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

GSBA and GSBA Scholarship Fund
2019 Impact Report

Combining lending expertise, unparalleled service, and a commitment to equality since 2010.

Broadmark Realty Capital specializes in hard money development, construction, and bridge loans for real estate investors and developers.

We are proud to support GSBA in their efforts to advocate for the LGBTQ community and those who support equality for all.

JPMorgan Chase is committed to helping our employees, clients and community get through these uncertain times.

Know that when it comes to your finances, we are here for you, so that you can focus on the health and safety of yourself, your family and your friends.

JPMORGAN CHASE & CO.
New in 2019!

**GSBA and Ventures Small Business Incubator**
A GSBA program, in partnership with Ventures, walks Transgender, Gender Diverse, and QTPOC (Queer and Trans People of Color) entrepreneurs through a business basics course while intentionally connecting them to resources to grow and expand their business. Five entrepreneurs were selected in 2019 for the 2020 Winter program.

First cohort:  
Gabriel Bello Díaz, AntiSocial  
Eunjoo Huh, AntiSocial Design  
ChrisTiana ObeySummer, Epiphanies of Equity  
Yes Segura, Smash the Box  
KJ Williams, RISE with KJ

Pop-Up Shop  
March 20, 2019 at Metropolist - Over 28 majority minority-owned small and micro businesses showcased and sold their products at the first GSBA Small Business Pop-Up Shop.

**Advocacy**

**GSBA Advocacy by the Numbers**  
1,360 miles driven by GSBA board, committee, and staff members to Olympia during the 2019 Legislative Session  
18 bills GSBA lobbied on in Olympia  
3 amicus briefs signed  
64 WA cities represented in GSBA membership  
17 WA counties represented in GSBA membership  
12 international interactions: Andorra, Australia, Denmark (GSBA Travel), China, Cuba, Israel (GSBA Travel), Japan, Palestine (GSBA Travel), Spain, Sweden (GSBA Travel), Taiwan, United Kingdom

**2019 Civic Engagement Programs**  
Seattle & Edmonds  
90+ candidates and elected officials  
603 attendees

**Policy Roundtable**  
2019 was the first year GSBA began online broadcasting and recording many of our Policy Roundtable discussions. From six Policy Roundtables, GSBA engaged with 1,086 participants.

**2019 Legislative Successes**  
- Establishing a statewide LGBTQ Commission | GSBA was the lead organization for many years on this effort to reduce inequities and highlight the needs of LGBTQ people.  
- Passing Initiative 1000 | Over 400,000 Washingtonians signed an initiative to the Legislature to end the restrictive rules established by I-200, the 1998 initiative that led to a significant decrease in opportunities for women and minorities in employment, education, and public contracting. I-1000 passed the legislature, but narrowly failed in a public referendum.

- Preventing harassment and bullying of transgender students in our schools | GSBA was able to share the experiences of many of our scholars and how this law would have supported them.  
- Eliminating barriers to reproductive healthcare for transgender people and undocumented immigrants  
- Modernizing Washington’s Vital Records laws to better reflect the LGBTQ community, including nonbinary gender identities.  
- Updating Washington’s Hate Crimes laws, including higher fines for committing one, and officially changing the language from “malicious harassment” to “hate crime.”  
- Prohibiting the use of prior wage or salary history to set pay, ensuring fair wages for communities that often experience wage discrimination, including LGBTQ people.  
- Supporting the De-Escalate WA Coalition by increasing police accountability in deadly shootings with de-escalation training and other reforms.

**Appointments and Committees**  
- Matt Landers appointed to King County Gender Identity & Sexual Orientation Inclusion Task Force  
- Matt Landers appointed to Washington State LGBTQ Commission  
- Louise Chemin appointed to Washington State & Seattle Complete Count Committee  
- GSBA Participation in Rainbow Housing Alliance to create LGBTQ Senior Housing on Broadway  
- Isyss Hoen – GSBA Scholar Alumni appointed as co-chair of Washington State LGBTQ Commission

**Business**

**2019 Membership**  
- Total members: 1,420  
- LGBTTBE Certified Businesses: 70 (45% increase over 2018)

**Business Empowerment Workshops**  
- 31 Workshops  
- 270 Participants

**GSBA Statewide**  
GSBA traveled to several cities outside of the greater Seattle area to engage with local small businesses, community organizations, and local elected officials as part of a statewide listening tour.

