

# FREEDOM TO MARRY



ANNUAL REPORT 2007



Fostering a  
Strategic Vision

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Framing the Debate

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Facilitating Work  
and Collaboration

the gay and non-gay partnership working to win marriage equality nationwide

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# LETTER FROM EVAN WOLFSON



Dear Friends and Supporters

In 2007, state legislatures considered eleven marriage bills, a record number, while courts continued to hear cases brought by couples challenging their unfair exclusion from marriage. Bills to create civil union or partnership as interim steps advanced in diverse states—products of the work to win marriage itself.

By year's end, couples stood before the high courts of three states seeking marriage; legislatures in two states enacted measures just short of marriage; the California legislature and one chamber in New York voted for the freedom to marry; and public opinion continued to move in the direction of embracing marriage equality. So did many leading presidential candidates, who called for undoing the federal anti-marriage law passed just a decade before and said they could live with states ending exclusion from marriage.

In 2007 the people with the best first-hand lived experience of marriage equality decided overwhelmingly to keep it, in a dramatic 3/4's majority vote by the Massachusetts legislature.

The marriage conversation, and even state Supreme Court stumbles, moved the Washington legislature to enact a "first steps" partnership bill and spurred governors and legislative leaders to pledge support for the freedom to marry in states such as New Jersey and Maryland. Likewise, introduction of marriage bills vastly upped the ante and helped civil union progress in New Hampshire, Illinois, and other states, while underscoring that marriage itself remains the frame and the goal, as well as the engine of advance.

After fifteen years or so of the marriage debate, it remains true that *the states that make the most gains for same-sex couples (and, incidentally, for unmarried different-sex couples) are those where advocates fight hardest for, and talk most about, the freedom to marry.* What's more, in 2007 the talk of marriage continued to propel advances on other fronts, including passage of state and local non-discrimination measures, enactment of parenting and gender identity protections, and successes for openly gay and pro-gay elected officials.

"Do all you can, no matter what, to get people to think on your reform, and then, if the reform is good, it will come about in due season," wrote feminist pioneer Elizabeth Cady Stanton. Stanton knew the necessity of perseverance—and sure enough, 2007 fell just short of yielding the crucial second marriage state that will further advance people's growing acceptance of the need to end exclusion. But one lesson of Massachusetts is that when we give people the chance to see

marriage equality for real, not just as a scary hypothetical, many embrace it as a good while others remember that they don't care that much and can live with it.

2007 demonstrated anew the power of "doing all you can, no matter what" to encourage even the reluctant to push past their discomfort. Because Mayor Jerry Sanders's co-workers, friends, and family determined not to write him off, the Republican former police chief reversed himself on whether civil unions are "good enough" and added San Diego to the scores of cities, religious and civil rights organizations, and allies who now stand alongside same-sex couples before the California Supreme Court, urging it to strike down marriage discrimination in 2008.

Freedom to Marry was founded on a belief in Dr. King's call to integrate all the "methodologies of social change": electoral, legislative, litigation, education, and enlistment of as many as possible, gay and non-gay, creating the space for decision-makers to rise and act. The imperatives of ending injustice, the opportunities to engage, and the urgency of the clocks ticking on cases and battles underway don't stop on the electoral calendar. In 2008, building on the work described within this Annual Report, Freedom to Marry will continue as a catalyst, convener, and coach, hoping that the organizational retooling we began in 2007 makes us a better partner in the next push.

In 1948, another election year, the California Supreme Court became the first court in the country to strike down race restrictions on who could marry whom. It is civil rights poetry, and an urgent call to action, that in the 60th anniversary year of that pivotal decision—deeply unpopular at the time but vindicated by history—the same court now will rule on same-sex couples' claims to share in the freedom to marry.

Your support of Freedom to Marry and our partners and, even more important, your commitment to take personal action in 2008 help us summon others to the cause and work together to embolden decision-makers throughout the country to do right. In 2008, it is due season for the redeeming of our country, for justice for all families, and for that all-important second state.

A handwritten signature in dark ink that reads "Evan Wolfson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Evan Wolfson  
Executive Director

## OUR VISION

With our singular goal—winning marriage for same-sex couples and their families 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 catalytic role that we play—providing the vision, building support, encouraging the players to stay on track and in sync—that allows Freedom to Marry’s partner organizations to accomplish their tasks more effectively while the movement and its allies keep their collective “eyes on the prize.” And the combined, collaborative work—the whole that is greater than the parts—summons more voices, more resources, more supporters to the cause of ending exclusion from marriage and the gains that come along the way.

