Vivian Valencia
Steven Von Hom
Jim Vailes
Mark Charles and West Vail
Cory Vail
Julien Vail
Kim Vu
Hieu Vu
Tom Wagner
Michael Warhola
Rebecca Wakefield
Scott Walden
Amy and Jim Walen
Aaron Waley
Sandy Walsh
Jeffrey Wallin
Melissa Watson
Stefan Wavish
James and Carleen Weaver
George Weimer
Jim Weimer
Sam Whitling
Lauren Williams
Susan Winkler
Jonathan Wilson
Barbara Wilson
Maria Wilson
Suzanne Winscher
Bill Wolfe and Andrew Belden
Mark Wolfe
Pam Wolfe
Carole Wolforth
Larry Woods-Palmer
Matthew Woodcock
Stephanie Worley
Paul Wright
Jason Yormark
Nathan Young
Mary Yu
Lara Zabala
Carri Zanger
Amy Zimmerman
Amanda and Elizabeth Zimmermann

**RAGBIA LEGACY CLUB**

Vernon Bennett
Gerald Bernett
Mathew Blockus
James Braden
Caron Carson
Linda Carson
Bill Collier and Brian Silvert
Robert Diogalaptzo
Ed Domone and Stephen Cofin
Lori Dugdale
Sara Eldred and Joeya Estar
Farrah Elba and Deidre Trud
Glenn Hopkins
Cayce Goring
David Owen Hastings and Brian Palmer
Larry Henderson and Stephen McCay
Glen Johnson and Neil McKeown
David Koorz and Kelly DEcisco
Craig Lindberg
Dominic Moino
Drew Ness and Alex McLea
Dr. Barry North
Robert Peterson
Jeanie Peterson
Jeff and Jennifer Peterson
Karen Perpetual
Ken Foxner
Robert (Bud) Phadmalned and Dana Snyder
Mark Ross

**CORPORATE, FOUNDATION & BUSINESS DONORS**

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Amazon
AmazonSmile
Antioch University
Bank of America
Bank of America Employee Giving Campaign
BECI
Beck’s Family Foundation
Bill & Melinda Gates Foundation
Matching Gift Program
Matching Gift Program
CaringCurt
Concor Technology
CPS, Inc.
Epic Risk Charitable Trust
FSI
Facebook Fundraising Events
Florence & SW Washington
Feltman Charitable Trust
Godtmine Jewelers
Google Inc.
Gravority Payments
Interchange Media
Jaco Chocolate
Kentucky Scott LL
Lewin Greenwood Foundation
Lexus
Louisiana State University
Microsoft Corporation
Nordstrom
Northeast Harbor
Norton Inc.
Planetary Parenthood
The Great Northwest and The Hawaiian Islands
Prudential Financial Inc.
PTO Exchange
Russell Matching Gifts Programs
Schwab Charitable
Seattle Foundation
Seattle Seahawks
Seattle Sounders
Stark Brothers Coffee Company
State of Washington
Tulalip Tribes Charitable Fund
United Way of King County
US Bank
US Bank Employee Matching Gift Program
UV
Wells Fargo Community Support Campaign
Wells Fargo Foundation
Whitepapers
Winston Foundation, Richard and Lois M. Winton Family

**Past or Current Board Members**

Bill & Fast or Current Board Members
Corporation: Advisory Board Members
Fast or Current GSBA Scholar

2018 GSBA IMPACT REPORT

LEAD BOLD ANTHROPOLOGY

PUBLIC SERVICE ANTHROPOLOGY

CURRENTS ANTHROPOLOGY

PUBLIC SERVICE ANTHROPOLOGY
"To all of those who are fortunate, and have worked hard enough to be in a position to run a business, to work in the business community, to earn a middle class wage or better. You all demonstrate leadership when you come together as a business association, and say “we’re going to use the economic privilege we have to make our community better, to make our state better.” —LT. GOVERNOR CYRUS HABIB AT THE 38TH ANNUAL BUSINESS & HUMANITARIAN AWARDS DINNER