- King County  
- Kitsap County  
- Pierce County  
- Snohomish County  
- Spokane County  
- Walla Walla County  
- Yakima County

**2019 Legislative Successes**  
- Passing Initiative 1000  
- Establishing a statewide LGBTQ Commission  
- Isyss Hoen – GSBA Scholar Alumni appointed as co-chair of Senior Housing on Broadway  
- GSBA Participation in Rainbow Housing Alliance to create LGBTQ Senior Housing on Broadway  
- Complete Count Committees  
- Louise Chernin appointed to Washington State & Seattle Complete Count Committee  
- Matt Landers appointed to Washington State LGBTQ Commission  
- Matt Landers appointed to King County Gender Identity & Sexual Orientation Inclusion Task Force  
- Matt Landers appointed to Washington State LGBTQ Commission  
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**Community**

GSBA is a Connector  
GSBA connects small business, community organizations, corporations, and government entities together to build coalitions and support the economic empowerment of LGBTQ and allied businesses.

GSBA worked with over 50 organizations in 2019.

**Love is our most powerful natural resource.**

No matter who you are, where you’re from, or who you love, we work to make sure every life on Earth thrives. Join us in protecting our world today and for generations to come. Visit [WashingtonNature.org](http://WashingtonNature.org) to learn more.
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.

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

The GSBA Guarantee
The Guarantee is our commitment to the ongoing funding of our undergraduate scholars. Every scholar who has met certain criteria is eligible for up to four years of undergraduate scholarship funding. This commitment to our scholars’ success and eventual graduation helps support our future leaders in a way that few programs are able to do. We ask our donors to consider also making ongoing commitments to help sustain the continuing support that is so vital to the success of our mission.

Scholarship Stats
- 450 scholarship applications received
- 108 scholarship interview volunteers
- 61 applicants interviewed
- 22 NEW scholars selected
- 28 of 50 are returning undergrad scholars, plus 2 returning graduate students
- 52% first generation scholars
- 72% scholars of color
- 46% trans and gender diverse scholars
- 42% are from rural parts of Washington
- $500,000 invested in 50 scholars in 2019
- First scholar with the “4 Year Guarantee” graduated

Leadership Academy
Third annual GSBA Leadership Immersion Weekend, a three-day leadership retreat for current GSBA scholars.
- 44 of 50 scholars participated
- 94% of scholars agreed, “I learned something new about myself.”
- 88% of scholars said, “This weekend made me feel supported.”

“One of my favorite moments of this weekend, I got to know the people around me better and open up about my own experiences in a safe and supportive space.”

EQUALUX
Saturday, November 23, 2019
The Seattle Westin
1,000 supporters helped raise a record $1.6 million

Scholars Dinner
Friday, May 17, 2019
Seattle Marriott Waterfront
More than 600 attendees helped welcome the 2019 GSBA Scholarship Fund cohort of 50 scholars.

Networking Opportunities
GSBA networking programs are where businesses come to connect, engage, and grow their business and expand their professional networks.
- 28 networking events with 1,809 participants

GSBA Programs
Travel Out Seattle
Travel Out Seattle is a program of GSBA intended to promote LGBTQ tourism to Washington State, and highlight LGBTQ hospitality and tourism providers through the website TravelOutSeattle.com, and the printed Out & About Guide.

CHBA
NEW in 2019! GSBA began a new program dedicated to serving the vital neighborhood of Capitol Hill. The Capitol Hill Business Alliance (CHBA) is dedicated to ensuring a healthy, vibrant, and diverse neighborhood business community for all. The Alliance provides business development, engagement, and advocacy for Capitol Hill businesses and nonprofits who are committed to the economic vitality of Capitol Hill.

