



# ANNUAL REPORT

# 07

NATIONAL CENTER FOR LESBIAN RIGHTS | 2007 ANNUAL REPORT



# YOUR NCLR



## DEAR NCLR CHAMPION:

As I write this mid-way through the incredible year that is 2008, I realize that an annual report is always a look back. It is the reverse of a crystal ball—instead of trying to predict the future, we look to the past and see what brought us to the present moment. And who would have ever imagined, one year ago, that we would be at this precise moment in history?

It is inspiring to see the highlights of our legal and program work from 2007, to see that NCLR has just been doing what we do best, and that in taking each day, month, and year step by step, we can reach such historic heights. It is in there that I find the most hope: that no matter what, NCLR has been and will continue to do the work that must be done. And in doing so, we can change the world.

The other view afforded by looking through the reverse crystal ball that is this annual report is of NCLR's truly amazing supporters. I can see with clarity the direct relationship between your investments in our work and the incredible victories we have been able to achieve.

I cannot thank you enough for your vision and all you have enabled us to do.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kate".

Kate Kendell, Esq.  
Executive Director

## ABOUT NCLR

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

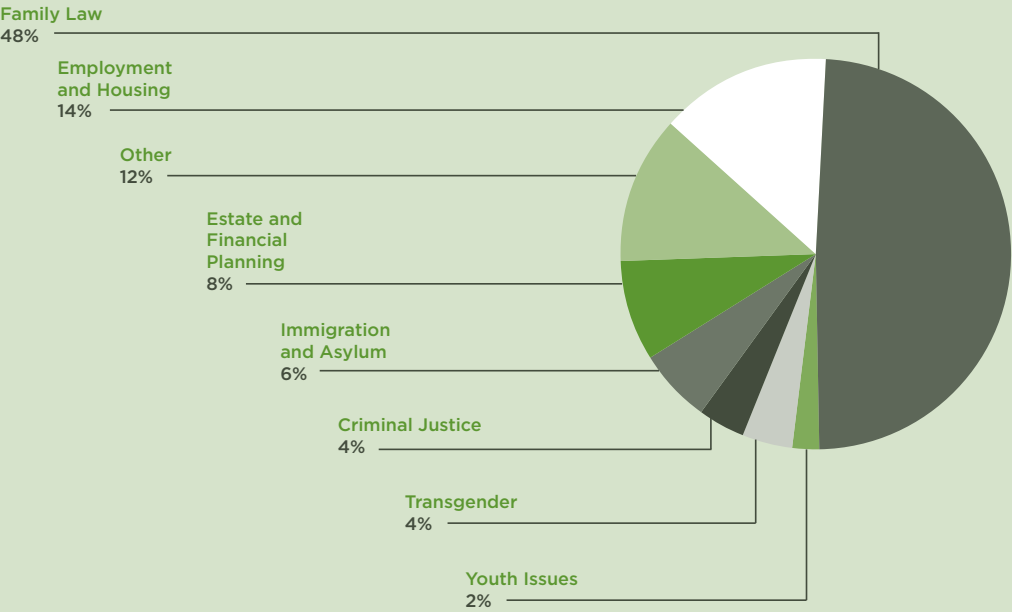
More than thirty years ago, two brave and determined women, fresh out of law school and eager to make a difference, decided to put their knowledge to good use. As legal scholars,

Donna Hitchens and Roberta Achtenberg saw the courtroom as a way to change the world. As lesbians, they had experienced both personal and professional frustrations and fears, and didn't want others to suffer the same.

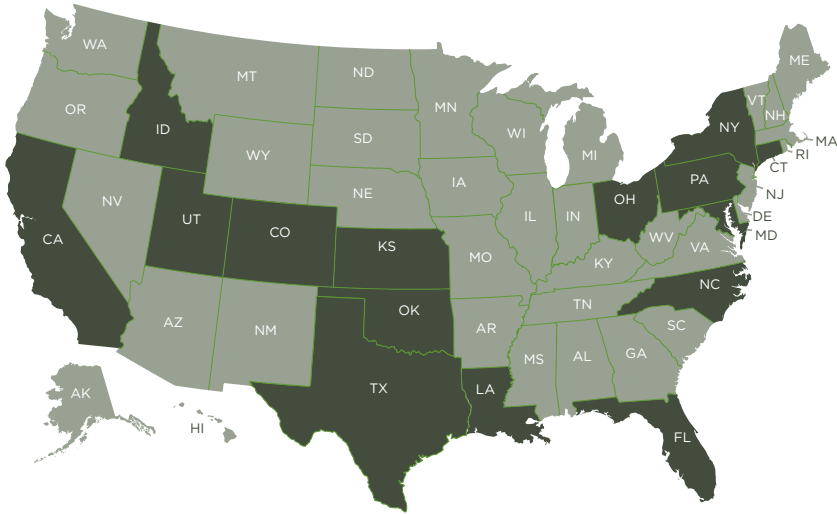
That was in 1977. Today, that pioneering spirit and unwavering commitment to advance the civil and human rights of all lesbian, gay, bisexual, and transgender (LGBT) people continues. Each year, through litigation, public policy advocacy, and public

education, NCLR helps more than 5,000 LGBT people and their families nationwide. And our precedent-setting case victories literally rewrite the law, changing the legal landscape for all LGBT people and families across the nation. For more than three decades we've been leaders in bringing historic cases, and today we are still trailblazing in pursuit of justice, fairness, and legal protections for all LGBT people.

