The gay and non-gay partnership working to end discrimination in marriage nationwide
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DEAR FRIENDS AND SUPPORTERS,

All social justice movements, it’s been said, go through periods of creeping and leaping. 2006 was definitely a challenging year of creeping compared to “leap years” such as 2003 and 2004. But in 2006 the cause of marriage equality nonetheless saw real progress.

Some of what made 2006 hard:

- The rocky patch that ran from July’s shabby and divided high court rulings in New York and Washington through to October’s unsatisfying but still historic, unanimous decision of the New Jersey Supreme Court, which put wind back in our movement’s sails.
- The right-wing’s ongoing assault on gay and unmarried couples and their kids, inscribing discriminatory language harmful to families and antithetical to American values into seven more state constitutions.
- Too many politicians and progressives continuing to hesitate to make the case for justice unequivocally.
- The growing tendency among some allies, and even some in our own communities, is to declare marriage equality “inevitable,” and, perversely, therefore to be fought for less urgently. Too frequent recourse to knee-jerk assertions that the time is not yet right. Too much condescending assurance that words don’t matter, that civil union or even less is good enough for now, and that the less will somehow morph by itself into marriage — on someone else’s watch.

And yet, with all this, amidst the challenges and beneath the surface, 2006 saw significant shifts and advances:

- South Africa became the latest country, and the first in Africa, to end gay couples’ exclusion from marriage, joining Belgium, Canada, Netherlands, Spain, and, of course, 1/50th of the United States. Even more nations moved in the direction of ending marriage discrimination through varieties of registered partnership, and, as the year ended, Israel’s Supreme Court ruled that same-sex couples married elsewhere must have their marriages treated equally there— a triumph for fairness and love in the Holy Land.
- Here at home in America, pro-marriage candidates and officials who voted for marriage bills, or against anti-gay attacks, were elected and re-elected in droves in states from CA to MA to NH, while anti-gay and anti-marriage legislators were defeated. Overall, the country seemed to rouse itself and repudiate the divisive forces who have dominated the political landscape over the past several years.
- For the first time, every justice on a state high court held that committed same-sex couples must be treated equally (and 3 of the 7 New Jersey justices, including the incoming chief justice, recognized that equal means equal, and that means marriage).
- The other disappointing court rulings in 2006 were so feeble and hasty in applying a toothless standard of review to achieve the result and pass the buck to the legislature that they demonstrated anew that there is increasingly no tenable real argument justifying couples’ exclusion from marriage.
- The anti-gay margins by which discriminatory ballot measures passed declined in many of the states. And Arizona succeeded in defeating a constitutional amendment that would have denied important protections to non-gay and gay families alike, the first time we’ve beaten one on the ballot (as apart from the many we continue to block in legislatures).
- Elected officials continue to “evolve” in their position, from Senator Hillary Clinton, who says she no longer opposes marriage and believes committed same-sex couples should have full equality “with nothing left out,” to incoming pro-marriage governors such as Eliot Spitzer in NY and Deval Patrick in MA.

Far from getting stuck at civil union, advocates of fairness will mount a strong effort to win marriage within 3 years in New Jersey, as well as in several New England states, California, Iowa, Maryland, New York, and beyond. Crucial battles loom in 2007-2008 particularly in California, which could well be the Gettysburg of our struggle; not the end, but the turning-point.

Building on the successes and approaches you will see described within this Annual Report, Freedom to Marry will continue its work as a catalyst, convener, and coach, helping partners in this human rights movement keep their eyes on the prize and their feet on the path. In 2007, with your help, we will also try some new tacks and emphases, redoubling our work and reconfiguring our team to bring more non-gay voices and support into our organization and the noble cause of ending the unfair denial of marriage to committed couples and their kids.

As we ended 2006, census data show that an astounding 20% or more of the American public live in states where we have already achieved marriage or all but marriage. Our work is far from done, in any state and we squander opportunities at our peril. But this progress, inconceivable to many not so long ago, shows we can dream and do this.

It is your support that makes Freedom to Marry’s work, and this movement’s shared work of winning the freedom to marry nationwide, possible. Thank you for your commitment and contributions – and here’s hoping for an early and transformative “leap year” in 2007!

Evan Wolfson
Executive Director
Freedom to Marry is a strategy and support center in the drive to win marriage equality, providing strategic vision, message development, community organizing, coaching, trainings, and materials.

STRATEGIC COUNSEL

With its 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 marriage equality movement. It is this strategic role that we play—providing the vision, building support, keeping the players on track and in sync pushing higher—that allows our partner organizations to accomplish their tasks more effectively and, together with our allies and funders, keep the movement’s collective “eyes on the prize.”

