

YOUR INSURANCE IS NOT BLACK OR WHITE

**Auto
Business
Home
Renters
Umbrella**

GSBA
SCHOLARSHIP FUND

Traditional agencies use a standard, one-size-fits-all approach to determine what policy is right for you.

At DML, we unmask conventional standards and create coverage plans based on **YOUR** needs, not those of the insurance company.

WE ARE YOUR Agency of Change

DML insurance™
Right from the start.

dmlinsurance.com
206.838.9077

2020 JPMorgan Chase & Co.

WE ARE HERE FOR YOU

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.



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.

BROADMARK
REALTY CAPITAL broadmark.com

GSBA and GSBA Scholarship Fund 2019 Impact Report



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



Business

2019 Membership

- Total members: **1,420**
- LGBTBE 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

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
- 601** 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 for 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.

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 Diaz, *AntiSocial*
- Enjoli Izidor, *Enjoli Izidor 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.

- **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 Chernin appointed to Washington State & Seattle Complete Count Committees
- GSBA Participation in Rainbow Housing Alliance to create LGBTQ Senior Housing on Broadway
- Isyss Honen – GSBA Scholar Alumni appointed as co-chair of Washington State LGBTQ Commission

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.



© Hannah Letinich

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 to learn more.



GSBA Pride

- 37 Pride events attended
- 120+ Pride volunteers
- 6,000+ GSBA Guide & Directories distributed at Pride events

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 – Anquida Adams, A.L.A. Consulting Firm



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

Power Connect

Womxn on Top
Young Professionals with Pride
Breakfast & Benefits

T-Time – new in 2019! Focused on transgender and gender-diverse professionals

Theatrically Out & About – New in 2019! Focused on hospitality & tourism industries

GSBA Scholarship Fund

TAP TO READ



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.





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 Thaelke
 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 Pline and Tony Paul
 Tina Podlodowski and Barcy Fisher
 Robert Rhodehamel and Dana Snyder
 Mark Rosén **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 Befumo **B C**
 Vernon Bennett
 Kathy Binder
 Debbie Bird
 Liam Blades
 Pat Bluemel
 Lonnye Bower
 Bobby Butler and Mike Lang

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 Edison **B**
 Patricia Gelles
 Susan Houck and Ilona Lohrey **E**
 Shehreen Johnson and Sonia Carlson
 Dany Keirouz and Neil Lindsay
 Gina Koehl and Brian Breeden
 Jerome Lalin and Michael Copeland
 Dena **B** and Ron Levine
 Michael Mattmiller and Jay Petterson **B**
 Neil McDevitt **PB** and Richard Sutton
 Margaret Meister
 Katie **B** and John Mooney
 Dinarte Morais
 Moran Family
 Drew Ness **B** and Alex Ma-Lee
 John Payés
 Matthew Polzin
 Paula and Jeffrey Pyatt
 Jeffrey Schaefer and Michael Christopher
 Roby Schapira **C** and Rico Rigoberto
 Michael Schemm **PB**
 Mona Smith **PB**
 Kevin Spratt **C**
 Tony Stasiek and Steve Gunn
 Shay Thaelke
 Leanne Webber
 Judith Wood

Rainbow Legacy Club

Rainbow Legacy Club members are donors who have named the GSBA Scholarship Fund in their estate plan
 Vernon Bennett
 Gerald Bernhoft
 Bill Liam Blades
 Mathew Bockus
 James Braden

Carrie Carson **B**
 Linda Carson
 Bill Colter and Brian Silkworth
 Robert Dlugosh **PB** and Don McKee
 Ed Dorame and Stephen Clifton
 Lori Dugdale **PB**
 Sara Elward and Joadey Estar
 Lorelle Farber **PB** and Dee Todd
 Calvin Goings **PB**
 David Owen Hastings and Brian Palmer
 Larry Henderson and Steven McCoy
 Glenn Johnson and Michael Melancon
 David Kosar and Kelly DiCicco
 Craig Lindberg
 Dominick Minotti
 Drew Ness **B** and Alex Ma-Lee
 Dr. Barry North
 Robert Petersen
 Sandy and Glenn Peterson
 Jeff and Kendra Petkau
 Ken Powers **PB**
 Robert (Bob) Rhodehamel and Dana Snyder
 Mark Rosén **PB E**
 John Ryan and Ronald Lehman
 Michael Schemm **PB**
 Tony Stasiek and Steve Gunn
 Joseph Straus and Jerrell Martin
 Richard Sutton and Neil McDevitt **PB**
 Ron Walters and Randall Dickson
 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

Visit <https://thegsba.org/scholarship-home/about-us/2019-donors> for a full list of the 2019 GSBA Scholarship Fund donors.



