

**State of Funding:
Lesbian, Gay, Bisexual,
Transgender and
Queer Grantmaking**

in Minnesota



FUNDERS FOR
LGBTQ
ISSUES

ACKNOWLEDGEMENTS

Author: Robert Espinoza

Grants Research: Nancy Cunningham

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We also extend our thanks to the grantmakers and organizations that responded to our requests for data, entrusting us with their information and allowing a closer look into the realities of our sector.

Finally, a special thank you to Susan Cogger at PFund Foundation for her generous support in helping coordinate this project—and a heartfelt thank you to the members of the LGBT Funders Network of the Minnesota Council on Foundations for giving life to this project and advising it every step of the way.

REPORT REVIEW

The final report was reviewed by members of the LGBT Funders Network of the Minnesota Council on Foundations, as well as Steven Lawrence, senior director of research at The Foundation Center.

The mission of the LGBT Funders Network of the Minnesota Council on Foundations is to inspire and support the Minnesota funding community to be individual and organizational leaders, advocates, and investors in our global vision of equality and full integration for LGBT persons/issues.

FUNDERS FOR LGBTQ ISSUES STAFF

Robert Espinoza, Director of Research and Communications

Ellen Gurzinsky, Program Director

Tia Richards, Operations Manager

Karen Zelermyer, Executive Director

The mission of Funders for LGBTQ Issues is to seek equality and rights for lesbian, gay, bisexual, transgender and queer individuals and communities by mobilizing philanthropic resources that advance racial, economic and gender justice.

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Introduction

In September 2008, when Funders for LGBTQ Issues partnered with the LGBT Funders Network of the Minnesota Council on Foundations to undertake a study that examined foundation giving to Minnesota's lesbian, gay, bisexual, transgender and queer (LGBTQ) communities, we shared a few objectives.

First, we sought to establish a benchmark that would more accurately measure and describe foundation giving by U.S. foundations to LGBTQ efforts throughout Minnesota. In 2007, Funders for LGBTQ Issues provided the Network a review of foundation giving in Minnesota and found that the cohort craved a more thorough analysis that would include funders who had yet to report their LGBTQ giving. (And as this process revealed, our partnership has led to more accurate self-reporting by foundations.)

Second, we aimed to describe the key characteristics of Minnesota organizations that serve LGBTQ communities in the state. We reasoned that comparing data on funding trends with organizational realities would identify funding gaps and opportunities throughout Minnesota's communities.

STATE OF FUNDING: Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking in Minnesota shows, that U.S. foundations awarded nearly \$1.3 million in 2007 to LGBTQ organizations and programs throughout Minnesota; 83 percent of this giving came from foundations based inside the state.

Our study also found that nearly half of the Minnesota organizations that responded to our study have annual budgets of \$100,000 or less and operate with two or fewer paid staff members. These groups rely more on support from foundations and individuals, and less on government and corporate sources.

A number of opportunities exist for foundations to invest in LGBTQ communities throughout Minnesota. We hope this report informs your work and inspires grantmaking to LGBTQ communities.

Sincerely,

Karen Zelermyer,
Executive Director
Funders for LGBTQ Issues

John Larsen, Chair
LGBT Funders Network of the Minnesota
Council on Foundations

September 2009

Key Findings:

LGBTQ Grantmaking in Minnesota (2007)

- IN 2007, 29 MINNESOTA FOUNDATIONS AWARDED MORE THAN \$1 MILLION, ACROSS 88 GRANTS, TO 33 LGBTQ ORGANIZATIONS AND PROGRAMS THROUGHOUT THE STATE—THESE LGBTQ DOLLARS CONSTITUTE ONE PERCENT OF THE \$895 MILLION AWARDED BY MINNESOTA FOUNDATIONS IN 2007.¹ Additionally, these Minnesota-based LGBTQ organizations and programs received more than \$200,000 total from eight foundations based outside of Minnesota.
- PRIVATE FOUNDATIONS PROVIDED THE VAST MAJORITY (72 PERCENT) OF MINNESOTA DOLLARS TO LGBTQ ISSUES IN 2007.
- PROGRAM SUPPORT ACCOUNTED FOR THE MAJORITY OF LGBTQ DOLLARS FROM MINNESOTA FOUNDATIONS IN 2007 WHILE GENERAL OPERATING SUPPORT ACCOUNTED FOR THE MAJORITY OF GRANTS.
- THE LARGEST PERCENTAGE OF LGBTQ GRANTMAKING BY MINNESOTA FOUNDATIONS IN 2007 WENT TO ORGANIZATIONS WORKING AT THE LOCAL LEVEL IN THEIR CITIES OR TOWNS (40% OF DOLLARS AND 56% OF GRANTS) AND ORGANIZATIONS BASED IN THE TWIN CITIES (63% OF DOLLARS AND GRANTS). Similarly, the majority of LGBTQ organizations and programs in Minnesota that responded to this study—46 organizations—are working at the local level (67 percent) and are based in the Twin Cities (72 percent).
- AMONG LGBTQ SUB-GROUPS, CHILDREN AND YOUTH RECEIVED THE MOST SUPPORT FROM MINNESOTA GRANTMAKERS IN 2007. Three percent of grants and one percent of dollars went to LGBTQ people of color organizations and programs.²

¹ According to The Foundation Center, approximately 1,400 Minnesota foundations awarded \$895 million in 2007.

² All of these dollars to LGBTQ people of color organizations and programs came from one foundation: PFund Foundation.

- THE TOP FIVE STRATEGIES SUPPORTED BY MINNESOTA LGBTQ GRANTMAKERS IN 2007 WERE (1) ADVOCACY, (2) DIRECT SERVICE, (3) ORGANIZATIONAL CAPACITY BUILDING, (4) LITIGATION AND (5) COMMUNITY ORGANIZING.³ In comparison, the five most frequently cited strategies used by LGBTQ organizations and programs were (1) hosting conferences and seminars, (2) advocacy and public policy, (3) ally and solidarity building, (4) community organizing and (5) community services/support groups.
- THE TOP FIVE ISSUES SUPPORTED BY MINNESOTA LGBTQ GRANTMAKERS IN 2007 WERE (1) COMMUNITY BUILDING/EMPOWERMENT, (2) CIVIL RIGHTS, (3) PHILANTHROPIC INFRASTRUCTURE (4) STRENGTHENING FAMILIES AND (5) HEALTH.⁴ In comparison, the five most frequently cited issues prioritized by LGBTQ organizations and programs in Minnesota were (1) community building and empowerment, (2) homophobia, (3) human rights, (4) civil rights and (5) gender identity.
- THE VAST MAJORITY OF LGBTQ ORGANIZATIONS AND PROGRAMS THAT RESPONDED TO THIS STUDY FOCUSED ON THE GENERAL LGBTQ POPULATION (INSTEAD OF SPECIFIC LGBTQ SUB-GROUPS), WHILE 22 PERCENT FOCUSED ON CHILDREN AND YOUTH EFFORTS, AND 15 PERCENT FOCUSED ON TRANSGENDER AND GENDER NONCONFORMING PEOPLE. Most groups reported not placing any emphasis on religion or faith, race/ethnicity or aging concerns.
- NEARLY HALF OF THE ORGANIZATIONS IN MINNESOTA THAT ADDRESS LGBTQ ISSUES HAVE ANNUAL BUDGETS OF \$100,000 OR LESS AND OPERATE WITH TWO PAID STAFF MEMBERS OR LESS. Roughly half of the survey respondents are organizations that primarily address LGBTQ issues while the remaining half were LGBTQ programs based within broader-themed organizations.
- LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA TYPICALLY RELY MORE ON SUPPORT FROM FOUNDATIONS AND INDIVIDUAL DONORS/MEMBERS, AND LESS ON GOVERNMENT AND CORPORATE SOURCES (OTHER THAN CORPORATE FOUNDATIONS).

Nearly half of the organizations in Minnesota that address LGBTQ issues have annual budgets of \$100,000 or less and operate with two or fewer paid staff members.

³ “Strategies” refers to the methods used by organizations to accomplish their goals (e.g. advocacy, public education, community organizing).

⁴ “Issues” refers to the subject areas that organizations are addressing (e.g. civil rights, education, health).

Methodology

To depict grantmaking and organizations in Minnesota that address LGBTQ communities, this report includes:

- GRANTMAKING DATA FROM U.S. FUNDERS THAT SUPPORT LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER (LGBTQ) ORGANIZATIONS AND PROGRAMS IN MINNESOTA; AND
- DATA FROM ORGANIZATIONS IN MINNESOTA THAT ADDRESS LGBTQ COMMUNITIES; THIS INCLUDES LGBTQ ORGANIZATIONS AND LGBTQ PROGRAMS BASED IN BROADER-THEMED ORGANIZATIONS.

Two methods were used to collect this data: a grants analysis of funders and an online questionnaire for organizations—both based on calendar year 2007.

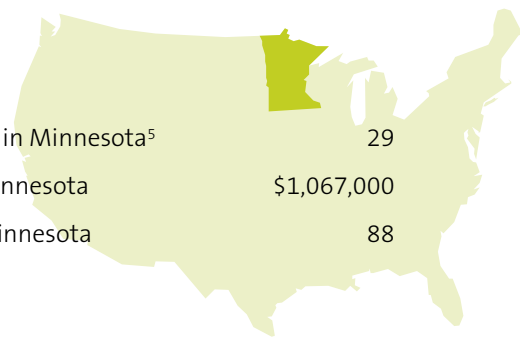
RESEARCH ACTIVITY	DESCRIPTION	SUBJECTS	TOTAL RESPONDENTS
Grants Analysis	Purposive sampling of LGBTQ funders. Grants data was collected through self-reporting, a review of 990s, annual reports and online research.	U.S. funders that support lesbian, gay, bisexual, transgender and queer organizations and programs in Minnesota	37 foundations (29 based in Minnesota)
Online Questionnaire	22-item questionnaire administered online, distributed through email. The data was collected between September and December 2008. Respondents were asked to respond to questions based on calendar year 2007.	Minnesota-based organizations and programs that address lesbian, gay, bisexual, transgender and queer communities	46 organizations and programs

See Appendix A for a detailed methodology.

