

FREEDOM TO MARRY



ANNUAL REPORT 2005



Fostering a
Strategic Vision

Framing the Debate

Facilitating Work
and Collaboration

The gay and non-gay partnership working to end discrimination in marriage nationwide

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LETTER FROM EVAN WOLFSON

DEAR FRIENDS AND SUPPORTERS,

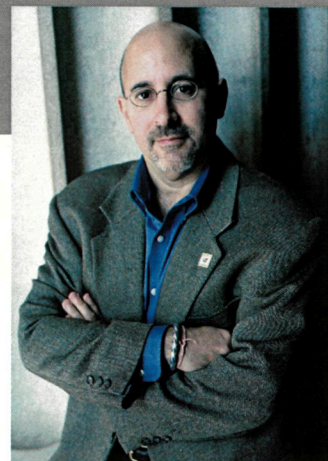
After the momentous cascade of advances in 2003-2004, and with the sting of anti-gay amendments and last year's election, many thought that 2005 would be, at best, a year of retrenchment. But while we didn't see a sea-change as immense as the advent of marriage in Canada or Massachusetts, 2005 turned out to be a very strong year for our movement.

Even as more courts ruled for marriage equality again this year, we entered a new era when the California legislature became the first in history to vote to end sex discrimination in marriage. Our coalition partners and new, compelling allies such as the United Farm Workers and the state conference of the NAACP made history, pushing past the California ballot-measure defeat in 2000 to domestic partnership to, now, a democratic vote for marriage itself. The coming battle of California in 2006 – which we must fight on every front: at the ballot box, in the courts, in the legislature, and in the hearts and minds of the people we work to reassure and move – will prove to be a turning-point of historic dimensions for gay equality.

2005 saw Illinois and Maine enact and keep non-discrimination laws (while Washington fell short by one vote); 15 states defeat attempts to write discrimination into their state constitutions (with another two likely to defeat marriage amendments by year's end); Connecticut pass a civil unions law en route to full marriage equality; and, according to the Pew Research Center, a rebound in public opinion that signaled a resumption in the long-term trend toward support for ending marriage discrimination following the harsh attacks of 2004. Though spines still need stiffening and more voices must be heard, and as we await the second and then the next few states to rule for marriage and prepare to meet the attacks coming at us state by state, Freedom to Marry and its gay and non-gay partners made real progress again this year – with 2006 looking to be another epic year of challenges and advances.

2005 saw Freedom to Marry successes in cultivating and supporting ally voices for marriage equality in labor and people of color organizations. We have worked closely with key colleagues and funders to promote a strategic "2020 Vision" for winning marriage equality nationwide in fifteen years, and to develop broader buy-in and support to bring the needed campaign to scale. As we added staff and continued our regratulating, Freedom to Marry's strategy and framing have never been more widely embraced and implemented, and we continue to play our crucial role as a strategy center for the marriage equality movement.

This year's report details some of Freedom to Marry's accomplishments, often achieved behind the scenes in keeping with Freedom to Marry's commitment to support our partners and promote collaboration. The accompanying printed materials as well as our revamped website show the results of our efforts to sharpen the message as well as provide the tools that our messengers—gay voices and, increasingly, non-gay allies—are using. I encourage you to visit our website, take a look at these materials, and let us know if you would like additional copies to help spread our message.



2005 also saw South Africa's Constitutional Court rule for marriage equality in powerful and eloquent language, reprinted on www.freedomtomarry.org. And this year, Spain's new Prime Minister, Jose Luis Rodriguez Zapatero, kept his campaign promise and led the parliament to a historic vote to abolish the different-sex restriction on marriage. Zapatero's leadership helped Spain become the third nation in the world to permit same-sex couples to marry, following the Netherlands and Belgium and just snatching the bronze away from Canada, where marriage equality became nationwide a few days later. (Thanks to Massachusetts, the U.S. at least has one foot over the finish-line).

Following the law's passage, Zapatero declared, "It is true that [gays & lesbians] are only a minority, but their triumph is everyone's triumph. It is also the triumph of those who oppose this law, even though they do not know this yet: because it is the triumph of liberty." Zapatero's speech to Parliament was a powerful and intelligent case not just for protecting and respecting gay citizens and their loved ones with equal rights and responsibilities, including the freedom to marry, but also for how equality and inclusion are necessary for the good of society as a whole.

If Roman Catholic Spain can go from Generalissimo Francisco Franco in 1975 to marriage equality in 2005, if in less than fifteen years South Africa can make its extraordinary journey from a seemingly intractable evil to the freedom to marry and equality for all, then surely so we can do our part and win here in the United States. With your support of Freedom to Marry and its non-gay and gay coalition partners, you are making these historic transformations possible and advancing human rights around the world and here at home. Thank you.

Sincerely,

A handwritten signature of Evan Wolfson in black ink. The signature is stylized, with the first name 'Evan' and last name 'Wolfson' clearly visible.

Evan Wolfson
Executive Director

STRATEGY CENTER FOR THE MOVEMENT

Freedom to Marry is a strategy and support center in the drive to win marriage equality, providing technical assistance, strategic planning, message development, community organizing, training and materials.

By having a single goal—winning marriage for same-sex couples in the U.S.—Freedom to Marry is uniquely positioned to focus on fostering a strategic vision, framing the debate, and facilitating work and collaboration among the many players in the movement for marriage equality. It is this strategic role that we play—providing the vision, building support, keeping the players on track and in sync—that allows our partner organizations* to accomplish their tasks more effectively while the movement and its allies keep our collective “eyes on the prize.”

Strategic Counsel to State Groups

In the United States, where marriage is governed in the first instance under state law, winning the freedom to marry requires a series of battles state by state, ultimately culminating in national resolution following a period of patchwork. Thus, unlike in countries such as Canada, Spain, South Africa, or the Netherlands, our movement requires a multi-state strategy that is both affirmative and defensive, repelling anti-gay attacks, including constitutional amendments, as well as building upon our 2004 win in Massachusetts and bringing more states into the marriage equality column.

To that end, Freedom to Marry provided crucial technical support and counsel to state groups as they engaged in conversations with their citizens about marriage equality. Our phone consultations and on-the-ground assistance at critical moments were extremely helpful to state leaders. Here are a few examples of our Freedom to Marry's aid to the states:



- Conceived and participated in the first State Clergy Coalition Summit, a meeting of state clergy-coalitions working for marriage, co-sponsored with the National Gay and Lesbian Task Force and the Human Rights Campaign.
- Strategized with leaders of Equal Rights Washington, Northwest Women's Law Center, Lambda Legal, Legal Marriage Alliance, and the Religious Coalition for Equality, in anticipation of Washington being the next state to see a state supreme court ruling on marriage.

* See last four pages of enclosed “What is Freedom to Marry?” booklet for a list of our state and national partners.

- Provided the New Hampshire Freedom to Marry Coalition with veteran activist Donna Red Wing to facilitate their strategic planning process, along with our Program Director Harry Knox and partners at Gay and Lesbian Advocates and Defenders (GLAD). This session helped prepare the New Hampshire Freedom to Marry Coalition for their grant application to the Civil Marriage Collaborative in hopes of putting the state in play.