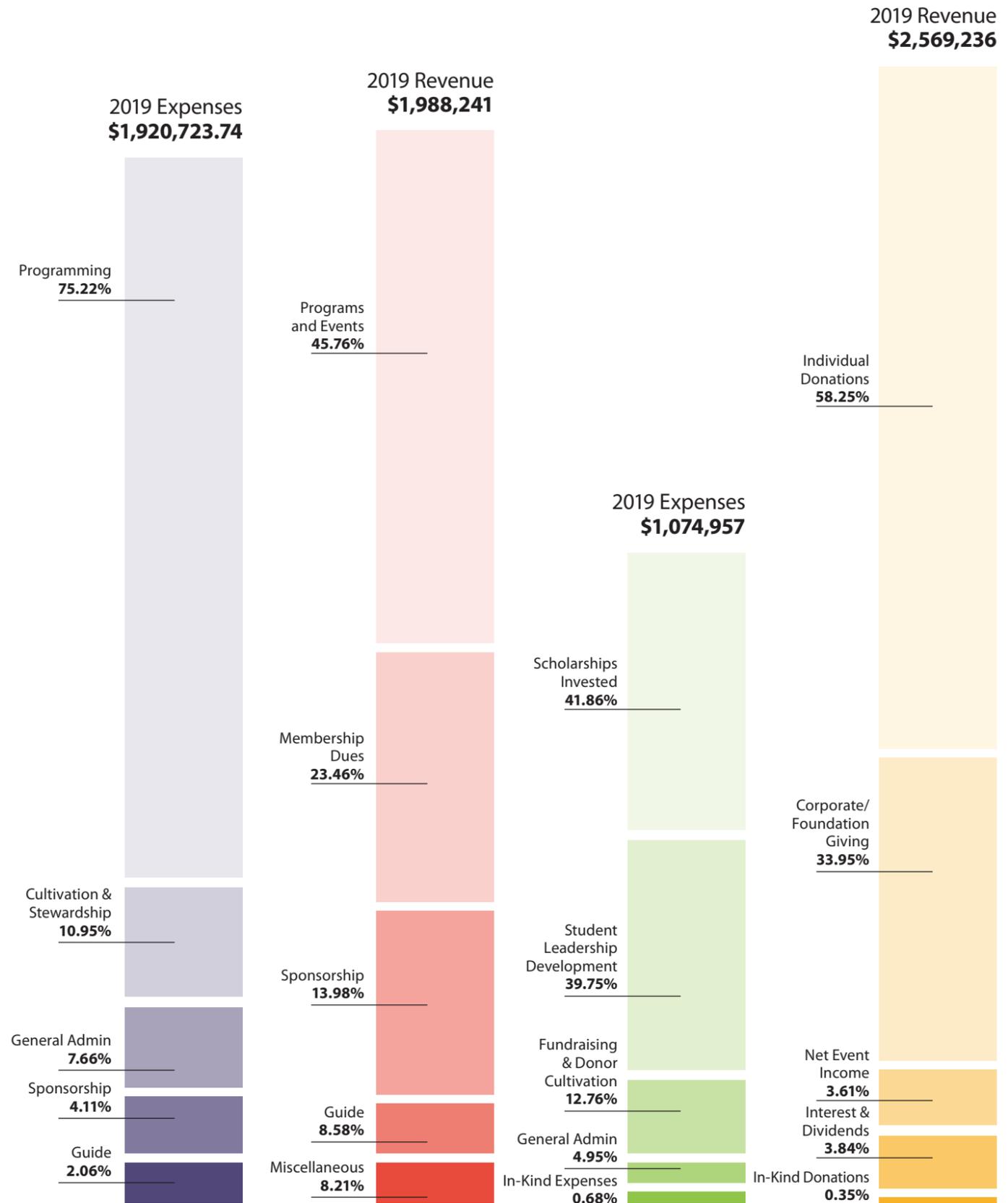
Income Statement

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



Income Statement

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



GSBA Executive Officers

Louise Chernin, *President & CEO*
 Stephanie Dallas, *Board Chair*
 Jay Petterson, *Vice Chair, Blue Wave Political Partners*
 Brandon Chun, *Secretary*
 Carolyn Hojaboom, *Treasurer*
 Bryan Adamson, *Public Affairs Co-Chair, Seattle University School of Law*
 Susan Fuller, *Public Affairs Co-Chair, Law Office of Susan L. Fuller*
 Carrie Carson, *Scholarship Fund Chair, Point B*
 Drew Ness, *Immediate Past Chair*

GSBA Board of Directors

David Blandford, *Visit Seattle*
 Joey Burgess, *Burgess Hall*
 Leda Chahim, *Sound Transit*
 Danny Cords
 Linda Di Lello-Morton, *Terra Plata*
 Roz Edison, *Marination*
 Shelley Gaddie, *ProjectCorps*
 Rigo Garcia Ortega
 Gladys Gillis, *Starline Luxury Coaches*
 Eve Gourley
 Jenny Harding, *New Chapter Weddings & Events*
 Andrew Held, *JPMorgan Chase & Co.*
 David Hernandez, *New York Life Insurance*
 James Hing, *Starbucks Coffee Company*
 Dena Levine, *DML Insurance Services, Inc.*
 Katie Mooney, *Jennifer Brown Consulting*
 Mike Novasio, *Microsoft*
 Lisa Sterritt
 Masoud Torabi, *US Bank*
 Barb Wilson, *Vulcan Inc.*
 Beto Yarce, *Ventures*

GSBA Staff

Christina Arrington, *Business Development Manager – Capitol Hill Specialist*
 Jeff Boyer, *Sr. Development Officer*
 Taylor Briggs, *Scholarship Program Manager*
 Amy Burdick, *Sr. Business Relationship Manager*
 Joey Chapman, *Membership Development Manager*