*“I really respect the advocacy that the community is waging on behalf of marriage. I think you’re doing exactly what you need to do and should do. And I really am very much impressed by the—you know—the intensity and the persistence of that advocacy.”*  
*Senator Hillary Rodham Clinton,*  
*HRC/Logo Presidential Forum,*  
*8/9/07*



## FREEDOM TO MARRY 2.0

As we approached Freedom to Marry’s fifth anniversary, we decided to take stock of our effectiveness in the movement in light of how much the marriage landscape has changed since January 2003.

During the five years since Freedom to Marry’s launch, much has happened in the movement for marriage equality. Most significantly, same-sex couples in North America won, yes, the freedom to marry, first in Canada and then here in the United States, in Massachusetts. 2003 brought the first decision by a state supreme court ending same-sex couples’ exclusion from marriage. Just last year—after a considerable bump up in movement sophistication, funding, and hard educational and political work—that breakthrough decision was massively affirmed by the Massachusetts legislature.

With the marriage debate front and center in the country’s politics as well as personal conversations, a familiar civil rights patchwork of advances and regressions has unfolded. States have been pressured into adopting anti-gay measures, including invidious state constitutional amendments, while other states have moved toward marriage by enacting civil union, partnership, and other at-one-time nearly unimaginable strides. Over 30% of the U.S. population now lives in jurisdictions that provide some statewide recognition of same-sex couples’ families, up from virtually none when Freedom to Marry launched.

In another important shift since our founding, much of the work to end marriage exclusion is now underway in legislatures (a seeming impossibility just a few years ago). Already marriage bills have passed both legislative chambers in California (twice), and the lower house in New York. While marriage litigation continues in California, Connecticut, and Iowa, alongside important rulings on matters such as whether marriages celebrated in one place should be honored elsewhere, the movement has had to ratchet up its ability to pursue strategies that are not primarily litigation-centered.

Since 2003, the organizations waging this equal rights campaign have grown in number, type, size, and capability. Prodded by Freedom to Marry, national, state/local, and non-gay groups have come together in multiple settings, joined increasingly by stakeholders such as funders and outside experts. New mechanisms such as the National Collaborative, a group of funders and advocacy groups, and the Civil Marriage Collaborative, a group of founda-



# SHARPENING STRATEGY

tions funding efforts to win marriage, are delivering enhanced resources in concert to states with the greatest prospects. Another new mechanism, the Equality Federation, is a valuable partner to Freedom to Marry in our joint desire to support state organizations and share strategies and tools. Others are pioneering new models of activism and funding, notably in the electoral and legislative arenas.

Taking note of the changed context with all these new players and increased activity and opportunities, Freedom to Marry in 2007 engaged an experienced organizational consultant to help us consider the implications of these advances. After deep examination of how we could best supply “value added” to the movement as it has developed, we affirmed Freedom to Marry’s primary roles of “Strategist,” “Coach” and “Public Voice.”

We concluded that this organization needed to continue to bring the diverse partner organizations together and assist them in working together strategically and in concert, while also putting fresh emphasis on securing new stakeholders and a growth in public support. We identified ongoing needs both for one-on-one support of key partner organizations seeking help and advice, and for a focus on moving national public opinion through ongoing messaging effectively delivered to the movable middle by the right messengers over time.

We summed these up in three priority goals for Freedom to Marry:

1. Achieve the freedom to marry in at least one more state
2. Take the national marriage campaign to a higher level
3. Continue to move the country toward national approval of marriage equality

In 2007, Freedom to Marry began organizational and programmatic reconfiguring to make us best equipped to deliver on these goals. For example, an important component of taking the national marriage campaign to a higher level is messaging that creates a positive environment within which that campaign can operate. Along with our individual coaching and assistance, Freedom to Marry throughout the year created an ongoing stream of communications, both public and internal. We continued to help frame the debate, empower diverse messengers and increase the volume of messages delivered.



## A Coach and Counselor

“Freedom to Marry’s role is as an adviser and consultant, but it is almost as much about being a friend and counselor as it is about the need for an additional opinion. The more important role Freedom to Marry plays is to remind others that winning a lawsuit, winning a legislative battle, winning a ballot measure and winning the hearts and minds of the public are not things to be done in an isolated fashion. We need to integrate all the work of what Martin Luther King called the methodologies of social change, to make sure they are all being done in concert, so that when the lawyers are doing a brilliant job in court, the rest of us are doing a serious, persistent engagement of the public and opinion leaders. The way a lawsuit turns out is at least as much affected by the work that is done in the food court as it is by what is done in the law court. The conversations Freedom to Marry asks others to engage in around the court are as important as the briefs filed in the court. So Freedom to Marry’s more important role in court cases like Iowa and California is to support the leaders on the ground and to stoke the engagement that creates the climate for a court ruling in our favor.

