

MAKING  
THE CASE  
FOR  
EQUALITY



# ANNUAL REPORT 06



## MAKING THE CASE FOR

Families  
Transgender People  
Youth  
Workers  
People with HIV  
Fair Courts

### CONTENTS

Year in Review	10
Letters from our Leadership	12
Donor and Financial Report	14
Case Listing	43
2006 Help Desks	44
Financial Statements	45
Staff and Leadership	46



PHOTO BY DONNA ACETO / GAY CITY NEWS

MAKING THE CASE FOR

## FAMILIES

Lambda Legal won a historic unanimous decision in New Jersey declaring that same-sex couples, like plaintiffs Sandra Heath-Toby and Alicia Toby-Heath, must have access to all the benefits and responsibilities of marriage.

### OTHER 2006 HIGHLIGHTS

Win at Virginia Supreme Court brings a lesbian mother one step closer to being reunited with her daughter

Victory in Pennsylvania confirms that biological ties do not trump the best interests of children

# FIGHT GENDER STEREOTYPES



**MAKING THE CASE FOR**

## **TRANSGENDER PEOPLE**

Lambda Legal filed a case on behalf of Izza Lopez, a Texas woman who had a job offer rescinded because she is transgender.

### **OTHER 2006 HIGHLIGHTS**

Successful settlement on behalf of young woman denied hormone treatment while in out-of-home care

Launched case challenging Wisconsin state law that bars hormone treatment and sex-reassignment surgery for inmates

# AFFIRM STUDENTS' RIGHTS



PHOTO BY PAMELA BUCHANAN

## MAKING THE CASE FOR

# YOUTH

Lambda Legal's "Out, Safe & Respected" campaign focuses on impact litigation and public education through our PSA, action kits and fact sheets.

## OTHER 2006 HIGHLIGHTS

Successful settlement in first case to affirm students' right to form a gay-straight alliance at a charter school

Case fought in California on behalf of two students who were subjected to persistent and severe antigay harassment



PHOTO BY FORREST MACCORMACK

MAKING THE CASE FOR

## WORKERS

Lambda Legal is pressing the U.S. State Department in court and on the ground to drop its discriminatory policies on behalf of Lorenzo Taylor and all people with HIV.

### OTHER 2006 HIGHLIGHTS

Victory for employees at Miami University in Ohio whose domestic partner benefits were attacked by the antigay Alliance Defense Fund

Case launched on behalf of a school superintendent who was fired by his school board because he is gay

# DEFEAT BIAS AND IGNORANCE



MAKING THE CASE FOR

## PEOPLE WITH HIV

Lambda Legal resolved our case on behalf of Stephen Spera, who was denied surgery after his doctor learned he was HIV-positive.

### OTHER 2006 HIGHLIGHTS

Successful settlement for Subway restaurant manager who was fired because he has HIV

Work with national and local HIV advocacy and support groups to highlight the dangers of the CDC's new testing policy



**MAKING THE CASE FOR**

## **FAIR COURTS**

**Executive Director Kevin M. Cathcart called upon President Bush to end his attacks on judges for ruling fairly in LGBT-related cases.**

### **OTHER 2006 HIGHLIGHTS**

Filed a friend-of-the-court brief against right-wing extremists in Florida who are attacking the concept of fair and impartial judges

Voiced strong opposition to an extremist nominee for the federal appeals court who was forced to withdraw from consideration





PHOTO BY DOUG WESZLER

MAKING THE CASE FOR

# EQUALITY

In court and in the court of public opinion since 1973

**LAMBDA LEGAL** IS A NATIONAL  
ORGANIZATION COMMITTED  
TO ACHIEVING FULL

# **RECOGNITION OF THE CIVIL RIGHTS**

**OF LESBIANS, GAY MEN, BISEXUALS,  
TRANSGENDER PEOPLE AND  
THOSE WITH HIV THROUGH  
IMPACT LITIGATION, EDUCATION  
AND PUBLIC POLICY WORK.**

# THE YEAR IN REVIEW

**I shall never accept that the law can be used to justify tragedy, to keep things as they are, to make us abandon our ideas of a different world. Law is the path of liberty, and must as such open the way to progress for everyone.**  
**Oscar Arias Sánchez**

At Lambda Legal, we imagine a different world — a world of full equality for lesbians, gay men, bisexuals, transgender people and people with HIV — and we work to create that world every day. We pursue impact litigation, education and advocacy to make the case for equality in state and federal court, the Supreme Court and in the court of public opinion.