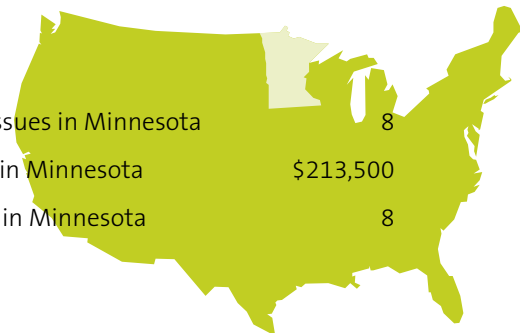
Detailed Findings: LGBTQ Grantmaking in Minnesota

SUMMARY STATISTICS, LGBTQ GRANTMAKING IN MINNESOTA, 2007

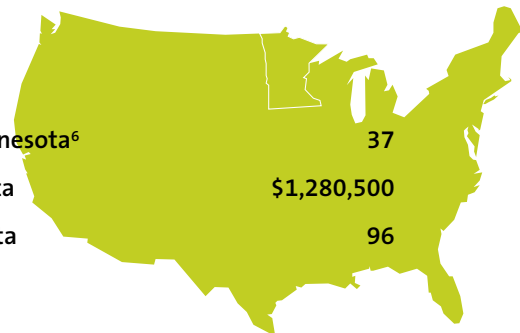
Number of Minnesota Foundations Supporting LGBTQ Issues in Minnesota ⁵	29
Total Giving by Minnesota Foundations to LGBTQ Issues in Minnesota	\$1,067,000
Total Grants by Minnesota Foundations to LGBTQ Issues in Minnesota	88



Number of Non-Minnesota Foundations Supporting LGBTQ Issues in Minnesota	8
Total Giving by Non-Minnesota Foundations to LGBTQ Issues in Minnesota	\$213,500
Total Grants by Non-Minnesota Foundations to LGBTQ Issues in Minnesota	8



Number of U.S. Foundations Supporting LGBTQ Issues in Minnesota ⁶	37
Total Giving by U.S. Foundations to LGBTQ Issues in Minnesota	\$1,280,500
Total Grants by U.S. Foundations to LGBTQ Issues in Minnesota	96



⁵ Figures do not represent all giving by Minnesota foundations benefiting LGBTQ issues. See Appendix A for additional details.

⁶ Our study identified one Minnesota-based grantmaker (the Pentair Foundation) that directed all of its LGBTQ funding in 2007 to an out-of-state organization.

NATIONWIDE, 37 U.S. FOUNDATIONS AWARDED NEARLY \$1.3 MILLION, ACROSS 96 GRANTS, TO LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA IN 2007.⁷ Eighty-three percent of these dollars (\$1,067,000) and 92 percent of these grants (88 grants) came from foundations based in Minnesota.

IN 2007, 29 MINNESOTA FOUNDATIONS AWARDED MORE THAN \$1 MILLION, ACROSS 88 GRANTS, TO 33 LGBTQ ORGANIZATIONS AND PROGRAMS THROUGHOUT THE STATE. Further, Minnesota foundations awarded an additional \$542,396 (across 35 grants) to LGBTQ issues outside of the state.⁸

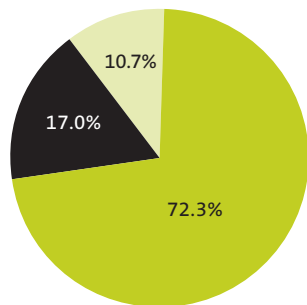
TOTAL GIVING BY MINNESOTA FOUNDATIONS TO LGBTQ COMMUNITIES NATIONWIDE ACCOUNTED FOR 2.1 PERCENT OF THE \$77.2 MILLION DOLLARS AWARDED BY U.S. FOUNDATIONS TO LGBTQ ISSUES IN 2007.⁹

THE MORE THAN \$1 MILLION AWARDED BY MINNESOTA FOUNDATIONS TO LGBTQ ISSUES CONSTITUTES ONE PERCENT OF THE \$895 MILLION AWARDED BY MINNESOTA FOUNDATIONS IN 2007.¹⁰

DISTRIBUTION BY FOUNDATION TYPE AND TYPE OF SUPPORT ¹¹

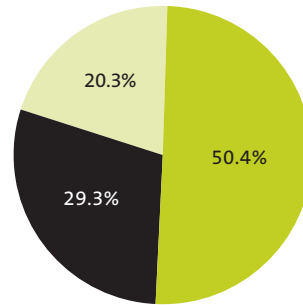
THE VAST MAJORITY OF DOLLARS (72 PERCENT) AWARDED BY MINNESOTA FOUNDATIONS TO LGBTQ ISSUES CAME FROM PRIVATE FOUNDATIONS. Additionally, 17 percent came from public/community foundations and 11 percent came from corporate funders. Of the \$273,610 awarded by public/community foundations in 2007, 33 percent was donor-advised.

DISTRIBUTION BY FOUNDATION TYPE, MINNESOTA LGBTQ DOLLARS, 2007¹²



- Private Foundations (\$1,163,536)
- Public/Community Foundations (\$273,610)¹³
- Corporate Foundations/Corporate Giving Programs (\$172,250)

DISTRIBUTION BY FOUNDATION TYPE, MINNESOTA LGBTQ GRANTS, 2007¹⁴



- Private Foundations (62)
- Public/Community Foundations (36)
- Corporate Foundations/Corporate Giving Programs (25)

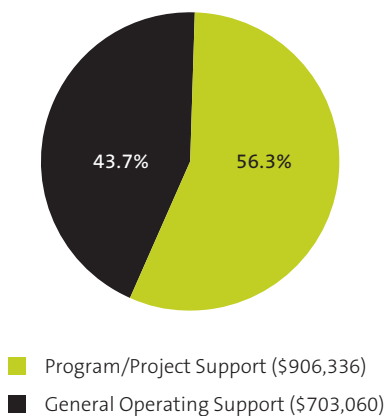
THE MAJORITY OF MINNESOTA GRANTS (ONE IN TWO) TO LGBTQ ISSUES CAME FROM PRIVATE

FOUNDATIONS. Public/community foundations awarded 29 percent of grants and corporate funders awarded 20 percent of grants. Of the 36 grants awarded by public/community foundations in 2007, 13 percent were donor-advised.

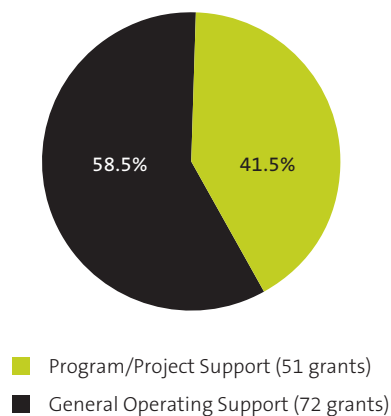
IN 2007, MINNESOTA GRANTMAKERS AWARDED MORE LGBTQ DOLLARS FOR PROGRAMS AND PROJECTS

THAN FOR GENERAL OPERATING SUPPORT. Conversely, they awarded more LGBTQ grants for general operating support than for programs and projects.

**DISTRIBUTION BY TYPE OF SUPPORT,
MINNESOTA LGBTQ DOLLARS, 2007**



**DISTRIBUTION BY TYPE OF SUPPORT,
MINNESOTA LGBTQ GRANTS, 2007**



⁷ Eight out-of-state foundations awarded grants to LGBTQ efforts in Minnesota in 2007: Arcus Foundation (New York, NY), Astraea Lesbian Foundation for Justice (New York, NY), Evelyn & Walter Haas Jr. Fund (San Francisco, CA), Gill Foundation (Denver, CO), Horizons Foundation (San Francisco, CA), Joseph H. and Florence A. Roblee Foundation (St. Louis, MO), Tides Foundation (San Francisco, CA) and Wells Fargo Foundation (San Francisco, CA).

⁸ **On the benefits of participatory research.** In August 2007, Funders for LGBTQ Issues provided an extensive analysis of LGBTQ foundation giving in Minnesota to 15 foundation leaders from across the state. Using the most recent data, the analysis found that in 2005, 12 Minnesota foundations gave more than \$800,000 to LGBTQ organizations and programs throughout the state. This 2007 report shows a significant increase in the number of funders and a modest increase in total giving over the last two years. However, caution should be exercised when relating this growth. While this increase in giving can be partially attributed to an increased interest in LGBTQ issues, it's likelier that the direct involvement of many local funders in this study meant that funders who had been overlooked or who hadn't provided data in 2005 were persuaded to take part in the research process.

⁹ Funders for LGBTQ Issues, *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by U.S. Foundations: Calendar Year 2007* (New York: FLGI, 2009).

¹⁰ According to The Foundation Center, approximately 1,400 Minnesota foundations awarded \$895 million in 2007.

¹¹ These figures describe LGBTQ giving by Minnesota foundations in 2007, including 33 percent of dollars and 26 percent of grants that went to out-of-state organizations.

¹² For detailed figures on the percentage of funding that was donor-advised among public and community foundations, see Appendix B.

¹³ According to Funders for LGBTQ Issues' classification system, public foundations gave \$157,710 and community foundations gave \$115,900.

¹⁴ According to Funders for LGBTQ Issues' classification system, public foundations gave 31 grants and community foundations gave five grants.



TOP LGBTQ GRANTMAKERS AND GRANTEES IN MINNESOTA¹⁵

THE TOP FIVE MINNESOTA LGBTQ GRANTMAKERS IN 2007, BY TOTAL GRANTS, WERE RESPONSIBLE FOR 46 PERCENT OF TOTAL LGBTQ GRANTS. The top five Minnesota LGBTQ grantmakers, by total dollars, were responsible for 30 percent of total LGBTQ dollars.

TOP FIVE LGBTQ GRANTMAKERS IN MINNESOTA, BY TOTAL GIVING, 2007

Name	Foundation Type	City	Total Dollars	Total Grants
Kevin J. Mossier Foundation	Private	Minneapolis	\$478,636	12
Bush Foundation	Private	St. Paul	\$120,000	1
The Jay & Rose Phillips Family Foundation	Private	Minneapolis	106,500	7
AHS Foundation	Private	Minneapolis	100,000	3
Otto Bremer Foundation	Corporate	St. Paul	87,000	4

TOP FIVE LGBTQ GRANTMAKERS IN MINNESOTA, BY TOTAL GRANTS, 2007

Name	Foundation Type	City	Total Grants	Total Dollars
PFund Foundation	Public/Community	Minneapolis	19	\$72,710
Kevin J. Mossier Foundation	Private	Minneapolis	12	\$478,636
U.S. Bancorp Foundation	Corporate	St. Paul	11	6,550
John Larsen Foundation	Private	Minneapolis	10	85,500
Headwaters Fund for Justice	Public/Community	Minneapolis	9	30,000

GEOGRAPHIC FOCUS

THE MAJORITY OF LGBTQ DOLLARS (66 PERCENT) AND GRANTS (88 PERCENT) AWARDED BY MINNESOTA FOUNDATIONS WENT TO ORGANIZATIONS BASED IN MINNESOTA. In contrast, 34 percent of dollars and 26 percent of grants went to groups based outside of Minnesota.