*Evan Wolfson, Executive Director  
Wikipedia Interview, September 30, 2007*



### SHARING STORIES: Jennifer Lin and Jeanne Fong

Jennifer Lin and Jeanne Fong, a real estate appraiser, have been together for 12 1/2 years, and were among the hundreds married at San Francisco's City Hall in 2004, only to have their licenses invalidated by the California Supreme Court. For Jennifer and Jeanne, fighting for the freedom to marry is something they do for their family identity.

"Marriage is the epitome of how you start the family. By way of marriage, Jeanne becomes a sister-in-law and daughter-in-law to my family members. It's a basic building block of family. From a very early age you are conditioned to get married," said Lin, who is an architect by day, a standup comic by night, and a political activist in whatever spare time she has left.

The couple had to designate a power of attorney for health care and funeral planning. They are working with a lawyer to do a living trust for their joint assets and properties. These are among the numerous rights and responsibilities that come automatically with marriage.

To read about more couples like Jennifer and Jeanne, go to [www.freedomtomarry.org](http://www.freedomtomarry.org)

In this Annual Report you will see examples of this work including sample publications, blog entries, press releases and events. And to make it simpler to access these resources, we revamped our website to make it a user-friendly library of tools and materials and a persuasive and engaging message-delivery vehicle targeting the non-gay, reachable-but-not-yet-reached middle as well as those already in support.

But we decided we needed to do more, again focusing on what Freedom to Marry can best do to provide added value and achieve the priority goals.

Believing that often the messenger is key to the effectiveness of the message and its delivery, Freedom to Marry began changing our staffing configuration to enhance our *Voices of Equality*, a national high-profile strategic ambassadors program that deploys messages of marriage equality through prominent civic leaders to targeted populations. Freedom to Marry's staff, together with these volunteers, will boost the presence of persuasive messengers in the national debate. We will also offer these *Voices of Equality* to our state level partners.

Because Executive Director, Evan Wolfson, one such compelling voice for marriage equality, is also routinely sought as a valuable strategist and coach for those in the marriage campaign, our retooling is in part intended to free him to fulfill those roles. We created a Managing Director position to run operations and manage the team, and hired Scott Davenport to fill that role. Scott brings with him extensive management experience as an executive in the corporate world, and an activist background as a board member with organizations like Equality Maryland and the Family Equality Council. We are now building the *Voices of Equality* team, alongside our already strong content and staff.

With this programmatic deepening and staff reconfiguration, Freedom to Marry will be able to further the campaign for marriage equality in 2008, support our partners, counsel stakeholders, and guide the movement to the second state and beyond.

# SPARKING CONVERSATION

## CREATING CONTENT

While Freedom to Marry regularly spends as much time and energy counseling and editing others so that diverse faces and bylines are viewed delivering the right message, we also do our own share of public advocacy. In 2007, Freedom to Marry generated a wide range of material to frame and enrich the fight for marriage equality. Our articles, editorials, and publications—often reprinted and, we are happy to see, plagiarized—contributed to the needed drumbeat of information that moves the middle and reshapes the conventional wisdom. Our revamped website offers journalists, advocates, and web surfers a library of resources and content for use in broadening public support of the freedom to marry.

## ARTICLES & EDITORIALS

Freedom to Marry's strategic and steady stream of published materials targeted different audiences and contexts. Most of this material is generated for on-line distribution, which maximizes the number of times it is viewed. Whether written in response to historical events like the anniversary of *Loving v. Virginia*, current events such as the presidential campaign, or events in our own struggle to win marriage equality, all the items provide the public with an ongoing connection back to the essentials of the freedom to marry and an opportunity to take the conversation to family, friends, neighbors, and co-workers.

These articles and op-eds are examples of Freedom to Marry's upfront message-shaping and delivery:

### [Marriage Equality: A Cause and Conversation That Won't \(and Shouldn't\) Stop](#)

*Huffington Post* • September 13, 2007

Takes note of the recent events of an Iowa court decision striking down discrimination in marriage, the California legislature passing a marriage equality bill, and a Republican presidential candidate getting shouted down in New Hampshire for being anti-marriage, all proof that the conversation about the freedom to marry is unavoidable and present at the epicenters of presidential politics.

### [Why the Dems should NOT shut up about gays and marriage](#)

*The New Republic* • August 18, 2007

Responds to another piece in *The New Republic*, and explains that, "As public support for marriage equality continues to evolve, Democrats, thus already perceived as the party of 'gay marriage,' have a winning issue on their hands, one that evokes the best traditions of their party—fairness and inclusion."

### [This week's gay debate: A prime-time opportunity for straight talk on marriage](#)

*The Huffington Post* • August 8, 2007

Discusses how the Presidential candidates should answer marriage questions, in preparation for the historic Democratic Presidential Forum, sponsored by Freedom to Marry's partners at HRC & LOGO

### [Homo History](#)

*The Stranger* • June 20, 2007

Touted as the "comprehensive, unabridged, and completely indispensable guide to everything a queer person needs to know about queer history," Seattle's *The Stranger* assembles articles from 26 notable gay people, including the essay, "Same-Sex Marriage Comes to the U.S." by Evan Wolfson.

