

~~SECOND CLASS~~ CITIZENS



EQUALITY



People ask frequently whether Lambda Legal has a gay agenda. I always say the answer to that question is yes. It's a very simple answer: (Our agenda is equality.)

*Kevin Cathcart, Executive Director
Lambda Legal*

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.

people

We hold these truths to be self-evident, that all ~~men~~ are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.

The Declaration of Independence
July 4, 1776

In more than three decades of work, Lambda Legal has defended the rights of lesbians, gay men, bisexuals, transgender people and those with HIV in the courts — and in the court of public opinion.

(We are fighting to make sure that the promise of the Declaration of Independence is fulfilled for our community.)

We are unable to garner any rational basis for permitting one student to assault another based on the victim's sexual orientation.

— Judge John C. Shabaz

I am so proud of my daughter, because while I was unable to stop the harassment she suffered, she is now paving the way for other gay and lesbian students to be safe at school.

— Barbara Wadington
Nancy Wadington's mother



In my high school, the school computers had blocked out every website that used the words “gay,” “lesbian” or “transgender.” I was, however, able to find thousands of websites with detailed instructions on how to commit suicide, and the best way to do it.

— Youth Participant
Listening Forums conducted by
Lambda Legal and CWLA

1 NABOZNY V. PODLESNY

Jamie Nabozny suffered years of harassment and violence at the hands of his classmates because he is gay. Lambda Legal's victory in his case has helped protect hundreds of thousands of LGBTQ youth across the country.

2 FOSTER CARE PROJECT

Lambda Legal's Foster Care Project, working with Child Welfare League of America and local partner Jewish Board of Family and Children Services in New York, is advocating to make sure all youth in state care are safe to be who they are.

3 WADINGTON V. HOLMDEL BOARD OF EDUCATION

Nancy Wadington is fighting her school district to make sure that New Jersey's antibullying and nondiscrimination laws are enforced. New Jersey is one of 21 states with an antibullying law.

antiHARASSMENT

Author Kurt Vonnegut once said that high school is closer to the core of the American experience than anything he could think of. But for many lesbian, gay, bisexual, transgender and questioning youth, this fundamental experience is rife with fear, isolation and, sometimes, violence. In 1995, Lambda Legal brought a case on behalf of a young man from Wisconsin named Jamie Nabozny who'd been subjected to terrible physical, sexual and verbal harassment throughout junior high and high school because of his

sexual orientation. We won that case — setting an important legal precedent and winning almost \$1 million for Jamie. In the words of Kevin Jennings, Executive Director of GLSEN (Gay, Lesbian and Straight Education Network): “*Nabozny v. Podlesny* was the *Brown v. Board of Topeka* of the LGBTQ rights movement.”

Practically speaking, *Nabozny* showed that (schools could be held accountable for the way their LGBTQ students were treated.) A few years later, Lambda Legal expanded this area of law in two successful cases that established the right of LGBTQ students and their allies to form clubs at school.

Today, there are more than 3,000 gay-straight alliances across the country. Through these groups and other allies, Lambda Legal's “Out, Safe & Respected” campaign has distributed vital legal rights information to students, covering such topics as how to start a GSA, negotiate with a school administrator or advocate to take a same-sex date to the prom.

Despite strong legal precedent and more LGBTQ-friendly environments at school, Lambda Legal still hears stories of harassment. In 2005, we filed a lawsuit on behalf of Nancy Wadington, a young woman who was so viciously harassed at her New Jersey high school that she was forced to stop going to classes. Unfortunately Nancy's story is not uncommon: Many young people still find themselves without support at school. Some find no solace at home, either. A few years ago, recognizing that many LGBTQ youth get pushed out of their homes by hostile families and end up in the foster care system, Lambda Legal began a historic partnership with the Child Welfare League of America to address the problems LGBTQ young people face in the system — from neglect to sexual assault to brutal beatings to “conversion therapy.” Working with CWLA, we're helping to make this unfortunate part of the American experience a little bit better.

Where, after all, do universal human rights begin? In small places, close to home... The neighborhood he lives in; the school or college he attends; the factory, farm or office where he works. Such are the places where every man, woman and child seeks equal justice, equal opportunity, equal dignity without discrimination.