Strategic Counsel on a National Level

In addition to working closely with state partners, Freedom to Marry simultaneously strives to ensure that the programs of our national partners—both non-gay and gay—serve the shared strategy. We accomplished this by acting as both an honest broker and a goad, as needed, and by providing specific strategic advice and technical assistance while facilitating a national multi-partner, multi-methodology coalition for marriage equality. Here are some actions we took to enhance our national partners' work:

- Continued to convene a biweekly conference call of key national groups to talk through respective work supporting states engaged in winning marriage equality. These calls provided space for national groups to talk openly and honestly about their work plans, money requested from state groups, and concerns with specific strategies in which our state partners are engaged.

- Sponsored—with the National Gay and Lesbian Task Force, the Human Rights Campaign and the Equality Federation—a Washington, D.C. summit of state leaders for a post-election planning session that brought together state leaders that had anti-marriage ballot fights in 2004 and those states facing potential ballot initiatives in the next two years. We continue to coordinate follow-up idea-sharing and training with these colleagues as well as the ACLU's new Marriage Project.

- Developed and shared a "Matrix" to pool information and shape a strategic and collaborative set of priorities for movement organizations as well as funders, categorizing each state based on criteria related to the political and legal climate of the state, its current status in the marriage movement, and pertinent media and socio-economic considerations.

“Freedom to Marry has been an invaluable resource to us in our work to win marriage equality for same-sex couples here in Connecticut. Whether we have needed research data for an immediate press call or the name of the right person to strategize with in another state, the Freedom to Marry staff has always responded in a helpful and timely fashion. But perhaps most importantly, Freedom to Marry—under Evan Wolfson's leadership—has provided the marriage equality movement with a roadmap for a national strategy, a vision for how to succeed.”

Anne Stanback
Executive Director,
Love Makes a Family



In Toronto

INTERNATIONAL COUNSEL

In Toronto at the 2005 International Gay & Lesbian Law Association Conference—the third regular gathering of a network of key activists, advocates, academics, and judges from around the world working on marriage/family human rights battles—Freedom to Marry's significant and largely unsung role in winning marriage in Canada was publicly acknowledged, even as we strategized for further gains in other countries alongside our work here in the U.S.

Activists
advocates
academics

Annual Creating Change Conference

THE MARRIAGE TRAINING INSTITUTE

This year's Marriage Training Institute at the annual Creating Change conference of the National Gay and Lesbian Task Force was a big hit, with close to 100 activists (up from 85 last year) from around the country in attendance. Mobilization Coordinator Lisbeth Meléndez Rivera and Communications Director Samiya Bashir created a full-day program focused on two important themes—non-gay ally enlistment, and strategic planning and evaluation.

Assembled on our dynamic Non-Gay Ally Enlistment panel:

- Aisling Coghlan, Campaign Director of Oregon's No on 36 Campaign
- Peter Hamh, a young non-gay son of lesbian parents and member of COLAGE (Children of Lesbians and Gays Everywhere)
- Alice Huffman, Executive Director of the California State Conference of the NAACP
- Geoff Kors, Executive Director of Equality California
- Jesse Rios, Labor Council for Latin American Advancement
- Anne Stanback, moderator and Executive Director of Love Makes a Family (Connecticut)
- Sam Thoron, National President, Board of Directors of PFLAG

The panel interactively explored how to get more non-gay allies involved and supported in the work for marriage equality. In the afternoon, we trained state colleagues on long-term planning and evaluation as tools for moving the marriage work forward.

New Program Director Rodney McKenzie organized the day's training, met with 20 state leaders on marriage strategy, and conducted a five-hour skills-building session focusing on building multi-racial organizations and relationships with diverse communities.

The "2020 Vision"

In addition to offering counsel on state-by-state as well as national battles and opportunities in 2005, Freedom to Marry worked closely with colleagues to repackage and rearticulated our long-term strategy for winning marriage equality in the U.S. The resultant "2020 Vision" articulates a 15-year time-frame, sets out the intermediate steps, shows how varied work in the states fit together, and calls for an affirmative campaign on a much greater scale and with greater partnership among states and national organizations, as well as with new non-gay allies and funders.

The "2020 Vision" emerged from a process supported by the Gill Foundation, and lays out the "end-game" for achieving "national resolution" and the steps we need to take nationally and state by state to secure the critical mass of public support and state progress to make that happen. Together with the ACLU's Matt Coles and others, Freedom to Marry has begun briefing funders, convening movement leaders to refine the details of next steps, and seeking expert advice to make the needs and costs of the plan clearer. Our intention is to get people to embrace this vision, understand the needs to implement it, and then work on creating the structure and enhancing the collaboration, funding and expertise needed to bring all the parts to scale.

This strategic vision and proposed approach sets forth the platform for each state to win marriage and in turn explains how each state must have its own 2020 plan of work for marriage equality at home as part of a national strategy. By sharing this strategic vision and campaign approach, even in states where we can't win on the opponents' time-frame (i.e., in a given year or election cycle), we can use each year to advance toward victory, winning on our time-frame by doing work that moves us forward, rather than avoiding the heavy-lifting and thus merely losing battle after battle. Work on varied fronts and incremental achievements, done right, can contribute to each state's advance toward marriage equality.

FREEDOM TO MARRY WEEK 2005

The week of February 12-19 celebrating the freedom to marry was an unqualified success with hundreds of actions nationwide ranging from house parties to statehouse rallies, a result of activists and supporters using our Freedom to Marry Resource Kit. In California, the first state to pass legislation for marriage equality, our partners at Equality California created actions in each of the 58 counties in the state with several having multiple actions. And in partnership with the National Black Justice Coalition, we created and funded a radio tour of African American talk shows, using our Voices of Equality, Rev. Dr. Randall Bailey and Bishop John Selders, Jr., as spokespeople. We are working now on the ninth Freedom to Marry week observances for 2006.

One of the challenges we continue to face is the hard work required to move all the stakeholders in the same direction and on time in a movement that historically lacks the experience and the resources to act collaboratively on an affirmative strategy.



BRINGING NEW VOICES TO THE CONVERSATION

Freedom to Marry is a catalyst that drives and influences the national debate on marriage equality, defining and reshaping the very language and focus of that debate and creating a cultural climate receptive to incremental successes along the way.

Making sure our framing continues to be embraced and used was a top priority of Freedom to Marry's in 2005, so we worked this year to create an in-house communications team. With a new Communications Director, Senior Web Producer, and Communications Associate/Executive Assistant on board, Freedom to Marry got to work getting the message out in a variety of ways, including providing new public relations tools, revamping our website resource, and enlisting new, diverse non-gay national and regional voices.

MEDIA RELATIONS

Even as Freedom to Marry continued our primary behind-the-scenes work, making sure that our state and national partners were prepared to speak on message and with the right frame and strategic vision, our communications team increased our groundwork on media relations, especially to our target audiences: non-gay, people of faith and people of color. To that end, we printed new Freedom to Marry kits, and coordinated outreach and material / press kit distribution to hundreds of new media contacts. We have worked to specifically increase visibility, awareness, and appropriate messaging among non-gay journalists and journalists of color.

One of the major accomplishments of the marriage equality movement in the past year among people of faith was the passing, by the United Church of Christ, of a denomination-wide resolution in support of marriage equality. Instrumental in this success was the UCC Coalition for LGBT Concerns with whom both Freedom to Marry's program and communications teams worked as the UCC vote on the resolution drew closer. Communications Director Samiya Bashir worked directly with the UCC Coalition's own communications team offering assistance and support in drafting and distributing press releases, and creating and implementing a media and external communications plan for the passing of UCC's historic resolution. A grant from Freedom to Marry helped fund the UCC Coalition's successful work, and Evan Wolfson gave the keynote to their assembly on the eve of the historic vote.