### [From where I stand](#)

*Genre Magazine* • June 1, 2007

Describes the challenges of 2006, as well as the progress in 2007 and beyond. Evan Wolfson writes there are opportunities for good work in all states, whether they have anti-gay amendments or not. Marriage equality is within reach in all 50 states—if we do the reaching.

### [Op-Ed: NJ marriage '08—Start your engines](#)

*Blue Jersey* • January 6, 2007

Points to the months of persuasion and persistence needed to win all committed couples in New Jersey the freedom to marry. When Governor Corzine signed New Jersey's civil union bill into law in 2007, he kicked off the next and last stage of the work to secure the full measure of protection and dignity that is every family's due, and which civil union fails to deliver.

## PUBLICATIONS

Beyond our presence in national, state, and local media, Freedom to Marry in 2007 continued to craft and print publications that serve as tools to those doing the frontline work. They were used by partner groups and by individuals and provided information and important context for the relevant questions and concerns in the news and in people's minds. Consistent with our goal of providing wide access to our resources, these Freedom to Marry publications are available for download from our website for reading. We encourage any of our partner organizations to publish them under their own organizational logo.

A sampling of Freedom to Marry's publications:

*Candidates' Guide on How to Support Marriage Equality and Get Elected*

Helps candidates understand how and why they can and should support marriage equality, and guides people on how to capitalize on the burgeoning presidential campaign to promote discussion of gay families and marriage

*Marriage Makes a Word of Difference*

Shows how "civil union" and "domestic partnership" aren't good enough

*For Richer, For Poorer: The Freedom to Marry as a Matter of Economic Justice*

Outlines the many ways the denial of marriage to same-sex couples harms them and their families

*What is Freedom to Marry?*

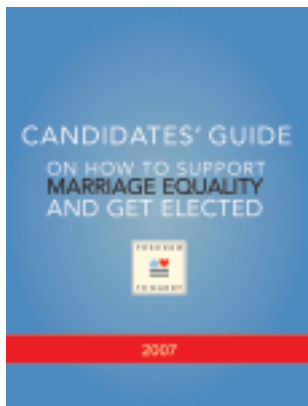
Provides an overview of our organization and our role in the important fight for the freedom to marry

AMPLIFYING THE MESSAGE —  
LEVERAGING A PUBLICATION

In 2007, Freedom to Marry's team improved its ability to leverage our work. For example, prior to the historic HRC Presidential Forum of Democratic candidates on the Logo network, we published a framing piece, *This Week's Gay Debate: A Prime-Time Opportunity for Straight Talk on Marriage*, on The Huffington Post. We then uploaded a new online publication, *Candidates' Guide on How to Support Marriage Equality and Get Elected* to [www.freedomtomarry.org](http://www.freedomtomarry.org), and circulated it to the press, colleagues, and bloggers.

Freedom to Marry then followed up on the *Candidates' Guide* publication and related Huffington Post article with a new report, *Pro-Marriage Incumbents and Candidates Win Elections*, released to coalition and state partners. This report presented various state and national election results as evidence that exhibiting leadership and voting to provide the freedom to marry often helps and rarely hurts candidates and politicians.

Freedom to Marry received very positive feedback, and several state groups noted they plan to use the report in their conversations on marriage. Finally, Freedom to Marry designed and printed hard copies of our *Candidates' Guide on How to Support Marriage Equality and Get Elected* to fulfill the many requests from partners eager to distribute hard copies.





## OUR WEBSITE RELAUNCHED

For several years, Freedom to Marry's website, [www.freedomtomarry.org](http://www.freedomtomarry.org), has been a major source of content for gay and non-gay people seeking to understand or get involved with the work of ending discrimination in marriage. A major achievement in 2007 was a complete redesign and relaunch of the site. The new website features a library of resources and has been strategically shaped to respond to three core groups of users:

- Those already onboard who come to get the latest information or browse the 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, past their discomfort and questions, in support of the freedom to marry; and
- Those who come to our site to find a specific tool or piece of information.

To make the site more interactive and user-friendly, we conducted a thorough update of the Story Center—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, administered in partnership with the ACLU, also made it easier for more people to add their information.

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

Freedom to Marry worked on a thorough revamp of the "Get Informed" section by updating our introductory content, incorporating the "best of" resources, articles, weblinks, and partner organizations for each of our information categories.



The website reorganization also addressed the need for easier, more intuitive navigation to ensure that users find the information they need. The new homepage design has the ability to highlight key events while also providing easy access to crucial resources. The retooling of our website was an important step in Freedom to Marry's programmatic deepening and commitment to fulfilling our core added value to the cause.