NCLR’S WORK AT A GLANCE



NCLR’S 2007 CASES



International Cases  
*Pakistan, Egypt, El Salvador, Mexico, Zimbabwe, Peru*

Elder Law

Burrows v. ILWU – CA  
Joy Lewis and Sheila Ortiz-Taylor v. Westminster Oaks Retirement – FL

Employment

Dunlap v. Bloomberg School District – TX

Families and Parenting

Adoption.com – CA  
Ames v. Dodge – UT  
Application of W. – CA  
Charisma R. v. Kristina S. – CA  
Denise B. v. Beatrice R. – NY  
In re J.D.F. – OH  
Goodson v. Castellanos – TX  
Hayes v. Mohr – FL/CO  
In the interest of K.M.H. and K.C.H. – KS  
Jones v. Barlow – UT

Donna Jones, et al. v. San Joaquin Community Hospital – CA  
L.E. v. K.R. – FL  
Margaret K. v. Janice M. – MD  
Mason v. Dwinell – NC  
Palazzolo v. Mire – LA  
Santos v. Banister – MD  
Smith v. Smith – OH  
Wood v. Wood – FL/CO

Healthcare

Benitez v. North Coast Women’s Care – CA

Immigration and Asylum

In re Angelica – Mexico  
In re Armando – Mexico  
In re Barbara – El Salvador  
In re Irma – Mexico  
In re M.Q. – Mexico  
In re Patricia – Mexico  
In re Raul – Peru  
In re Valeria – Mexico

In re Vicky – Mexico  
In re Z.K. – Pakistan  
John Doe v. Alberto Gonzales – Egypt  
Jorge Soto Vega v. Ashcroft – Mexico  
W.K. v. Gonzales – Zimbabwe

Marriage

In re Marriage Cases – CA  
Kerrigan & Mock v. Connecticut Department of Health – CT  
Reynolds and McKinley – OK/ Cherokee Nation

Other Civil Rights

Christian Legal Society v. Kane – CA  
Dykes on Bikes – CA

Relationship Recognition

Smith v. Knoller et al – CA  
Strong v. BOE – CA

Sports

Jennifer Harris v. Maureen Portland, Penn State University, and Timothy Curley – PA  
Sulpizio and Bass v. Mesa Community College – CA

Transgender Law

Doe v. Suffolk County DSS – NY  
Etsitty v. Utah Transit Authority – UT  
Gammett v. Idaho State Board of Corrections – ID  
Stanton v. City of Largo – FL

Youth

California Education Committee, LLC, et al. v. Arnold Schwarzenegger, et al. – CA  
Mariah L. v. Administration for Children’s Services – NY

LITIGATION HIGHLIGHTS



*In re Marriage Cases:*

Served as lead author of main briefs filed in the California marriage case on which we are lead counsel on behalf of same-sex couples, Equality California, and Our Family Coalition urging an end to discrimination in the state’s marriage laws. Also shepherded the filing of 30 amicus briefs on behalf of more than 500 organizations to the California Supreme Court in the marriage case.



*Immigration:*

Received notification from the U.S. Department of Homeland Security that three of our clients, who experienced tremendous persecution in their countries of origin, were officially granted asylum.



*Gammett v. Idaho State Board of Corrections:*

In a groundbreaking decision, a federal district court judge ruled that the Idaho Department of Corrections must provide female hormone therapy to a transgender inmate while her case proceeds to trial in federal court in Boise, Idaho. This landmark victory may pave the way for other transgender prisoners who are being denied medically necessary care.



*Jennifer Harris v. Maureen Portland, Penn State University, and Timothy Curley:*

Settled a landmark discrimination case against Penn State and its women’s basketball coach Rene Portland and athletic director Timothy Curley on behalf of Jennifer Harris, a former student-athlete who alleged discrimination based on race, gender, sexual orientation, and invasion of privacy. The case has provided an unprecedented platform for public dialogue about lesbian, gay, bisexual, and transgender (LGBT) athletes and raised public awareness about the harmful effects of discrimination and homophobia.



*Adoption.com:*

Settled a case on behalf of a gay male couple who were challenging the discriminatory policies of the for-profit websites Adoption.com and ParentProfiles.com after these businesses refused to post their profile online solely because they are a same-sex couple. Based on the settlement, Adoption.com and ParentProfiles.com have agreed to either comply with California antidiscrimination law or cease providing their services to Californians.

PUBLICATIONS



Published “**The Challenges of Lesbian Asylum Claims,**” which provides a comprehensive analysis of lesbian asylum claims, including practical advice and legal strategies for lesbian asylum seekers.



Launched a newly designed and updated website at [www.ncrlights.org](http://www.ncrlights.org) that provides comprehensive information for clients, lawyers, students, and the general public.

PROGRAMS



Launched **Proyecto Poderoso** (Powerful Project) a collaborative effort of NCLR and California Rural Legal Assistance (CRLA) aimed at improving legal services for low-income LGBT residents of rural California.



Joined the Executive Committee of **United ENDA**, a national coalition working to pass an inclusive-only federal Employment Non-Discrimination Act (ENDA), providing protections against sexual orientation and gender identity discrimination.



Helped draft and pass California Senate Bill 518, the **Juvenile Justice Safety and Protection Act**, which created a Bill of Rights for youth in the juvenile justice system, which includes the right not to be discriminated against or harassed based on sexual orientation or gender identity. This is the first bill of its kind.



Partnered with the **NCAA** to strengthen existing protocols and policies related to Gender Identity Expression (GIE) protections and discrimination for athletes.



NCLR AUDITED FINANCIAL STATEMENTS

for the Year Ending December 31, 2007

Public Support and Revenue

Individuals	\$1,987,190
Bequests	
Foundations	\$614,472
Donated professional services	\$2,090,930
Special events	\$693,704
Case fees	\$243,750
Other revenue	\$71,030
<b>Total Public Support and Revenue</b>	<b>\$5,701,076</b>

Expenses

Legal programs and services	\$5,210,777
Management and general	\$76,509
Fundraising	\$1,047,370
<b>Total Expenses</b>	<b>\$6,334,656</b>

Increase in unrestricted net assets

<b>Net assets, beginning of year</b>	<b>\$2,385,964</b>
<b>Net assets, end of year</b>	<b>\$1,752,384</b>

Please contact NCLR for a complete audited statement.

\*NCLR incurred significant one-time expenses in 2007 in preparation for the final phases of our marriage case and to capitalize on our 30th anniversary.

ANNIVERSARY CIRCLE

NCLR is proud to acknowledge the following major donors whose gifts of \$1,500 or more in the past year have strengthened our legal programs across the United States.

We also express our heartfelt thanks to our 2007 Giving Campaign Co-chairs, Brooke Battles and Mathew dos Santos, for their leadership and inspiration.

NCLR has achieved great things in our 31 years and none of our victories would be possible without our wonderful family of NCLR Anniversary Circle members.