Here are some examples of Freedom to Marry’s work as a strategy and support center:

- Freedom to Marry continued convening regular meetings in New York and Washington, DC, bringing together over 30 coalition partners. Topics discussed included how the battles over parenting and marriage intersect; people of color organizing for marriage; strategies employed by allies and others working on parallel causes; and close analyses of the Arizona and South Dakota ballot-measure campaigns.

- Freedom to Marry convened a California African-American Marriage Strategy Meeting in June. This was a 15-person, two-part conversation with African-American leaders, including key activists from California groups including Alexander Robinson of the National Black Justice Coalition, Alice Huffman of the California Conference of the NAACP, and select others.

- Freedom to Marry provided behind-the-scenes strategic counsel to state groups as they engaged in conversations with their citizens about the freedom to marry. Our consultations and on-the-ground assistance at critical moments were valued by leaders in states such as California, Connecticut, New Jersey, Illinois, Maryland, New York, and Washington, as well as national leaders preparing for media appearances and crucial meetings with current and prospective stake-holders and targets.
- Working closely with Equality California and a broad array of national and local organizations, Freedom to Marry has helped shape and lead an exciting new initiative, the California Equality Project, an ambitious, affirmative public education campaign that will provide templates and lessons for work throughout the country. Executive Director Evan Wolfson serves as chair of the Project’s National Advisory Board.

- Freedom to Marry continued to promote the “2020 Vision,” a proposed sustained approach for winning the freedom to marry nationwide by the year 2020 (more or less). Conceived with key movement colleagues and funders in a process shepherded by the ACLU’s Matt Coles, the 2020 Vision explains how state-by-state work and advances fit together, urges a heightened commitment of resources and effort to a national campaign in tandem with state battles, and is a call to arms for a more strategic affirmative effort to win full marriage equality.

Know that we are on the right side of history. Despite the disappointments, each day there are signs that history is with us. Know that in the end, we are going to win.

– Rev. Gilbert H. Caldwell, Retired United Methodist Minister and non-gay ally

Freedom to Marry annually provides a focus for marriage work, and disseminates timely information to movement leaders and activists, at our now regular Marriage Training Institute at the National Gay and Lesbian Task Force’s Creating Change Conference.

This year we offered our fourth Marriage Training Institute. Program Director Roey Thorpe and Communications Director Samiya Bashir planned the day, along with staff from the American Civil Liberties Union, one of our partner organizations. We drew participants from all across the country, from organizations small and large.

The goal of this full-day program was to inform and inspire activists; and with the help of many speakers and panelists, we did both. Our keynote speaker, Rev. Gilbert H. Caldwell, inspired us with lessons learned from the 40 years of activism which started with marching for civil rights with Dr. Martin Luther King, Jr. and has included standing up as a non-gay ally for LGBT rights. Executive Director Evan Wolfson described the long-term vision for marriage equality, and helped participants understand that each of us, no matter where we live, has an important role to play in making that vision a reality. We filled in a huge map of the United States with state and local victories to illustrate how far we have come in the past year, and how small wins add up to sweeping changes.

Finally, a panel of activists from four states—New York, South Carolina, Oregon, and Connecticut—shared their organizations’ strategic plans and talked about how they are moving our struggle forward. Whether poised for short-term victory, or working on a long-term strategy, these leaders not only inspired colleagues with their tenacity, but gave us all the nuts-and-bolts of how to strategize to win.
2006 was a challenging year in the fight for marriage equality. But one of Freedom to Marry’s greatest accomplishments was continuing its role as an engine of hope, undaunted that the road to marriage equality, like most civil rights struggles in America, is a long and rocky one, with periods of setbacks as well as successes.

This role we play was crucial in helping to bolster our partners and allies immediately following the state high court rulings in New York and Washington in favor of continued discrimination in marriage to same-sex couples.

Evan Wolfson’s incisive, post-decision analyses of the disappointing rulings in Washington and New York were widely circulated. One article, titled “Stay in the Fight,” was published in Seattle’s weekly, The Stranger. Another, titled “The Freedom to Marry: Keep Dancing,” was posted on www.Advocate.com as well as on our own website.

Evan summarized a particularly disheartening week of adverse court decisions in early July, in a piece titled “Hebdomas horribilis” (“horrible week”) posted on our website, and banged out a trenchant, tight article, “Winning on Gay Marriage”, for TomPaine.com, which predicted and examined the loss of nearly all of the anti-marriage ballot measures in the November elections. These publications helped put our defeats in perspective and laid out practical steps for moving forward and mounting better campaigns.