Ambassadors
GSBA Ambassadors promote the voice of GSBA, through a cadre of impeccable volunteers who support proactive outreach, compassionate leadership, and an informed diplomacy that upholds equality and inclusion within the LGBTQ and allied business community and beyond.
- 27 GSBA Ambassadors
- 11 Ambassadors added in 2019
- GSBA Ambassadors spent an estimated 336 hours attending GSBA events
- Congratulations to our 2019 Ambassador of the Year – Arquida Adams, A.L.A. Consulting Firm
2019 GSBA Scholarship Fund Donors

President’s Circle
$50,000 and above (Lifetime giving)
Donald Benedict and Charles Higby Estate
Carrie Carson B
Linda Carson
Ray Fernandez and Meade Thayer
Kevin Gaspari PB and Kent Thoelke
Leslie Giblett
Glenn Johnson and Michael Melancon
Brian Lavery
Estate of George Lucas
Mike Novasio B
Carolyn Ockels and Steven King
Charles Ockels
Katherine Ockels
Glenn Peterson
Kendra and Jeff Petkau
Steve Plime and Tony Paul
Tina Podlodowski and Barcy Fisher
Robert Rhodenhame and Dana Snyder
Mark Rosen PB E, Matthew Bockus and Peter Crook
John Rubino PB and Doug Dorton
John Wong PB and Greg Combs
Thomas Yetman PB and Alan Chun
Crystal Wilson

Emerald Jewel Donors
$10,000+ (over one to three consecutive years)
Mary Ann Bailey and Gay Northrup
Linda and Elias Barzilai
Julie Beall and Linda Marzano C
Chris Betumo B C
Vernon Bennett
Kathy Binder
Debbie Bird
Liam Blades
Pat Bluemel
Lonnye Bower
Bobby Butler and Mike Lang

Rainbow Legacy Club
Rainbow Legacy Club members are donors who have named the GSBA Scholarship Fund in their estate plan.


2019 Revenue $1,988,241
2019 Expenses $1,920,723.74

Income Statement
TOTAL CASH ASSETS
12/31/2018 $1,731,913.00 12/31/2019 $1,988,241.00
Net Revenue: $67,500.00

2019 Revenue $2,569,236

Income Statement
TOTAL CASH ASSETS
12/31/2018 $1,871,788.00 12/31/2019 $2,410,451.00
Net Revenue: $1,494,279.00
Invested in our Scholars: $400,000.00

GSBA Scholarship Fund

Louise Chernin E and Mary Klein
Sue and Phil Coldwell
CK Coles and Heather Coles
Kara Costa
Stephanie Dallas B C and Krista Mann
Linda Di Lello-Morton B and Tamara Murphy
Robert Dlugosh PB
Roz Edisson B
Patricia Gilles
Susan Houck and Ilona Lohrey E
Shehreen Johnson and Sonia Carlson
Dany Kerouz and Neil Lindsay
Gina Koehl and Brian Breeden
Jerome Lalin and Michael Copeland
Dena B and Ron Levine
Michael Mattern-Bandrick and Jay Bodek PB
Neil McDevitt PB and Richard Sutton
Margaret Meister
Kate B and John Mooney
Dinarte Morais
Mori Family
Drew Ness B and Alex Ma-Lee
John Payes
Matthew Polzin
Paula and Jeffrey Pyatt
Jeffrey Schaefer and Michael Christopher
Roby Schapira C and Rico Rigoberto
Michael Scherrman PB
Mona Smith PB
Kevin Spratt C
Tony Staehle and Steve Gunn
Shay Thoelke
Leanne Webber
Judith Wood

B = 2019 or Current Board Member
PB = Past Board Member
E = GSBA Employee
C = Corporate Advisory Board
S = Past or Current GSBA Scholar

Good news. Rates just got lower.

I’m excited to announce auto insurance rates just went down. I can help you find coverage that works for you. LET’S TALK TODAY.

State Farm

Is your ducky floating in dirty bath water?

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