Eleanor Roosevelt

Remarks to the United Nations

March 27, 1953

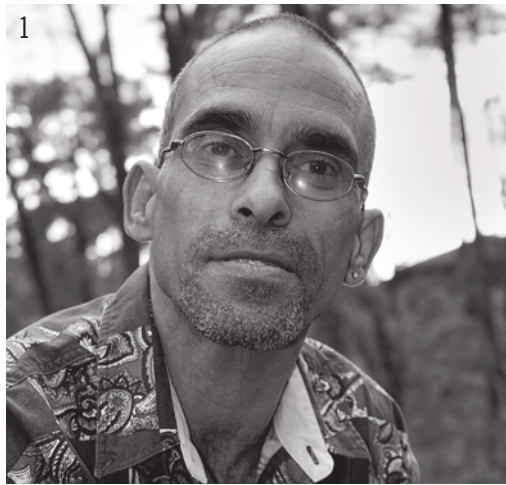
For too many years, LGBT and HIV-affected people have been denied justice, opportunity and dignity at work. (Lambda Legal's cases have convinced courts and employers alike to give qualified employees a fair shake, regardless of their sexual orientation, gender identity or HIV status.)

Employers must ensure that employment decisions are not based on myths or stereotypes, but rather, on reasonable medical judgments based on current medical knowledge.

– Olophius Perry, Director
Equal Employment Opportunity Commission,
Los Angeles

Lorenzo Taylor is being denied the job of his dreams based on a 20-year-old policy that bans every person with HIV. The federal government needs a reality check.

– Jonathan Givner, HIV Project Director



Our domestic partnership registry is a no-cost program that allows us to improve our citizens' access to health care.

– Mayor C. Ray Nagin of New Orleans

1 **SAAVEDRA V. NODAK ENTERPRISES**

Joey Saavedra was a 20-year veteran of the auto-glass industry when his company fired him for being HIV-positive.

2 **BRINKMAN V. MIAMI UNIVERSITY**

Lambda Legal defeated the Alliance Defense Fund in New Orleans when they challenged the city's domestic partnership benefits. Now they're up to the same tricks at Miami University in Ohio. Lambda Legal clients Yvonne Keller and Susan Gray could lose health care benefits for their two children if the case succeeds.

3 **TAYLOR V. RICE**

Lorenzo Taylor was summarily rejected by the U.S. Foreign Service because he has HIV, despite his overwhelming qualifications. Lambda Legal is suing to change the government's policy.

nonDISCRIMINATION

Everyone deserves to have their work judged by what they do, not by who they are. But all too often for lesbian, gay, bisexual and transgender people and for people with HIV, that isn't what happens. Only 18 states have protections against sexual orientation discrimination on the job, while only seven protect people from discrimination based on gender identity. Although there is a federal law (the Americans with Disabilities Act) that is intended to protect people with HIV from discrimination, it is sometimes ignored by employers and other times eviscerated by conservative courts. This means that many LGBT and HIV-affected people find themselves without recourse if they're fired or their employment benefits are attacked. Some turn to Lambda Legal.

In recent years, we have represented teachers, military service members, attorneys, beverage servers, store clerks, journalists, police officers and many others in employment disputes. Our cases have helped, literally, hundreds of thousands of employees nationwide. Last year was no different. In May, we won a successful settlement for

Joey Saavedra, a skilled auto-glass installer in Georgia who performed his job well and earned the praise of his supervisors but was fired because he has HIV. Nodak Enterprises, Joey's former employer, paid him an undisclosed sum, but more importantly, the company agreed to adopt a nondiscrimination policy and train its employees on HIV issues. Joey's case is the latest in a string of victories in Lambda Legal's campaign to "Blow the Whistle on Workplace Discrimination." The campaign has led high-profile companies like Cirque du Soleil and Foot Locker to reverse course and adopt stronger nondiscrimination policies and practices.

And when the antigay Alliance Defense Fund tried to stop an Ohio university from providing health coverage to same-sex domestic partners of its employees based on the state's new antigay amendment, Lambda Legal intervened. As we were preparing to enter the Ohio case in December, we won a similar case in New Orleans, where the ADF had attacked the city's domestic partner registry and health benefits for same-sex partners of city employees. The New Orleans victory proves what our communities know well: Our opponents may not like it when LGBT and HIV-affected people secure rights and benefits in the workplace, but their opinions don't necessarily hold up in court.