THE LARGEST PERCENTAGE OF LGBTQ DOLLARS (40 PERCENT) AND GRANTS (56 PERCENT) AWARDED BY MINNESOTA FOUNDATIONS SUPPORTED ORGANIZATIONS THAT WORK AT THE LOCAL LEVEL IN THEIR CITIES OR TOWNS.

¹⁵ These figures describe LGBTQ giving by Minnesota foundations in 2007, including 33 percent of dollars and 26 percent of grants that went to out-of-state organizations.

THE MAJORITY OF LGBTQ DOLLARS AND GRANTS (63 PERCENT) AWARDED BY MINNESOTA FOUNDATIONS IN 2007 WENT TO EFFORTS BASED IN THE TWIN CITIES (MINNEAPOLIS AND ST. PAUL). Some LGBTQ organizations might have offices in the Twin Cities but work in other parts of the state.

DISTRIBUTION BY IN-STATE GIVING, MINNESOTA LGBTQ GRANTMAKING, 2007

	Total Dollars	% Dollars	Total Grants	% Grants
In-State	\$1,067,000	66.3%	88	71.5%
Out-of-State	542,396	33.7	35	26.0

DISTRIBUTION BY GEOGRAPHIC FOCUS, MINNESOTA LGBTQ GRANTMAKING, 2007

	Total Dollars	% Dollars	Total Grants	% Grants
Local	\$647,660	40.2%	69	56.1%
National	502,036	31.2	26	21.1
State	438,200	27.2	26	21.1
Multi-State	21,500	1.3	2	1.6

DISTRIBUTION BY MINNESOTA CITY OR TOWN, MINNESOTA LGBTQ GRANTMAKING, 2007

	Total Dollars	% Dollars	Total Grants	% Grants
Minneapolis	\$931,150	57.9%	73	59.3%
Outside of Minnesota	542,396	33.7	35	26.0
St. Paul	80,000	5.0	5	4.1
Little Falls	20,000	1.2	2	1.6
Duluth	18,000	1.1	4	3.3
Plymouth	10,000	0.6	1	0.8
Roseville	5,000	0.3	1	0.8
Rochester	2,850	0.2	2	1.6

STRATEGIES, POPULATIONS AND ISSUES¹⁸

FIFTY-TWO PERCENT OF DOLLARS AND 47 PERCENT OF GRANTS AWARDED TO LGBTQ ISSUES BY MINNESOTA GRANTMAKERS IN 2007 WENT TO GROUPS ADDRESSING THE GENERAL LGBTQ POPULATION (rather than explicitly addressing LGBTQ sub-groups such as lesbians, people of color, etc.).

AMONG LGBTQ SUB-GROUPS, CHILDREN AND YOUTH RECEIVED THE HIGHEST LEVEL OF SUPPORT (22 PERCENT) FROM MINNESOTA GRANTMAKERS IN 2007.

In 2007, Minnesota grantmakers awarded four grants (totaling \$18,000) to LGBTQ people of color organizations and programs—3 PERCENT OF TOTAL LGBTQ GRANTS AND 1 PERCENT OF TOTAL LGBTQ DOLLARS.¹⁹

The top five strategies supported by Minnesota LGBTQ grantmakers in 2007 were (1) ADVOCACY, (2) DIRECT SERVICE, (3) ORGANIZATIONAL CAPACITY BUILDING, (4) LITIGATION AND (5) COMMUNITY ORGANIZING.

The top five issues supported by Minnesota LGBTQ grantmakers in 2007 were (1) COMMUNITY BUILDING/EMPOWERMENT, (2) CIVIL RIGHTS, (3) PHILANTHROPY, (4) STRENGTHENING FAMILIES AND (5) HEALTH.

DISTRIBUTION BY LGBTQ POPULATION, MINNESOTA LGBTQ GRANTMAKING, 2007²⁰

	Total Dollars	% Dollars	Total Grants	% Grants
LGBTQ (General)	\$832,600	51.7%	58	47.2%
Children and Youth	358,200	22.3	33	26.8
General Population/Unspecified ²¹	197,136	12.2	6	4.9
Gay Men	85,250	5.3	11	8.9
Other Named Group	51,500	3.2	3	2.4
Military/Veterans	42,500	2.6	2	1.6
Aging/Elderly/Senior Citizens	12,210	0.8	3	2.4
Hispanic/Latina and Latino	5,000	0.3	1	0.8
Lesbians	5,000	0.3	1	0.8
Native American/Two Spirit	5,000	0.3	1	0.8
People of Color (General)	5,000	0.3	1	0.8
Transgender and Gender Nonconforming	5,000	0.3	1	0.8
Asian/Pacific Islanders	3,000	0.2	1	0.8
Bisexual	2,000	0.1	1	0.8

¹⁸ “Strategies” refers to the methods used by organizations to accomplish their goals (e.g. advocacy, public education, community organizing). “Issues” refers to the subject areas that organizations are addressing (e.g. civil rights, education, health). Also, these figures describe LGBTQ giving by Minnesota foundations in 2007, including 33 percent of dollars and 26 percent of grants that went to out-of-state organizations.

¹⁹ All of these dollars to LGBTQ people of color organizations and programs came from one foundation: PFund Foundation.

²⁰ Figures based on primary population group code as identified by Funders for LGBTQ Issues. Grants might benefit multiple population groups.

²¹ “General population” refers to the broader population (not just LGBTQ communities), or grants that were unspecified.

**DISTRIBUTION BY STRATEGY USED,
MINNESOTA LGBTQ GRANTMAKING, 2007**

	Total Dollars	% Dollars	Total Grants	% Grants
Advocacy	\$442,300	27.5%	25	20.3%
Direct Service	363,300	22.6	27	22.0
Organizational Capacity Building	234,000	14.5	4	3.3
Litigation	173,300	10.8	7	5.7
Community Organizing	131,700	8.2	15	12.2
Leadership Development	65,000	4.0	3	2.4
Culture	59,100	3.7	13	10.6
Conferences/Seminars	16,500	1.0	6	4.9
Electronic Media/Online Services	15,000	0.9	2	1.6
Philanthropy	15,000	0.9	4	3.3
Film/Video/Radio Production	13,500	0.8	3	2.4
Publications	12,000	0.7	2	1.6
Public Education	8,000	0.5	2	1.6
Training/Technical Assistance	5,710	0.4	2	1.6
Multi-Strategy	54,986	3.4	8	6.5

**DISTRIBUTION BY ISSUE ADDRESSED,
MINNESOTA LGBTQ GRANTMAKING, 2007**

	Total Dollars	% Dollars	Total Grants	% Grants
Community Building/Empowerment	\$344,300	21.4%	24	19.5%
Civil Rights	295,800	18.4	19	15.4
Philanthropy	191,000	11.9	11	8.9
Strengthening Families	171,000	10.6	13	10.6
Health	106,310	6.6	13	10.6
Religion	92,500	5.7	4	3.3
Homophobia	89,000	5.5	6	4.9
HIV/AIDS	61,000	3.8	8	6.5
Education/Safe Schools	54,500	3.4	7	5.7
Military	42,500	2.6	2	1.6
Marriage/Civil Unions	36,136	0.2	2	6.1
Visibility	29,000	1.8	3	2.4
Anti-Violence	6,500	0.4	2	1.6
Gender Identity	5,000	0.3	1	0.8
Housing	5,000	0.3	1	0.8
Human Rights	2,000	0.1	1	0.8
Multi-Issue	77,850	4.8	6	4.9

Detailed Findings: LGBTQ Organizations and Programs in Minnesota

These findings should be read with caution. Because this research represents a first-time attempt to map and characterize LGBTQ organizations and programs throughout Minnesota, the groups studied in this report do not represent the entire universe of LGBTQ organizations and programs in Minnesota.

SUMMARY STATISTICS, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA

Number of LGBTQ Organizations	22
Number of LGBTQ Programs in Broader-Themed Organizations	24
Median Number of Paid Staff Members	2
Median Number of Volunteers	30
Median Number of Members	20

46 LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA RESPONDED TO THIS STUDY—
22 WERE LGBTQ ORGANIZATIONS AND 24 WERE LGBTQ PROGRAMS BASED IN BROADER-THEMED GROUPS.²²

THE MEDIAN NUMBER OF PAID STAFF MEMBERS FOR MINNESOTA LGBTQ ORGANIZATIONS AND
PROGRAMS IS 2. The median number of volunteers is 30 and the median number of members is 20.

POPULATION FOCUS²³

THREE OUT OF EVERY FOUR LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA ADDRESS THE
GENERAL LGBTQ POPULATION. Less than one in four of this study’s respondents have explicit focuses
on bisexuals, transgender and gender nonconforming people, and lesbians.

²² PFund Foundation provided a list of 315 organizations and programs throughout the state that had applied for funding from PFund. Funders for LGBTQ Issues distributed the survey—four times—to this list, as well as to its organizational contacts of foundations and organizations through email. Funders for LGBTQ Issues also mailed a letter to the 315 contacts provided by PFund to ensure that those without current email addresses knew about the study.

TWENTY-TWO PERCENT OF LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA EXPLICITLY ADDRESS CHILDREN AND YOUTH, WHILE SEVEN PERCENT ADDRESS SENIORS. The majority (57 percent) place no emphasis on age in their LGBTQ programming.

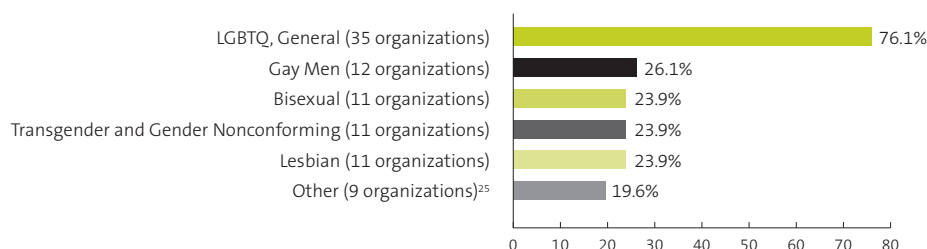
A SIGNIFICANT MAJORITY OF LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA PLACE NO EMPHASIS ON GENDER OR GENDER IDENTITY IN THEIR EFFORTS. Fifteen percent report explicitly focusing on transgender and gender nonconforming people.