The work we do has impact on the way we live — we change laws, policies and ideas. From our national headquarters in New York and four regional offices in Atlanta, Chicago, Dallas and Los Angeles, our legal and public education experts select the cases and issues that will have the greatest impact in protecting and advancing the rights of LGBT people and those with HIV.

Our legal and educational work touches nearly every aspect of our lives. We win legal victories for clients who seek equality on the job, protection for their parenting or relationship rights, equal access to health care and protection against discrimination because of HIV status, sexual orientation or gender identity. We also represent clients in cases involving immigration, military service, the rights of students in school and the rights of LGBTQ youth in out-of-home care.

(Below) Lambda Legal won asylum for Jorge Soto Vega, who fled his home country after years of antigay violence and discrimination. PHOTO BY MICHAEL CHIABAUDO. (Right) Plaintiff Diane Marini holds a photograph of her partner, Marilyn Maneely, who died before she could see our marriage victory in New Jersey. PHOTO BY LISA ROSS.



The path to liberty and equality is neither short nor simple. We expect victories and setbacks, and in 2006 we saw our share of both. We gain strength and hope from each victory so that we can keep fighting even in the face of losses.

Our work for marriage equality for same-sex couples captured a great deal of attention in 2006: We were disappointed in the rulings in our marriage equality cases in Washington and New York but proud of the historic New Jersey Supreme Court unanimous ruling that same-sex couples must be provided all the benefits and responsibilities of marriage. The court gave the New Jersey state legislature 180 days to choose either marriage or civil unions, and, unfortunately, the legislature hastily passed a civil union law in December 2006.

The work for marriage equality continues. In New Jersey, New York and Washington, Lambda Legal attorneys and outreach staff will continue to provide legal expertise and information to the public and policy makers to urge state legislatures to provide marriage equality to same-sex couples. At the same time, our marriage litigation continues in California and Iowa.

Marriage equality is only one of the important issues we address. In 2006, our legal and education teams pursued a coordinated campaign against employment discrimination at the U.S. Department of State. When Lorenzo Taylor, a highly accomplished professional proficient in three languages, was denied employment as a U.S. Foreign Service Officer solely because he has HIV, Lambda Legal brought a lawsuit against the secretary of state. We also launched an education and advocacy campaign, and on World AIDS Day in December, we delivered over 17,000 petition signatures calling on Secretary Rice to end the State Department's discriminatory policy.

We also fight for fairness for children and youth. In several cases this year, we won victories that strengthened the legal relationship between lesbian and gay parents and their children and reaffirmed the principle that the best interests of children must be respected regardless of the sexual orientation of the parents. We protected the rights of LGBTQ youth, whether in school or out-of-home care, and collaborated with the Child Welfare League of America to produce an innovative tool kit for child welfare professionals.

The laws of our nation are living doctrines, and it is our job as advocates and members of society to shape them, use them and sometimes to challenge them. When Lambda Legal brought the courageous landmark case *Lawrence v. Texas* to the U. S. Supreme Court, the legal landscape for LGBT people and people with HIV looked very different than it does today. So-called sodomy laws made our sexuality itself a crime in many states. But in the historic decision striking down those laws as unconstitutional in 2003, Justice Kennedy wrote:

[The drafters of the Due Process Clause and Fourteenth Amendment] knew that time can blind us to certain truths and later generations can see that laws once thought necessary and proper in fact serve only to oppress. As the Constitution endures, persons in every generation can invoke its principles in their own search for greater freedom.

Lambda Legal is making an impact on the lives of LGBT people and people with HIV by amplifying all our voices. We are making the case for equality in courtrooms and communities across the nation and invoking the principles of democracy in our search for greater freedom. We thank you for supporting and joining us in this important work.

# MAKING THE CASE FOR 15 YEARS



Legal victories, new ideas, momentous social change — these things do not just happen. People make them happen: people with vision, great skills and tireless dedication. Kevin M. Cathcart has been the leader at Lambda Legal for 15 years, and in this anniversary year we are proud to congratulate and thank him for his exceptional tenure as Executive Director.