Our role of instilling confidence that we will win, reminding others that the road to marriage is a journey with peaks and valleys, and encouraging our partners to persevere in the fight for full marriage equality is essential to victory, even when we set the bar high.

An ongoing challenge for Freedom to Marry is moving all the stakeholders — advocates, allies, funders — in the same direction, on time, and to scale in a movement under fire that historically lacks the experience and the resources to act collaboratively on an affirmative and sustained strategy.
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.

A NEW AND IMPROVED STORY CENTER

Thanks to our partners at the American Civil Liberties Union (ACLU) and Gay & Lesbian Advocates & Defenders (GLAD), 2006 saw a complete re-launch of our Story Center.

Together we created a new database system, which streamlined our online questionnaire, and translated both the user end and the database into Spanish (launching El Centro de Historias in June) so that we can gather stories from families in Spanish-speaking communities.

The Story Center is a shared vehicle for putting the faces and voices of couples and kids front and center. Story Center couples are showcased as featured families on our website (in English and Spanish), in our printed materials, and in presentations and workshops. Freedom to Marry continues to spread word about the Story Center more widely and we have seen a great deal of increased usage both in terms of couples signing up and requests from our partners to work with them.

Denise and Treeva Liggett-Creek met through a mutual friend. Denise is an independent financial advisor and Treeva is a media and promotions specialist at a college in Maryland. Together they are raising two young daughters, Dominique, age 11, and Alexandra, age 6. Their decision to have a wedding was not only based on their mutual love and admiration for each other, but also a desire to share their commitment with family and friends.

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STORY CENTER RECRUITMENT & MOBILIZATION

Story Center couples and families have done a great deal to help us further the work of ending the exclusion of same-sex couples, and their families, from marriage. They have acted as spokespersons for a variety of media in both English and Spanish including print media, radio and television. One couple was contacted by The Oprah Winfrey Show and offered their perspective about women who have left heterosexual marriages to wed a same-sex partner.

These families have been generous in responding to our requests from partners: signing on as plaintiffs in marriage equality court cases; working with local groups to further their marriage equality efforts; participating in media trainings and lobby days; speaking to their local legislators and opinion leaders; and continuing to share their stories in public education pieces, marriage advertisements, and numerous other venues.

Increasing and diversifying the messengers in our movement continued to be one of Freedom to Marry’s key focus areas in 2006. With a particular eye toward broadening outreach to non-gay allies and communities of color (both gay and non-gay), we developed new materials (including a new brochure: The Freedom to Marry: Why Non-Gay People Care and What We Can Do About It, developed with our Steering Committee member Jennifer Gerard-Brown, who co-authored, with her husband Iyan Ayres, Straightforward: How to mobilize heterosexual support for gay rights).

In 2006 Freedom to Marry began an ambitious project geared toward translating all of our online and print materials into Spanish. So far we have succeeded in bulking up our En Español website and fully translating our Story Center so that it is available to both English-and Spanish-speaking participants. We began further development of various areas of our En Español website as part of a long-term goal to completely mirror our

sharing our stories: CHARLES & GLEN

As senior citizens, Charles and Glen are healthy and active. They live in Baltimore, have been together for more than 26 years, enjoy traveling around the world, and share interests in art, theater and classical music. They are living their “golden years” to the fullest, but worry about what will happen to them when the time comes to slow down. Without the safety net of marriage, the years Charles and Glen have spent together are at risk.

“We are concerned about being separated in a nursing home,” Charles says. “We are so grateful to have each other; we’d hate to be alone as gay seniors. But we fear we might end up alone if we can’t protect our relationship. “As a retired federal employee, Glen has excellent health benefits and coverage that he cannot share with Charles. Now that Charles is in his 70’s, he worries what will happen if he becomes ill and the protections of marriage are not available to him and whomsoever survives the death of one of them.

NEW RESOURCES
Carmen and Anisia Machado have been together for over 30 years. “We were next door neighbors since grade school, we always liked each other and got along,” says Carmen of their meeting. “Our parents and families tried to keep us apart but somehow we survived it all.” Despite Carmen’s commitment as an employee of the city, she can’t cover her partner on her health insurance. Anisia, therefore, has no health benefits. Their two daughters, however, are covered under Carmen’s health insurance. “We are a family in every way possible,” says Carmen. “Our two beautiful daughters deserve all of the benefits that all other children in this great country enjoy, and that is to have married parents. The legal and civil rights enjoyed in the United States by ALL Americans are presently denied to us. . . Aren’t we American?”

Immediately after Lambda Legal’s unanimous New Jersey Supreme Court decision mandating equal treatment of same-sex couples, Carmen responded to our request (in conjunction with our partners at GLAAD) to participate in an interview with leading Spanish-language daily newspaper El Diario in which she was an important advocate for equal marriage rights for all New Jersey families – including her own!