A SIGNIFICANT MAJORITY OF LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA PLACE NO EMPHASIS ON RACE/ETHNICITY IN THEIR EFFORTS. Among the seven organizations addressing LGBTQ people of color, 9% address Asian/Pacific Islander people, 7% address Hispanic/Latino/a people, 7% address a general LGBTQ people of color audience, and 4% address Arab and Iranians, multiracial/biracial people, Native American/Two Spirit people or people of African descent.

FEW LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA EXPLICITLY ADDRESS PEOPLE OF FAITH. Among those efforts addressing religion and faith, 4 percent address Christians or a general faith audience, while 2 percent address Buddhist people or Jewish people.

IN ADDITION TO ADDRESSING LGBTQ PEOPLE, 60 PERCENT OF LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA ARE ALSO EXPLICITLY ADDRESSING THE GENERAL PUBLIC (WHICH INCLUDES HETEROSEXUAL POPULATIONS). Other audiences reached by LGBTQ efforts in Minnesota include: poor and economically disadvantaged people (24%); immigrants, newcomers and refugees (13%); people with disabilities (11%); incarcerated and formerly incarcerated people (4%); sex workers (4%) and people in the military or veterans (2%).

DISTRIBUTION BY LGBTQ POPULATION, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA²⁴

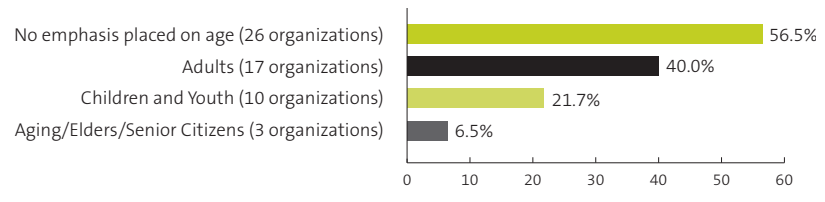


²³ Classification systems for these types of questions are sensitive, politically charged, imperfect and often neither mutually exclusive nor exhaustive. Respondents were asked to select the option(s) that best characterized the population(s) on which they explicitly focused, which often included multiple groups within categories. Further, organizations could be exclusively focused on this population or explicitly addressing this population as part of a spectrum of other groups.

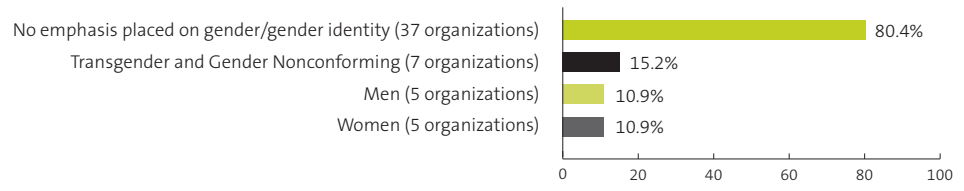
²⁴ Multiple responses allowed.

²⁵ Other populations noted by respondents include allied, classical music lovers, couples, families, general public, heterosexuals, and LGBTQ parents and their children.

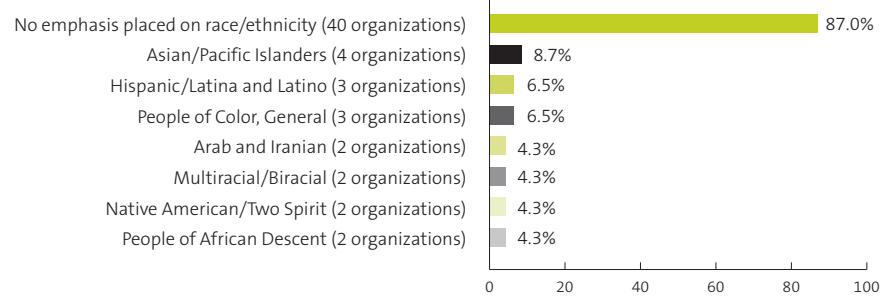
**DISTRIBUTION BY AGE,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA²⁶**



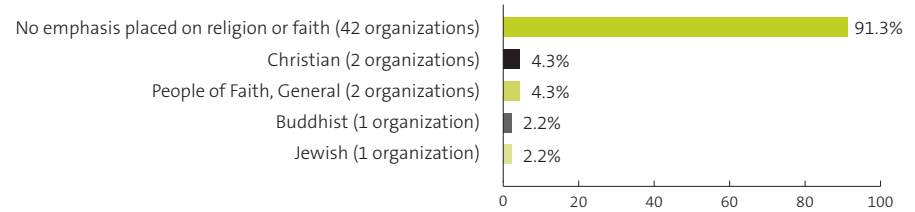
**DISTRIBUTION BY GENDER/GENDER IDENTITY,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA²⁷**



**DISTRIBUTION BY RACE/ETHNICITY,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA²⁸**



**DISTRIBUTION BY RELIGION OR FAITH,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA²⁹**



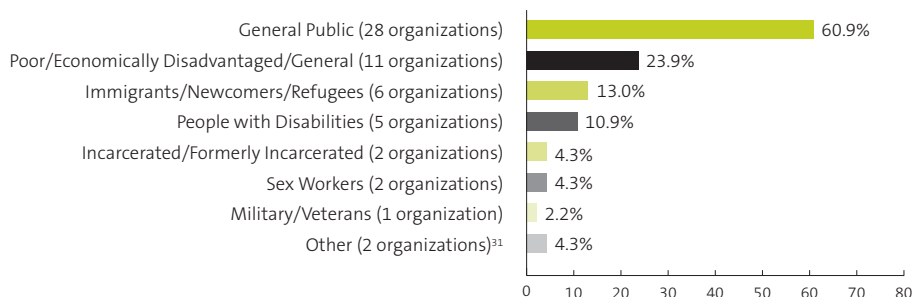
²⁶ Multiple responses allowed.

²⁷ Multiple responses allowed.

²⁸ Multiple responses allowed.

²⁹ Multiple responses allowed. No respondent noted working explicitly with Muslim or secular populations.

DISTRIBUTION BY MISCELLANEOUS POPULATIONS, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA³⁰



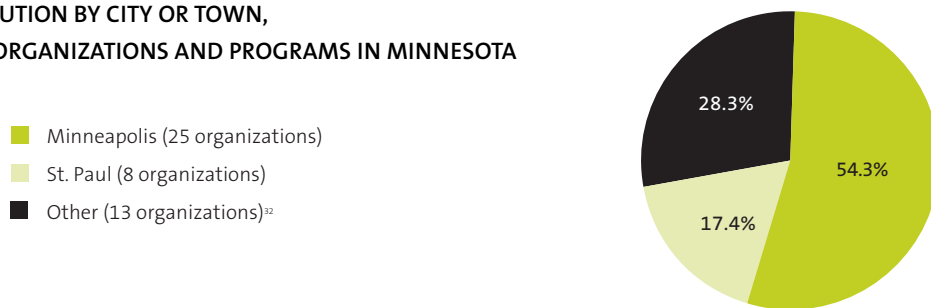
GEOGRAPHIC LOCATION, FOCUS AND SETTING

THE MAJORITY OF LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA ARE BASED IN THE TWIN CITIES: MINNEAPOLIS AND ST. PAUL. Twenty-eight percent reside in other areas of the state. Also, some LGBTQ organizations might have offices in the Twin Cities but work in other parts of the state.

TWO IN THREE LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA ARE WORKING AT THE LOCAL LEVEL WHILE ONE IN THREE WORKS AT THE STATE LEVEL. Additionally, three groups work in multiple states, one group works at the national level and one group works internationally.

NEARLY EVERY (88%) LGBTQ ORGANIZATION AND PROGRAM IN MINNESOTA RESIDES IN EITHER AN URBAN ENVIRONMENT OR A MIXED ENVIRONMENT. Efforts based in rural settings account for 11 percent of these efforts and those based in suburban settings account for four percent.

DISTRIBUTION BY CITY OR TOWN, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA

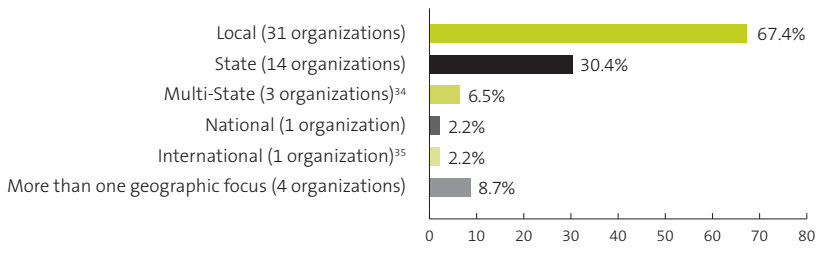


³⁰ Multiple responses allowed.

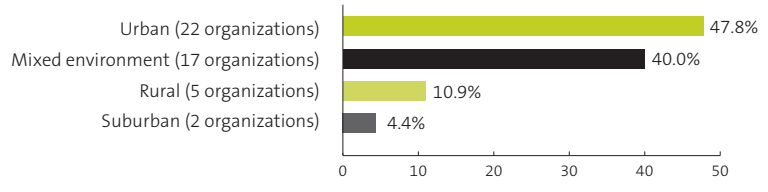
³¹ Other miscellaneous populations noted by respondents include the homeless, people at risk of becoming homeless and victims of battering.

³² Other cities and towns noted by respondents include Brainerd, Duluth, Minnetonka, Moorhead, Morris, Red Wing, Rochester, St. Cloud, Stillwater and Virginia.

**DISTRIBUTION BY GEOGRAPHIC FOCUS,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA³³**



**DISTRIBUTION BY GEOGRAPHIC SETTING,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA**



ORGANIZATIONAL STRATEGIES AND ISSUES³⁶

While many LGBTQ organizations and programs in Minnesota reported utilizing a variety of strategies, the five most frequently cited were **(1) HOSTING CONFERENCES AND SEMINARS, (2) ADVOCACY AND PUBLIC POLICY, (3) ALLY AND SOLIDARITY BUILDING, (4) COMMUNITY ORGANIZING AND (5) COMMUNITY SERVICES/SUPPORT GROUPS.**

While many LGBTQ organizations and programs in Minnesota reported working on a variety of issues, the five most frequently cited were **(1) COMMUNITY BUILDING AND EMPOWERMENT, (2) HOMOPHOBIA, (3) HUMAN RIGHTS, (4) CIVIL RIGHTS AND (5) GENDER IDENTITY.**

³³ Multiple responses allowed.

³⁴ In addition to Minnesota, the states reached by “multi-state” respondents include Iowa, North Dakota and Texas.