## GETTING PEOPLE TALKING

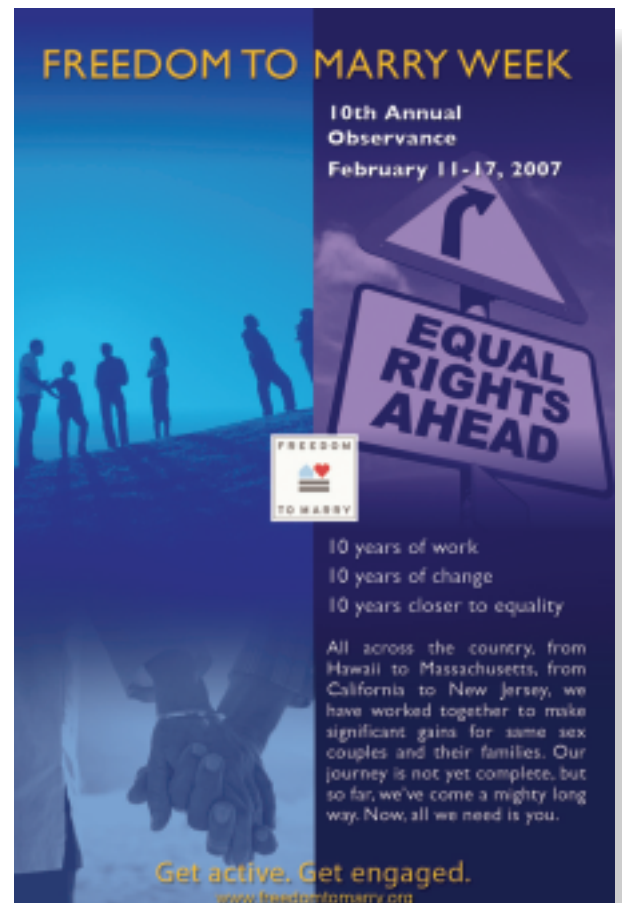
Freedom to Marry's goal is not just to produce content; it is to keep the conversation alive in homes and workplaces, around dinner tables and conference tables. To do this we develop and deploy programs that both reach out directly to, and help others engage with, the public about why marriage matters. In 2007 these included Freedom to Marry Week, a special celebration of the 40th Anniversary of the *Loving v. Virginia* decision, and the COLAGE radio tour. One of the newest key elements of these campaigns was the use of blog advertising.

### 10th ANNUAL FREEDOM TO MARRY WEEK

2007 marked the largest, most widely covered and discussed Freedom to Marry Week to date. The weeks during, before, and after Freedom to Marry Week saw a blitz of media coverage for activities and advocacy supporting marriage equality throughout the country. People signed up to write articles for their local publications through our website and, armed with our Media Guide, contributed nearly 100 op-eds and letters-to-the editor published that week. These voices appeared in states as varied as Alabama, Alaska, Florida, Hawaii, Indiana, Michigan, Minnesota, New Mexico, Oregon, and Wyoming.

Freedom to Marry revamped the resource guide for 2007 and created a webpage on which we listed the nearly 100 Freedom to Marry events scheduled and tracked relevant news coverage. We sent out thousands of posters, postcards and brochures to hundreds of groups and individuals across the country. The groups included LGBT organizations at 112 campuses; over 150 community-based LGBT organizations; statewide organizations; our partner organizations such as Human Rights Campaign, Parents & Friends of Lesbians & Gays, AFL-CIO, National Black Justice Coalition, and Lambda Legal; and faith communities from the Riverside Church in New York City, to the Harrisburg (PA) Unitarian Church, to the Vancouver Heights (WA) United Methodist Church.

New approaches to engaging the public in 2007 included holding a Freedom to Marry Week Photo Contest and awarding Freedom to Marry mini-grants for organizations planning marriage-related events. With grants of up to \$500, organizations displayed Freedom to Marry print materials and sent follow-up pictures for posting on [www.freedomtomarry.org](http://www.freedomtomarry.org). From celebrations to protests, to educational forums and films, Freedom to Marry Week programs sparked creative ways to engage the public and make the case for winning marriage



# ENGAGING GAY & NON-GAY AUDIENCES

## A FREEDOM TO MARRY ANNIVERSARY

On February 12th, 2007, Freedom to Marry celebrated two important events: the Tenth (!) Annual Freedom to Marry Day, and Executive Director Evan Wolfson's 50th birthday. We took this once-in-a-lifetime occasion as an opportunity to depart from our usual fundraising model of not doing events, and threw a party. Several hundred people came together in a beautiful donated space and, amidst conviviality and exuberant conversation, heard stirring words from Lambda Legal's Kevin Cathcart, Rabbi Sharon Kleinbaum, and our own birthday boy. Co-Chairs Brondi Borer, Jeffrey Campagna, Brian Ellner, and Jordan Roth and his partner Richie Jackson oversaw an evening of wonderful energy and deeply touching and inspirational response from speakers, helpers, supporters, and attendees.