 Carlos Chavez, *Production & Events Manager*
 Louise Chernin, *President & CEO*
 Rachel Chernin, *VP of Operations & Director of Finance*
 Levi Coffin, *Business Training Specialist & Grant Manager*
 Matt Landers, *Director of Public Policy & Government Affairs*
 Ilona Lohrey, *VP of Membership & Programs*
 Toraya Miller, *Membership & Programs Manager*
 Eric Moss, *Director of Communications*
 Gabriel Neuman, *Office Administrator*
 Mark Rosén, *Deputy Director*
 Cade Schmidt, *Marketing Specialist*

Capitol Hill Business Alliance Advisory Committee

Joey Burgess, *Burgess/Hall*
 Dani Cone, *Fuel*
 Monica Dimas, *Neon Taco*
 Danielle Hulton, *Ada's Technical Books & Café*
 Akeyla Jimerson, *EcoDistrict*
 Christy Lillard, *Laughing Buddha*
 Alex Oh, *Aluel Cellars*
 Tracy Taylor, *Elliott Bay Book Company*

Corporate Advisory Board

Sponsored by: *US BANK*
 Ada Healey, *Vulcan, Inc.*
 Amy Lynch, *Comcast NBCUniversal*
 Andrew Held, *JP Morgan Chase*
 Bryan Setzer, *Starbucks Coffee Company*
 Chris Befumo, *US Bank*
 Dustin O'Quinn, *Lane Powell*
 Joe Adams, *1st Security Bank*
 John Schoettler, *Amazon*
 John Zmolek, *Verity Credit Union*
 Kevin Spratt, *Precision Garage Door*
 Kyle Levine, *Alaska Airlines*
 Linda Marzano, *Pacific Medical Centers*
 Louise Chernin, *GSBA*
 Maria Chavez-Wilcox, *YWCA*
 Naomi Freutel, *PwC*
 Nicki McCraw, *UW Medicine*
 Patrick Evans, *Sound*
 Paul Sherman
 Rich White, *Boeing*
 Rick Meadows, *Seabourn*
 Roby Schapira, *Wells Fargo*
 Stephanie Dallas
 Stephen Black, *BECU*
 Steve Crandall, *ProMotion Holdings*
 Trinity Parker, *Symetra*