When Kevin joined Lambda Legal in 1992, the world and our organization looked very different. We were at the height of the HIV epidemic among American gay men; so-called sodomy laws were still in effect, branding lesbians and gay men as criminals in 24 states and the District of Columbia. Only a handful of states had enacted laws prohibiting discrimination on the basis of sexual orientation, and the idea of marriage equality for same-sex couples seemed almost impossible to imagine. That was then.

One of the first big cases that Lambda Legal took under Kevin's leadership was *Boy Scouts v. Dale*, challenging the discriminatory policy of the biggest

youth organization in the country. Even though we won at the state court level then lost before the U.S. Supreme Court, this courageous legal battle significantly advanced the national discussion about the needs of gay youth.

Then came *Lawrence v. Texas*, our Supreme Court victory striking down all remaining sodomy laws in the country. The decision's sweeping language about the rights of gay people gave us a new legal platform from which to assert — and win — equal rights in a wide variety of issues.

It is literally a different world for our communities — and Kevin helped guide us there. Under his leadership, Lambda Legal's operating budget has grown from \$1.7 million in 1992 to more than \$11.3 million today. We've grown from one office with approximately 20 staff people to a national headquarters and four regional offices, with a staff of 100 and the ability to participate in approximately 65 active cases at any given time every year. More people, more offices and more resources means

quite simply that we can do more: our work for marriage and workplace equality, equal rights for people with HIV, parenting and family rights, equal rights for transgender people and equality for LGBT people in every aspect of our lives has never been stronger. We've expanded our outreach work into Latino communities with Spanish-language resources and our "Proyecto Igualdad" campaign. Bigger isn't always better — but more experienced, stronger and more effective is.

Kevin M. Cathcart has led Lambda Legal and our movement further forward than we dared to imagine 15 years ago. Such successful leadership requires equal measures of courage and compassion, vision and hard work. We thank Kevin for all that he continues to give to Lambda Legal and our fight for equality. And we thank you, our donors, for supporting the important work Kevin and his staff do every day at Lambda Legal.

**Co-chairs Jennifer Cast and Roy Wesley**  
Lambda Legal Board of Directors

# AN EYE TOWARD THE FUTURE



PHOTO BY LISA ROSS

Lambda Legal has its share of big victories and little ones. One of my favorite small victories last year involved a couple of “gnomes” who fight evil every day in the popular online game World of Warcraft. When their creators tried to start an LGBT player group, the company informed them that their group violated its anti-harassment policy. We took up a sword of our own and wrote the company a legal advocacy letter. Within weeks its chief operating officer issued a public apology clarifying its LGBT inclusion policy, and our gnomes lived happily ever after.

Of course all of Lambda Legal’s cases are not so easily resolved, and our clients normally suffer threats much worse than being kept out of a game — losing a job, parental rights, health insurance and other benefits, to name a few. But the World of Warcraft victory is a kind of parable that shows how far we’ve come as a community. For one thing, we didn’t have to sue or wage a public campaign to draw attention to the company’s behavior, as we’ve done to fight more egregious discrimination by

high-profile companies like UPS, Cirque du Soleil and Foot Locker. The World of Warcraft executives knew right away that their behavior was wrong and corrected it. That’s impact in action.

Moreover, as our society expands into new frontiers, Lambda Legal will fight unfair treatment wherever it arises. Whether that means defending gnomes in cyberspace or fighting discrimination in fertility treatment or against youth in schools, we must keep an eye on the future to make sure the mistakes of our past are not repeated. It helps us stay one step ahead of our opponents and imagine worlds that sometimes seem impossible — who in 1995 ever imagined we would see married same-sex couples within the decade?

On a more personal note, last year Lambda Legal said thank you and congratulations to former Director of Education and Public Affairs, Michael Adams, who left Lambda Legal to become director of SAGE, an agency providing services and advocacy to LGBT seniors.

We welcomed new EPA Director Leslie Gabel-Brett, who brings more than 25 years of experience in advocacy and public policy for LGBT and women’s civil rights to this important leadership position.

We are moving forward, looking back only to learn and grow stronger. We are grateful to our allies and volunteers, to our dedicated Board of Directors and to our generous contributors who make it possible for us to keep making the case for equality.