Freedom to Marry gratefully acknowledges the good wishes and generous contributions in honor of these occasions, which surpassed our ambitious goal of \$100,000 toward regranting and partner support. We began with no membership list, no development staff, no history of asking people for money or cultivating donors, and not much time or even a name entertainer. Hence to pull off such a great gathering was quite exceptional. And the amazing response for the evening and from around the country helped move our cause, as well as Freedom to Marry, forward.

"Last night, my long time friend and mentor, Evan Wolfson, celebrated his birthday and the 10th annual commemoration of Freedom to Marry Day, surrounded by 200 friends, family, and supporters at the beautiful loft home of Broadway producer Marc Routh and art dealer Asher Remy Toledo. Attending the event were the hosts' adorable four-year-old sons; Evan's brother and sister and their significant others; Evan's college friends; a wide and diverse array of Evan's friends; and representatives of every major civil rights organization and many religious denominations—all allies and collaborators in what has been his tireless campaign to win full equality in marriage for all people, regardless of sexual orientation.

Tributes to Evan were tearful and humorous, but none more moving than his own expression of love and gratitude to his partner, Cheng. The atmosphere was so festive, that it was easy to forget that we had gathered to raise money for the cause, because the palpable feeling in the room was one of admiration and profound respect for Evan's enormous achievements over a career that has spanned 25 years."

*From the blog of Lavi Soloway, founder of Immigration Equality, February 13, 2007*  
<http://lavisoloway.blogspot.com/2007/02/last-night-my-long-time-friend-and.html>



Guests mingle with Executive Director Evan Wolfson at his 50th birthday celebration.





Rev. Irene Monroe and Mitchell Gold speak at the press conference in Washington, DC honoring the 40th Anniversary of *Loving v. Virginia*. Mr. Gold funded the event on behalf of Faith in America.

#### 40th ANNIVERSARY OF *LOVING v. VIRGINIA*

A unique opportunity for catalyzing conversations and keeping Freedom to Marry's message in the public eye presented itself on June 12th in 2007 with the 40th anniversary of *Loving v. Virginia*, the landmark U.S. Supreme Court case that advanced racial and marriage equality. In recognition of this historic case, Freedom to Marry worked with the creative and committed Mitchell Gold and a wide array of gay and non-gay partner organizations to deploy a multi-faceted campaign of celebration and education.

The *Loving* campaign began with a thought-provoking "Freedom to Marry" ad buy featuring images of well-known interracial couples who would have been denied marriage but for the *Loving* case. Generously funded by Mitchell Gold's Faith in America, the ads ran in *Roll Call* and *The Politico* in Washington, DC, and consciously targeted lawmakers and prominent figures in the capital to further the national dialogue about the current legal barriers to equality in America.

On June 12th itself, Freedom to Marry joined several of the nation's leading legal and civil rights organizations at a Capitol Hill reception and press conference at the National Press Club in Washington, DC. The press conference featured many non-gay advocacy organizations from across the racial spectrum such as the NAACP Legal Defense & Educational Fund, Mexican American Legal Defense & Educational Fund, Asian American Justice Center, and Hispanic National Bar Association. In another landmark for the freedom to marry, each of these groups committed to the support of marriage equality for all racially mixed couples and all same-sex couples.

A statement issued at the press conference by the NAACP's Legal Defense & Educational Fund is emblematic of the power and importance of that day. It stated that in *Loving*, "The Supreme Court ruled that the freedom to marry or not marry someone of another race 'resides with the individual and cannot be infringed by the State.' [While] it is undeniable that the experience of African Americans differs in many important ways from that of gay men and lesbians, ...differences in historical experiences should not preclude the application of constitutional provisions to gay men and lesbians who are denied the right to marry the person of their choice."

Excerpts from June 12 Statement by  
Mrs. Mildred Loving, plaintiff in  
*Loving v. Virginia*.

"When my late husband, Richard, and I got married in Washington, DC in 1958, it wasn't to make a political statement or start a fight. We were in love, and we wanted to be married. ...Not a day goes by that I don't think of Richard and our love, ...and how much it meant to me to have that freedom to marry the person precious to me, even if others thought he was the 'wrong kind of person' for me to marry. I believe all Americans, no matter their race, no matter their sex, no matter their sexual orientation, should have that same freedom to marry...I am proud that Richard's and my name are on a court case that can help reinforce the love, the commitment, the fairness, and the family that so many people, black or white, young or old, gay or straight, seek in life. I support the freedom to marry for all. That's what *Loving*, and loving, are all about."