The freedom to marry has long been recognized as one of the vital personal rights essential to the orderly pursuit of happiness by free men. Marriage is one of the “basic civil rights of man,” fundamental to our very existence and survival.

Loving v. Virginia

Supreme Court decision lifting ban on interracial marriage

June 12, 1967

Through the courts, Lambda Legal has obtained unprecedented recognition of LGBT relationships. Every day more couples are publicly declaring their commitment at city hall and in ceremonies — and businesses, universities, municipalities and other people are standing with them on the right side of history.

We conclude that, while promoting a “family-friendly environment” may be a legitimate business interest, that interest is not furthered by excluding families formed through domestic partnership.

— Judge Kathryn M. Werdegarr

Lambda Legal faces an old strategy of repeated lies about LGBT families, in hopes that it will drown out the consensus of major child welfare, medical and mental health groups that our families should be treated equally.

— Patricia M. Logue, Senior Counsel
Lambda Legal Of Counsel



The characteristics embodied by these plaintiffs are ones that our society and the institution of marriage need more of, not less. Let the plaintiffs stand as inspirations for all those citizens, homosexual and heterosexual, who may follow their path.

— Judge William L. Downing

1 KOEBKE V. BERNARDO HEIGHTS

By fighting for equal treatment at their golf club in California, Lambda Legal clients B. Birgit Koebke and Kendall French won equality for all domestic partners dealing with businesses in the state.

2 ANDERSEN V. KING COUNTY

Vega Subramaniam and Mala Nagarajan are two of the plaintiffs in the historic marriage case in Washington State brought by Lambda Legal and the Northwest Women’s Law Center.

3 FINSTUEN V. EDMONDSON

Lambda Legal clients Ed Swaya and Greg Hampel worry that when they bring their adopted daughter Vivian to Oklahoma to visit her birth mother, Oklahoma’s ban on adoption by same-sex couples makes Vivian an orphan in the eyes of the law.

INEQUALITY

Same-sex couples live in 99 percent of all U.S. counties, according to the most recent census data; and 96 percent of counties have at least one same-sex couple with a child under 18. The numbers confirm what Lambda Legal has known since we opened our doors three decades ago: Diverse families are everywhere — and they need legal rights.

Only seven states and the District of Columbia currently have any formal protections for same-sex couples. Lambda Legal is working to change this.

We now have lawsuits seeking the right to marry for same-sex couples in five states: New Jersey, New York, Iowa, Washington (with the Northwest Women's Law Center) and California (with lead counsel NCLR and the ACLU). These cases could directly affect tens of thousands of same-sex couples by providing concrete rights and privileges — more broadly, they're helping us win the minds and hearts of people across America by showing them that our lawsuits are about real people who deserve to be treated fairly.

Perhaps our biggest victory for same-sex couples in 2005 involved two women in California who simply wanted to play golf together at their golf club the way married couples do — without paying extra fees. Lambda Legal secured full club membership benefits for longtime partners B. Birgit Koebke and Kendall French, but the case was about much more than saving golf fees: The victory brought a groundbreaking ruling that any business in California that provides benefits to married couples must extend them on equal terms to same-sex couples who are registered domestic partners. This means that when domestic partners in California apply for things like mortgages, loans or insurance policies, they are entitled to the same advantageous treatment married couples receive.

Last year, Lambda Legal also won rulings on behalf of lesbian and gay parents in Maryland and Pennsylvania, and we convinced a Mississippi court to overturn a custody restriction that kept a mother from allowing her children to see their HIV-positive aunt. Meanwhile, we're pressing a federal court in Oklahoma to fast-track our case against that state's extreme antigay adoption law. In short, we are on the ground in counties from coast to coast, making sure that families of all kinds are protected — and that people know about it.

Homophobia is like racism and anti-Semitism and other forms of bigotry in that it seeks to dehumanize a large group of people, to deny their humanity, their dignity and personhood. This sets the stage for further repression and violence that spread all too easily to victimize the next minority group.

Coretta Scott King

25th Anniversary Luncheon for Lambda Legal

April 1, 1998

Lambda Legal is working for the day when (lesbians, gay men, bisexuals, transgender people and those affected by HIV are free from the damaging effects of prejudice and bigotry.) With 33 years on the front lines fighting injustice, we continue to keep our eyes on the prize of equality for this generation and all those to come.