REACHING TARGETED COMMUNITIES

With an eye toward the overall communications goal this year of increasing and improving discussion of marriage equality in targeted communities, especially non-gay, people of faith, and people of color, Freedom to Marry staff has spoken and conducted workshops on marriage equality at a number of gatherings this year:

- Arizona Latino Forum on Marriage
- At the Beach / Black Pride Los Angeles
- Black Pride New York City
- In the Life Atlanta / Black Pride
- Jobs with Justice
- Latino Outreach: Marriage Equality Rhode Island
- League of United Latin American Citizens
- Massachusetts Latino Pride
- National Black Justice Coalition Leadership Summit
- National Black Lesbian Conference
- National Council of La Raza
- National Organization of Women
- Out & Equal: Workplace Advocates Conference
- United Church of Christ Coalition for LGBT Concerns
- Unity Rally at the Million More March
- Virginians for Equality
- Washington, D.C. Black Pride

NEW PRINTED RESOURCES

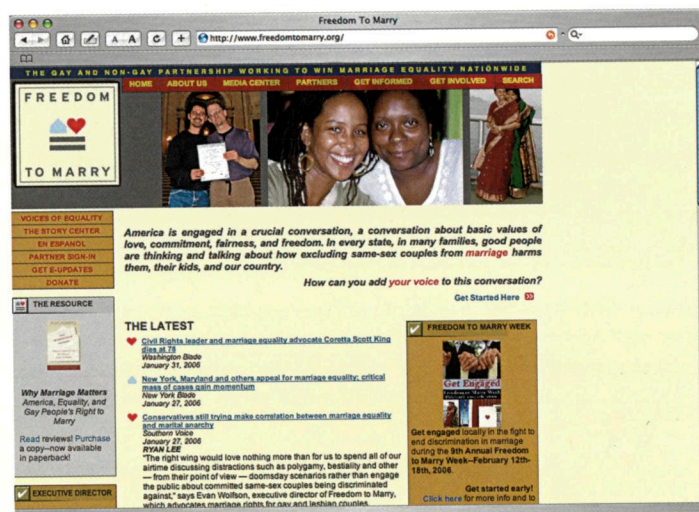
Freedom to Marry worked with our partners on the development of new and expanded print materials, such as the National Black Justice Coalition's new quarterly magazine, *Nyansapo* which addressed issues by and about the African American gay and lesbian community with a special focus on marriage equality. Jumping the Broom, a joint project of the National Black Justice Coalition and Equality Maryland, is the first substantial marriage equality piece directly for people of color, which we helped fund and prepare. We also developed a new batch of our own materials to promote our message in a dynamic way. These pieces, along with selected news articles which Freedom to Marry helped to place, have also expanded our press kit allowing us to have a greater impact in our conversations and relationship with various news media that cover the issue of marriage equality.

A REVAMPED WEBSITE

A major achievement this year was a complete overhaul of Freedom to Marry's website, www.freedomtomarry.org, designed as a showcase for the various achievements of, and partners in, the marriage equality movement. The new website features numerous resources for gay and non-gay people seeking to understand or get involved with the work of ending discrimination in marriage. We continue to shape the website to respond to three groups of users: those already onboard who come to get the latest information or browse our rich assortment of information and items; newcomers to the cause, predominantly non-gay, who seek initial information or who, as they stumble upon the site, can be brought along and oriented to our movement; and those who come to our site to find a specific resource or piece of information. In addition, the site has a "password-protected" intranet that serves our colleagues.

In partnership with the ACLU, we conducted a thorough update of the Story Center of our website, a database of couples, kids, and others whose voices and stories can be used by our colleagues to enrich the coverage of this cause. Our revamp of the Story Center form served to customize options and questions to fit the specific needs of ourselves, the media, and our partners, making it easier for more people to add their information and make their stories available for sharing.

We have increased the availability of audio and video pieces through the web, including Evan's speeches, panel discussions, debates, and interviews. The development of a podcasting page takes Freedom to Marry into the youth-oriented 21st century world of new technology. Now interested parties can sign up for automatic downloading of new audio – and soon video – offerings by signing up for the Freedom to Marry podcast online.



Top 15 States

FRAMING THE DEBATE FROM SEA TO SEA

Since revamping our website resource, Freedom to Marry has seen a 30% increase in web visitors and a 40% increase in signers to our Marriage Resolution. In 2005, we tripled the number of participants in our Story Center from 650 individuals and couples around the country who have signed up to share their stories with Freedom to Marry, our partners, and the media, to over 2,100.

Visitors to the Freedom to Marry website come from all 50 states, and over two dozen countries: from Sri Lanka to Singapore and from Argentina to Australia, Finland, Belgium, Canada, Spain and the United Kingdom. A full 25% of our web traffic comes from international visitors. Below are the top 15 states from which our website draws visitors:

1. California
2. Maryland
3. New York
4. New Jersey
5. Florida
6. Texas
7. Georgia
8. Pennsylvania
9. Massachusetts
10. North Carolina
11. Washington
12. Minnesota
13. Virginia
14. Illinois
15. Ohio

Since the E-Update launched in September we have had over 6,000 people sign up for this important resource. Each time the E-Update is published our website reports a 35% increase in visitors. Sixty percent of these visitors visit our home page for the latest news, 25% visit state and topic pages with information featured within the e-update issue, and 15% continue on after reviewing our web pages to visit our partners' websites.

WHY MARRIAGE MATTERS

In 2005 Simon & Schuster released the paperback edition of Freedom to Marry's most important resource, Evan Wolfson's book, *Why Marriage Matters: America, Equality and Gay People's Right to Marry*. We secured print, radio and web publicity, including book reviews and interviews with a larger non-gay audience in mind. National and regional appearances included:

The Al Franken Show (nationally syndicated radio)

BUZZFLASH.com (book review and interview)

Jon Elliott Show (San Diego and online)

Mother Jones (website profile/interview)

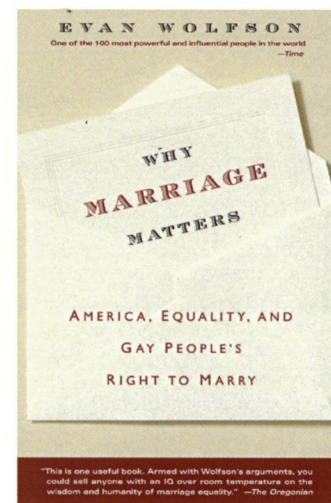
Peter Collins Show
(KXRA/California)

Ron Insana Show
(nationally syndicated)

Thom Hartmann Program
(nationally syndicated radio)

The Village Voice
workingforchange.com

We continue to promote the book as a guide to how to talk about marriage equality with the "reachable but not yet reached" middle.



INTRODUCING THE FREEDOM TO MARRY E-UPDATE

As a part of our continuing and increased outreach to partners, allies, and the public we launched a bi-monthly Freedom to Marry E-Update. The E-Update flags the latest developments, achievements by our partners, and flashpoints ahead, and also drives readers to our website with its abundance of resources and links to partner organizations. Through the new E-Update, Freedom to Marry can better stay in regular contact with activists and others seeking to follow and get involved in the movement for marriage equality.