Sharing our stories: CARMEN & ANISIA

We will not ask whether this proposition of legalizing same-sex marriage is popular or unpopular; we will not ask if it’s hard or easy; we will simply ask if it’s right or wrong...[and] we will make it law in New York.

– New York Governor Eliot Spitzer, vowing in October 2006 to end marriage discrimination.

Beginning with a significant push during Freedom to Marry Week, we increased our outreach to Spanish-language media, one of the leading markets in the nation.

Sharing our stories: NIGEL & ALVIN

Story Center couple Nigel Simon & Alvin Williams are plaintiffs in the ACLU’s Maryland case seeking an end to their exclusion from marriage. They have adopted one son and are in the process of adopting 2 more children. They have been willing to share the story of their own relationship and their family, insuring that the court cases have a “face” for the public as well as the justices who decide. Both Alvin and Nigel are active in community service and attend worship services at Covenant Baptist Church. They met at a discussion group for black gay men. “It was love at first sight,” says Alvin.

“I have long felt as married as anyone who loves and lives with their spouse, raises kids, owns a home, and even drives a minivan,” Nigel says. “Although we are a family in every way imaginable — a family with one military veteran and one federal employee — without the freedom to marry, we are not fully protected as a family under the law.”
FREEDOM TO MARRY WEEK 2006

Last year’s 9th Annual Observance of Freedom to Marry Week was the largest and most successful to date. The Communications team kept track of over 225 registered Freedom to Marry Week events in over 80 cities and 25 states, facilitated email distribution of the Resource Guide, and contacted registrants for assistance and support.

With the help of the larger gay and non-gay community and our partners, including GLAAD, Freedom to Marry Week 2006 saw a 50%+ increase in media coverage of Freedom to Marry Week from 2005, a wonderful addition to the specific campaigns and media placements tied to and/or launched during Freedom to Marry Week. We especially saw an increase in coverage of religious support for the freedom to marry.

Freedom to Marry Week 2006 also garnered us the highest number of daily web hits in the two years since we started tracking them.
LATINO/A RADIO TOUR

A highlight of our public education efforts around the 9th Annual Observance of Freedom to Marry Week was our Latino/a Radio Tour, conducted with the help of our consulting team at Caplan Communications. The tour featured Voices of Equality Dolores Huerta, co-founder of the United Farm Workers of America (UFW), and the compelling Christine Chavez, granddaughter of civil rights activist and UFW co-founder, Cesar Chavez.

The 11-day-long radio “tour” comprised 20 interviews, and reached an audience of approximately 2.5 million predominately non-gay Latino/a listeners. The radio tour, originally conceived to air on solely Spanish-language radio markets, presented important challenges and learning opportunities, yet offered an exciting model we continue to hone and utilize. The opportunity also allowed us to secure Ms. Huerta and Ms. Chavez as fully engaged Freedom to Marry Voices of Equality.

COLAGE RADIO TOUR

Our largest and most successful radio tour yet was conducted, again with Caplan Communications, during the fall and winter of 2006. Working with our partner organization, Children of Lesbians & Gays Everywhere (COLAGE), as well as Voices of Equality, Marina Gatto, and Dakota Fine, the COLAGE radio tour reached over 8 million predominate non-gay listeners with stories told from the perspective of children of lesbian and gay couples about why marriage matters to them and to their families. This radio tour also succeeded based on the broad-based coalition work that helped us identify couples and families not only from our own story center, but from our partners at COLAGE, Family Pride, HRC, and the National Black Justice Coalition in order to mobilize diverse spokespeople.

“Now is the time for Equality & Marriage to be a reality. Why should we make people wait for such a fundamental justice? There is no justification for discriminating against same sex couples!”

- Dolores Huerta, President Dolores Huerta Foundation; Co-Founder of the United Farm Workers of America; a Board Member, Feminist Majority Foundation

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“The COLAGE Radio Tour was a wonderful way to raise awareness about the lack of equality, from the point of view of those who are truly effected by it, the children. I was glad to be given the opportunity to educate listeners nationwide about the lack of equality faced by my family, and millions of families like mine, and why it is important that we realize we are not truly equal as a society until all citizens are given equal rights.”

- Marina Gatto
  18-year-old activist
  California

“It is my hope that as others begin to hear my story, professionals and community leaders will begin to adopt a more comprehensive approach to family and what that means. The COLAGE radio tour has helped me to position myself as a fresh voice of reason and leadership in our community, a role in which I would like to thrive.”