The petitioners are entitled to respect for their private lives. The State cannot demean their existence or control their destiny by making their private sexual conduct a crime.

— Justice Anthony Kennedy

We have to be careful not to assume that when the right wing moves on to what looks like a new issue, they've changed their political goals. They've just learned to be better marketers. In truth, our opponents haven't softened, grown up, become nice or moved on.

— Kevin Cathcart, Executive Director



This case is about a fundamental right of access to the political process, not about the end result of that process. It matters not that the group is gay and lesbian. Members of all groups have a fundamental right to ask for benefits and protections from the government.

— Judge Joseph F. Bataillon

1 LAWRENCE V. TEXAS

John Lawrence and Tyron Garner celebrating on the courthouse steps after Lambda Legal's historic victory striking down the nation's remaining sodomy laws in 2003.

2 CITIZENS FOR EQUAL PROTECTION V. BRUNING

Nebraska's state constitutional amendment banning all forms of relationship recognition for same-sex couples is the most extreme law of its kind. Nancy Brink and Maria Perez are two of the plaintiffs in this case, brought by Lambda Legal and the ACLU.

3 COURTING JUSTICE CAMPAIGN

Executive Director Kevin Cathcart leads Lambda Legal into the next century of the LGBT civil rights movement, as we take a stand on the issues that matter and face down our opposition.

civil RIGHTS

“As the Constitution endures,” Justice Anthony Kennedy wrote for the majority in Lambda Legal’s groundbreaking U.S. Supreme Court victory, *Lawrence v. Texas*, “people in every generation can invoke its principles in their own search for greater freedom.” The Court went on to strike down all remaining sodomy laws in the nation, declaring that lesbian and gay people are entitled to the same respect and dignity as everyone else.

Almost three years later, it’s still impossible to overstate the impact of our victory in *Lawrence*. Never again will gay people be branded as criminals or second-class citizens. Indeed, Lambda Legal and other LGBT legal groups have invoked *Lawrence* in many current cases — including the marriage lawsuits that are pending across the country. Beyond litigation, however, the case signified a coming of age for lesbian, gay, bisexual and transgender rights in the mainstream civil rights movement. In the words of Lambda Legal Executive Director Kevin Cathcart: “You can’t talk about a civil rights coalition for this century without addressing LGBT issues.”

Nowhere was this more apparent in 2005 than in Lambda Legal’s “Courting Justice” campaign. Lambda Legal joined a coalition of almost 100 civil rights groups, working to make sure that President Bush considered only fair-minded judges to serve on federal courts. And when the President tapped John Roberts to be the next Chief Justice of the Supreme Court, we devised 30 substantive legal questions to determine whether he would respect the hard-won rights of LGBT and HIV-affected Americans, including the principles set forth in *Lawrence*. The essence of many of Lambda Legal’s questions made it to the confirmation hearings, and while the coalition did not ultimately block the Roberts nomination, questions about LGBT issues were asked for the first time at a Supreme Court confirmation hearing. *

Lambda Legal’s leadership also infuses the work we’ve undertaken to battle various antigay laws around the country. In 2005, for instance, we joined the ACLU in convincing a federal district court to strike down Nebraska’s extreme antigay constitutional amendment prohibiting any legal recognition for same-sex couples. As a federal appeals court considers our case, we hope to strike another blow for justice with a precedent-setting ruling that antigay amendments like this are a blatant violation of the rights guaranteed to all of us by the U.S. Constitution. Our “search for greater freedom,” as promised by *Lawrence*, must be respected.



In one of his many speeches against British tyranny, the great Indian leader Mahatma Gandhi spoke what has become a great rallying cry of minority groups everywhere: “First they ignore you, then they laugh at you, then they fight you, then you win.”

Many of us are old enough to remember the days when lesbian, gay, bisexual, transgender and HIV-affected Americans were, at best, ignored — days when sodomy laws were used to justify firing employees from jobs they loved or to prevent parents from seeing their children, and when people with HIV were shunned in public. Some of us also remember being laughed at, either in our own life or in the cultural stereotypes purveyed by the media and popular entertainment as we began to come out and fight for our rights.