OUR VOICES OF EQUALITY

Freedom to Marry's "Voices of Equality" is a diverse and distinguished roster of gay and non-gay Americans who support marriage equality. As people of good will are genuinely wrestling with this issue, we envision our Voices of Equality as a group of key public opinion leaders who will be available to speak out and contribute to the national dialogue and civil rights debate. Voices of Equality will help us reach out to muster different voices that speak to different people to move the American public towards equality for all Americans.

Freedom to Marry has begun a renewed commitment to expanding the number and visibility of our Voices of Equality. Leaders who join the Voices of Equality initiative can participate in a variety of ways. Some will simply lend their name, while others may write op-eds and articles that help to frame the discussion around issues that matter: equal rights, fairness, and equal opportunity for all families. By signing on as a "Voice of Equality," these principled leaders will be available to Freedom to Marry, our partners, and will each reach their own diverse constituents and networks to advance the mission of Freedom to Marry. Here are some examples:

- Freedom to Marry shepherded an op-ed in the Hartford Courant from our Voice of Equality Congressman John Lewis of Georgia, to frame the debate and defend the marriage equality position of Connecticut's Love Makes a Family in that state's battle this year. Thanks to LMF's valiant efforts, Connecticut's vote for a civil unions law was accompanied by prominent voices (including the Hartford Courant and local labor unions) speaking out for marriage rather than a separate and unequal status. Connecticut is thus positioned to continue the advance toward the freedom to marry, rather than seeing civil unions as the end of the road.
- In partnership with the National Black Justice Coalition, Freedom to Marry created and funded a radio tour of African American talk shows during Freedom to Marry Week, from February 12th through February 19th. Two of our Voices of Equality, Rev. Dr. Randall Bailey and Bishop John Selders, Jr., served as spokespeople for 18 drive-time interviews which reached over two million listeners in target states with substantial African American populations.
- In September 2005, Salt Lake City Mayor Rocky Anderson, one of our Voices of Equality, signed an executive order granting domestic partner benefits to city workers. While signing the order he stated: "This doesn't undermine the institution of marriage one bit. Equality doesn't undermine the institution of marriage but strengthens it."

VOICES OF EQUALITY TO DATE

Mayor Rocky Anderson
(Salt Lake City, UT)

Dr. Randall C. Bailey
(Professor, Hebrew Bible Interdenominational Theological Seminary)

Ruth Berman & Connie Kurtz (couple, Brooklyn, NY)

Rt. Rev. Steven Charleston
(President, Episcopal Divinity School, Cambridge, MA)

Christine Chavez
(UFW)

Lama Surya Das
(American Lama, Buddhist, Cambridge, MA)

Fernando Ferrer
(former mayoral candidate, New York, NY)

Kim Gandy (NOW)

Marina Gatto
(17-year-old daughter of lesbian moms, California)

Mary Kate Henry
(SEIU)

Alice Huffman
(NAACP-CA)

Dolores Huerta
(UFW)

Tony Kushner
(Tony Award-winning playwright, New York, NY)

Congressman John Lewis
(D-Georgia)

Rev. Thomas J.S. Mikelson
(Parish Minister, Unitarian Universalist, Cambridge, MA)

Rev. Elder Troy Perry
(Founder, Metropolitan Community Church)

Congresswoman Jan Schakowsky
(D-Illinois)

The Rt. Rev. Bennett J. Sims
(Bishop, Hendersonville, NC)

Andy Stern
(SEIU)

Rabbi Arthur Waskow
(Director, The Shalom Center, Philadelphia, PA)

FRAMING THE DEBATE

In 2005, Executive Director Evan Wolfson criss-crossed the country engaging diverse stakeholders—including gay and non-gay supporters, opponents, and those in the “movable middle”—in the ongoing national conversation about the fight to win and defend equal marriage rights nationwide. On our website, visitors can listen to and/or watch a wide variety of these debates, interviews, discussions and speeches. Web users may also choose to download lectures, debates, speeches and interviews through the Freedom to Marry Podcast available on our site. Here is a sampling of Evan’s work:

- March 31, 2005: addressed the Log Cabin Republicans at the 2005 Liberty Education Forum National Symposium.

- April 20, 2005: debated Lou Sheldon of the Traditional Values Coalition at Stanford University.

- October 16, 2005: addressed the Legal Marriage Alliance in Seattle, WA, and discusses the long-awaited marriage equality decision from the Washington Supreme Court.

- September 21, 2005: debated Glenn Stanton of the anti-gay national organization, Focus on the Family on marriage equality at the University of Wisconsin in Madison. With a proposed marriage amendment expected to arrive in the legislature, many Wisconsinites have the question of why marriage matters on their minds, and how an amendment to the state constitution would hurt many families in Wisconsin.

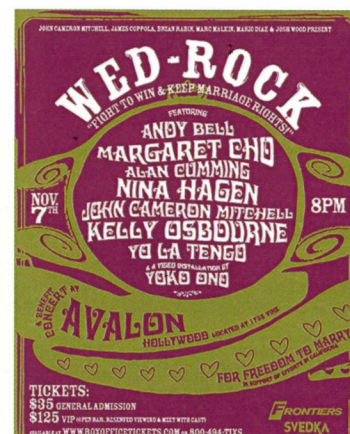
FIGHT TO WIN AND KEEP THE RIGHT OF MARRIAGE

WEDROCK LOS ANGELES

On Monday, November 7, 2005, hundreds gathered to laugh and sing along with comedienne Margaret Cho, legendary rocker Nina Hagen, indie rock group Yo La Tengo, and original electro pioneer Andy Bell of Erasure. The event was Wedrock Los Angeles, an exciting evening to raise awareness and support the efforts to win and defend the freedom to marry in California and nationwide, produced pro bono by Josh Wood Productions.

Sponsors Frontiers Magazine and Svedka Vodka helped us to turn the Hollywood & Vine location into a landmark of a different order where calls for freedom and equality took center stage. R&B/pop singer/songwriter Pink and MTV icon Kelly Osbourne joined supporters to discuss their own personal commitments to ending the exclusion of lesbian and gay couples from marriage, and legendary pop-artist Yoko Ono showcased an original video installation.

The evening was led by master of ceremonies Alan Cumming who helped the crowd understand how to talk to friends and neighbors about marriage equality, at one point getting the entire crowd to raise their hands in a pledge to avoid the term “gay marriage” and instead call it what it is: fairness and equality in marriage. “We don’t want anything different, anything special, anything separate,” said Cummings. “All we want is equality; no more, no less.”



ENLISTING SUPPORT FROM NON-GAY ALLIES

Freedom to Marry is a partnership and alliance-builder that enhances and supports the enlistment of local and national non-gay allies and non-gay public support.

No civil rights movement on behalf of a minority has ever won without support from the majority. Recognizing this, Freedom to Marry has been committed from the start to enlisting new and diverse non-gay voices in the campaign to win marriage equality.

Non-Gay Organizational Placements

A major achievement for us in 2005 was placing marriage organizers at both the national and chapter levels of significant primarily non-gay people of color and labor organizations. These "non-gay organizational placements" – funded through our regranting program and mentored/shepherded by our program team and partners we enlisted – worked both to educate the leaders and their members on marriage equality, and create the support that top leaders in these non-gay organizations need to move forward on our cause. Building the trust, developing the strategies, finding the right approaches, and encouraging the advance in support to ready a non-gay ally to commit to a full-time marriage organizer proved to require a huge amount of groundwork and time, but finally in 2005, Freedom to Marry succeeded in funding marriage organizers and partnering with these non-gay ally organizations:

- AFL-CIO/Pride at Work, the LGBT advocacy group of the AFL-CIO, hired an organizer to create and mobilize a pro-marriage national network of labor leaders to speak out for the freedom to marry, building on our work with them and other labor voices, including SEIU and the new labor consortium, the Change to Win Federation.
- The California State Conference of the National Association for the Advancement of Colored People (NAACP), where their organizer is working with both CA chapters and other key state confer-

ences to make marriage equality an explicit part of the NAACP-national's affirmative civil rights agenda.