- Dakota Fine
  24-year-old activist
  Washington, DC
The Marriage Equality Matters campaign was launched in connection with Freedom to Marry Week 2006. Freedom to Marry brought funding and strategic planning to this joint project initiated by Lambda Legal. The National Black Justice Coalition, National Latino Coalition for Justice, and Asian Equality joined in this public education campaign geared toward gay and non-gay people of color.

The first phase of the initiative included website banner ads placed on non-gay websites targeting African American, Latino/a and Asian/Pacific Islander audiences, many of which had never had gay advertising, much less advertising promoting marriage equality, and select sites targeting gay communities. A press conference conducted during the first day of the initial phase of the campaign generated a significant amount of earned media attention.

The advertisements reached over 1.5 million viewers who would not otherwise hear our message or see these messengers and linked directly to a website developed to inform non-gay people of color who are new to the equal marriage fight about the importance of marriage equality to communities of color, and highlight support of leading advocates of color of equal marriage rights for same sex couple’s exclusion.

At the initiation of the Arcus Foundation, Freedom to Marry joined with the National Gay and Lesbian Task Force, GLAAD, Pride at Work and others to develop and run an unprecedented ad campaign following the disappointing decision of the New York Court of Appeals refusing to end same-sex couples from marriage.

The full-page advertisement, which started its run in the New York Times, boldly declared that “Marriage Matters.” Freedom to Marry secured many of the ad’s diverse signatories, intended to reflect non-gay support alongside the unanimity among the movement’s top organizations.

Signatories included many Freedom to Marry Voices of Equality: Mayor Rocky Anderson (Salt Lake City, UT); Christine Chavez; Kim Gandy, President, National Organization for Women; Dolores Huerta, Co-Founder, United Farm Workers; Alice Huffman, President, California State Conference of NAACP; Rev. Dr. Randall Bailey, Andrew W. Mellon Professor of Hebrew Bible, Interdenominational Theological Center; Bishop John Selders, Organizing Pastor, Amistad United Church of Christ.

In addition to the ads’ appearance in 51 publications across the country, the team efforts of The Arcus Foundation, Freedom to Marry, GLAAD, and the Task Force resulted in earned media placements in over 1,250 major media outlets, including Forbes, The Washington Post, ABC, CBS, The Seattle Post Intelligencer, The Boston Herald, The Baltimore Sun, The San Jose Mercury News, The San Diego Union Tribune, and The Houston Chronicle. There were additional stories elsewhere, including a large piece in The Los Angeles Times. We also saw earned media coverage in numerous LGBT press outlets and heated discussion on prominent LGBT blogs.
VOICES OF EQUALITY

Freedom to Marry believes that as important as the message being conveyed is the method of message delivery, including getting the right messengers before diverse groups of people enough times, over enough time, we also want to empower our base, non-gays as well as gay, supporters to add their voices to the conversations needed.

Freedom to Marry’s Voices of Equality are a diverse group of prominent, predominantly non-gay Americans speaking out against discrimination in marriage. In 2006, we developed new recruitment materials for our Voices of Equality, with input from our Steering Committee and staff, to help us expand our roster of diverse leadership voices out there in the debate. We increased our outreach to potential new Voices of Equality during our travel and speaking events.

The California Conference of the NAACP continued to be one of our most important non-gay, statewide partners in 2006 and Freedom to Marry worked extensively with them in their work garnering growing support among California’s African American communities for marriage equality.

In 2006, Freedom to Marry attended the NAACP National Convention in Washington, D.C., met with National NAACP Board Members to discuss marriage equality, supported the California Conference with funding and staffing consultation, spoke and met with other state-wide leaders who are working to pass marriage equality resolutions in their own chapters, and conducted a marriage equality/communications training for the California Conference staff at their headquarters in Sacramento, California, among others.

Voices of Equality have participated in a number of events and actions around the country, for both Freedom to Marry and for our partners, including:

- **Dolores Huerta** lent her name to an Amicus Brief for our partners in Connecticut in support of marriage equality in that state.
- **Rep. John Lewis, Mayor Richard M. Daley** and many other Voices of Equality lent their names for the Marriage Matters ad, the full-page advertisement which ran in the *New York Times* and nationwide following July’s flawed New York Court of Appeals decision.

NEW VOICES OF EQUALITY

This past year, we added the voices of the following women and men powerfully reaching new audiences on why marriage equality matters.