\$300,000 and above

Anonymous

\$150,000 – \$299,999

Anonymous

\$25,000 – \$49,999

Lesbian Equity Fund, Kathy Levinson & Naomi Fine

Jennifer Rainin  
Sarah Schmidt & Julie Matthei  
The Silva Watson Moonwalk Fund

\$15,000 – \$24,999

Claire Hamady  
Judith Harte & Susan Ellard  
Susan Jahnke  
Karen Knudson & Terri Tachovsky  
Betsy Koffman & Lorraine Bates  
Sonja Schoenwald & Keller Strother  
Renata Sos & Judith Miles

\$10,000 – \$14,999

Anonymous (3)  
Darla Anderson  
Cynthia Brooks & Judith Thompson  
The Dorian Fund  
Marta Drury & Kerry Lobel  
Sally J. Elkington, Esq. & Susan Lamb\*  
Carrie Farrell  
Leslie Giblett & Alexis Pontikis  
Jerry J. Wilson Memorial Foundation  
Nancy Kokolj  
Nancy Levit & Cathy Underwood  
Jacqueline LiCalzi & Jill Schlesinger  
Joyce Newstat & Susan Lowenberg  
Jane & Tami Marquardt  
Dee Mosbacher & Nanette Gartrell  
Kate O’Hanlan & Léonie Walker  
Nancy Polikoff  
Rosanne Siino  
Susan Sternau & Nancy Welsh  
Kara Swisher & Megan Smith  
Ha Vu

\$5,000 – \$9,999

Anonymous (2)  
Mika Albright  
Amy Alonso & Mariana Ferro  
Nancy Alpert & Gwen Marcus  
The Athanasiu Family  
Merri Baldwin\*  
Ruthy & Maureen Bennett  
Marc & David Berman  
Diane Bernard  
Linda Betzer  
Alison Burgos  
Jody & Katharine Cole  
Robertta Conroy  
Yvonne Courtemanche & Pam Flood  
Madelyne Cromwell  
Abby Dees & Traci Samczyk  
Ilana J. Drummond & Sharon Dulberg  
Cathy Ebert & Lois Ann Porter  
Marcie & Hillary Elias-Smith  
Patricia Evert  
Annette Fineberg & Sufen Chiu  
Gretchen Frederick & Joan Ferenczy  
Julie Gill & Margaret Curry

Jane S. Goldman  
Janine Guillot & Shannon Wilson  
Lisa Haefele & Ardel Thomas\*  
Julie Harris & Amy Yoakum  
Nancy Harvey & Jackie Andrews  
Henry J. Kaiser Family Foundation  
James Hormel  
Suzanne L. Israel & Laurie Hanover  
Debra Kent\*  
Ketner Fund For Social Justice of Coastal Community Foundation of SC  
Nancy & Jane Koch-Stafford  
Jeff Lewy & Ed Eishen  
Jane Lynch  
Sally McCoy & Rev. Rachel K. Anderson  
Jerri-Ann Meyer & Leslee Hamilton  
Weston Milliken & Anand Pandya  
Yesenia & Veronica Olivera-Leon  
Alice Philipson & Petra Liljestrand  
CoYoTe PhoeNix  
Rachel Pray & Laura Weinstock  
Mary Read & Victoria Jackson  
Eddie Reynolds & Ed Jones  
Kris & Laura Rockwell  
Kathleen Rosson & Gibson Scheid  
Amy Schecter  
Susan Schuman & Ilene Osherow  
The Simpson-Asprodites Family  
Ramon Torres & John W. Stewart  
Underdog Fund  
Dawn Marie Wadle, in loving memory of Deborah Dixon  
Tina Woodward & Lynda Elliott  
Deborah Wyatt & Andrée Hest\*  
Barbara Zoloth

\$2,500 – \$4,999

Anonymous (2)  
Betsy Allen & Janet Sims  
Sharon J. Anderson  
Brigeda Bank & Katie Fox  
Clara Basile & Connie Wolf  
Brooke Battles & Anne Hightower  
John M. Becket\*  
Sandra Blair & Carol J. Cohen  
Elizabeth Bremner & Karen Crow  
The Butler Family  
The Carney-Friedman Family\*  
Julie Cason & Lisa Crawley  
Ann Mei Chang  
Mary Colby & Rebecca Conzett\*  
Kathy Conte & Cathy Moyer  
Portia Cornell & Lynne Kimmel  
Kimberly Curtis & Meg Gehl  
Pamela Del Rio\*  
Maureen A. Delaney  
Bruce Deming & Jeff Byrne  
Denice A. DeRicco & Gail P. Beyak  
Kelly M. Dermody & Carly Clemence  
Anne Sterling Dorman  
Mathew dos Santos & Vincent Novak\*  
Joanne Engel & Ellen Haller  
Eric Ethington & Doug Okun\*  
Elizabeth Falkner & Sabrina Riddle  
Kelli Evans & Theresa Shaw  
Kacey Fitzpatrick & Deborah Kilpatrick  
Barbara Frank & Veronica McCaffrey

Barbara French  
Robert Fuller & Manny Parian  
Anne Gable  
Andrea Glerum & Sharon Gregory  
Susan A. Gore & Ann Wigodsky\*  
Laurie Hanover  
Karen E. Hartwig  
Pan Haskins  
Jo Hoenninger & Liza Sibley  
H. Nona Hungate  
Pamela Johns  
M. Jean Johnston & Kate Morris  
Deborah Jones  
Paula S. Jones & Maria Brundige\*

Beth Karpfinger  
Joyce Kauffman\*  
Marla Kaye & Amy Klapper  
Kate Kendell & Sandy Holmes\*  
Deb L. Kinney & Linda D. Sonntag  
Chris Kollaja  
Wanda Knutson  
Stacey Lamirand & Sunne Souders  
Monica Landry  
Patrick Larvie & Ken Linton  
Lehmann-Stamm Family  
Jane Levin & Judith Reisman  
Melissa Lim & Leigh Kimberg  
Amy Mandel & Katina Rodis  
David Marshall  
Patricia Martel & Beverly Colon\*  
Barbara J. Meislin in honor of Marla Meislin