**Kevin M. Cathcart**  
Executive Director

# DONOR AND FINANCIAL REPORT

**Lambda Legal sincerely thanks every person, foundation, law firm, corporation and organization whose support in 2006 made possible our work on behalf of lesbians, gay men, bisexuals, transgender people and those with HIV.**

**Due to space limitations and the cost of printing, we are unfortunately able to list only donors' highest 12 month giving at the \$1,000 level and above between November 1, 2005 and December 31, 2006. However, gifts of every amount are critical to our efforts and are deeply appreciated.**

# ACHIEVING EQUALITY FOR ALL



MAKING THE CASE FOR

## GREAT SUCCESSES

Lambda Legal Board Member **Laura M. Ricketts (Right)**  
and **Heidi Grathouse** Chicago

“We often ask ourselves, ‘What would we give to be equal, to have our rights recognized?’ When it comes to Lambda Legal we would give almost anything because of the great successes it has achieved in advancing LGBT civil rights. Because it’s such a well-run organization, we know that any amount of time or resources we give to Lambda Legal will be put to the best possible use and have the most impact on achieving equality for us and the entire LGBT community.”



MAKING THE CASE

# FROM COAST TO COAST

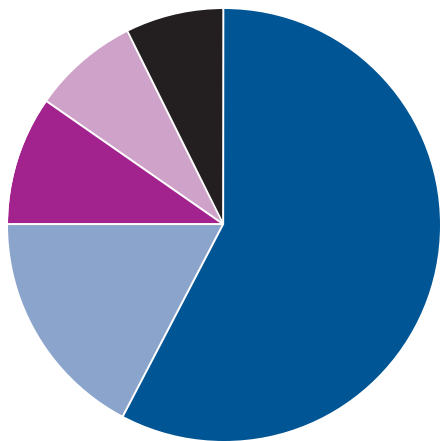
From Lambda Legal's five offices, our attorneys and staff work on a broad diversity of issues and cases, as illustrated. From Washington State to Florida, Texas to Illinois, and everywhere in between, Lambda Legal is making the case for equality in every aspect of our lives.