³⁵ The “international” respondent noted working with LGBTQ populations in Canada and the U.S..

³⁶ “Strategies” refers to the methods used by organizations to accomplish their goals (e.g. advocacy, public education, community organizing). “Issues” refers to the subject areas that organizations are addressing (e.g. civil rights, education, health).

DISTRIBUTION BY ISSUE,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA³⁷

	Total Organizations	% Organizations
Community Building/Empowerment	28	60.9%
Homophobia	28	60.9
Human Rights	24	52.2
Civil Rights	20	43.5
Gender Identity	20	43.5
Health	17	37.0
Strengthening Families	16	34.8
Transphobia	16	34.8
Visibility	16	34.8
Anti-Violence	14	30.4
HIV/AIDS	14	30.4
Safe Schools	14	30.4
Marriage/Civil Unions	11	23.9
Gender Justice/ Feminism	10	21.7
Racial Justice	10	21.7
Economic Justice	8	17.4
Housing	8	17.4
Immigrant Rights	7	15.2
Labor/Employment	7	15.2
Criminal Justice	5	10.9
Religion	5	10.9
Education Policy and Reform	4	8.7
Environmental Justice	4	8.7
Anti-War	3	6.5
Philanthropy	1	2.2
Other ³⁸	3	6.5

³⁷ Multiple responses allowed.

³⁸ Other issues noted by respondents include immigrant stories, social services and creating meaningful LGBTQ community celebrations.

**DISTRIBUTION BY STRATEGY,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA³⁹**

	Total Organizations	% Organizations
Hosting Conferences/Seminars	26	56.5%
Advocacy/Public Policy	24	52.2
Ally/Solidarity Building	24	52.2
Community Organizing	23	50.0
Community Services/Support Groups	21	45.7
Culture (theater, visual arts, literature/writing, film festivals)	19	41.3
Public Education	19	41.3
Leadership Development	16	34.8
Organizational Capacity Building	14	30.4
Direct Service	13	28.3
Electronic Media/Online Services	13	28.3
Training/Technical Assistance	11	23.9
Curriculum Development	8	17.4
Publications	6	13.0
Research	6	13.0
Philanthropy/Grantmaking	5	10.9
Film/Video/Radio Production	3	6.5
Litigation	2	4.3
Other	4 ⁴⁰	8.7

ORGANIZATIONAL CHARACTERISTICS

LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA WERE FOUNDED RELATIVELY EVENLY IN THE LAST FEW DECADES—11 BEFORE 1980, 11 IN THE 1980S, 11 IN THE 1990S AND NINE IN THE LAST 10 YEARS.

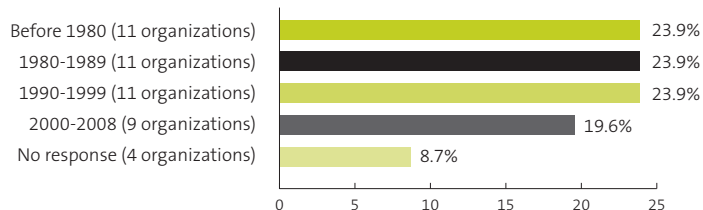
NEARLY HALF OF THE ORGANIZATIONS IN MINNESOTA THAT ADDRESS LGBTQ ISSUES HAVE ANNUAL BUDGETS OF \$100,000 OR LESS. Of the remaining groups, 28% have annual budgets between \$100,001 and \$500,000, 9% have annual budgets between \$500,001 and \$1 million, and 13% have annual budgets of more than \$1 million.

³⁹ Multiple responses allowed. All of the respondents noted utilizing more than one strategy to accomplish their goals.

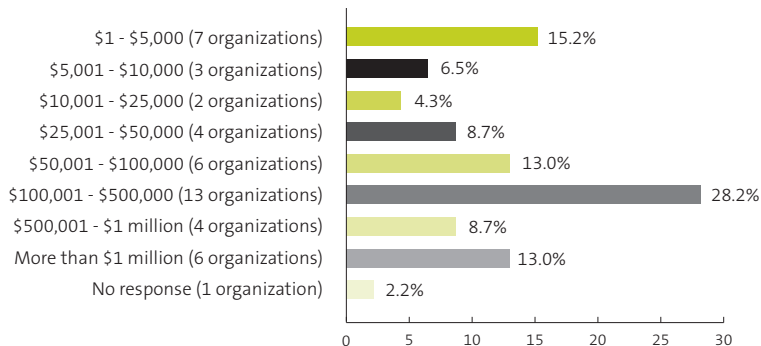
⁴⁰ Other strategies noted by respondents include Pride events, outreach and inclusion, social gatherings and worship.

NEARLY HALF OF THE ORGANIZATIONS IN MINNESOTA THAT ADDRESS LGBTQ ISSUES HAVE TWO OR FEWER PAID STAFF MEMBERS. Of the remaining groups, 22% have 3 to 5 paid staff members, 9 % have 6 to 10 paid staff members and 20% have more than 10 paid staff members.

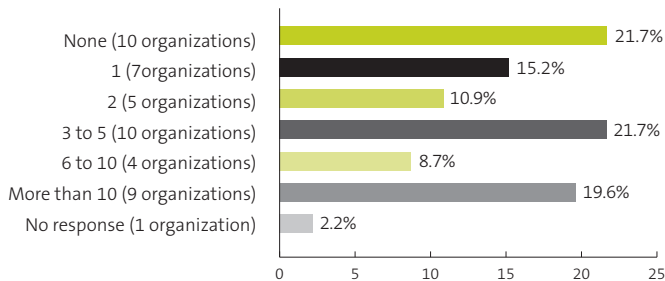
**DISTRIBUTION BY YEAR FOUNDED RANGE,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA**



**DISTRIBUTION BY ANNUAL BUDGET RANGE,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA**



**DISTRIBUTION BY PAID STAFF MEMBERS,
LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA**



REVENUE

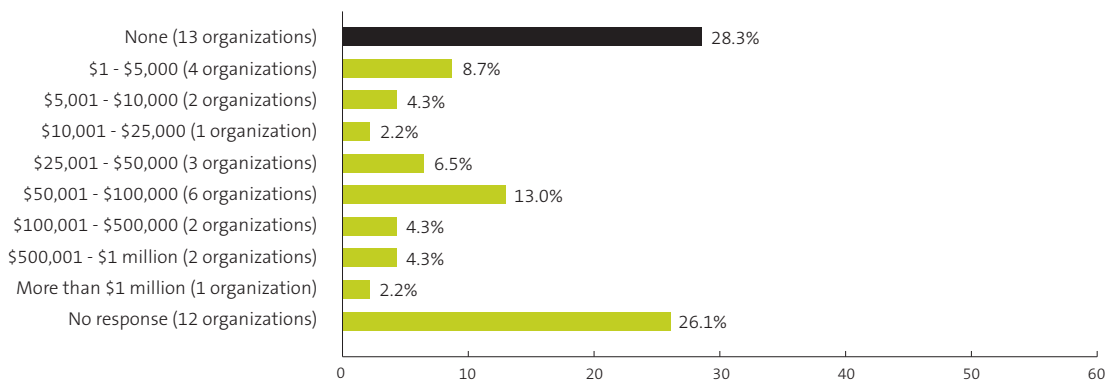
THIRTY PERCENT OF LGBTQ ORGANIZATIONS AND PROGRAMS REPORTED RECEIVING MORE THAN \$25,000 IN 2007 FROM FOUNDATIONS AND FROM INDIVIDUAL DONORS/MEMBERS. In comparison, 20 percent received more than \$25,000 from government sources and 7 percent received more than \$25,000 from corporate sources.

FIFTY-SEVEN PERCENT OF LGBTQ ORGANIZATIONS AND PROGRAMS REPORTED RECEIVING NO FINANCIAL SUPPORT IN 2007 FROM CORPORATE SOURCES (NOT INCLUDING CORPORATE FOUNDATIONS).

In comparison, 46% received no support from government sources; 28% received no support from foundations; and 11% received no support from individual donors and members.

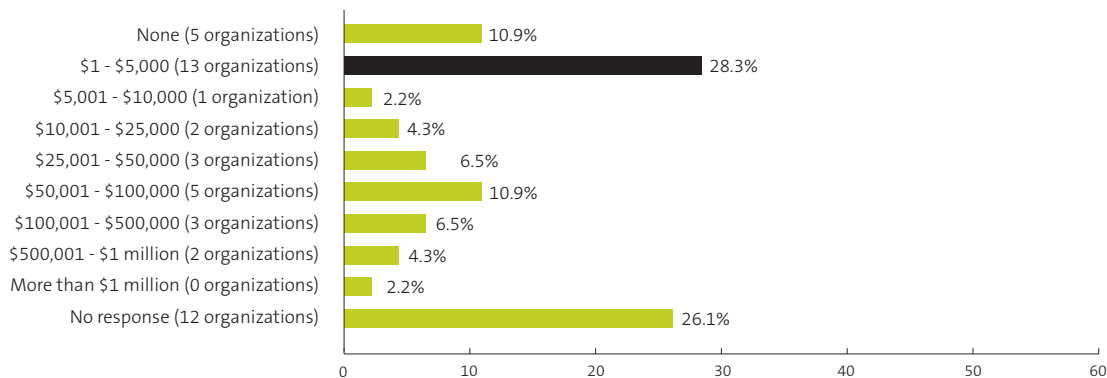
	Median ⁴¹	Mean
Foundations	\$4,755	\$137,312
Individual Donors/Members	4,200	81,864
Government	0	133,985
Corporate Sources (other than corporate foundations)	0	13,009

DISTRIBUTION BY AMOUNT OF ORGANIZATIONAL REVENUE RECEIVED FROM FOUNDATIONS, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA

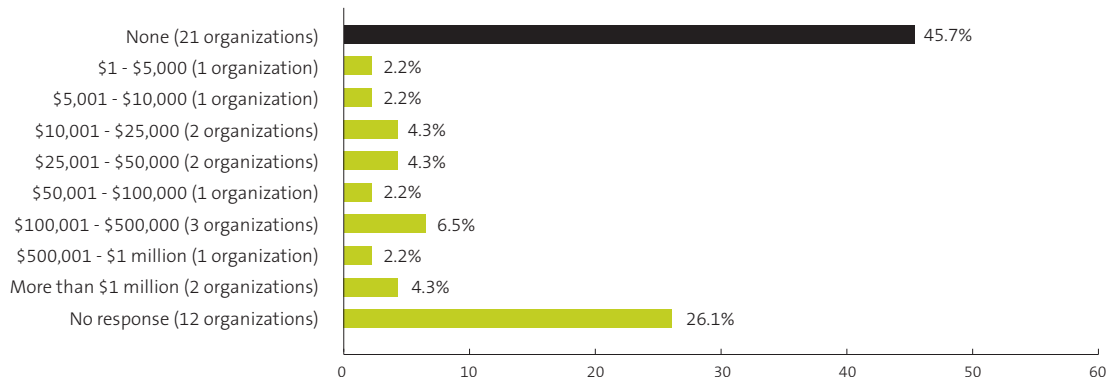


⁴¹ A “mean” is calculated by adding the values in a data set and then dividing this sum by the total number of values. “Median” refers to the value below which 50 percent of the cases fall. We’ve included both means and medians because many of these data sets include extreme values that skew the findings and misrepresent the typical organization or program.