Allison Mendel & Marjorie Kaiser\*  
Leigh Morgan & Melissa Kohner  
Sarah E. Murray  
Dan Neumann & David Richardson  
Harvey & Beth Oringher  
Mary O’Sullivan & Francie Ball  
Jen Pariseau  
Susan Peck & Barbara Mason  
Denise Petty  
Mona Pittenger  
Leanne Pittsford  
Kathleen Quenneville & Diane Allen  
Patrice Reid & Heather Trumbower\*  
Jana Rich & Jill Nash  
Julie Rose & Lynda Brocchini  
Barbara Russo & Bobbi C. Sternheim  
Paula Ryan & Mary-Alice Cardenas  
Eileen Scallen & Marianne Norris\*  
Linda Scaparotti & Dr. Gail Price  
Suzi A. Schultz  
Elizabeth F. Schwartz\*  
Bev Scott  
Marcia Serafin & Pam Pistone  
Julie Shapiro & Shelly F. Cohen  
Daniel Shaw & James Tanaka  
Melissa Shaw  
Dr. Deborah Shure & Dr. Aymarah Robles  
Laura Silvestri  
Patricia Simpson & Radah Butler  
Deborah Ann Smith & Kellene Zehnder\*  
Sylvia Sokol  
Jeff Soref Fund of Stonewall Community Foundation  
Karen Strickland  
Lisa Szer

Anne & Suegee Tamar-Mattis  
Gretchen Thomas & Claudia Carasso  
Susan Thomas & Sheryl Ross  
Ruth Tucker  
Urvashi Vaid & Kate Clinton  
Marcus Waterbury & Jacqueline White\*  
Ruth & David Waterbury  
Judy Weatherly & Nancy Burke  
Lonnie Weiss  
Shannon Wentworth  
Barbara J. Wright and Dee Kenny  
Faith Read Xenos & Kimberly Selmore  
Beth Zemsky & Dr. Jennifer Martin

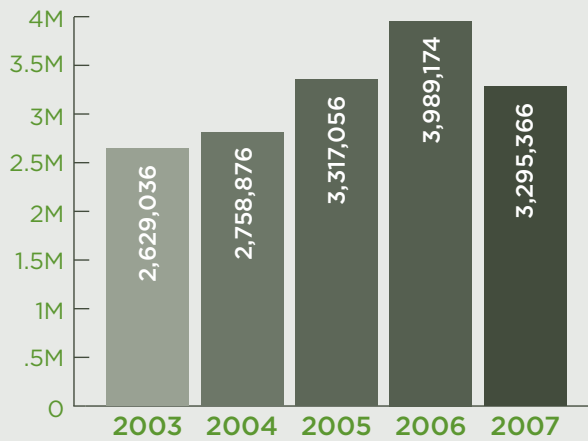
\$1,500 – \$2,499

Anonymous (10)  
Dr. Katherine Adler & Pamela Reynolds\*  
Lesley J. Anderson, MD & Paula Zand  
Clay Angel & Paul Vandenberg  
Nancy Aspaturian & Laurie Aronoff  
Sharyn Bahn  
Nancy Lynn Baker & Cathy Hauer\*  
Monique Barbanson & Karin Olson  
John Bare & Ignatius Bau  
Lauren Barros  
Dena Bartricki & Helen Chandler  
Nicole & Kate Bartow  
The Baucis Group, Inc.  
Alvin H. Baum  
Peggy Bennington & Annette Friskopp  
Maria Bernstein\*  
Linda Blackmore  
Pauline Blanchard & Lynn Decker\*  
Cynthia & John Scott Boggs  
Barbara Brenner & Suzanne Lampert  
Ruth E. Callard & Nancy Helm  
Kathleen Callinan  
Michelle T. Canzolino & Josie Elbert  
Melinda Capiraso & Jennifer Bing\*  
Anne Casscells & Susan Ketcham  
Jodi Chambers  
Dave & Jeff Chandler  
Debra P. Chaw  
Denis Chicola & Ron Newman  
Yu-Ling Chien  
Lisa & Elsa Clyde-Garcia  
Misha Cohen & Carla Wilson  
Phyllis Coontz & Elaine Bellin  
Pali Cooper & Jeanne Rizzo\*  
Carole A. Coplan  
Courtney  
Barbara J. Cox & Peg Habetler\*  
Kathleen Crandall & Lori Gitter  
Kathleen Crowley  
Rhett Currier  
Arvada Darnell & Cheryl Pike  
Kathleen Davis & Jennifer Pritchett  
Shelbi Day & Margaret Bettenhausen  
Robin Dea, M.D.  
Elizabeth Deeley & Moira Dawson  
Ann-Marie Dixon & Aleda Anderson  
Robert Dockendorff  
Dora Dome & Emily Fenster\*  
Emily Doskow & Luan Stauss  
Marion Drake & Rose Candelario\*  
James Duggins  
Elizabeth Edwards

HISTORY OF PUBLIC SUPPORT AND REVENUE\*

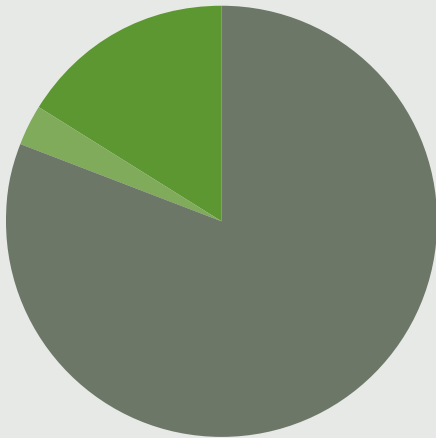
2003-2007

\*Does not include donated professional services



2007 EXPENSES

81% Legal Programs and Services  
16% Fundraising  
3% Management and General



Anniversary Circle continued

Dr. Michael & Linda Eisemann  
Clemmie Parker Engle  
Naomi Epel  
Danny Espeleta & Mark Crumpacker  
Maia Ettinger & Donna Daniels  
Jane Fantel & Laura Galinson  
Mary Farrell & Vesna Obradovich\*  
Danielle Feinberg  
Jan Felshin & Edrie Ferdun  
Aisling Ferguson  
Anne Ferguson & Nusrat Khaleeli  
Stephanie Fiano  
Iain Finlay  
Timothy M. Fisher & Scott Davenport  
Anna Maria & Ayanna Flechero  
Brian Fletcher & Robert Hickok  
Erin Flynn & Chloe Atkins  
Rick Foglia  
Katherine Fulton & Katharine Kunst  
Lynn Gangone  
Vivien Gay & Minna Tao\*  
Linda Gebroe & Rebecca Silverstein  
Karen Gilbert & Julie Miller\*  
The Honorable Adena Gilbert\*  
Andrea M. Gillespie  
Rachel Ginsburg & Jo Ann Driscoll  
Brian Gipson & Shigeo Nakatani  
Rima Goldman & Karen Karch\*  
Robert-Jay Green & Holden Lee  
Susan & Elaine Greenfield\*  
Emily Griffen & Sage Andersen\*  
Kathie Gummere\*  
Robyn Hamilton  
Heather Hansen\*  
Laurie Hanson & Kim Dayton  
Kelli Herd & Shelly Youree  
Joanne Herman  
Frederick C. Hertz & Randolph  
Langenbach  
Constance Hiatt & Sandra Sullivan  
Arlene F. Hoffman, DPM, Ph.D  
Susan Jan Hornstein & Rosemary Ward  
Trish Houck  
Jane Huang & Pamela Berkowitz