- The United Farm Workers, where Freedom to Marry funded Christine Chavez, Political Director for the UFW and granddaughter of Cesar Chavez, to do pivotal work in Latino farm-worker communities, particularly in California's San Bernardino Valley, in partnership with our colleagues at Equality California.

The work of Christine Chavez and the California State Conference of the NAACP drew much attention throughout California, and was covered by *La Opinion*, the *LA Times*, and others as contributing to the historic Senate and Assembly votes for marriage equality in California. Through our non-gay organizational placements and other strategies for enlisting more allies and diverse voices into the coalition, Freedom to Marry is helping make sure that calls for support of marriage equality don't only come from gay groups or activists, but also from, within, and to non-gay leaders, groups, and listeners.

LABOR SUPPORTS THE FREEDOM TO MARRY

As a result of Freedom to Marry's outreach to organized labor, and our work with colleagues at Pride at Work and others, we now have the public support of labor unions and affinity groups from across the country. A sampling:

American Federation of Government Employees
American Federation of State, County & Municipal Employees, and AFSCME locals
American Federation of Teachers
American Flight Attendants-CWA Council 27 (MA)
California Federation of Teachers – AFT (CA)
Communications Workers of America
Graduate Employees Union 6196 – GEU/MFT/SRT/AFT (Michigan State University, MI)
Hampshire/Franklin Labor Council (MA)
International Brotherhood of Electrical Workers Local 1505 (MA)
King County Labor Council (Seattle, WA)
Massachusetts Nurses Association (MA)
Massachusetts Teachers Association (MA)
Northern Shore Labor Council (MA)
San Francisco Central Labor Council (CA)
Service Employees International Union, and SEIU Locals
Southeastern Massachusetts Labor Council (MA)
United Auto Workers CAP Council
UAW Locals
Union Workers Union (MA)
UNITE Local 2661 (MA)
LCLAA (Labor Council for Latin American Advancement)
Pride at Work, AFL-CIO (American Federation of Labor-Congress of Industrial Organizations)

REACHING COMMUNITIES OF COLOR



In 2005, Freedom to Marry stepped up our commitment to reach out to communities of color nationwide. Below is a sampling of some of our activities:

- Supported and funded a colloquy of African American ministers in Hartford, CT, to discuss marriage equality and the growing movement for justice in the Black Church.
- Deployed Mobilization Coordinator Lisbeth Meléndez Rivera to the Milwaukee Lesbian Gay Bisexual Transgender Community Center—in a state facing an anti-gay amendment in 2006—to consult on content for a Spanish-language public education resource.
- Dispatched Program Director Rodney McKenzie and Communications Director Samiya Bashir to this year's National Black Justice Coalition's Leadership Summit to help participants strategize on how to mobilize people of color for marriage equality in Maryland, California, and Wisconsin.

Both NAACP President Bruce S. Gordon and Chairman Julian Bond spoke in support of our issue and the presidents of the New York, New Jersey and Illinois State Conferences committed to help California State Conference of the NAACP President Alice Huffman move a resolution on marriage by the whole organization in 2006! We were sought after and, to be honest, I was amazed at the warm reception. The room was packed and we were introduced several times as co-sponsors. I believe this is a leap forward for our work with African American communities!

Lisbeth Meléndez Rivera, Mobilization Coordinator

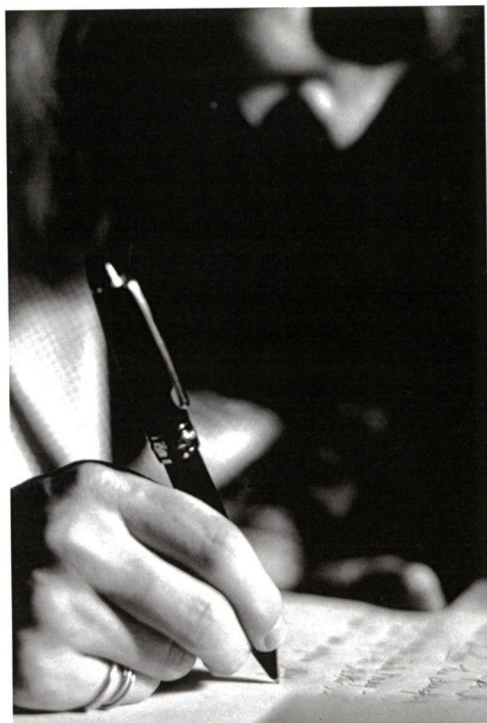
Referring to the reception Freedom to Marry co-sponsored with the National Black Justice Coalition, the National Gay and Lesbian Task Force, and the Human Rights Campaign at the National Association for the Advancement of Colored People's national convention in Milwaukee, the first-ever, gay-themed event at an NAACP convention, intended by us to highlight the gay presence and marriage discussion now being guided from within by the NAACP-California State Conference.



Freedom to Marry made the difference in the CA NAACP's effort to win marriage equality for same-sex marriage. Through their partnership and assistance, we have made significant progress in generating alliances and supporters. Their work is invaluable to Californians in the pursuit of equality and efforts to end homophobia.

Alice Huffman
Executive Director
California State Conference of
the NAACP





A FUNDING RESOURCE FOR MARRIAGE EQUALITY

Freedom to Marry helps fund non-gay and gay groups working together, and is an engine of funding that increases the resources available to local, state and national freedom to marry efforts. Freedom to Marry also stimulates parallel funding at the local level, assisting our partners in their development efforts.

Although public opinion continues to shift in favor of the freedom to marry for gay couples, the radical right's attack on our families and relationships is extremely well-funded, and involves anti-gay messages in all types of media and anti-gay amendments in states across the country. To help counter this attack, Freedom to Marry is not only focused on strategy, building alliances, and getting the message out, but is also committed to channeling funds—both directly and through consultation with funders such as those who have created the Civil Marriage Collaborative—to water the field in the states as well as nationally.

Regranting

As part of our commitment to our supporters, Freedom to Marry regrants funds to organizations—both gay and non-gay—that work collaboratively with others to win the freedom to marry in their particular communities. In 2005, Freedom to Marry distributed over \$382,500 in regrants, over 25% of our budget. The work Freedom to Marry helped fund included:

- \$20,000 in seed money to form the National Latina/o Coalition for Justice (NLCJ), a coalition created to unite Latina/o and Hispanic voices, both gay and non-gay, in speaking out in support of marriage equality.
- \$25,000 to the Northwest Women's Law Center in Washington state for a public education campaign designed to create a climate of receptivity for the state Supreme Court as they deliberate marriage equality.
- \$14,300 to the Highlander Center/Southerners on New Ground as co-sponsor of a meeting to determine effective messaging to people of color and people of faith in the South.