Issue	Case	State	Issue	Case	State
<b>ADOPTION AND PARENTING</b>			<b>HIV</b>		
Adoption and Parenting	<i>In re Joshua S.</i> (amicus)	CA	HIV/Employment	<i>Matter of Kyle Smith</i>	DC
Adoption and Parenting	<i>Moses v. King</i>	GA	HIV/Employment	<i>Taylor v. Rice</i>	DC
Adoption and Parenting	<i>In re Infant Girl W.</i>	IN	HIV/Employment	<i>Pelela v. Mike and Katy's Causeway Café</i>	NC
Adoption and Parenting	<i>Hedberg v. Dethow</i>	MD	HIV/Employment	<i>Hickman v. Donna Curry Investments, Inc.</i>	NV
Adoption and Parenting	<i>White v. White</i>	MO	HIV	<i>In re Spera</i>	WI
Adoption and Parenting	<i>Finstuen v. Edmondson</i>	OK	<b>IMMIGRATION AND ASYLUM</b>		
Adoption and Parenting	<i>In the Matter of J.D. Fairchild</i>	OH	Immigration and Asylum	<i>Soto Vega v. Gonzales</i>	CA
Adoption and Parenting	<i>Jones v. Boring</i>	PA	Immigration and Asylum	<i>In re Y.S.</i> (amicus)	NY
Adoption and Parenting	<i>Miller-Jenkins v. Miller-Jenkins</i>	VA	<b>MARRIAGE</b>		
<b>ANTI-LGBT RULINGS, LAWS &amp; AMENDMENTS</b>			Marriage	<i>In re Marriage Cases</i>	CA
Anti-LGBT Rulings, Laws & Amendments	<i>Angelucci v. Century Supper Club</i> (amicus)	CA	Marriage	<i>Smelt v. County of Orange</i> (amicus)	CA
Anti-LGBT Rulings, Laws & Amendments	<i>O'Kelley v. Perdue</i>	GA	Marriage	<i>Kerrigan v. State of Connecticut</i> (amicus)	CT
Anti-LGBT Rulings, Laws & Amendments	<i>Protect Marriage Illinois v. David Orr, Cook County Clerk</i>	IL	Marriage	<i>Varnum v. Brien</i>	IA
Anti-LGBT Rulings, Laws & Amendments	<i>Citizens for Equal Protection, et al v. Bruning</i>	NE	Marriage	<i>Conaway v. Deane &amp; Polyak</i> (amicus)	MD
Anti-LGBT Rulings, Laws & Amendments	<i>City of Cleveland v. Voies</i> (amicus)	OH	Marriage	<i>Lewis v. Harris</i>	NJ
Anti-LGBT Rulings, Laws & Amendments	<i>Ohio v. Burke, Ohio v. Carswell, Ohio v. McIntosh, Ohio v. Nixon, Ohio v. Rodgers, Ohio v. Steineman</i> (amicus)	OH	Marriage	<i>Funderburke v. New York State Department of Civil Services, Uniondale Union Free School District, et al.</i>	NY
<b>DOMESTIC PARTNERSHIP</b>			Marriage	<i>Hernandez v. Robles</i>	NY
Domestic Partnership	<i>Brinkman v. Miami University</i>	OH	Marriage	<i>Andersen v. King County</i>	WA
Domestic Partnership	<i>Strong v. State Board of Equalization</i>	CA	<b>MILITARY</b>		
<b>EMPLOYMENT</b>			Military	<i>Cook v. Rumsfeld</i> (amicus)	MA
Employment	<i>Grobeson v. City of Los Angeles</i>	CA	Military	<i>Witt v. United States Department of the Air Force</i> (amicus)	WA
Employment	<i>Moreau v. Qwest Communications, Inc.</i>	CO	<b>TRANSGENDER</b>		
Employment	<i>Mitchell v. Bremen Community High School District No. 228 and Gleason, et al.</i>	IL	Transgender	<i>In re Brian L., also known as Mariah L.</i> (amicus)	NY
Employment	<i>Jespersen v. Harrah's Casino</i>	NV	Transgender	<i>Sundstrom, et al. v. Frank, et al.</i>	WI
<b>FAIR COURTS</b>			Transgender/Youth	<i>Rodriguez v. Johnson, et al.</i>	NY
Fair Courts	<i>Florida Family Policy Council v. Freeman</i> (amicus)	FL	Out-of-Home Care		
<b>FERTILITY AND REPRODUCTIVE RIGHTS</b>			Transgender/Employment	<i>Lopez v. River Oaks Imaging and Diagnostics GP</i>	TX
Fertility and Reproductive Rights	<i>Benitez v. North Coast Women's Care Medical Group</i>	CA	Transgender/Employment	<i>Etsitty v. Utah Transit Authority</i> (amicus)	UT
Fertility and Reproductive Rights	<i>Barros v. Riggali</i>	FL	<b>SCHOOLS</b>		
<b>HATE CRIME</b>			Schools	<i>Donovan and Ramelli v. Poway Unified School District, et al.</i>	CA
Hate Crime	<i>Timmerman v. Urias</i>	WI	Schools	<i>Noble Street Gay Straight Alliance v. Noble Network of Charter Schools</i>	IL
			Schools	<i>Wadington v. Holmdel Township Board of Education</i>	NJ

# LAMBDA LEGAL 2006 HELP DESKS

Lambda Legal's five regional Help Desks fielded more than 5,200 calls last year from lesbians, gay men, bisexuals, transgender people, people with HIV and allies. Our bilingual (Spanish) Help Desk specialists provide resources to people when they need it most. People from all walks of life call Lambda Legal's Help Desks for information and referrals to our cooperating attorney network, and a small number of callers become plaintiffs in our high-impact cases. Last year, the Help Desk brought nine new cases to Lambda Legal's docket (up from

four cases in 2005). We also saw a more than 30 percent increase in call volume to both our Southern Regional Office in Atlanta and our South Central Regional Office in Dallas. This reflects Lambda Legal's increased visibility and commitment to these regions, where people in our communities have sometimes experienced difficulty accessing other services. While our cases shift the legal landscape, our Help Desk calls provide a direct link to our communities — and show how our work is having an impact on people's lives.