Lambda Legal stepped into this burgeoning movement in 1973 with a pioneering strategy of combining groundbreaking work in the courts with innovative public education. For more than three decades, we’ve been choosing cases that affect the greatest number of people around the country and, at the same time, transform the cultural landscape. As a direct result of Lambda Legal’s litigation, education and policy work in 2005, more LGBT people and people with HIV are able to raise a family, pursue a career, get an education or simply go about living with unparalleled levels of security and confidence. We could not accomplish any of this without the generous support of our donors, volunteers, board members, activists and, most of all, our brave clients who are willing to stand up and say publicly that LGBT and HIV-affected Americans will no longer be second-class citizens.

Our opponents cannot ignore us. Nor can they laugh at us — or if they do, they’re laughing behind closed doors these days. And while some of our opponents may feel emboldened because they can sometimes use antigay bigotry to score political points, Lambda Legal is winning more and more victories in court and in the court of public opinion, expanding the principles of equality and freedom that this nation was founded upon. Only when all LGBT and HIV-affected people are treated fairly will those ideals deliver what they truly promise.

Kevin Cathcart
Executive Director

Jennifer Cast
Board Co-Chair

Charles MarLett
Board Co-Chair

donor & financial REPORT

Lambda Legal sincerely thanks every person, foundation, law firm and corporation whose support in 2005 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 donor's highest 12 month giving at the \$1,000 level and above between November 1, 2004, and December 31, 2005. However, gifts of every amount are critical to our efforts and deeply appreciated.

On the Front Lines from Sea to Shining Sea

Through our national headquarters and four regional offices, Lambda Legal is a powerful force for change in America. We cover a lot of ground — both geographically and in the breadth of our litigation, so no matter where you live or what affects you most, our work touches your life. Some highlights for 2005 include:

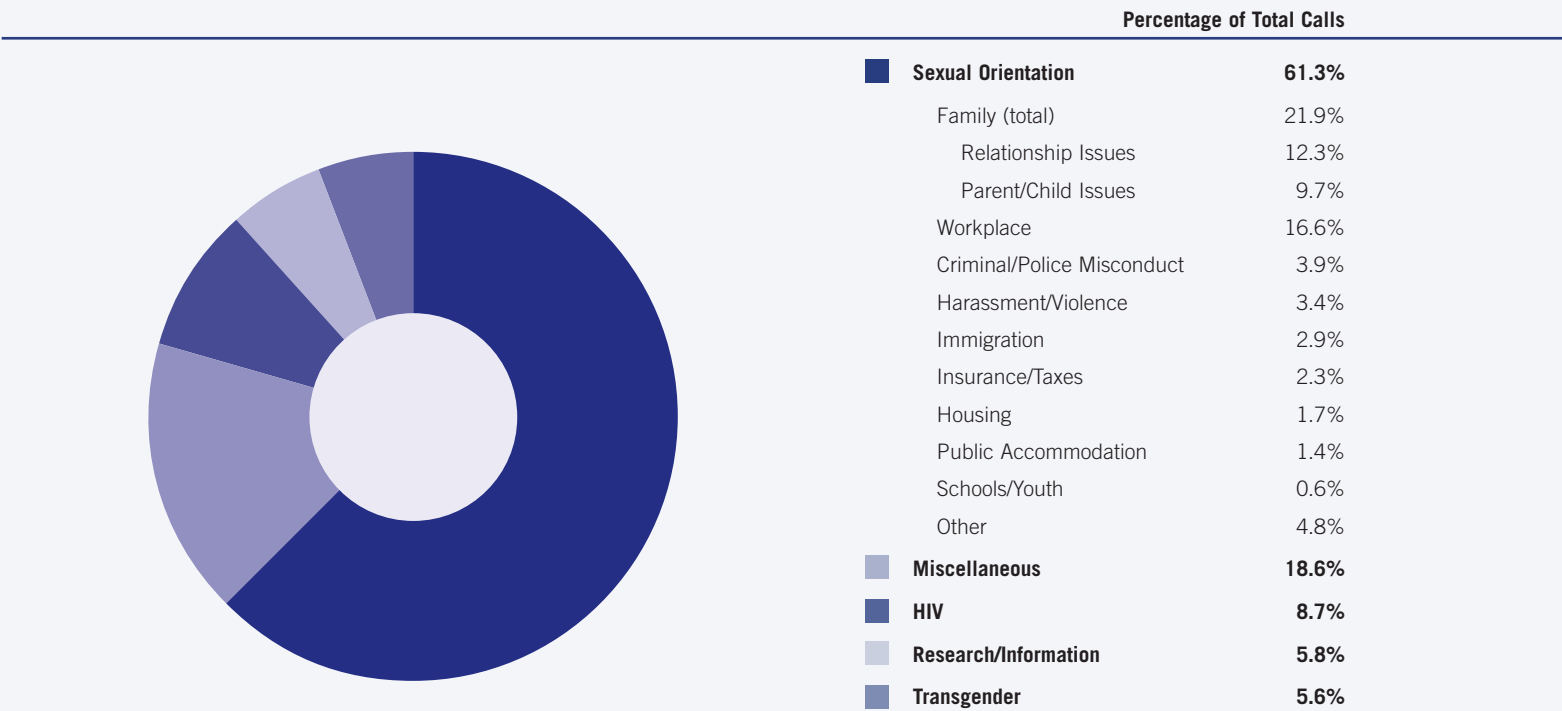
CASE	ISSUE	STATE	CASE	ISSUE	STATE
Alons v. Iowa District Court of Woodbury	Relationship Recognition	IA	In re K.S. and B.S.	Parenting	OH
Andersen v. King County	Relationship Recognition	WA	Jespersen v. Harrah's Casino	Workplace	NV
Benitez v. North Coast Women's Care Medical Group	Healthcare	CA	Kerrigan & Mock v. Connecticut Department of Public Health	Relationship Recognition	CT
Brinkman v. Miami University	Relationship Recognition	OH	Kristine H. v. Lisa R.	Parenting	DC
Campaign for California Families v. Schwarzenegger	Relationship Recognition	CA	Lewis v. Harris	Relationship Recognition	NJ
Citizens for Equal Protection v. Bruning	Antigay Amendment	NE	Matter of Kyle Smith	HIV/Workplace	DC
City of Cleveland v. Voies	Antigay Amendment	OH	Miller-Jenkins v. Miller-Jenkins	Parenting	VA
Cote-Whitacre v. Dept. of Public Health	Relationship Recognition	MA	O'Kelley v. Perdue	Antigay Amendment	GA
Davenport v. Little-Bowser	Parenting	VA	Ohio v. Burk; Ohio v. Carswell; Ohio v. Rodgers; Ohio v. Steineman	Relationship Recognition	OH
Etsitty v. Utah Transit Authority	Transgender	UT	Rodriguez v. Johnson	Transgender	NY
Evans v. Berkeley	Youth	CA	Soto Vega v. Gonzales	Immigration	CA
Fairchild v. Fairchild	Parenting	OH	Spera v. Orthopaedic Associates of Milwaukee	HIV/Healthcare	WI
Finstuen v. Edmondson	Parenting	OK	Taylor v. Rice	HIV/Workplace	DC
Grobeson v. City of Los Angeles	Workplace	CA	United States v. Christian	Military	DC
Hernandez v. Robles	Relationship Recognition	NY	Varnum v. Brien	Relationship Recognition	IA
Hickman v. Donna Curry Investments	HIV/Workplace	NV	Wadington v. Holmdel Township Board of Education	Youth	NJ
Howard v. Child Welfare Agency Review Board & AK Dept. of Human Services	Parenting	AR	Woo v. Lockyer	Marriage	CA
In re Infant Girl W.	Parenting	IN	Worster v. Carlson Wagonlit Travel	HIV	CT

Equality and Access for All: Lambda Legal 2005 Help Desks

*My family will never be able to repay nor do enough or
Lambda Legal...My husband and I firmly believe that
if not for Lambda Legal, our son might not have survived.*

– Carolyn Wagner
Waldron, Arkansas

While Lambda Legal handled approximately 75 legal matters this year, we were able to offer advice and support to thousands of people through our bilingual Help Desks (English and Spanish), including families like the Wagners who faced down harassment in their son’s school with Lambda Legal’s help. In 2005, we answered more than 100 calls per week from lesbians, gay men, bisexuals, transgender people, people with HIV and others in all 50 states, covering a wide range of issues. Particularly of note: calls regarding HIV discrimination doubled in 2005 over the year before, while employment-based calls increased by a remarkable 60 percent, fueling Lambda Legal’s “Blow the Whistle on Workplace Discrimination” campaign. This year we’re adding a toll-free Help Desk number (1-800-542-8336), to give people easier access to Lambda Legal’s resources and further our mission to achieve full civil rights for *all* LGBT and HIV-affected people.