- **Hon. Richard M. Daley, Mayor of the City of Chicago**
- **Rev. Dr. Michael Eric Dyson, Baptist Minister, author; civil rights leader**
- **Hon. James C. Hormel, former U.S. Ambassador to Luxembourg**
- **Nila Marrone, Co-Coordinator of Families of Color and Allies (FOCAA) PFLAG in NYC, the first chapter dedicated to reaching out to families of color in the U.S.**
- **Rev. William G. Sinkford, President, Unitarian Universalist Association**
- **Randall C. Bailey, Andrew W. Mellon Professor of Hebrew Bible at Interdenominational Theological Center in Atlanta, GA**
- **Bishop John L. Selders, Jr., Organizing pastor of Amistad United Church of Christ, Hartford, CT, Program Coordinator of Zezzo House and Lead Principal for The Human Connection Project.**
- **Rev. Joan Salmon Campbell, United Church of Christ Minister**
- **Hon. Ron Simms, county executive of King County, Washington**
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.

SPOTLIGHT: PRIDE AT WORK

One of our most successful partnerships has been with Pride At Work, a constituency group of the AFL-CIO. The purpose of Pride At Work is to mobilize mutual support between the organized Labor Movement and the LGBT communities by organizing for social and economic justice. They are a bridge organization that aims to educate gay people about the benefits of union membership for working people, and build support and solidarity among working people for equality and inclusion.

Pride At Work has been the recipient of two Freedom To Marry grants, for a total of $100,000, funding a marriage organizer position in the organization. For the past year, this position has been

The most rewarding thing about this work is constantly being pleasantly surprised. I’ll admit that I still get nervous walking into a roomful of Teamsters to talk about LGBT issues, but labor has been consistently receptive to my message. It has taught me not to underestimate our potential allies.

Pride At Work’s
Sandra Telep and
Voice of Equality
Dolores Huerta
The following labor organizations are taking a public stand for marriage equality as a direct result of Freedom to Marry’s outreach to organized labor through our colleagues at Pride at Work and others. Here is a sampling:

Labor Locals and Internationals
- American Federation of Government Employees (AFGE)
- American Federation of State, County & Municipal Employees, and AFSCME locals
- American Federation of Teachers (AFT)
- American Flight Attendants-CWA Council 27 (MA)
- California Federation of Teachers – AFT (CA)
- Communications Workers of America (CWA)
- Graduate Employees Union 6196 – GEU/MFT/SRT/AFT (Michigan State University, MI)
- Hampshire/Franklin Labor Council (MA)
- International Brotherhood of Electrical Workers (IBEW) 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 (San Francisco, CA)
- Service Employees International Union (SEIU), and SEIU Locals
- Southeastern Massachusetts Labor Council (MA)
- United Auto Workers CAP Council
- UAW Locals
- Union Workers Union (MA)
- UNITE Local 2661 (MA)

Labor Affinity Groups
- LCLAA (Labor Council for Latin American Advancement)
- Pride at Work, AFL-CIO (American Federation of Labor-Congress of Industrial Organizations)

importance of marriage not least because the exclusion from marriage makes it hard to represent and protect all families in collective bargaining. At the same time, Labor has a long history of fighting for civil rights and fair treatment of all workers even when it hasn’t been popular. It really is a movement where the heart meets the mind on this issue.”

Pride At Work does all of its work in the spirit of the union movement’s historic motto, “An Injury to One is An Injury to All.” Sandra believes that this principle is still alive and well in the labor movement, and is moving people toward support and advocacy for the freedom to marry.
Freedom to Marry
FROM COAST TO COAST

Being a catalyst and coach means extensive travel for Freedom to Marry’s Executive Director and Communications staff. Beyond the usual, here are some cities where we hosted and/or participated in conferences, workshops, and debates:

- Atlanta, National Black Justice Coalition Black Church Summit
- Baton Rouge, Martin Luther King AFL-CIO Conference
- Birmingham, Equality Alabama post-election kick-off
- Boston, Women’s Institute for Leadership Development, Equality Federation conference
- Des Moines, site visit with One Iowa and the LGBT Community Center of Central Iowa
- Chicago, Latino Leadership Summit
- Indianapolis, National Association of Black Journalists
- Kansas City, Marriage Training Institute, Creating Change Conference
- Louisville, Kentucky Fairness Alliance dinner
- Los Angeles, grantee meeting for non-gay organizational placements
- Miami, National Lesbian & Gay Journalists Association
- New Orleans, American Psychological Association Annual Convention
- Corvallis, OR, lead trainer for “People Get Ready Strategy Session”
- San Juan, Puerto Rico, Freedom to Marry Task Force launch
- Silver Spring, MD, Latino Marriage Forum
- Tampa, Metropolitan Community Church People of African Descent Conference
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.