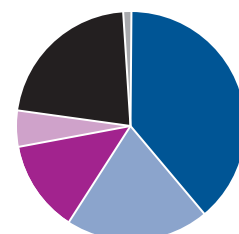


ISSUE	% OF TOTAL CALLS
<b>SEXUAL ORIENTATION</b>	<b>58.2%</b>
Family (total)	21.0%
Relationship Issues	11.0%
Parent/Child Issues	10.0%
Workplace	16.4%
Harassment/Violence	3.3%
Criminal	3.2%
Immigration	2.4%
Public Accommodation	1.6%
Housing	1.5%
Prisons	.9%
Insurance	.9%
Taxes	.8%
Schools/Youth	.3%
Other	5.9%
<b>MISCELLANEOUS</b>	<b>21.7%</b>
<b>HIV</b>	<b>8.6%</b>
<b>TRANSGENDER</b>	<b>6.1%</b>
<b>RESEARCH/INFORMATION</b>	<b>5.4%</b>

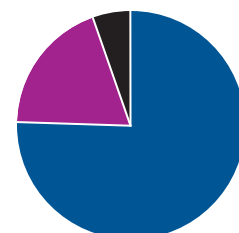
# FINANCIAL STATEMENTS

## LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2006

	2006	%	2005	%
<b>Support and Revenue</b>				
Individual Contributions & Membership	\$ 4,723,982	34%	\$ 4,470,747	35%
Special Events Net Revenue	3,217,398	23%	2,565,066	20%
Foundation Support & Other Corporate Giving	1,737,273	13%	1,953,949	15%
Planned Giving & Bequests	671,161	5%	652,406	5%
Donated Services	3,315,493	24%	3,172,181	24%
Other Revenue	193,625	1%	87,021	1%
<b>Total Support and Revenue*</b>	<b>13,858,932</b>	<b>100%</b>	<b>12,901,370</b>	<b>100%</b>
<b>Expenses</b>				
Legal & Education Programs	10,511,345	76%	9,999,234	76%
Support Services	1,036,869	7%	947,180	7%
Fundraising	2,282,446	17%	2,165,118	17%
<b>Total Expenses*</b>	<b>13,830,660</b>	<b>100%</b>	<b>13,111,532</b>	<b>100%</b>
<b>Change in Net Assets</b>	<b>\$ 28,272</b>		<b>\$ (210,162)</b>	



Individual Contributions & Membership  
Special Events Net Revenue  
Foundation Support &  
Other Corporate Giving  
Planned Giving & Bequests  
Donated Services  
Other Revenue



Legal & Education Programs  
Fundraising  
Support Services

## LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2006

	2006	2005
<b>Assets</b>		
Cash & Investments	\$ 2,473,995	\$ 2,513,163
Receivables & Prepaid Items	447,771	429,821
Property & Equipment, Net	289,365	266,098
Assets held for Gift Annuities	706,033	422,757
<b>Total Assets</b>	<b>\$ 3,917,164</b>	<b>\$ 3,631,839</b>
<b>Liabilities</b>		
Payables & Accrued Expenses	\$ 771,151	\$ 645,047
Other Liabilities	473,874	342,925
<b>Total Liabilities</b>	<b>1,245,025</b>	<b>987,972</b>
<b>Net Assets</b>	<b>2,672,139</b>	<b>2,643,867</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 3,917,164</b>	<b>\$ 3,631,839</b>

\*Pie Chart Representation with % for FY2006

Lambda Legal's complete audited financials can be found on our website at [www.lambdalegal.org](http://www.lambdalegal.org) under "About Us".

# STAFF

## NATIONAL HEADQUARTERS

Kevin M. Cathcart, *Executive Director*  
Frances J. Goldstein, *Deputy Director*

### Legal Department

Jon W. Davidson, *Legal Director*  
Hayley Gorenberg, *Deputy Legal Director*  
Bebe Anderson, *HIV Project Director*  
Gary Brubaker, *Administrative Manager*  
David S. Buckel, *Marriage Project Director*  
Kenta Darley-USmar, *Legal Assistant*  
Alphonso David, *Staff Attorney*  
Peter Karys, *Legal Assistant*  
Richard Saenz, *Help Desk Specialist*  
Jennifer Sinton, *Staff Attorney, HIV Project*  
Susan Sommer, *Senior Counsel*  
Nick Tarasen, *Legal Assistant*  
Penelope Williams, *Help Desk Specialist*

### Education & Public Affairs Department

Leslie Gabel-Brett, *Director of Education & Public Affairs*  
Hector Vargas, *Deputy Director of Education & Public Affairs*  
Liz Accles, *National Outreach Coordinator*  
Janna Chan, *Online Content Specialist*  
Pamela Davis, *Program Associate*  
Emily Millay Haddad, *Editorial Associate*  
Lisa Hardaway, *Media Relations Director*  
Xavi Herrera-Kingsbury, *Web & Design Manager*  
Renee Hill, *Community Organizer for New Jersey*  
James Mayhew, *Administrative Assistant*  
Hilary Meyer, *Judicial Independence Program Associate*  
Kagendo Murungi, *Communications Assistant*  
Benjamin Riskin, *Marketing Assistant*  
Mark Roy, *Public Information Officer*  
Lauren Sanders, *Director of Marketing and Editorial Services*  
Beverly Tillery, *Outreach Director*  
Jackie Yodashkin, *Public Information Officer*