Public Policy Council

Bryan Adamson, *Seattle University*
 David Blandford, *Visit Seattle*
 Linda Di Lello-Morton, *Terra Plata*
 Denise Diskin, *QLaw Foundation*
 Joe Fugere, *Tutta Bella Neapolitan Pizzeria*
 Susan Fuller, *Law Office of Susan K. Fuller, PLLC*
 Eve Gourley, *Food Lifeline*
 Jay Petterson, *Blue Wave Political Partners*
 George Pieper, *OutSmart Office Solutions*
 Mona Smith, *Mona Smith PLLC, Attorneys at Law*
 Susie Tracy, *GSBA Lobbyist*
 David Ward, *Legal Voice*
 Barb Wilson, *Vulcan Inc.*

Scholarship Steering Committee

Carrie Carson, *Point B*
 Stephanie Dallas
 Sara Elward
 Steve Gunn, *Wells Fargo Advisors*
 Ruby Hayden
 Aidan Key, *Gender Diversity*
 Brian Lavery, *RE/Max Northwest*
 Katie Mooney, *Jennifer Brown Consulting*
 Rob Roche
 Dana Savage
 Meade Thayer
 Kirsten Weiss, *Liberty Mutual Foundation*
 Crystal Wilson

Tourism Advisory Board

Felicity Wang, *APA*
 John Rubino, *GreenRubino*
 Carianne Smith, *Marriott International*
 Gary Szeredy, *Pike Brewing Company*
 Patti Denny, *Port of Seattle*
 Michael Clark, *Renaissance Seattle*
 Marc Jones, *Seattle Center*
 Philip Fryer, *Seattle Marriott Waterfront*
 Annique Bennet, *Snohomish County Tourism Bureau*
 Karen Olson, *Space Needle*
 Randy Coté, *Space Needle*
 David Blandford, *Visit Seattle*
 Jolene McKenzie, *Starline Collection*

Young Professionals with Pride Advisory Council

Sunni Campbell, *Wheelhouse DMG*
 Ahi Martin-McSweeney, *Taylor Shellfish*
 Eve Gourley, *Slalom Consulting*
 Courtney Greer, *Microsoft*
 Tristen Pamphlet-Gardner, *King County Research Center*
 Steven Privette, *Fred Hutchinson Cancer Research Center*
 Dana Savage, *Helios Law Group, PLLC*
 Michelle Scharlock, *Microsoft*

These are the peaks, the valleys, the towns, and the waters that sweep you away.

Find yourself in a world of experiences, cultures, and places of wonder in Seattle NorthCountry—where 2,000 square miles of mountains and rivers, cities and towns, farmlands and coastlines come together for you in Snohomish County, WA.

Plan your adventure at SeattleNorthCountry.com

SEATTLE
NORTHCOUNTRY
 TRUE PNW

FLY HERE

PAINE FIELD
 SNOHOMISH COUNTY AIRPORT

www.PaineField.com



**Good news.
Rates just got lower.**

Susie K Smith Ins Agcy Inc
Susie Smith, Agent
susie@susiesmithagent.com
www.susiesmithagent.com
Bus: 425-776-3109

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.



1901155

State Farm Mutual Automobile Insurance Company, State Farm Indemnity Company, Bloomington, IL
State Farm County Mutual Insurance Company of Texas, Richardson, TX



Browse by:

Category:



OR

Name:



**Is your ducky floating in
dirty bath water?**

**Call the Business of the
Year Winner**

Wezee's Plumbing



QUICK, QUALITY, SERVICE

206-228-9721

www.wezeesplumbing.com

TOP RATED PLUMBER