Freedom to Marry offers funding to organizations across the country who are working collaboratively in their communities to advance marriage equality. A few thousand dollars made available at the right time and place can make great things happen, and we are proud to assist the people who are doing this work locally. We have learned that a small amount of funding can help organizations grow, once they are able to show the success of their programs to local donors and national funders alike.

One of the most exciting signs of progress in our movement has been seeing affirmative work toward marriage equality flourish around the country. Freedom to Marry has helped many organizations, gay and non-gay alike, directly educate the public, form coalitions, and reach out to allies in many different communities. Financial support is given hand in hand with the other resources we offer: strategic consulting, messaging support, and movement coordination. The work we do to strengthen our partner organizations makes them stronger and is building a more effective movement. We are also called upon to counsel funders, and fund-raise for our partner organizations.
## 2006 REGRANTS

<table>
<thead>
<tr>
<th>ACTUAL AMOUNT</th>
<th>CATEGORY</th>
<th>NON-PROFIT ORG.</th>
<th>DESCRIPTION</th>
<th>ANTICIPATED IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,500</td>
<td>California</td>
<td>Zuna Institute</td>
<td>Zuna Marriage Education Project</td>
<td>Form Black Caucuses across state and train leaders to mobilize their communities</td>
</tr>
<tr>
<td>$25,000</td>
<td>California</td>
<td>Equality California Institute</td>
<td>Coalition Organizer Position</td>
<td>Build and strengthen racially diverse coalitions so that perspectives of all will be heard and used to build public education campaign</td>
</tr>
<tr>
<td>$13,000</td>
<td>National, People of Color</td>
<td>National Black Justice Coalition</td>
<td>Media Campaign Targeting People of Color</td>
<td>Innovative “Marriage Equality Matters” campaign to help gay and non-gay people of color (and others) see images of LGBT people of color who believe marriage is important</td>
</tr>
<tr>
<td>$15,000</td>
<td>New York</td>
<td>Empire State Pride Agenda</td>
<td>2006 Statewide Poll on Marriage</td>
<td>Statewide marriage poll to determine baseline support in anticipation of major court decision</td>
</tr>
<tr>
<td>$25,000</td>
<td>Maryland</td>
<td>National Black Justice Coalition</td>
<td>Maryland African American Mobilization Project, Phase 1</td>
<td>Used targeted outreach from and to African Americans to build a coalition of groups in Maryland to speak out on marriage equality</td>
</tr>
<tr>
<td>$25,000</td>
<td>Maryland</td>
<td>National Black Justice Coalition</td>
<td>Maryland African American Mobilization Project, Phase 2</td>
<td>Developing leaders and hosting community forums on marriage equality within African American community</td>
</tr>
<tr>
<td>$25,000</td>
<td>Iowa</td>
<td>One Iowa</td>
<td>Marriage Public Education Organizer</td>
<td>Organizations collaborating to create an education campaign for marriage equality in anticipation of major court decision</td>
</tr>
<tr>
<td>$15,000</td>
<td>New York</td>
<td>Empire State Pride Agenda</td>
<td>Statewide Polling to follow-up on Hernandez vs. Robles</td>
<td>Statewide poll to analyze impact of negative court decision on public opinion, in order to plan education campaign for full marriage equality</td>
</tr>
<tr>
<td>$15,000</td>
<td>Washington State</td>
<td>Religious Coalition for Equality</td>
<td>Religious Coalition for Equality Colloquies</td>
<td>Hold colloquia for faith leaders throughout New York State to make sure that faith leaders who support marriage equality are prepared to speak publicly</td>
</tr>
<tr>
<td>$25,000</td>
<td>National: Organized labor</td>
<td>Pride At Work</td>
<td>LGBT Labor Leadership Initiative</td>
<td>Increase support of organized labor groups and leadership, which diversifies and strengthens our movement</td>
</tr>
<tr>
<td>$20,000</td>
<td>Oregon, Non-gay allies</td>
<td>Basic Rights Education Fund</td>
<td>50 Voices of Equality Project</td>
<td>Create group of non-gay community leaders who speak on marriage equality, showing broad range of support from across the state</td>
</tr>
<tr>
<td>$25,000</td>
<td>Connecticut</td>
<td>Love Makes A Family</td>
<td>Earned Media Campaign</td>
<td>Hire coordinator to increase media coverage of marriage-related stories</td>
</tr>
<tr>
<td>$6,000</td>
<td>National, People of Color</td>
<td>National Latino Coalition for Justice</td>
<td>Start-up Support</td>
<td>Elected new board, crafted strategic plan, created and maintain website</td>
</tr>
</tbody>
</table>

In FY2006, Freedom to Marry distributed over $448,000 in regrants and partner support, more than 25% of our budget.
PARTNER SUPPORT: NATIONAL LATINO/A COALITION FOR JUSTICE

Freedom to Marry provided financial and staff support for the organization and convening of the founding meetings of the National Latino/A Coalition for Justice (NLCJ). At these meetings, the seven-person executive committee elected a new board, crafted a strategic plan for fiscal year 2007, and set targets for recruiting members. Freedom to Marry’s intention is to continue supporting efforts to build a Latino/A organization, and add to the growing diversity of voices, for marriage equality.