### Development Department

John Westfall-Kwong, *Director of Development*  
Christopher Bellis, *Deputy Director of Development*  
Allen Clutter, *Major Gifts Officer*  
Jeanette Estima, *Foundations & Planned Giving Assistant*  
Rachel Katzenellenbogen, *Director of Membership*  
Koren Manning, *National Events Director*  
Julian Merrick, *Member Services Assistant*  
Sarah Ogden, *Database Associate*  
Adam Pedersen-Doherty, *Events Manager*  
Ethan Roeder, *Reports Manager*  
Matthew Rojas, *Member Services Manager*  
Mark Zumwalt, *Director of Corporate Relations*

### Administration & Finance Department

Mark Gasparini, *Chief Financial Officer*  
Fernando Carrasco, *Information Technology Specialist*  
Raymond Hirano, *Accounts Payable Clerk*  
Douglas Koch, *Cash Receipts/Database Associate*  
Kevin Lee, *Information Technology Manager*  
Todd Marion, *Senior Accountant*  
Emil McGloin, *Database Manager*  
Andy McQuery, *Human Resources & Administrative Assistant*  
Darren Nimnicht, *Human Resources Director*  
Marisol Velazquez, *Executive Assistant*  
Deborah Williams, *Receptionist*

## WESTERN REGIONAL OFFICE

Katherine Gabel, *Regional Director*  
Adrian Acosta, *Outreach Associate*  
Matthew Bissinger, *Major Gifts Officer (based in San Francisco, CA)*  
Tara Borelli, *Staff Attorney*  
Brian Chase, *Staff Attorney*  
Francisco Dueñas, *Proyecto Igualdad Outreach Associate (national position)*  
Mark Farber, *Major Gifts Officer*

Lynn Grimm, *Senior Administrator*  
Stefan Johnson, *Help Desk Attorney (national position)*  
Abel Martinez, *Administrative Assistant*  
Art McDermott, *Director of Foundation Relations (national position)*  
Jennifer C. Pizer, *Senior Counsel*  
Estuardo Ponciano, *Paralegal*  
Erik Wilson, *IT Coordinator/Administrative Assistant*

## MIDWEST REGIONAL OFFICE

James L. Bennett, *Regional Director*  
Lisa Alvarado, *Administrative Assistant*  
Cheryl Angelaccio, *Paralegal*  
Sarah Groom, *Paralegal*  
Patricia M. Logue, *Director of Constitutional Litigation*  
Willard Loring Dumas III, *Major Gifts Officer*  
Catina Lowery, *Outreach Associate*  
James P. Madigan, *Staff Attorney*  
Tauma Sihlehallah, *IT Coordinator/Office Manager*  
Camilla Taylor, *Staff Attorney*

## SOUTHERN REGIONAL OFFICE

Judi O'Kelley, *Regional Director*  
Simone Bell, *Outreach Associate*  
Terence Caldwell, *Office Manager*  
LaKeya Chambers, *Legal Assistant*  
Lorraine Fontana, *Legal Assistant*  
Rick Hill, *Southern Events Director (based in Miami)*  
James Hoagland, *Development Assistant*  
Gregory R. Nevins, *Senior Staff Attorney*  
Cole Thaler, *Staff Attorney, Transgender Rights Project (national position)*

## SOUTH CENTRAL REGIONAL OFFICE

Dennis E. Coleman, *Regional Director*  
Michele Clanton, *Office Manager*  
Ben Leal, *Outreach Associate*  
Carla McKinzie, *Administrative Assistant*  
Kenneth D. Upton, Jr., *Senior Staff Attorney*