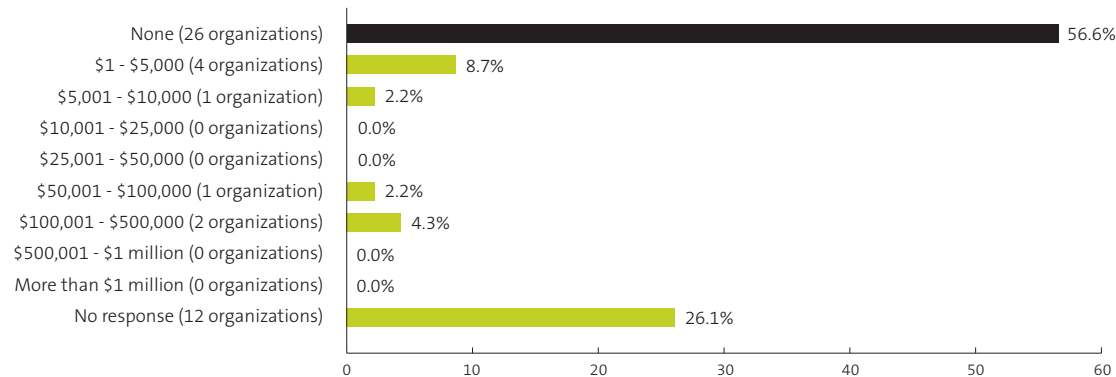
DISTRIBUTION BY AMOUNT OF ORGANIZATIONAL REVENUE RECEIVED FROM INDIVIDUAL DONORS/MEMBERS, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA



DISTRIBUTION BY AMOUNT OF ORGANIZATIONAL REVENUE RECEIVED FROM GOVERNMENT SOURCES, LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA



DISTRIBUTION BY AMOUNT OF ORGANIZATIONAL REVENUE RECEIVED FROM CORPORATE SOURCES (OTHER THAN CORPORATE FOUNDATIONS), LGBTQ ORGANIZATIONS AND PROGRAMS IN MINNESOTA



Appendix A:

Detailed Methodology

METHODOLOGY: GRANTS ANALYSIS OF LGBTQ FUNDERS

The grants data for this report draws from the data collected as part of Funders for LGBTQ Issues' annual tracking report on LGBTQ grantmaking by U.S. foundations. The following explains the methodology used in that research process, as well as activities specific to this report.

POPULATION SURVEYED. Requests for information were sent to 42 grantmakers identified by the LGBT Funders Network of the Minnesota Council of Foundations, as well as through Funders for LGBTQ Issues' online directory of LGBTQ grantmakers, the Foundation Center's database and from funders' lists of LGBTQ organizations. All foundation types were surveyed, including private, public, community and corporate foundations, and non-profit organizations with grantmaking programs.

Information was obtained on 38 grantmakers through self-reporting by foundations, a review of 990s, and annual reports posted online and in the Foundation Center's online database.⁴²

This report represents information from the 37 U.S. foundations we identified as providing support for Minnesota LGBTQ projects and organizations in 2007. (One of these foundations was based in Minnesota yet directed all of its LGBTQ funding to an out-of-state organization.)

CRITERIA FOR INCLUSION. Our overarching research goal was to ensure that the data we collected focused specifically on LGBTQ issues and organizations. Therefore, the data does not include grants to organizations or projects that are generally inclusive of LGBTQ people unless they explicitly address an LGBTQ issue or population. For example, a women's organization that's given a grant to develop a sex education curriculum for girls, welcome to all girls, including LBT girls, would not be included in the data. If that same organization was funded to provide sex education specifically to lesbians, it would be included. A statewide human rights advocacy organization that's given a grant specifically to fight an anti-gay marriage amendment would be included. However, if that same group was given a general support grant, it would not be included.

HIV/AIDS. Because of the lack of consistency in grants classification systems, it is difficult to identify HIV/AIDS grants that explicitly support LGBTQ communities and MSM populations. In addition, while many funders track

HIV/AIDS grants, they often do not track LGBTQ issues within those grants. In addition, many HIV/AIDS grants support the broad range of people affected by the pandemic and not particular sub-groups. This study includes only HIV/AIDS grants that were classified and reported by foundations as having addressed LGBTQ populations.

CLASSIFICATION SYSTEM. In addition to recording basic information about the grantmaker (name, city, state and type of foundation), the grantee (name, city, state, country), and amount and duration of the grant, the database also describes the following five areas:

- Geographic Focus (local, state, multi-state, national, international) of the grantee
- Population Focus (children and youth, people of color, etc.)
- Type of Support (general, program, research, scholarships, capital campaigns, etc.)
- Strategies Used (advocacy, public education, culture, community organizing, litigation, leadership development, etc)
- Issue Addressed (civil rights, community building, health, religion, homophobia, etc.)

While these categories are mostly self-evident, some need further explanation:

THE POPULATION FOCUS category indicates the targeted audience for the grant. Because our criteria dictates that all of the grants target or serve the needs of LGBTQ people, our goal for this category was to identify the specific constituency or group (youth, seniors, people of color, general population, etc.). For example, a grant serving LGBTQ seniors of color would be coded to indicate that the primary population served was Seniors and People of Color; a grant addressing LGBTQ people in the military would be coded to indicate that the primary population served was People in the Military; a grant working for the human rights of LGBTQ people would indicate the population being addressed or served as LGBTQ; and a public education campaign to create greater acceptance of LGBTQ people would designate the General Population as the primary audience being addressed.

For **STRATEGY USED** and **ISSUE ADDRESSED**, several factors impact our ability to assign categories. First, the differences in grants classification systems, as well as the philosophical and political approaches of foundations, means that there is no uniformity in the labeling used

by reporting foundations. This requires that we make a subjective assignment in order to best fit the grants into our classification system. Second, in many cases, the grants lists we received did not provide any information other than the name of the grantee and the type of support. In these cases, attempts were made to research the work of the grantee to make an assignment. When an assignment was not possible, the grant was coded as “unspecified.” Finally, many grantees use multiple strategies, such as litigation, advocacy and public education, to achieve their goals.

TIMEFRAME. This report is based on grants authorized during calendar year 2007, which means that if a foundation’s board of directors met in December 2006 and authorized a grant for work to be undertaken in 2007, we did not include that grant, as it would have been included in the 2006 report.

Although we are working with the calendar year, there is a sub-set of grantmakers that operates within a different fiscal year and that were only able to provide grants data based on their fiscal years. We decided to allow for this inconsistency with the understanding that we would remain consistent with the future reporting of those grantmakers over time. This consistency is important to prevent future double counting of grants or to prevent losing some grants data by changing time frames.

Multi-year grants are listed only in the year in which they were authorized, with the full amount of the grant listed in that year, together with the duration of the grant. The advantage of tracking all funds authorized in a year is that it best reflects a foundation’s priorities in any given time period. The disadvantage is that it could present an inflated or under-inflated commitment to an interest over time.

METHODOLOGY: ONLINE QUESTIONNAIRE OF LGBTQ ORGANIZATIONS

To ensure that the survey reached as many organizations as possible, Funders for LGBTQ Issues opted to use an online, cascading survey model. Through this model, the survey was initially distributed to a broad list of emails compiled through organizational contacts. People who received this email were then asked to forward it to other organizations that qualified, in the hopes that over time, through multiple forwarding of emails, the number of respondents would magnify.

ELIGIBILITY FOR INCLUSION. Eligible for the questionnaire were organizations in Minnesota that address LGBTQ communities; this includes LGBTQ organizations and LGBTQ programs based in broader-themed groups.

POPULATION. PFund Foundation provided a list of 315 organizations and programs throughout the state that had applied for funding from PFund Foundation. Funders for Lesbian and Gay Issues distributed the survey—four times—to this list, as well as to its organizational contacts of foundations and organizations through email. FLGI also mailed a letter to the 315 contacts provided by PFund to ensure that those without current email addresses knew about the study.

Roughly 67 people accessed the questionnaire and 56 completed it. Once duplicates, ineligible responses and partial completes were removed, 46 respondents were included in the data.

CLASSIFICATION SYSTEM. LGBTQ organizations and projects provided basic information, as well as information on their budgets, staffing, volunteers and funding sources. In order to include their contact information in the master listing, respondents were asked to give permission to publish their contact data.

LIMITATIONS

While the findings from the data are useful as a snapshot of LGBTQ grantmaking in Minnesota, as well as LGBTQ organizations and programs working in this state, caution should be taken when drawing decisive conclusions. When interpreting the results from this data, the following limitations should be considered.

MISSING FUNDERS. This study could be missing key grantmakers that provided LGBTQ grants to Minnesota organizations in 2007; it should not be read as an exhaustive list. Many funders lack internal tracking mechanisms for LGBTQ grants or do not consider themselves LGBTQ grantmakers. Further, a funder may have simply chosen to not take part in the study.

MISSING ORGANIZATIONS. For this study, 46 LGBTQ organizations and programs completed the online questionnaire and qualified for the report. However, this number is significantly smaller than the 315 contacts provided by PFund Foundation. Thus, these findings should not be read as representative of the universe of LGBTQ organizations and programs in Minnesota.

⁴² **On the benefits of participatory research.** In August 2007, Funders for Lesbian and Gay Issues provided an extensive analysis of LGBTQ foundation giving in Minnesota to 15 foundation leaders from across the state. Using the most recent data, the analysis found that in 2005, 12 Minnesota foundations gave more than \$800,000 to LGBTQ organizations and programs throughout the state. This 2007 report shows a significant increase in the number of funders and a modest increase in total giving over the last two years. However, caution should be exercised when relating this growth. While this increase in giving can be partially attributed to an increased interest in LGBTQ issues, it’s likelier that the direct involvement of many local funders in this study meant that funders who had been overlooked or who hadn’t provided data in 2005 were encouraged to take part in the research process.