# ENGAGING GAY & NON-GAY AUDIENCES

These important non-gay allies recruited by Freedom to Marry and our partners to mark *Loving* and its legacy were also joined by many gay voices including: Congresswoman Tammy Baldwin (D-WI), Gay & Lesbian Advocates & Defenders, the Gay & Lesbian Alliance Against Defamation, Lambda Legal, the National Black Justice Coalition, and the National Center for Lesbian Rights. In addition, interracial couples and plaintiffs in ongoing marriage cases in California and Maryland participated in the event.

Everyone in attendance acknowledged this historic case and celebrated the *Loving* 40th anniversary for its:

- Landmark role in the fight against racial inequality
- Importance in securing the freedom to marry as a civil right
- Embodiment of the importance of social justice activism and independent courts, and
- Relevance to today's ongoing battles against unfair exclusion from marriage

Freedom to Marry also played a pivotal role in securing a rare public statement from Mrs. Loving herself, which was widely quoted around the world and in briefs before state courts in pending marriage cases.



## SHARING STORIES: Jo Rabb and Takia Foskey

Living together in Baltimore for over two years, Takia, 30, works as an administrative assistant for a hospital laundry services company while Jo, 38, drives a Baltimore city bus. They had a commitment ceremony in 2007 and are raising two children, a 12-year-old daughter and a seven-year-old son.

As a state employee, Jo cannot enroll Takia or their children in the state health plan. Until recently, Takia and their kids were forced to go without insurance because she was working part-time, a stressful period as their son suffers from asthma. Now that Takia is a full-time employee, she and their children are covered, but the insurance is inferior to the coverage Jo receives from the state.

In 2003, Jo had an emergency gallbladder operation at a Baltimore hospital, and Takia was barred from seeing Jo or receiving any information about Jo's condition. Takia was forced to sit in the waiting room and worry about Jo's well-being. Had they been married, Takia could have participated in managing Jo's care in the hospital.

To read about more couples like Jo and Takia, go to [www.freedomtomarry.org](http://www.freedomtomarry.org)



### SHARING STORIES: Mark McKinney and Steve Lepre

Together for over 14 years, Mark McKinney and Steve Lepre are active participants in their neighborhood, having been awarded “Yard of the Month” several times by their community.

In 2002 as Mark was leaving his job as a TV weatherman, Steve asked his employer if Mark could be added to his health insurance. Says Steve, “My employer said ‘of course’ but the insurance company declined citing South Carolina’s anti-marriage law. “Eventually we made the choice to start our own company in part because in South Carolina two people can be in a group plan. Our health insurance is now higher than our mortgage, though.”

Despite Mark and Steve taking responsibility for each other’s well-being, their legal status is like that of being roommates. Denied the freedom to marry, couples like Mark and Steve are deprived of literally thousands of legal and economic protections and responsibilities, as well as the emotional, social and spiritual meaning that marriage has for many.

To read about more couples like Mark and Steve, go to [www.freedomtomarry.org](http://www.freedomtomarry.org)

### A VIRAL APPROACH: BLOG ADS

In 2007, Freedom to Marry made a big push to spread the message of marriage equality through blog advertising. As ads that appear in blogs (“web logs”) and other independent web sites, blog ads are published by individual bloggers and site operators, who make the decision about which ads to publish. Bloggers and their readers are influencers and insiders and are considered the new echo-chamber of American opinion. Compared to print ads, blog ads can be better targeted at Freedom to Marry’s key constituencies and often provide more “bang-for-the-buck” given the scale on which we are operating. The main goals of our blog ad campaigns were to prompt conversation among new audiences and lead internet users to our own and our partner organizations’ websites.

During Freedom to Marry Week 2007, we placed ads on 23 gay and non-gay blogs, such as AMERICAblog, TalkingPointsMemo, Queerty, Prius Owners Group, and AustinMama. Thinking out of the box, we placed ads on blogs representing diverse interests such as computers, politics, entertainment, sports, and parenting; and diverse regions, such as Oregon, Texas, Massachusetts, and Virginia to reach out to our targeted movable middle audience within the non-gay public.

Based on tracking data, these blog ads were seen by over 54 million viewers, and the attention increased traffic to Freedom to Marry’s website by over 50%.