2005 REGRANTS

AMOUNT	CATEGORY	NON-PROFIT ORG.	DESCRIPTION	ANTICIPATED IMPACT
\$9,865	New Jersey	Garden State Equality	Polling	Statewide marriage poll
\$5,000	National/African-American	National Black Justice Coalition	Sponsorship	NAACP Reception at annual convention in Milwaukee
\$25,000	Washington State	Northwest Women's Law Center	Public Education Campaign	In support of judicial decision in favor of marriage
\$16,000	New York	Empire State Pride Agenda Foundation, Inc.	Polling	Statewide poll for use in message development for public education campaign
\$7,750	Maryland	Equality Maryland Foundation	Marketing Resources	Support mobilization of non-gay African-American allies in Maryland
\$5,000	South/Religious/People of Color	Highlander Research & Education Center, Inc	Strategy and Messaging Meeting	Meeting to develop messages to move people of color and people of faith in Southeast
\$75,000	National/Organized Labor	Pride at Work / AFL-CIO	Non-gay organizational placement	Marriage Organizer in organized labor community
\$25,000	National/Religious	UCC Coalition for LGBT Concerns	Training and Outreach	Marriage Coordinators, curriculum, advocate passage of marriage resolution
\$121,176	California	California State Conference - NAACP	Printed Resource	NAACP Marriage Organizer in African American community
\$15,000	National/African-American	National Black Justice Coalition	Public Education Campaign	Pro-marriage content in policy magazine, <i>Nyansapo</i>
\$10,000	Rhode Island	Marriage Equality Rhode Island	Colloquy	Direct mail and public education campaign in Rhode Island
\$15,000	National/Religious	Religious Coalition for Equality	Non-gay organizational placement	Clergy Marriage Colloquies Project
\$17,725	California	Equality California Institute	Non-gay organizational placement	United Farm Workers Marriage Organizer in Latino community
\$15,000	California	Bienestar Human Services, Inc.	Non-gay organizational placement	Marriage Organizer in Latino community
\$20,000	Vermont	Vermont Freedom to Marry Task Force, Inc.	Marriage Outreach Project	Clergy and Rural

TOTAL 2005 REGRANTS TO DATE: \$382,516

CIVIL MARRIAGE COLLABORATIVE

Freedom to Marry continued in its advisory role to the Civil Marriage Collaborative (CMC), formed in 2004 by a national group of institutional funders to strategize ways to boost the marriage work and capacity in targeted states. CMC's work in 2005, its second year, resulted in an additional \$1.5 million in new money to states based on Freedom to Marry's strategic recommendations.

A HISTORIC BREAKTHROUGH IN RELIGIOUS SUPPORT

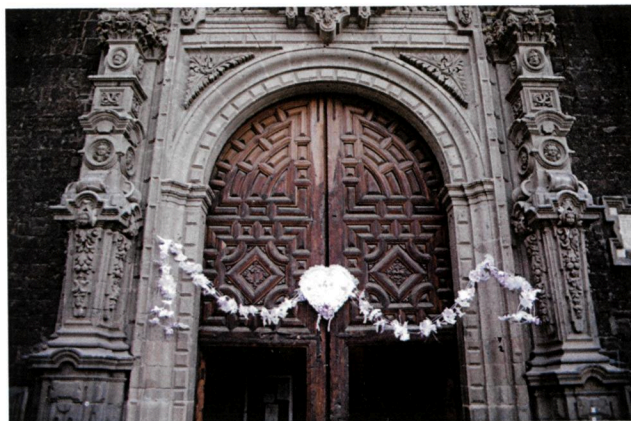
In 2005, the United Church of Christ became the largest mainline Christian denomination in the U.S. to endorse the freedom to marry. This historic vote was influenced by sustained, strategic counsel, communications expertise, and funds given to the UCC Coalition for LGBT Concerns by Freedom to Marry.

Freedom to Marry funded, through a regrant of \$25,000, the nationwide, professional education and mobilization work done by the UCC Coalition for LGBT Concerns in advance of the XXV General Synod.

These funds allowed regional train-

ers and organizers to be recruited, trained, and deployed all over the country. They trained and supervised local activists who conducted congregational and associational education sessions that helped rank-and-file church members (and the delegates that represented them at the General Synod) understand the need for marriage equality and the theological basis for supporting this civil rights issue.

Lesbian and gay families told their own stories. Ministers interpreted the Bible and the history of the UCC as a force for social change. Materials produced by the UCC Office of Church Wider Ministries, and paid for by Freedom to Marry, were printed and distributed. These have become templates borrowed from widely by other denominations, and helped firm up the hearts and minds of UCC members.



“Withholding a marriage certificate remains one of the few remaining ways of limiting full citizenship to some among us who are perceived to be alien or 'other.' How do we square this with the frequent biblical admonition to 'treat the alien in our midst as a citizen?' Not to tolerate. Not to grant second class status. But to treat as citizens.”

—Rev. John H. Thomas, General Minister and President, United Church of Christ

In a powerful speech, on June 28, 2005, Rev. Thomas called on the General Synod of the UCC to endorse marriage equality. The UCC passed the resolution on July 4, 2005.

FOR US EVERY WEEK IS FREEDOM TO MARRY WEEK

In addition to the accomplishments already highlighted in this report, we wish to give you a taste of how the year unfolded for this organization and our movement. Here is a smattering of events and projects – some big, some small – that helped mark the year at Freedom to Marry:

JANUARY / FEBRUARY – Freedom to Marry works with a new team at Ocean State Action/Rhode Island, as they give leadership, with significant input from Gay and Lesbian Advocates and Defenders (GLAD), to the legislative-centered marriage strategy and public education work in that state.

Freedom to Marry helps fund a project of Equality Maryland to develop a printed resource for use with African American communities that will educate people to the need for the freedom to marry, the confluence of oppressions, and how they can get involved with the movement to end discrimination in marriage.

Shortly after being hired as Freedom to Marry's new Communications Director, Samiya Bashir represents Freedom to Marry at two different conferences to discuss marriage: NOW (National Organization for Women) Foundation's Women of Color & Allies Summit, and the National Black Lesbian Conference (NBLC).

MARCH / APRIL – Our partners in Connecticut, California, and other key states receive counseling from Freedom to Marry, while we develop new relationships and worked to enhance established ones in Washington, New Hampshire, Illinois, and Florida. For example, we fund a town hall meeting series through The Northwest Women's Law Center in Washington state.

Freedom to Marry supports the Religious Coalition for Equality in their work engaging clergy leaders in the marriage debate by funding a colloquy for clergy to explore the freedom to marry from a faith perspective.

Along with the National Gay and Lesbian Task Force and the Human Rights Campaign, Freedom to Marry advises **state leaders on public education strategies** as the prospect of anti-gay ballot initiatives in 2006 looms.

Freedom to Marry provides **consulting services on internet advocacy to Equal Rights Washington** in anticipation of a State Supreme Court ruling on marriage, and helps the local team develop action-plans for a sustained public education campaign around marriage equality.

MAY / JUNE – An ad featuring the Freedom to Marry-funded "Open Letter on Marriage Equality" from the Religious Institute appears in the May 17 edition of **Christian Century**, a leading clergy publication, commemorating the advent of marriage equality in Massachusetts and calling on progressive clergy to speak up. We work to create more ways to promote this resource, particularly through internet advocacy and the state clergy coalitions with whom we are networking.

Andy Stern, president of the Service Employees International Union (SEIU), the largest and fastest-growing labor union in the U.S. and Canada, joins our Voices of Equality, as does Mary Kate Henry, SEIU's Vice-President for Community Affairs.

Communications Director Samiya Bashir works with partner organizations including the **National Black Justice Coalition (NBJC)** and the **National Latino/a Coalition for Justice To End Discrimination in Marriage (NLCJ)** on their materials and website development, and with **Asian Equality**, a nascent national organization, around merged messaging toward the Asian/Pacific Islander communities.