Kathleen Huggins  
Anne Huntington  
Paula S. Hyman & Linda Jacobs  
Christine Jacques  
Lori Jenner  
Simone Joyaux & Tom Ahern  
Sally Juday  
Giselle Jurkanin & Kristin Cooper  
Abigail Kaufman  
Jeffrey Kennedy & Jon Peterson  
Cynthia S. Kern & Jane Boisseau  
Audrey S. Koh & Gaeta Bell  
Robin Kojima & Teresa Renaker\*  
Caleb Kramer & Ryan Allen  
Karen Langsley & Jill Wilcox  
Cheryl Lee  
Kathryn Leighton  
Ellen J. Leonard & Lynn Crawford  
Lesley Levine & Nai'Ama Firestone\*  
Diane K. Lincoln  
Elaine Lissner  
Jean C. Love & Pat Cain\*  
Yolanda Lozano & Jeanne Fitzpatrick\*  
Judy Macks  
Jan Marks  
Fiona Martin & Amanda Lewis  
Raquel Matas & Carla Lupi  
Mandy Maxey  
Mia Mazza  
Sally McCaffrey\*  
Lisa McCally  
Jean McCray & Phyllis Subin\*  
Kathi McDiffett  
Kelly McFalls & Mona Stevens  
R. McReynolds  
Virginia Merrifield  
Kristina Militante & Lisa Ravaioli  
Kimberly Miller  
LeeAnne Miller & Carol Farmer\*  
Mary Miller & Judith Franks\*  
Lisa Nahmanson & Sandra Steele  
Constance Nelson & Helene Butler  
Zoon Nguyen & Cathy Halligan\*  
Lisa Noon & Mary Kay Settembrini  
Joyce D. Nordquist\*

Margaret Norris & Nadine Navarro\*  
Heide Oberndorf  
Christi Olson, Ph.D & Dian Torres  
Michelle Ortiz & Shari Rubin  
Julie Owen & Diane Holland  
Eleanor Palacios  
Andrea Palash  
Stephanie Pappas & Kristen Dalzen\*  
Lynne Parenti & Tina Ramoy  
Jackie Parker & Claudia Leischen  
Lynn Perls & Brenda Broussard  
Glenn Perry & Eric Knudtson  
Maya Philipson, Robasciotti &  
Associates  
Douglas Pinter  
Marj Plumb & Tracy Weitz  
Donna Quarles  
Lisa Radice & Melissa Davidson  
Gale Richards & Ruth Dawson  
Michael Rizzi & Anthony Bellapigna  
Rachel J. Robasciotti, Robasciotti &  
Associates  
Patsy Rogers  
Ces Rosales & Sue Ferrera  
Wendy Rosov  
Jennifer Ross & Logan Berrian  
Cole Rowan & Ann Miller  
Celia E. Rowland  
Abby R. Rubenfeld & Helia S.  
Rethmann\*  
Jan Russak  
Naomi Rustomjee  
Carole Ruwart & Kim Kinna  
Donna Miae Ryu & Barbara Dickey\*  
Diane Sabin & Jewelle Gomez\*  
Diana Saca & Theresa Sabella\*  
Deborah Saks  
Margaret Schadler\*  
Cindy Schlaefer & Kelley Bryant  
Kristen Schnepp & Lori Dobeus  
Elizabeth Scott & Emma Dunch  
Michael Sears & Ben Redcross\*  
Susan A. Shain\*  
Wynne Shaw  
Curtis Shepard & Alan Hergott

Susan Silber, Esq.  
Stephanie Smith & Carol Anderson  
Helen Smolinski & Blue Inquito  
Randy Sprabary & Tae Chi\*  
Kathryn Stebner  
Toni Stone  
Ramon Sukhai\*  
Jill & Kriss Sulka  
Bridget Sullivan  
Tim Sweeney  
Martin Tannenbaum & Alex Ingersoll  
Tor Taylor & Laurie Monserrat  
Julia & Samuel Thoron  
Amy Todd & Jaime Gher\*  
Margaret Traub & Phyllis Dicker  
Wanden Treanor  
Harry Turner & Brian Keil  
Terry Turrentine\*  
Margaret E. Van Camp & Carol  
Patterson  
Deirdre Venables & Marianne Farrell\*  
Vanessa Vignon  
Danielle Villaseñor & Angelica Metz\*  
Kevin Voelcker\*  
Mary L. Wakeman  
Deborah Wald & Brooke Shields  
Leanne Waldal & Moya Watson\*  
Sandra Waldrop & Ruth Strickling\*  
Chantel Walker & Anna Yee  
Lesley Weaver\*  
Julie Werner  
Richard Wilson & Sam Burckhardt  
Akaya Windwood & Kim Scala\*  
Simone Wojtowicz & Kelly Conway  
Jacqueline Wong  
Claudia Woody  
Maria Yip & Paula Morabito  
Betsy York & Demetrhea Terrien  
Sonni Zambino  
Arlene Zarembka & Zuleyma Tang-  
Martinez  
Jan Zivic & Lisa Schoonerman  
Jan Zobel

Friebe Circle continued

Janet L. Phillips  
Sina Pierret  
Andrea Polisky  
Deborah Ray  
Debra Reabock  
Lynn Riordan

Patsy Rogers  
Ronnie Sandler  
Bev Scott  
Donald A. Kline & Collette Sell  
Shirley Shapiro  
Kaitlin & Jim Sherwood  
Maryann R. Simpson & Cynthia  
Asprodites

Rae Lee Siporin  
Deborah Ann Smith & Kellene Zehnder  
Sue Spinnoble  
Moli Steinert & Donna Canali  
Sheryl Traum  
Margaret E. Van Camp & Carol  
Patterson  
Camille Wojtasiak & Kristen Jensen

Anne E. Zachritz  
Sonni Zambino  
Arlene Zarembka & Zuleyma Tang-  
Martinez  
Janis Zivic  
Jan Zobel  
Barbara Zoloth

SUSTAINER FUND MEMBERS

NCLR thanks the following donors who give monthly or quarterly to provide sustaining support year-round.