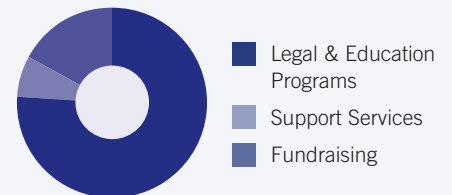
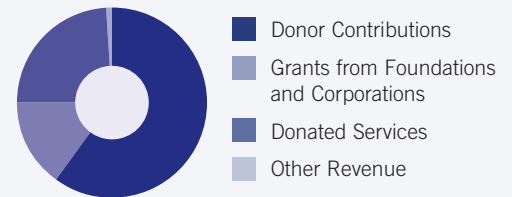
Lambda Legal Financial Statement

Condensed Statement of Activities

For Fiscal Years Ending October 31

Support and Revenue	2005	%	2004	%
Donor Contributions	\$ 7,688,219	60%	\$ 7,064,540	59%
Grants from Foundations and Corporations	1,953,949	15%	1,981,841	17%
Donated Services	3,172,181	24%	2,790,299	23%
Other Revenue	87,021	1%	158,352	1%
Total Support and Revenue	12,901,370	100%	11,995,032	100%
Expenses				
Legal & Education Programs	\$ 9,999,234	76%	\$ 8,487,543	72%
Support Services	947,180	7%	1,026,102	9%
Fundraising	2,165,118	17%	2,190,499	19%
Total Expenses	13,111,532	100%	11,704,144	100%
Change in Net Assets	\$ (210,162)		\$ 290,888	

2005



Condensed Statement of Financial Position

October 31 each year

	2005	2004
Assets		
Cash & Investments	\$ 2,513,163	\$ 2,670,503
Receivables & Prepaid Items	429,821	428,337
Property & Equipment, net	266,098	340,246
Assets held for Gift Annuities	422,757	97,328
Total Assets	\$ 3,631,839	\$ 3,536,414
Liabilities		
Payables & Accrued Expenses	\$ 645,047	\$ 477,794
Other Liabilities	342,925	204,591
Total Liabilities	987,972	682,385
Net Assets	2,643,867	2,854,029
Total Liabilities & Net Assets	\$ 3,631,839	\$ 3,536,414

Lambda Legal 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*
Susan Sommer, *Senior Counsel*
David S. Buckel, *Marriage Project Director*
Jonathan Givner, *HIV Project Director*
Alphonso David, *Staff Attorney*
Rudy Estrada, *Staff Attorney, Foster Care Project*
Jennifer Sinton, *Staff Attorney, HIV Project*
Franklin Romeo, *Kirkland and Ellis Fellow*
Sarai King, *Administrative Manager*
Rebecca Curtiss, *Help Desk Specialist*
Richard Saenz, *Help Desk Specialist*
Stacey Harkey, *Legal Assistant*
Peter Karys, *Legal Assistant*
Matthew Pohl, *Legal Assistant*

Education & Public Affairs Department

Michael Adams, *Director of Education & Public Affairs*
Lisa Hardaway, *Media Relations Director*
Lauren Sanders, *Editorial Director*

Beverly Tillery, *Outreach Director*
Liz Accles, *National Outreach Coordinator*
Renee Hill, *Community Organizer for New Jersey*
Xavi Herrera-Kingsbury, *Web & Design Manager*
Mark Roy, *Public Information Officer*
Jackie Yodashkin, *Public Information Officer*
Pamela Davis, *Program Associate*
Emily Millay Haddad, *Editorial Associate*
Janna Chan, *Communications Assistant*
Benjamin Riskin, *Marketing Assistant*

Development Department

John Westfall, *Director of Development*
Christopher Bellis, *Deputy Director of Development*
Rick Hill, *Director of Special Events*
Rachel Katzenellenbogen, *Director of Membership*
Ethan Roeder, *Reports Manager*
Mark Zumwalt, *Director of Corporate Relations*
Brian Ferree, *Foundations and Planned Giving Associate*
Koren Manning, *Events Manager*

Sarah Ogden, *Database Associate*
Matthew Rojas, *Member Services Assistant*
Jillian Somers, *Donor Steward and Researcher*