2018 Legislative Agenda Summary

CIVIL RIGHTS
- Ban conversion therapy/reparative therapy
- Defend existing civil rights laws and oppose religious exemptions laws that would weaken them
- Invest in the economic development of LGBTQ communities, focusing especially on transgender people, people of color, and homeless youth
- Support the full recognition and inclusion of all LGBTQ people in all aspects of society, including in government identification documents, parental rights, healthcare, and public accommodations
- Count LGBTQ people in order to track health and economic disparities and effectiveness of programs
- Increase funding and support for LGBTQ seniors, particularly around housing needs
- Defend the rights of all people to have control over their own bodies, including a woman’s right to choose
- Support gun control efforts as both an LGBTQ and business issue
- Support I-940 and related efforts of the De-Escalate WA Coalition

ECONOMIC PROSPERITY
- Recognize LGBTBE certification in supplier diversity efforts and expand contracting opportunities for all minority communities
- Increase state support for tourism, particularly LGBTQ tourism and for the Washington Tourism Alliance’s self assessment
- Strengthen the voice of small businesses in the policymaking process at all levels
- Increase support for small business development, education, and technical support at all levels
- Oppose a jobs tax on Seattle businesses
- Coordinate and streamline regulations across scales
- Enact systemic, progressive tax reform at the state level to address chronic underfunding of critical services, including reform of the B&O tax on gross receipts
- Support efforts to make our region a more affordable place to live for both residents and small businesses

EDUCATION FOR ALL
- LGBTQ curriculum inclusion effort
- Support efforts making schools safe for LGBTQ students
- Preserving DACA and opening federal student aid to DREAMers
- Support increased funding for certificate, credential, and post-secondary degree programs

ADVOCACY
2018 GSBA Civic Engagement Reception

July 11, 2018 – GSBA was proud to organize the only pre-primary candidate event in our region focused specifically on the LGBTQ community. 104 civically minded guests, and 50+ candidates running for office came together to meet and discuss personal political issues face to face. The GSBA Civic Engagement Reception is a non-partisan event, and all candidates in each race were invited to participate equally. Candidates from King, Pierce, Snohomish, and Skagit counties running in local, statewide, legislative, and Judicial races were in attendance.

February 2, 2018 – GSBA celebrates as Seattle Mayor Jenny Durkan fulfills her campaign promise and announces members of the first ever Seattle Small Business Advisory Council. Many of the council’s inaugural members are also members of GSBA.

Joe Fugere, Tutta Bella
Linda Di Lello-Morton, Terra Plata
Tracy Taylor, Elliott Bay Books
Ellie Lindborg, Zippy Dogs
Taylor Hoang, Pho Cyclo Café
Joey Burgess, Queer Bar
Molly Moon Nietzel, Molly Moon’s Homemade Ice Cream
Kamala Saxon, Marination
Beto Yarce, Ventures

2018 GSBA Face-to-Face Candidate Forum

October 10, 2018 – A panel of GSBA members representing the breadth of our organization posed questions to candidates for some of the most important legislative races in our region. We heard where our future leaders stand on economic issues for the LGBTQ community. Eli Allanin (Repar Revolution), Jaidabiah Gardner (Dropoint Real Estate Services), and Dana Savage (Helios Law Group) shared with us their experiences as small business owners asked candidates about their ideas for economic development and justice in our state. Sib Wilson (Director of Government Relations, Vulcan) moderated the discussion with candidates for senate from the 26th, 30th, and 34th districts.

2018 GSBA Civic Engagement Reception

2018 GSBA Face-to-Face Candidate Forum

In 2018 GSBA hosted several round table discussions with elected officials and key government entities.

January 2018: Seattle City Councilmember Teresa Mosqueda
February 2018: Seattle City Councilmember Debora Juarez
May 2018: Seattle Office for Economic Development
September 17 & 21, 2018: GSBA organized two community round tables with US Congresswoman Pramila Jayapal (WA-07) and US Congresswoman Suzan DelBene (WA-01), to discuss issues affecting LGBTQ individuals and small businesses nationally.