Anonymous (4)  
Miriam Abrams & Rosemary Robinson  
Debra Antonious  
Joanna M. Bare  
Ann P. Basart  
Maurice Belote & Alan Broussard  
Alexandra Beninda  
Davette Berry & Kathryn McCown  
Dawn Bodenburg & Nancy Bahr  
Chris Bohnert & Terry Rosson  
Gary Booher  
Eve Borenstein & Candace Falk  
Suzanne Born, Esq. & Carol Cummins  
Avis Boutell & Alice Lyman Miller  
J. Lynne Boylan  
Jennifer Braun & Jody Shevins  
Vicki Brenner & Denise Dimin  
Susan Bryson & Lisa Liljedahl  
Barbara J. Buckley & Barbara Hargrave  
Desiree Buford  
Jeanie Bunker  
Christine Burdick  
Denise M. Burdyck & Anne D. McConnel  
Cecelia Burnett  
Tracy Burt  
Sharilyn Byerly & Alice McCabe  
Grethe Cammermeyer & Diane  
Divelbess  
Mioris Cardona  
Helen J. Carroll  
Patricia Cheng & Kathryn Curry  
Gail E. Collins  
Carol A. Cook & Susan Grieger  
Steven E. Crow  
Carole Cullum  
Edith Daly & Jacqueline Mirkin  
Jennifer Daupern & Danie Caro  
Jill Davidson  
Masen Davis  
Melissa T. DuBose & Regina Marler  
Lin M. Dunn  
Anita Easland & Diane Naylor  
Elizabeth A. Elliott

Margaret Eversole & Debbi Terwedo  
Nancy Felixson & Pam Cooke  
Jean Findley & Leslie Wood  
Dan Fons  
Sue Freimuth  
Kathryn Furano  
Theresa Garnero  
Katherine Gateley  
Mariette Geldenhuys  
Wystan Getz  
Gayle Gibson  
Eileen S. Gillis  
Amanda Goad & Margaret Moser  
Emily L. Gochis  
Barbara Gundy & Marcia Smith  
Sue C. Hansen  
Stephanie Haun  
Susan A. Hawkins  
Donna Hawxhurst & Susan Morrow  
Holly Hayes & Kristie Vogel  
Polly E. Heninger  
Charlotte Herdman & Deb J. Osborn  
Laura Heyer & Sharon Hanger  
Margaret Hirst & Kimberley Crawford  
Nicholas Hodges & Russell Banks  
Alexander Hoffmann  
Pam Hooley  
Major Laurel A. Hull  
Alissa M. Hummer & Kirsten Zecher  
Nan Hunter  
Keith Irish  
Janelle Ishida & Ellen Matsumura  
Donna Johnson  
Jaime Judge & Deanne Lysandrou  
Irene & John Kantaras  
Bonnie Kates  
Carolyn Kniga  
Vicky Kresge & Stephanie Haynes  
John Kruse & Gary Beuschel  
Susan M. Kubica  
Angela Lavendar  
Niki Lee & Reid Gomez  
Laura Levin

Snow Levy  
Lori Lewis  
Vandi A. Linstrot & Jami Matanky  
Rachel Livingston & Jennifer Chotiner  
Desiree Lloret  
Honour Maddock & Kathleen Kane  
Lin Marie  
Ann M. Marmorale & Earl Sanft  
Sarah Marxer & Lisa Wanzor  
Mary Katherine Maulucci  
Pamela Maycroft  
Mary McCanta & Holly Huston  
Karen McDaniel & Regina Pierce  
Debbie McDow  
Michele McNamara  
Shelley A. Menger & Victoria Gonzalez  
Anthony Miranda  
Alyce Moore  
Patricia & Monique Moore-Racine  
Kathleen Morford  
Dr. Debby Morris & Suzanne E. Krall  
Beverly Jean Murphy  
Karen Myers & Sue Blauch  
Charlotte Newhart  
Lisa Newsham & Barbara Thumler  
Trang-Anh Nguyen  
Joseph L. Norton  
Dawn A. Osterweil & Tracy Artson  
Nancy Otto & Debra Chasnoff  
Dottie Painter  
Dr. Ruth Pardue  
Katherine Paxton  
Bette Paz Ashworth  
Julia Peloso  
David Peterson  
Kelly Pfeifer & Bev Meyers  
Andrea Plastas & Joyce Lupack  
Anne Powell  
Barbara Raab  
Sharon Raphael, Ph.D. & Mina Meyer, M.A.  
Martina Reaves & Tanya Starnes  
Kathy Reynolds  
Tracy Ritter & Charlet Stearney

Jean & Kristin Rivers  
Jane Robbins & Nadine Laurent  
Cindy & Ellen Robinson  
Harmony Rodriguez  
Joyce Rolfes & Nancy Broerman  
Pam Rolph  
Myra Roselinsky  
Anita Roselius  
Karen & Linda Rosewood Hooper  
Shelly Rule & Sheridan Walker  
Ronni L. Sanlo  
Susan T. Schellenberg  
Juli Schexnayder  
Carl Schuh  
Ryan Scro  
Maria Shaw  
Ivy Shelby  
Stephanie Sisak  
Constance Slemmer  
Carol Spelkoman  
Mae Stadler  
Marsha Stanley & Mary Dunn  
Daniel Steinberg  
Moli Steinert & Donna Canali  
Leslie Stepanek & Amy DeMasi  
Edward Swanson & Paul Herman  
Joe Swimmer & Scott Sansone  
Dianne Terp & Karen Camp  
Laura Thomas & Kanani Kauka  
Meryl Towarnicki & Dorothy Wax  
Laura Trupin  
Rachel Trusty  
Kathleen Uroda & Katherine Legeret  
Tammy Wagner & Donna Ratajczak  
Michelle Walters & Suzanne Wait  
Dan Want  
Jessica Watson  
Brant Wiley  
Michael Williams  
Rebecca Wilson  
Bonnie Yoffe-Sharp  
Beverly K. York

*\*Major donors who give through our Sustainer Fund monthly or quarterly pledge program*

KATHRYN FRIEBE LEGACY CIRCLE

NCLR deeply appreciates the visionary generosity of the following donors who have created their legacy of justice by joining the Kathryn Friebe Legacy Circle. The Legacy Circle honors and recognizes individuals who have confirmed their commitment to the future of LGBT civil rights by including NCLR in their wills, trusts, or other estate plans.