Freedom to Marry's work with communities of color, and women's and organized labor communities is described in a presentation to the Open Society Institute and other funders by our Mobilization Coordinator Lisbeth Meléndez Rivera.

Freedom to Marry welcomes two new members to its **volunteer Steering Committee**: financial consultant, Fred Humphrey, and Quinnipiac School of Law professor, Jennifer Gerarda Brown. Fred is a former board member of the Anti-Violence Project and GLAAD, and Jennifer and her husband, Ian Ayres, are co-authors of the new book, **Straightforward: How to Mobilize Heterosexual Support for Gay Rights**.

Freedom to Marry's **revamped website launches**. Both new website visitors and those who frequently use the site as a resource center are now able to more easily find what they are

looking for in our library of articles, events, documents and more, especially with the new, keyword-based search engine. The new design is also more "orienting" for newcomers who may know less about the organization or the marriage movement.

JULY / AUGUST – Program Director Harry Knox travels to Atlanta to represent Freedom to Marry in two important meetings of members of the United Church of Christ – the National Gathering of the UCC Coalition for LGBT Concerns, and the historic XXV General Synod. Following intense work, a powerful statement by denomination leader, Rev. John Thomas (which we post on our website), and a last-minute keynote speech by Executive Director Evan Wolfson to over 300 UCC activists and leaders, **on July 4th, the General Synod of the United Church of Christ votes to endorse the freedom to marry**, making it the largest mainline Christian denomination in the U.S. to do so.

Mobilization Coordinator Lisbeth Meléndez Rivera participates at the **2005 National NOW (National Organization for Women) Conference** in Nashville, Tennessee. A workshop sponsored by the Marriage Equality Campaign at NOW is a great success, the NOW leadership we work closely with is reelected, and organization-wide resolutions in support of marriage equality pass.

We say farewell to our first Program Director Harry Knox, as he moves over to the Human Rights Campaign to head their Religion and Faith Program. And we welcome **new Program Director, Rodney McKenzie**, fresh from the National Gay & Lesbian Task Force as one of their Senior Field Organizers and Project Directors.

SEPTEMBER / OCTOBER – Mobilization Coordinator Lisbeth Meléndez Rivera begins implementing next steps towards our upcoming **initiatives for business groups and historically underrepresented groups** and attends, with Evan, the **15th Annual Out & Equal Workplace Summit** in Denver. She cements key contacts with Out & Equal and the LGBT Chamber of Commerce and gets them to make commitments to call national and local corporations to join the business roundtable at the local or national level.

Evan Wolfson gives the **keynote address to journalists at the National Conference of Editorial Writers** in Portland, Oregon, followed by a Q&A session. Participants include nationally syndicated columnists as well as writers and editorial board members from across the country. The hundreds present for Wolfson's address represent key public opinion leaders in markets nationwide.

Mobilization Coordinator Lisbeth Meléndez Rivera helps host the **first Arizona Latino Forum on Marriage** at Wingspan, Southern Arizona's Community Center. Over 50 mostly non-gay Latino people are in attendance including Congressman Raul Grijalva, Pima County Board of Supervisors' Richard Elias, Arizona Together's Vicki Gaubeca, and Isabel G. Garcia, head of the **Coalición de Derechos Humanos/Alianza Indígena Sin Fronteras**. The Forum is the lead story on NBC-KVOA and Univision and a featured story on Telemundo and CBS.

Mother Jones magazine interviews Evan Wolfson regarding his book and the continuing momentum of the marriage equality movement. With a circulation of 240,000, **Mother Jones** is the largest-circulation progressive publication in the U.S.

NOVEMBER / DECEMBER – Program Director Rodney McKenzie **provides technical assistance to state groups, with particular attention to Maine, Maryland, New Mexico, New York, Rhode Island, and Washington**, focusing on helping them with the particular challenges they face. In New York, Rodney works with the Empire State Pride Agenda to shape an on-the-ground public education campaign.

Freedom to Marry **Steering Committee members, Leslye Huff and Tim Sweeney, participate in panel discussions at the National Gay and Lesbian Task Force's 18th Annual Creating Change Conference**, advancing the marriage work from their respective angles – Leslye from her experience as an African American writer, attorney and activist, and Tim from his work as a leader in non-profit organizations and currently as a senior program officer at a private family foundation.

Former Political and Media Director for the Human Rights Foundation of Puerto Rico, Pedro Julio Serrano, comes on board as Communications Associate/Executive Assistant, making **Freedom to Marry fully staffed at eight employees**.

Communications Director Samiya Bashir works with the American Civil Liberties Union (ACLU) to **overhaul our online Story Center**. This process, completed with Senior Web Producer Jayme del Rosario, **includes the creation of a new database system** by Freedom to Marry, the streamlining of our online questionnaire in partnership with the ACLU and Gay & Lesbian Advocates and Defenders (GLAD), and the insertion of helpful additions to improve the usability of this resource for all participants.

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR JULY 1, 2004 TO JUNE 30, 2005*

ASSETS

Cash	\$419,550
Short-term investments	\$751,921
Prepaid Expenses	-\$4,798
Security Deposits	\$16,500

TOTAL ASSETS **\$1,183,174**

LIABILITIES & FUND BALANCE

Current Liabilities

Accounts Payable	\$1,381
Accrued Expenses	\$44,399
Payroll Liabilities	\$574
Employee Benefits	\$19,346

Due to/Due from

Due to Fiscal Sponsor	\$206,486
Due to/from Temp Restricted	\$120,100
Due to/from Perm. Restricted	\$32,500

TOTAL LIABILITIES **\$424,785**

FUND BALANCE **\$784,991**

Net Surplus/(Deficit) (\$26,603)

ENDING FUND BALANCE **\$758,388**

TOTAL LIABILITIES & FUND BALANCE **\$1,183,174**

DONORS

Freedom to Marry gratefully acknowledges the generosity and vision of the gay and non-gay foundations and individuals who have helped build this organization and support the cause of ending marriage discrimination nationwide. All contributions, regardless of size, are welcome and appreciated.

We especially acknowledge our multi-year core supporters:

\$200,000+
Anonymous
Evelyn & Walter Haas, Jr. Fund
David Maltz

\$100,000+
Gill Foundation
Columbia Foundation
Open Society Institute

\$40,000+
The Overbrook Foundation

\$20,000+
Fowler Bombardier Charitable Trust
The Ted Snowden Foundation
Allan Morrow Foundation

*Unaudited as of December 31, 2005. As Freedom to Marry is a sponsored project of the Astraea Lesbian Foundation for Justice, our financial reporting follows their fiscal year which is July 1 to June 30.

VOLUNTEERS, IN-KIND GIFTS AND DONATIONS OF PROFESSIONAL SERVICES

Freedom to Marry is also grateful for the many organizations and individuals who donated their time and talent to this organization and the marriage equality cause.