# LEADERSHIP

## BOARD OF DIRECTORS

### Co-Chairs

Jennifer Cast, Seattle  
Roy Wesley, Chicago

### Treasurer

Anthony Timiraos, Fort Lauderdale

### Secretary

James D. McDonough, Chicago

William Candelaria, New York  
Ann Mei Chang, San Francisco  
Robert F. Darling, San Francisco  
William Derrough, New York  
Joan Garry, Montclair, NJ  
Mark S. Hamilton, San Francisco  
Cindy Homan, Chicago  
David M. Horn, Seattle  
F. Curt Kirschner, San Francisco  
Lisa Linsky, Sleepy Hollow, NY  
Chuck Loring, Fort Lauderdale  
Charles MarLett, Dallas  
Yery Marrero, Miami  
Jane Morrison, Atlanta  
Barbara Peda, Westfield, NJ  
Linda Perdue, Indianapolis  
Mona Pittenger, Tulsa, OK  
Roger Poindexter, Dallas  
Laura Ricketts, Chicago  
Beverlee E. Silva, Atlanta  
Lisa Simonetti, Santa Monica, CA  
Nelrose A. Sims, Los Angeles  
Paul Smith, Washington, D.C.  
Richard Strulson, Los Angeles  
Hilary E. Ware, San Francisco  
Eric Webber, Los Angeles  
Marcy Wilder, Washington, D.C.  
Vaughn Williams, New York\*\*  
George Zuber, New York

## NATIONAL LEADERSHIP COUNCIL

### Chair

Jamie Pedersen, Seattle

Susan Bozorgi, Miami  
Jerry J. Burgdoerfer, Chicago  
Marla R. Butler, Esq., Atlanta  
Paul H. Coluzzi, M.D., Irvine, CA  
R. Sue Connolly, Chicago  
Roberta A. Conroy, Santa Monica, CA  
Amy Davis-Benavides, Dallas  
Bruce R. Deming, San Francisco  
Ruth Eisenberg, Washington, D.C.\*\*  
Martin Farach-Colton, New York  
Dextor M. Fedor, Los Angeles  
William P. Flanagan, Washington, D.C.  
Faith E. Gay, Miami  
Kathryn G. Graham, New York  
Charles B. Green, Boca Raton  
Laurie F. Hasencamp, Pacific Palisades, CA  
Craig W. Keyes, Denver  
F. Gary Knapp, Springfield, NJ  
Michael J. Laudick, Indianapolis  
Gregory S. McCurdy, Seattle  
Robert L. Mink, Chicago  
Matthew L. Moore, New York  
Dena Narbaitz, San Francisco  
Thao H. Ngo, San Francisco  
Robert W. Ollis, Chicago  
James Owens, Los Angeles  
Kathy Paspalis, Culver City, CA  
Brad Seiling, Los Angeles  
Drury Sherrod, Pasadena, CA  
John F. Stafstrom, Bridgeport, CT  
Blaine Templeman, New York  
George D. Tuttle, Sebastopol, CA  
Peter S. Wilson, New York

## PLANNED GIVING COUNCIL

### Chair

Charles B. Green, Boca Raton, FL

Nan Bailey, Larchmont, NY  
Kathleen Bresnan, New York  
Carol Buell, New York  
Jerry Chasen, Miami  
W. Edward Dean, San Francisco  
Buddy Dikman, New York  
Kathleen Farrell, West Chester, PA  
Frederick Hertz, Oakland  
Kristen Highfield, Indianapolis  
Lisa Johnsen, Seattle  
Ray Koenig, Chicago  
Michael Kaufman, Dallas  
Paul Lutter, Chicago  
David Ratcliffe, New York  
David Stoll, New York  
Steven Weissman, New York

# REGIONAL OFFICES

## National Headquarters

120 Wall Street  
Suite 1500  
New York, NY 10005-3904  
T 212-809-8585  
F 212-809-0055

## Western Regional Office

3325 Wilshire Boulevard  
Suite 1300  
Los Angeles, CA 90010-1729  
T 213-382-7600  
F 213-351-6050

## Midwest Regional Office

11 East Adams  
Suite 1008  
Chicago, IL 60603-6303  
T 312-663-4413  
F 312-663-4307

## Southern Regional Office

730 Peachtree Street, NE  
Suite 1070  
Atlanta, GA 30308-1210  
T 404-897-1880  
F 404-897-1884

## South Central Regional Office

3500 Oak Lawn Avenue  
Suite 500  
Dallas, TX 75219-6722  
T 214-219-8585  
F 214-219-4455

[www.lambdalegal.org](http://www.lambdalegal.org)