Anonymous (5)  
Chris Adams & Fran Becker  
Betsy L. Allen  
Lesley J. Anderson, M.D.  
Nicole & Kate Bartow  
Lois Beeby & Betty Widdows  
Bonnie & Julie Benitez  
Ruthy & Maureen Bennett  
LeClair Bissell, M.D.  
Sandra Blair & Carol J. Cohen, M.D.  
Clare Brigidini  
Brian Bringardner & Dennis Moyer  
Margaret Broenniman & Lilli Marin  
Cathleen Burns  
Melinda Capiрасo & Jennifer Bing  
Lucia J. Capron  
Robyn Caruso & Karen Parker  
John J. Corso, Jr.  
Courtney  
Gregory A. Courtney  
Jemma T. Crae

Kathleen Crandall & Lori Gitter  
Kathy Cruz  
Rhett Currier  
Estate of Judith E. Davis  
Teresa DeCrescenzo  
Beryll G. Deming  
James Duggins  
Margaret A. Dwyer  
Wendy Erdly & Clara Liang  
Page Faegre  
Aisling Ferguson  
Erin Flynn & Chloe Atkins  
Pam Foy  
Estate of Kathryn Friebe  
Lisa Friedman  
Lynn Gallagher  
Linda Garber & Barbara Blinick  
Linda Gebroe & Rebecca Silverstein  
Tammy George  
Paula Getz & Susan Christensen  
Andrea M. Gillespie

Emily L. Gochis  
Jill Gover & Ann Burck  
Alena Hagedorn  
Leslee Hamilton  
Sue C. Hansen  
Sheryl I. Harris  
Judith Harte & Susan Ellard  
Mark Hartman & Ron Norris  
Pan Haskins  
Dawn L. Hassell, Esq.  
Estate of Chris Hawkins  
Ruth Herring  
Arlene F. Hoffman & Christine  
Leonardich  
Susan Jan Hornstein & Rosemary Ward  
Estate of Joie B. Hubbert  
H. Nona Hungate  
Danielle Hupp  
Suzanne L. Israel & Laurie Hanover  
Caren Jenkins & J. Farrell Cafferata  
Pamela Johns

Burke Keegan & Jackie Boda  
Kate Kendell & Sandy Holmes  
Estate of Debra Kent  
Gillian Khoo  
Margaret Kingdon  
Clarissa C. Kripke & Gail Ludwig  
Cynthia Leitman  
Dr. Jane Levin & Dr. Judith Reisman  
Ana Linder & Luisa Inca  
Kerry Lobel  
Lory Masters  
Lisa McCally  
Jan Medina  
Jerri-Ann Meyer  
Jane Moyer & Janet Free  
Marcia Munson  
Dena Narbaitz  
Joyce D. Nordquist  
Christi Olson, Ph.D & Dian Torres  
Angela Padilla & Amy Silverstein  
Gail Pass

PRO BONO LAW FIRMS

NCLR would like to thank the following law firms that have provided pro bono legal representation to our clients. The legal system is costly, and thanks in part to their tremendous generosity, NCLR's expert legal assistance is always free to everyone.

Bailey Cavalieri LLC  
Carlton Fields, P.A.  
Davis Wright Tremaine LLP  
Gabriela J. Matthews &  
Associates, P.A.  
Goldstein, Demchak, Baller, Borgen &  
Dardarian  
Hangley Aronchick Segal & Pudlin  
Heller Ehrman LLP  
Hodes, Pessin & Katz, P.A.

Latham & Watkins LLP  
Lauren R. Barros, P.C.  
Law Office of David C. Codell  
Law Offices of G. Scott Gaustad  
Law Office of Krisana M. Hodges  
Law Office of Rachel A. Catt  
Law Offices of Rebecca D. Lizarraga  
Lewis, Feinberg, Lee, Renaker &  
Jackson P.C.  
Morrison & Foerster LLP

Munger, Tolles & Olson LLP  
Musgrove Law  
Oliver-Sabec P.C.  
Orrick Herrington & Sutcliffe  
Reilly, Pozner & Connelly LLP  
Scurti, Meiselman & Bledsoe, P.A.  
Sheppard Mullin Richter  
& Hampton, LLP  
Shook, Hardy & Bacon LLP  
Stock Stephens, LLP

Stoel Rives LLP  
Tharrington Smith, LLP  
Therese M Truelove P A  
Townsend and Townsend  
and Crew, LLP  
Virginia R. Nuta, Attorney at Law  
Wald Law Group



FOUNDATIONS

NCLR is grateful to the following foundations for their generous support in helping us to imagine and craft a more humane world.