In-Kind:

Sonnenschein Nath & Rosenthal LLP, pro bono legal service
Fred Epstein, Sage Consultants (through the generosity of Open Society Institute)
Fred Garcia, Logos Consulting

Freedom to Marry Volunteers and Interns:

Peter Galvin
Melanie Hope
Bert Leatherman
Karyn Lukoff
Rev. Mark Wood

Hosting Freedom to Marry Coalition and Steering Committee meetings:

Kramer Levin Naftalis & Frankel LLP
GMHC (Gay Men's Health Crisis)
Open Society Institute
Proskauer Rose, LLC

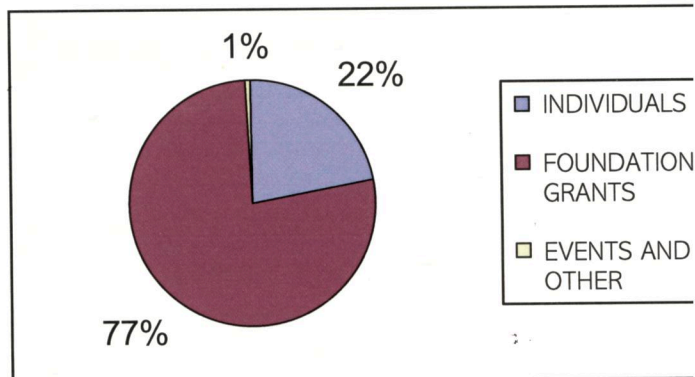
Benefit Parties and Events:

The following individuals and organizations generously hosted events in support of Freedom to Marry.

Associated Students of Piedmont High School T-Shirt sale, "marriage for all"
Brondi Borer
Rick and Jaye Johnson, on the occasion of their 25th Wedding Anniversary
Tracy and Vivek Tiwari
Josh Wood Productions for Wedrock DC and Wedrock LA

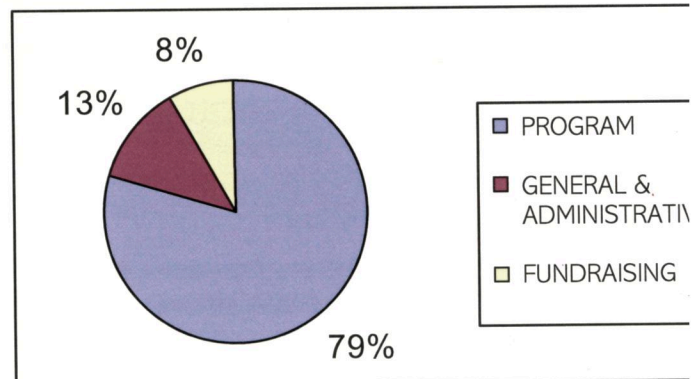
INCOME

INDIVIDUALS	\$334,789
FOUNDATION GRANTS	\$1,160,000
EVENTS and OTHER	\$11,414



EXPENSES

PROGRAM	\$1,124,803
GENERAL & ADMINISTRATIVE	\$178,312
FUNDRAISING	\$112,862



INCOME

Individuals	\$334,789
Foundation Grants	\$1,160,000
Events and Other	\$11,414

TOTAL REVENUE **\$1,506,203**

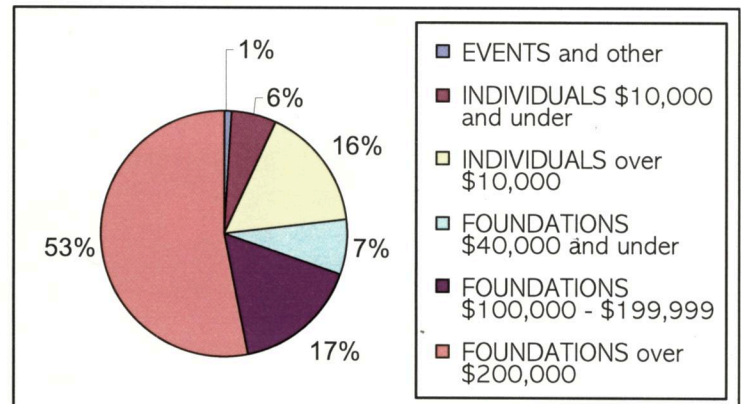
EXPENSES

Regranting/Partner Support	\$286,750
Communications Outreach	\$84,671
Consultants/Partner Support	\$32,401
Conferences and Sponsorships	\$25,903
Travel	\$110,679
Salaries	\$485,849
Payroll Taxes and Benefits	\$113,589
Fees, Dues, and Subscriptions	\$6,983
Occupancy	\$99,000
Telephone and Internet	\$46,670
Supplies, Copying, and Postage	\$11,332
Computer and Equipment	\$5,638
Messenger and Delivery	\$1,679
Insurance	\$1,600
Fiscal Sponsor Fee	\$103,233

TOTAL EXPENSES **\$1,415,977**

REVENUE

EVENTS and other	\$11,414
INDIVIDUALS \$10,000 and under	\$94,789
INDIVIDUALS over \$10,000	\$240,000
FOUNDATIONS \$40,000 and under	\$110,000
FOUNDATIONS \$100,000-\$199,999	\$250,000
FOUNDATIONS over \$200,000	\$800,000



OUR STAFF



Samiya Bashir
Communications Director
(New York)



Rodney McKenzie, Jr.,
Program Director
(New York)



Noran Camp
Office Administrator
(New York)



Lisbeth Meléndez Rivera
Mobilization Coordinator
(Washington, DC)



Jayme del Rosario
Senior Web Producer
(New York)



Pedro Julio Serrano
Communications
Associate/Executive
Assistant
(New York)



Charles Ignacio
Deputy Director
(New York)



Evan Wolfson
Executive Director
(New York)

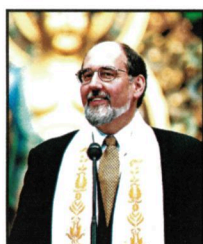
STEERING COMMITTEE



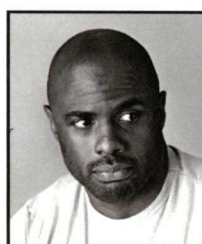
Jennifer Gerarda Brown
Professor of Law and Director of
Programs
Quinnipiac University and Yale
Law School
(Connecticut)



Leslye M. Huff, Esq.
Managing Member
HUFF LAW, LLC
(Ohio)



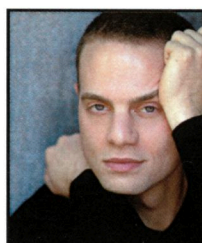
Rev. John Buehrens (co-chair)
Minister of the First Parish in
Needham
Unitarian Universalist
(Massachusetts)



Fred Humphrey
Consultant
FTH Consulting
(New York)



Mandy Carter
Development Coordinator
SONG (Southerners On New
Ground)
(North Carolina)



Jordan Roth
Resident Producer
Jujamcyn Theaters
(New York)



Tracey Conaty
Assistant Director of Online
Communications
AFSCME
(Washington, D.C.)



Cherry Spencer-Stark
President
ACLU of Georgia
(Georgia)



Barbara Cox (co-chair)
Professor of Law
California Western School of Law
(California)



Tim Sweeney
Senior Program Officer
Evelyn & Walter Haas, Jr. Fund
(California)

(Organizational affiliations listed with Steering Committee names are for identification purposes only)

FREEDOM TO MARRY accomplishes its work by filling four principal roles:

A **Strategy and Support Center** for our local, state, and national partners

A **Catalyst** that drives and influences the national debate on marriage equality

A **Partnership and Alliance-BUILDER** enlisting local and national non-gay allies and non-gay public support

A **Regrantor and Engine of Funding** to augment local, state, and national freedom to marry efforts



116 West 23rd Street, Suite 500
New York, New York 10011
www.freedomtomarry.org
Tel: 212-851-8418
Fax: 646-375-2069
info@freedomtomarry.org