Administration & Finance Department

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

Regional Offices

Western Regional Office

Katherine Gabel, *Regional Director*
Jennifer C. Pizer, *Senior Counsel*
Brian Chase, *Staff Attorney*
Stefan Johnson, *Help Desk Attorney (national position)*
Art McDermott, *Director of Foundation Giving (national position)*
Mark Farber, *Major Gifts Officer*
Matthew Bissinger, *Major Gifts Officer (based in San Francisco)*
Francisco Dueñas, *Outreach Associate*
Sarah Luthens, *Public Education Campaign Coordinator (based in Seattle)*
Estuardo Ponciano, *Paralegal*
Tito Gomez, *Legal Assistant*
Lynn Grimm, *Senior Administrator*
Erik Wilson, *IT Coordinator/Administrative Assistant*
Abel Martinez, *Administrative Assistant*

Midwest Regional Office

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

Southern Regional Office

Hector Vargas, *Regional Director*
Gregory R. Nevins, *Senior Staff Attorney*
Jack Senterfitt, *Senior Staff Attorney*
Cole Thaler, *Staff Attorney, Transgender Rights Project (national position)*
Pete Halpern, *Major Gifts Officer (based in Miami)*
Asha Leong, *Senior Outreach Associate*
Lorraine Fontana, *Legal Assistant*
Terence Caldwell, *Office Manager*
James Hoagland, *Development Assistant*

South Central Regional Office

Dennis E. Coleman, *Regional Director*
Kenneth D. Upton, Jr., *Senior Staff Attorney*
Michele Clanton, *Office Manager*
Gloria Gamino, *Administrative Assistant*

Lambda Legal Leadership

Board of Directors

Co-Chairs

Jennifer Cast, *Seattle*
Charles MarLett, *Dallas*

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*
Mark S. Hamilton, *San Francisco*
Rand Hoch*, *West Palm Beach, FL*
Cynthia Homan, *Chicago*
David M. Horn, *Seattle*
Jon H. Klapper*, *Atlanta*

F. Curt Kirshner, *San Francisco*
Chuck Loring, *Fort Lauderdale*
Yery Marrero, *Miami*
Robert S. Michitarian*, *San Francisco*
Jane Morrison, *Atlanta*
Barbara Peda, *Westfield, NJ*
Linda Perdue, *Indianapolis*
Mona Pittenger, *Tulsa, OK*
Roger Poindexter, *Dallas*
Laura Ricketts, *Chicago*
John F. Schwab*, *Chicago*
Beverlee E. Silva, *Atlanta*
Lisa Simonetti, *Santa Monica, CA*
Nelrose A. Sims, *Los Angeles*
Paul Smith, *Washington, DC*

Martha E. Stark*, *New York*
Richard Strulson, *Los Angeles*
Hilary E. Ware, *San Francisco*
Eric Webber**, *Los Angeles*
Roy Wesley, *Chicago*
Vaughn Williams, *New York*
Claudia L. Woody*, *Atlanta*
Rick Zbur*, *Los Angeles*
George Zuber, *New York*

National Leadership Council

Chair

Jamie Pedersen*, *Seattle*

Susan Bozorgi, *Miami*
R. Sue Connolly, *Chicago*
Amy Davis-Benavides, *Dallas*
Ruth Eisenberg*, *Washington, DC*
Dextor M. Fedor, *Los Angeles*
William P. Flanagan, *Washington, DC*
Faith E. Gay, *Miami*
Kathryn G. Graham, *New York*

Charles B. Green, *Boca Raton, FL*
Craig W. Keyes, *Denver*
F. Gary Knapp, *Springfield, NJ*
Michael J. Laudick, *Indianapolis*
Jeffrey R. Lewy**, *San Francisco*
Gregory S. McCurdy, *Seattle*
Robert L. Mink, *Chicago*
Matthew L. Moore, *New York*

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*
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, CA*
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*

* Former Board member who served during 2005

** Former National Leadership Council member who served during 2005

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.

National Headquarters

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

Western Regional Office

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

Midwest Regional Office

11 East Adams
Suite 1008
Chicago, IL 60603-6303
Tel 312-663-4413
Fax 312-663-4307

Southern Regional Office

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

South Central Regional Office

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

www.lambdalegal.org