Arcus Foundation Astraea Lesbian Foundation for Justice: Purple Lady Fund Right Action Fund Roots and Wings Fund Baker Brook Foundation Bill & Melinda Gates Foundation California Community Foundation Don Blaugrund LGBT Fund of Community Foundation Sonoma County Dora Freedman Levit Fund for People Dorian Fund Equal Justice Works Evelyn & Walter Haas, Jr. Fund Funding Exchange	Gill Foundation Henry J. Kaiser Family Foundation H van Ameringen Foundation Horizons Foundation: Gay Adam Berman Fund girls just wanna have funD John W. Stewart III Gay and Lesbian Equality Fund Lewy Gay Values Fund Live Oak Fund O'Hanlan-Walker Family Fund Queer Leadership Fund J.B. Margaret Blaugrund Foundation Jerry J. Wilson Memorial Foundation Jewish Community Endowment Fund Jewish Community Foundation	Johnson Family Foundation Ketner Fund for Social Justice of Coastal Community Foundation of SC Lesbian Equity Fund Liberty Hill Foundation Mona Pittenger Fund of Tulsa Community Foundation Nordstrom, Inc. Open Society Institute Pride Law Fund Raymond James Charitable Endowment Silicon Valley Community Foundation Stonewall Community Foundation: Jeff Soref Fund of Stonewall Community Foundation	Traub-Dicker Fund of Stonewall Community Foundation The Anning/Doris Smith Foundation The David Bohnett Foundation The Eden Foundation The Jack M. and Rose Ullman Foundation The Overbrook Foundation The San Francisco Foundation Tides Foundation Underdog Fund van Löben Sels/RembeRock Foundation
--	---	---	--

CORPORATE SPONSORS

NCLR thanks the following corporate partners whose Anniversary Celebration sponsorship helps NCLR work tirelessly for social, racial, and economic justice.

Presenting Sponsors  
\$50,000 and above



Get More. Get AAA.®

Gold Sponsors  
\$25,000 to \$49,999

AA.com/rainbow™

HellerEhrmanLLP

Silver Sponsors  
\$10,000 to \$24,999



Bronze Sponsors  
\$5,000 - \$9,999

Autodesk  
Bingham McCutchen LLP  
Bink Wine  
Charles Schwab & Co., Inc.  
Chevron Corporation  
Clarence & Dyer, LLP  
Coblentz, Patch & Duffy

Cooley Godward Kronish LLP  
Equality California  
Evelyn and Walter Haas Jr, Fund  
Farella Braun + Martel LLP  
Google  
Hanson Bridgett, LLP  
Kirkland & Ellis LLP  
Lief Cabraser Heimann & Bernstein, LLP  
Manatt, Phelps + Phillips, LLP  
Mintz Levin  
Nixon Peabody  
O'Melveny & Myers  
RBC Dain Rauscher  
Russell Reynolds Associates  
San Francisco 49ers  
Shearman & Sterling LLP  
Sonnenschein  
Squires, Sanders + Dempsey LLP  
Wilson Sonsini Goodrich & Rosati Foundation

Champion Sponsors  
\$3,000 to \$4,999

CapirasoBing Consulting  
Covington & Burling LLP  
Fenwick & West LLP  
Gill Foundation  
Horizons Foundation

Advocate Sponsors  
\$1,800 to \$2,999

ACLU of Northern California  
Sena Family Law, A Professional Corp.  
Sporadic Genius Productions

BOARD OF DIRECTORS

Angela Brown, Esq.  
Stacey Camillo  
Dora J. Dome, Esq., *Treasurer*  
Emily Duskow, Esq., *Secretary*  
Thelma Garza  
Paula S. Jones, Esq.  
Kristina Militante  
Michelle Ortiz  
Rachel Joyce Robasciotti, FP,  
*Vice-Chair of Policy*  
Donna Ryu, Esq., *Co-Chair*  
Olga Talamante, *Co-Chair*  
Minna Tao

STAFF

Jennifer Barth  
*Office Manager*  
Leanna Blankenship  
*Development Associate & Database Coordinator*  
Noemi Calonje  
*Immigration Project Director*  
Helen J. Carroll  
*Sports Project Director*

Azael Chávez Laría  
*Project Assistant*  
Lisa Cisneros, Esq.  
*Pride Law Fellow*  
Joshua Delgado  
*Legal Assistant*  
Calla Devlin  
*Director of Communications*  
Vanessa Eisemann, Esq.  
*Senior Staff Attorney*  
Iain Finlay  
*Manager of Finance and Administration*  
Kris Hermanns  
*Director of Development*  
Melissa Higuchi  
*Development Assistant*  
Kate Kendell, Esq.  
*Executive Director*  
Jody Marksamer, Esq.  
*Staff Attorney & Youth Project Director*  
Shannon Price Minter, Esq.  
*Legal Director*  
Eleanor Palacios  
*Events Manager*

Joyce Pierson  
*Elder Law Project Consultant*  
Tracy Powell  
*Office Manager, Southern Regional Office*  
Melanie Rowen, Esq.  
*Staff Attorney*  
Cathy Sakimura, Esq.  
*Equal Justice Works Fellow*  
Liz Seaton, Esq.  
*Director of Projects and Managing Attorney*  
Molly Tafoya  
*Communications and Media Assistant*  
Liz Terry  
*Program Associate*  
Ilona Turner, Esq.  
*Staff Attorney*  
Ming Wong, Esq.  
*Helpline Attorney*  
Dena Zaldúa-Hilkene  
*Manager of Annual Giving*

SPRING 2008 LAW CLERKS

Angela Clements  
Shin-Ming Wong  
Vanessa Zinn

NATIONAL ADVISORY BOARD

Kate Clinton - NY  
Yesenia Leon - FL  
Fiona Martin - CO  
Barbara Russo - NY  
Eileen Scallen, Esq. - MN  
Jill Schlesinger - NY  
Lesley Weaver, Esq. - PA

NATIONAL ADVISORY COUNCIL

Roberta Achtenberg, Esq. - CA  
Carol Alpert - NY  
Susan A. Gore - TX  
Joyce Hunter - NY  
Surina Khan - CA  
Phyllis Lyon and Del Martin - CA  
Lory Masters - TX  
Raquel Matas, Esq. - FL  
Nancy Polikoff, Esq. - DC  
Ruthann Robson, Esq. - NY  
Abby R. Rubinfeld, Esq. - TN  
Carmen Vazquez - NY

YOUR NCLR



\*Lists as of June 19, 2008. We want to make sure our donors are acknowledged and listed appropriately and accurately; please notify us of any corrections at [development@nclrights.org](mailto:development@nclrights.org).



#### Contact Us

tel 415.392.6257  
fax 415.392.8442  
toll free 800.528.6257  
[info@nclrights.org](mailto:info@nclrights.org)  
[www.nclrights.org](http://www.nclrights.org)

#### National Office

870 Market Street  
Suite 370  
San Francisco CA 94102

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

 *Printed using soy-based inks  
on 100% recycled paper with  
50% post-consumer content.*



NATIONAL CENTER FOR LESBIAN RIGHTS