GSBA Shows Up!
GSBA members, board, and staff advocated for LGBTQ and small business policies:

LGBTQ Lobbying Day
Tourism Lobbying Day
Testified to King County on need to create strategy task force on gender identity and sexual orientation
GSBA President & CEO Louise Chernin asked to join the Governor’s 2020 Complete Count Committee
GSBA President & CEO Louise Chernin appointed to the City of Seattle Police Chief Selection Committee

GSBA Support for Ballot Measures

Initiative 1000
Initiative 1639
Initiative 940
Seattle Families, Education, Preschool & Promise Levy
Support for Tacoma Gender-Neutral Restroom Ordinance

In 2018 GSBA hosted several round table discussions with elected officials and key government entities.
“This is a large state and we have a lot of different constituents and a lot of different interests, and the fact that GSBA brings their resources to the work that we’re doing means that we can only be more successful.”

—MONISHA HARRELL, BOARD CHAIR OF EQUAL RIGHTS WASHINGTON, 2018 GSBA COMMUNITY LEADER OF THE YEAR

Pride 2018

In June 2018, GSBA represented members and the LGBTQ community at more than a dozen Pride events around the region:
- Pride Asia
- Burien PRIDE Festival
- Pride Flag Raising at Seattle City Hall
- Pride Clean Sweep 2018
- Snellville Pride
- Skagit County Tulip Festival
- South Park Pride Picnic
- Business of Pride Awards
- Volunteer Park Pride Festival
- Seattle Trans Pride
- PrideFest Capital Hill
- Pride Flag Raising at the Space Needle
- Seattle Pride Parade
- Tacoma Pride Festival
- Seattle Latinx Pride
- Mariners Pride Game
- Sounders Pride Match
- Seattle Storm Pride Game
- Everett AquaSox Pride Night

International Delegation

July 20, 2018 — GSBA was honored to receive a delegation of twelve LGBTQ activists and nonprofit leaders from around the world. Our visitors were in Washington as part of the International Visitor Program of the World Affairs Council and the U.S. State Department. The visit was part of the State Department’s Resilient Societies program on strengthening minority gender communities.

Our guests were interested in how GSBA, across its 37-year history has supported the LGBTQ community economically, and how support from the allied business community was built over the years. Our guests explained how they do their work in their countries, some of which have stronger protections than the United States, and others which face additional challenges.

GSBA was pleased to hear that some of our previous efforts with Microsoft, IBM, and the GLAS Foundation in Bulgaria were successful and still have a positive ripple effect.
## 2018 IMPACT REPORT

### Income Statement

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 Revenue</th>
<th>2017 Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>$1,661,013</td>
<td>$1,731,789</td>
</tr>
<tr>
<td>Net Revenue</td>
<td>$308,529</td>
<td>$204,891</td>
</tr>
<tr>
<td>Invested in our Scholars</td>
<td>$400,000</td>
<td></td>
</tr>
</tbody>
</table>

### Revenue

- **2018 Revenue**: $1,731,789
- **2017 Revenue**: $1,734,248

### Expenses

- **2018 Revenue**: $952,484
- **2017 Revenue**: $744,244

### Net Revenue

<table>
<thead>
<tr>
<th>Year</th>
<th>Net Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$308,529</td>
</tr>
<tr>
<td>2017</td>
<td>$204,891</td>
</tr>
</tbody>
</table>

### 2018 Revenue Sources

- **Donations**: $1,661,013
- **Net Revenue**: $308,529

### 2018 Expenses Sources

- **Donations**: $1,023,987
- **Miscellaneous**: $25,042

### Financial Highlights

- **Total Cash Assets**: $2,043,891
- **Total Revenue**: $1,734,248
- **Net Revenue**: $308,529

### Board of Directors

- **Executive Officers**
  - Chair: Louise Chemin
  - President & CEO: Jeffrey Bostom
  - Executive Director: David Hernandez

- **Programs**
  - 35%: Donor Cultivation
  - 21.45%: Development
  - 21.45%: General

- **Staff**
  - 35%: Donor Cultivation
  - 21.45%: Development
  - 21.45%: General

### Committees

- **Board of Directors**
- **Officers**
- **Standing Committees**

### Financials

- **Total CASH ASSETS**: $2,043,891
- **Income Statement**
  - **2018 Revenue**: $1,731,789
  - **2017 Revenue**: $1,734,248
- **Net Revenue**: $308,529