Appendix B:

LGBTQ Grantmakers in Minnesota, List of Respondents⁴³

Name	Foundation Type	City	Total Dollars ⁴⁴	Total Grants
AHS Foundation	Private	Minneapolis	\$100,000	3
Andersen Corporate Foundation	Private	Bayport	2,500	1
Andersen Foundation, Hugh J.	Private	Bayport	52,500	5
Beim Foundation	Private	Minneapolis	10,000	1
Best Buy Children's Foundation	Corporate	Richfield	2,500	1
Bigelow Foundation, F.R.	Private	St. Paul	15,000	1
Bush Foundation	Private	St. Paul	120,000	1
DIVAMN	Private	Minneapolis	45,000	5
General Mills Foundation	Corporate	Minneapolis	15,000	1
Grotto Foundation	Private	Arden Hills	30,000	3
Headwaters Fund for Justice	Public/Community	Minneapolis	30,000	9
HRK Foundation	Private	St. Paul	100	1
The Jay & Rose Phillips Family Foundation	Private	Minneapolis	106,500	7
John Larsen Foundation	Private	Minneapolis	85,500	10
Kevin J. Mossier Foundation	Private	Minneapolis	478,636	12
Mardag Foundation	Private	Saint Paul	15,000	1
Mayo Clinic	Private	Rochester	2,850	2
McKnight Foundation	Private	Minneapolis	55,000	2
Medtronic Foundation	Corporate	Minneapolis	6,200	3
Minneapolis Foundation, The	Public/Community	Minneapolis	75,000	1
Otto Bremer Foundation	Private	St. Paul	87,000	4
Pentair Foundation	Private	Golden Valley	12,200	1
PFund Foundation	Public/Community	Minneapolis	72,710	19
Robins, Kaplan, Miller & Ciresi, L.L.P. Private Foundation	Private	Minneapolis	22,750	5
Saint Paul Foundation	Public/Community	St. Paul	40,900	4
St Paul Travelers Foundation	Corporate	St. Paul	40,000	2
Thorpe Foundation, James R.	Private	Edina	10,000	1
U.S. Bancorp Foundation	Corporate	Minneapolis	6,550	11
Women's Foundation of Minnesota	Public/Community	Minneapolis	55,000	3
Xcel Energy Foundation	Corporate	Minneapolis	15,000	3

⁴³ "LGBTQ Grantmakers" includes foundations that are primarily focused on LGBTQ issues, foundations that have explicit LGBTQ program areas as part of broader funding portfolios, and foundations that provided grants to LGBTQ organizations and programs in 2007 but have no explicit programmatic focus on LGBTQ issues.

⁴⁴ **Donor-advised giving.** Four Minnesota public/community foundations awarded grants to LGBTQ organizations and projects through donor-advised processes in 2007: Headwaters Fund for Justice (\$27,000), PFund Foundations (\$7,000), Saint Paul Foundation (\$900) and the Women's Foundation of Minnesota (\$55,000).

Appendix C:

LGBTQ Organizations and Programs in Minnesota, List of Respondents

Because this research represents a first-time attempt to map and characterize LGBTQ efforts throughout Minnesota, the groups listed in this appendix do not represent the entire universe of LGBTQ organizations and programs in Minnesota. The information below is taken directly from the responses provided by organizations in the online questionnaire.

20% THEATRE COMPANY

Claire Avitabile, Artistic Director
5152 Aldrich Avenue N
Minneapolis, MN 55430
claire@tctwentypercent.org
www.tctwentypercent.org

Mission: To produce new, progressive work by female, transgender, and gender-queer playwrights, while simultaneously employing the same gender minorities artistically behind-the-scenes.

ALL GOD'S CHILDREN METROPOLITAN COMMUNITY CHURCH

Paul Eknes-Tucker, Pastor
3100 Park Avenue
Minneapolis, MN 55407
ptucker@agcmcc.org
612-824-4609
www.agcmcc.org

Mission: All God's Children MCC is called by Christ to be: A radically inclusive community of faith. We live this call by providing a safe and healing space; engaging our community in dynamic and God-centered worship; offering opportunities for spiritual growth, personal development and activism; integrating spiritual and sexual wholeness; and applying sound biblical wisdom to contemporary life.

AMAZE

Nancy Michael, Executive Director
PO Box 17417
Minneapolis, MN 55417
nancymichael@amazeworks.org
www.amazeworks.org

Mission: aMaze champions safety and belonging for all children and families. We provide anti-bias curriculum for preschool through junior high schools, faith-based organizations, and community organizations.

BISEXUAL ORGANIZING PROJECT

Teri Kline, Chairperson
PO Box 18143
Minneapolis, MN 55418
tcbop1@yahoo.com
http://geocities.com/tcbop1/

Mission: The Goal of the Bisexual Organizing Project is to foster community, offer support, facilitate social interaction and encourage activism for bisexuals and their allies.

BRETHREN MENNONITE COUNCIL FOR LGBT INTERESTS

Carol Wise, Executive Director
PO Box 6300
Minneapolis, MN 55406
bmc@bmclgbt.org
www.bmclgbt.org

Mission: The mission of BMC is to cultivate an inclusive church and society and to care for the Mennonite and Brethren lesbian, gay, bisexual, transgender, and allied community.

CASA DE ESPERANZA

Amy Sánchez, Chief Executive for External Relations
PO Box 75177
St. Paul, MN 55175
asanchez@casadeesperanza.org
651-646-5299
www.casadeesperanza.org

Mission: Casa de Esperanza is a nationally recognized Latina organization. Our mission is to mobilize Latinas and Latino communities to end domestic violence. Rooted in Latino values, our work proactively addresses the causes and impact of violence in the home. Casa de Esperanza creates family support systems; changes community attitudes about domestic violence; facilitates community networks; and

enhances Latinos' access to resources and support—locally and nationally. Casa de Esperanza served nearly 14,000 individuals throughout the United States in 2008.

CITY OF ST. CLOUD HUMAN RIGHTS OFFICE

Baba Odukale, Human Rights Director
400 2nd Street South
St. Cloud, MN 56301
baba.odukale@ci.stcloud.mn.us
320-650-3425

Mission: To protect and preserve the Human Rights of all residents of the city of St. Cloud.

DIVAMN

Tammy Hauser Sarto, Executive Director
12911 Forest Meadow Drive
Minnetonka, MN 55305
tammy@divamn.org
952-545-2825
www.divamn.org

Mission: We are a grantmaker for AIDS/HIV programs in Minnesota.

DULUTH ART INSTITUTE

David Hodges, Curator
506 W Michigan Street
Duluth, MN 55802
dhodges@duluthartinstitutue.org
duluthartinstitute.org

Mission: The Duluth Art Institute enriches daily life with dynamic, innovative arts programming that upholds excellence and promotes active community participation.

EQUALITY MN

Bill Venne
1509 Alpine Pass
Minneapolis, MN 55416
bvenne@klinevenne.com

Mission: Equality Minnesota is a 501(c)(3) non-profit founded in 2005 by a group of concerned Minnesotans, including gays and lesbians. Its mission is “to prevent Minnesota from becoming a more hostile environment for same-sex couples and their families and contribute to creating a supportive environment for GLBT people in Minnesota.”

FACE TO FACE

Jodi Trost, Development Director
1165 Arcade
St. Paul, MN 55106
trostj@face2face.org
651-772-5566

www.face2face.org

Mission: Face to Face's mission is to empower youth to overcome barriers and strive toward health and self-sufficient lives. A multi-service agency, Face to Face works toward this mission through integrated programs including health care, education, and a drop-in resource center for homeless youth.

FAMILY & CHILDREN'S SERVICE

John Till, Vice President of Family & Community Programs
404 S. 8th Street
Minneapolis, MN 55406
john.till@fcsmn.org
612-729-2616

www.everyfamilymatters.org

Mission: Founded in 1878, the mission of Family & Children's Service is building strong families, vital communities, and capable children. We carry out that mission through four core services: counseling, violence prevention and intervention, school success, and public policy and grassroots civic engagement. As part of our efforts to strengthen families and communities in all their various forms, we have been providing services and advocacy for GLBTQ individuals, couples and families since the 1970s.

GAY LESBIAN COMMUNITY SERVICES OF SOUTHEAST MINNESOTA

Darrel K. Waters, Chairperson
PO Box 454
Rochester, MN 55903

Mission: To provide service, education and support to the GLBT & Allied Communities of Southeast Minnesota.

HISTORY THEATRE

Kathleen Hansen, Managing Director
30 E 10th Street
St Paul, MN 55101

khansen@historytheatre.com
651-292-4322

www.historytheatre.com

Mission: We create, produce and present new work about Minnesota, the Midwest, and the diverse American experience.

HMONG ARTS CONNECTION

Dyane Garvey, Executive Director
1245 Carroll Avenue
St. Paul, MN 55104
nyobzoo@hmonghail.org
651-641-8276

www.hmongartsconnection.org

Mission: Hmong Arts Connection's mission is to promote and inspire artistic expressions of Hmong culture.

HOPE HOUSE OF ST. CROIX VALLEY

Scott Zahren, Executive Director
451 North Everett Street
Stillwater, MN 55082
hopehouse9@aol.com
651-351-9510

www.hopehousescv.org

Mission: Provide housing for people living with HIV/AIDS.

JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS

Margie Earhart,
Community Services Director
13100 Wayzata Blvd
Minnetonka, MN 55305
mearhart@jfcsmpls.org
952-593-1778

www.jfcsmpls.org

Mission: Inspired by the wisdom and values of our tradition, Jewish Family and Children's Service of Minneapolis supports people of all backgrounds to reach their full potential.

JOINT SYNOD COMMITTEE FOR INCLUSIVITY

Glenn Choquette,
Committee Chair
4236 45 Avenue S
minneapolis, MN 55406
glenn_choquette@yahoo.com
<http://jointcommittee.tripod.com/>

Mission: We provide support and opportunities for growth in faith and understanding to persons of all sexual orientations and gender identities, their families and friends, and to the church and its members. We are currently working toward extending the Church's welcome of GLBT persons.

KFAI, FRESH AIR INC.

Janis Lane-Ewart, Executive Director
1808 Riverside Avenue
Minneapolis, MN 55454
janislaneewart@kfai.org
612-341-4281

www.kfai.org

Mission: KFAI, Fresh Air Inc. is a volunteer-based community radio station that broadcasts information, arts and entertainment programming for an audience of diverse social, racial, and economic backgrounds.