THE CIVIL MARRIAGE COLLABORATIVE

One of the roles that Freedom to Marry plays in our movement is to advise the Civil Marriage Collaborative (CMC). Several leading foundations have come together to create a pool of money, housed at the Proteus Fund, to support state efforts to end marriage discrimination. For several years now, CMC has provided about $1.5 million annually to state organizations working for marriage equality. Freedom to Marry serves as a resource, making recommendations to the CMC based on our strategy and knowledge of the prospects, capacity, and activities of each state’s team.

GRANTEES IN ACTION

Couples were denied marriage licenses at Equality California’s “Counter Demonstration” on Valentine’s Day.

Volunteers from Northeast Connecticut participate in a half-day Leadership Summit, one of three regional trainings held by Love Makes a Family to train volunteers and others wanting to learn community organizing skills.
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR JULY 1, 2005 TO JUNE 30, 2006*

ASSETS
Cash and cash equivalents $323,884
Investments 598,932
Other current assets 1,779
Other long-term assets 24,624
Total Assets $949,220

LIABILITIES
Current Liabilities $97,566
Long-term debt 0
Other long-term liabilities 0
Total Liabilities $97,566

NET ASSETS
Unrestricted $638,269
Temporarily Restricted 180,886
Permanently Restricted 32,500
Total Liabilities and Net Assets $949,220

STATEMENT OF ACTIVITIES
Support & Revenue Individual Contributions under $10K $44,799 3%
Individual contributions $10K to 100K 0 0%
Individual contributions above 100K 400,000 26%
Foundations under $100K 117,000 8%
Foundations $100K to $200K 450,000 30%
Foundations above $200K 500,000 33%
Honorariums 655 .04%
Total Revenue $1,512,454

Expenses
Program $1,308,684 78%
Development 120,134 7%
Management and general 261,462 15%
Total Expenses $1,690,280

Change in Net Assets $ -177,826

* Unaudited as of January 15, 2007. 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 especially grateful for the many organizations and individuals who donated their time and talent to this organization and the marriage equality cause.

In-Kind:
Bert Brandenberg, Justice at Stake, nonprofit advice
Julie Dorf, philanthropic consultant, nonprofit advice
Fred Epstein, Sage Consultants, through the generosity of the Open Society Institute
Michelle Kristel, In the Life Media Inc., nonprofit advice
H. Alexander Robinson, National Black Justice Coalition, nonprofit advice
Michael Street, audio/visual services
Eric Vieland, pro bono legal service
Sonnenschein Nath & Rosenthal LLP, pro bono legal service
- Bruce C. Davison
- Robert J. Lanza
- Matthew B. Stein

Freedom to Marry Volunteers:
Jen Lombardo
Tim McMahon
Jack Merlis
Sherry Pisar

Hosting Freedom to Marry Coalition and Steering Committee meetings:
Kramer Levin Naftalis & Frankel LLP
GMHC (Gay Men’s Health Crisis)
Human Rights Campaign
Proskauer Rose, LLC
National Black Justice Coalition
AFL-CIO
National Gay & Lesbian Task Force

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+
The Allan Morrow Foundation
The Scott Opler Foundation
The Ted Snowdon Foundation

$10,000+
The Small Change Foundation

$5,000+
Broadway Cares/
Equity Fights AIDS

$2,500+
Fowler Bombardier Trust
Neal Johnson
Freedom to Marry STAFF

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Charles Ignacio
Deputy Director

Heather Jensen
Senior Web Producer

Roey Thorpe
Program Director

Evan Wolfson
Executive Director

The Freedom to Marry Team
STEERING COMMITTEE

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

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

Barbara Cox (Co-Chair)  
Professor of Law  
California Western School of Law  
(California)

Gene DuBoff  
Founder  
Denver Center for Medical Research  
(Colorado)

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FTH Consulting  
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Jujamcyn Theaters  
(New York)

Cherry Spencer-Stark  
President  
ACLU of Georgia  
(Georgia)

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

Sam Thoron  
Former National Board Chair  
PFLAG; and Board of Directors  
Marriage Equality USA  
(California)
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-Builders** 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