LAKES AREA DIVERSITY COUNCIL

Corri Woodwick, President
PO Box 221

Brainerd, MN 56401

diversitynight@hotmail.com

Mission: Create a safe and friendly environment for the GLBT community in Brainerd, MN.

LUTHERAN SOCIAL SERVICE/ TOGETHER FOR YOUTH

Shirley Duke, Program Coordinator
424 W. Superior, #204
Duluth, MN 55802
shirley@togetherforyouth.org

www.togetherforyouth.org

Mission: Together provides a safe place for GLBTQ teens to be who they are, to have help answering their questions or accessing needed services, and to meet each other and have access to supportive community. Staff and youth also present educational outreach in area schools, agencies, conferences and congregations.

MIDWEST HEALTH CENTER FOR WOMEN

Leah Hebert,
Director of Programs and Development
33 S 5th Street, 4th floor
Minneapolis, MN 55402

development.mhcv@visi.com

www.MidwestHealthCenter.org

Mission: The mission of Midwest Health Center for Women is to provide quality health care and advocate and promote reproductive freedom and healthy sexuality.

MINNEAPOLIS MUSICAL THEATRE

Kevin Hansen
8520 West 29th Street
Minneapolis, MN 55426
kevin@aboutmmt.org

www.aboutmmt.org

Mission: Provide community access to works of musical theater never before, or very rarely, seen in the Twin Cities.

MINNESOTA PHILHARMONIC ORCHESTRA

Evan Page, President
P.O. Box 6116
Minneapolis, MN 55406
president@mnphil.org
www.mnphil.org

Mission: The Minnesota Philharmonic Orchestra seeks to provide diverse arts entertainment of the highest quality, resulting in increased visibility for the musical talents of the GLBT community.

MINNESOTA TRANSGENDER HEALTH COALITION

Devin Reynolds, Board Treasurer
PO Box 582315
Minneapolis, MN 0
mntranshealth@yahoo.com
www.mntranshealth.org

Mission: The Minnesota Transgender Health Coalition is a group of transgender and gender nonconforming people, partners and allies working to expand access to health care and improve the quality of care for trans people living in Minnesota. We educate health professionals and students on how to provide equitable trans-competent health care, maintain online resources, including a Trans Friendly Provider Directory, and hold free public health events.

MINNKOTA HEALTH PROJECT/MINNKOTA CENTER

Clinton Lende, Executive Director
810 4th Avenue South, Suite 202
Moorhead, MN 56560
minnkota@mhpmc.org
218-477-0373
www.mhpmc.org

Mission: Our mission is to provide client-centered services to persons whose lives are affected by HIV/AIDS, and education and prevention services targeting healthy relationships and healthy sexuality.

ONE VOICE MIXED CHORUS

Jane Ramseyer Miller,
Artistic & Executive Director
732 Holly Ave, Suite Q
St. Paul, MN 55104
artisticdirector@ovmc.org
651-228-0927
www.ovmc.org

Mission: For 20 years One Voice Mixed Chorus has united gay, lesbian, bisexual, transgender people and straight allies in working for social change.

One Voice is known for its musical excellence, diverse repertoire, humor, and strong commitment to community outreach. One Voice's 90 singing members span ages 17 to 70, and its "Fifth Section" boasts more than 50 non-singing volunteers. Together, they dedicate their time and energy to the One Voice mission: "Building community and creating social change by raising our voices in song."

OUTFRONT MINNESOTA

Amy Johnson, Executive Director
310 East 38th Street
Minneapolis, MN 0
mmeyer@outfront.org
612-822-8786
www.outfront.org

Mission: Ensure that GLBT Minnesotans have the freedom, power, and confidence to make the best choices for their lives by promoting strong civil rights, safe communities, stable families and self-reliant individuals.

PATRICK'S CABARET

Amy Hero Jones, Executive Director
3010 Minnehaha Ave
Minneapolis, MN 55406
amy@patrickscabaret.org
www.patrickscabaret.org

Mission: Patrick's Cabaret supports artists in their growth and development by encouraging artists of all experience levels to try new things, take risks or present works in progress. We serve a diverse range of artists, from emerging to experienced, from teenagers to seniors. The Cabaret's first commitment is to serve the needs of local performing artists, specifically reaching out to artists of color and GLBT/queer-identified artists and those with disabilities.

PFUND FOUNDATION

Greg Grinley, Executive Director
1409 Willow Street Suite 210
Minneapolis, MN 55403
info@PFundOnline.org
612-870-1806
www.PFundOnline.org

Mission: PFund Foundation is a catalyst in building communities in Minnesota and the Upper Midwest where lesbian, gay, bisexual and transgender people are celebrated and live free from discrimination, violence, invisibility and isolation.

PRIDE COLLECTIVE & COMMUNITY CENTER

Stacie Loegering, Board President
116 South 12th Street
Moorhead, MN 56560
info@pridecollective.com
www.pridecollective.com

Mission: To create a sense of community and promote education and social activities aimed at furthering the social, emotional, and physical well-being and development of the GLBT community in the Red River Valley

PROJECT 515

Laura Smidzik, Executive Director
PO Box 50143
Minneapolis, MN
info@project515.org
www.project515.org

Mission: Project 515 is a focused initiative with a specific, achievable goal: to ensure that same-sex couples and their families have equal rights and considerations under Minnesota law.

QUATREFOIL LIBRARY

Art Stoeberl, Board Member
1619 Dayton Avenue - 105
St Paul, MN 55104
stoeberl@bitstream.net
www.qlibrary.org

Mission: To collect, preserve and loan print and nonprint media about and by GLBT people. To provide a safe space of information for GLBT youth.

QUEER STUDENT CULTURAL CENTER

Raina Kirchner/Nico Cruz, Co-Chairs
300 Washington Ave SE #205
Minneapolis, MN 55455
qsc@umn.edu
www.qscc.org

Mission: To celebrate the diversity of the queer community; educate the university community about queer issues; advocate for equality of all persons regardless of sexual orientation or gender orientation; provide a safe space on campus for queer students to have a community on campus they can feel safe with.

QUORUM

Sam McClure, Executive Director
1821 University Ave, Suite S306A
St Paul, MN 55104
sam@twincitiesquorum.com
www.twincitiesquorum.com

Mission: Quorum is organized to foster leadership for economic activity and to create a positive environment for GLBT

and Allied businesses, organizations, individuals and consumers

RAINBOW HEALTH INITIATIVE

Loretta Worthington,
Director of Programs
621 West Lake Street, Suite 205
Minneapolis, MN 55408
Loretta.Worthington@rainbowhealth.org
877-495-7744
www.rainbowhealth.org

Mission: Improving the health of gay, lesbian, bisexual, and transgender Minnesotans through education, clinical practice, research and advocacy.

RAINBOW RUMPUS

Laura Matanah, Executive Director
PO Box 6881
Minneapolis, MN 55406
lauramatanah@rainbowrumpus.org
www.rainbowrumpus.org
Mission: Rainbow Rumpus creates media that reflects the lives of youth with LGBT parents.

RANGE WOMEN'S ADVOCATES

Pat Dunlavy, Educator
301 1st St S, Suite 100
Virginia, MN 55792
patrwa@qwestoffice.net
218-748-6888
rwadvocates.org
Mission: To support victims of battering to end battering.

RED WING PFLAG

Judy Will,
1926 Cherry St
Red Wing, MN 55066
willrw@hotmail.com
Mission: We are part of the larger national PFLAG organization. We organized in Red Wing in 1994 - continue to raise awareness in our area through advocating and education in schools, churches, etc.

SHADES OF YELLOW

Kevin Xiong, Vice President
310 E 38th St # 204
Minneapolis, MN 55409
xiongkey@aol.com
612-822-8786
www.shadesofyellow.com
Mission: The mission of SOY is to provide support, education, cultural awareness, social gatherings, and advocacy to Hmong GLBT, SOY members, families, allies and the Hmong community in the Twin Cities.

THE CITY INC

Charlitta Ellis, Program Director
1315 12th Ave North
Minneapolis, MN 55411
chi_ellis@thecityinc.org
612-877-6755
www.thecityinc.org
Mission: To be an agent of healing, growth and advocacy for innercity young people and their families.

THE MEN'S CENTER

Randy Genrich, General Manager
3249 Hennepin Ave S #55
Minneapolis, MN 55408
tcmc@tcmc.org
612-821-6424
www.tcmc.org
Mission: The Men's Center provides resources for men seeking to grow in body, mind and spirit, and from that foundation advocates for healthier family and community relationships.

THEATER LATTE DA

Kristen Heider, Office Manager
1614 Harmon Place, Suite 230
Minneapolis, MN 55403
kristen@latteda.org
612-332-8969
www.latteda.org
Mission: Theater Latte Da seeks to create new connections between story, music, artist, and audience by exploring and expanding the art of musical theater.

TRANSVOICES CHORUS

Erica Rogers, President
1105 Hudson Road
St Paul, MN 55106
TransVoicesChorus@Yahoo.com
Mission: We exist to put forth a positive face on the transgender/genderqueer community through song. We work to reduce the stigmas and fears the LGBT community and general public may have about trans people by being up and out about who we are.

TWIN CITIES GAY MEN'S CHORUS

Jon Lewis, Executive Director
528 Hennepin Ave. So., Suite 307
Minneapolis, MN 55408
jlewis@tcgmc.org
612-332-8141
www.tcgmc.org
Mission: Gay men building community through music. We are leaders in the choral arts movement in the Midwest, building bridges of communication and understanding from our community to the world around us.

TWIN CITIES PRIDE

Dr. Cheryl A. Maloney,
Executive Director
5501 Queen Avenue South
Minneapolis, MN 55410
execdirector@tcpride.org
612-305-6950
tcpride.org
Mission: To commemorate and celebrate our diverse heritage, inspire the achievement of equality and challenge discrimination.

UNIVERSITY OF MINNESOTA, MORRIS

Argie Manolis,
Chair, Queer Issues Committee
600 E. 4th St.
Morris, MN 56267
manolis@morris.umn.edu
www.morris.umn.edu
Mission: The University of Minnesota, Morris (UMM) is a public liberal arts college. The college has a Queer Issues Committee of students, faculty, and staff, a GLBT student organization called Equality, and a Resource Center for Gender, Women, and Sexuality that houses both groups (and other groups with related missions). The Queer Issue Committee and Equality share the mission of educating the public and the community about GLBT issues, cultivating allies, and providing social opportunities and safe spaces for GLBT people and their allies. The Queer Issues Committee works on institutional issues related to GLBT people.



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Fax 212-475-2532

www.lgbtfunders.org