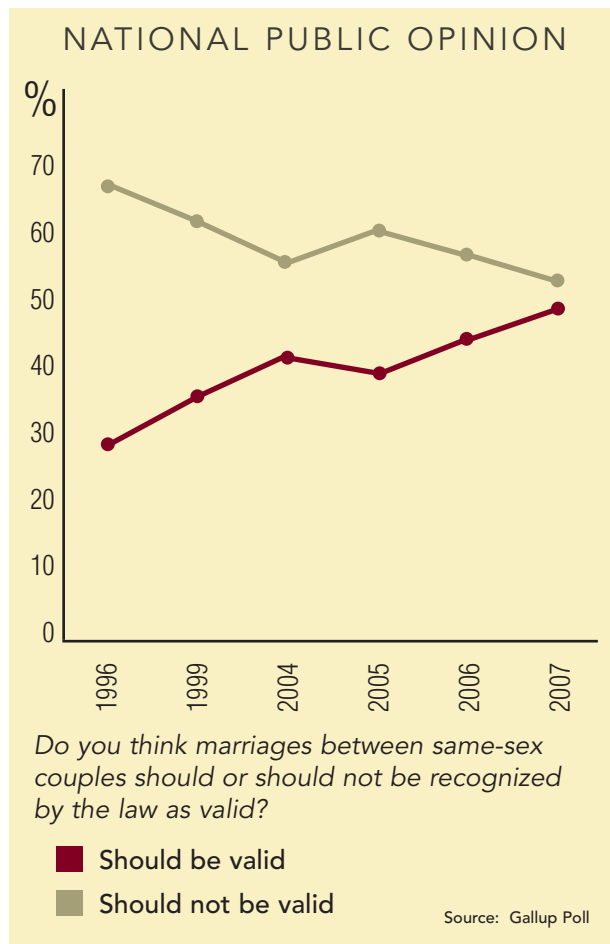
For Freedom to Marry’s “Tax Time” campaign in April, our web team again targeted blogs for ad placement. In conjunction with a blog ad and banner ad on our own website—both of which directed viewers to a page created to highlight how inequality in marriage adversely affects the financial health of gay and lesbian families—we also reached out to bloggers to write about marriage equality as citizens were preparing their annual taxes. While this campaign was not as large as our Freedom to Marry Week campaign, we nonetheless had almost 11 million views of the ad. The blog advertising was in addition to Freedom to Marry’s e-mail alert countdown sent out for the week prior to April 15. Each daily message contained talking points for a different struggle faced because of the continued discrimination in marriage.

# CHANGING HEARTS & MINDS

## SEEING PROGRESS

While social justice work is difficult and unfolds over time in periods of creeping as well as leaping, Freedom to Marry's call to push past discomfort and timidity and engage the public is paying off. Both nationally and one on one, we see the progress every day as more and more people come to understand how important it is for loving and committed same-sex couples to share in the freedom to marry. In the last 10 years, nationwide support for marriage equality has almost doubled—while we see outright majorities in several states and demographics, notably the young.

Two key stories—both from the strategically important state of California—demonstrate the best examples of how this work occurs and its impact on moving the hearts and minds of those who are still struggling honestly with their own understanding of marriage and fairness for all.



(Photo by Jen Gilomen)

Youth from gay-headed families talk about why marriage equality matters to them in a radio interview. Co-sponsored and trained by Freedom to Marry and Children of Lesbians and Gays Everywhere (COLAGE), six teens participated in a series of such broadcasts in a "tour" of radio stations from coast to coast and reached over 8 million listeners.

# CHANGING HEARTS & MINDS

## THE POWER OF PERSISTENT PERSUASION — SAN DIEGO MAYOR JERRY SANDERS

A key philosophy underlies much of our work at Freedom to Marry: that change happens when we are persistent, when we engage directly with those to whom we are closest, and when we ask for what is our due. So when a Republican Mayor and former police chief came out in support of marriage equality this past year, we weren't surprised to hear the story of how it happened.

In a reversal from his public opposition and even as he prepared to launch his campaign for re-election, San Diego Mayor Jerry Sanders announced his intention to support the freedom to marry. Despite having said he would veto a City Council resolution joining San Diego to San Francisco, Los Angeles, and the other major cities in California on a brief urging the state Supreme Court to strike down marriage discrimination, Mayor Sanders wrestled, as many Americans have, with the question anew, and came down on the side of justice.

It was especially revealing when Mayor Sanders attributed his change of heart and mind to soul-searching and personal conversations with gay people he knows, including his lesbian daughter. Mayor Sanders's evolution demonstrates just how powerful it is to make the conversation about real people, not just legalisms or hypotheticals. They didn't give up on him, or take his "no" for a final answer. And Mayor Sanders responded to important information from key messengers, delivered over time, many times.

One point Mayor Sanders made sure to underscore was that the way to truly end discrimination and achieve fairness and equality is inclusion in marriage itself, not civil union or some lesser and unequal parallel status:

"Two years ago, I believed that civil unions were a fair alternative. Those beliefs, in my case, have since changed. The concept of a 'separate but equal' institution is not something that I can support."

Freedom to Marry swiftly publicized and circulated the dramatic and touching YouTube video of Mayor Sanders's change of heart, not just on our website and in action alerts, but through

*The Huffington Post* and other media. Mayor Sanders is a vivid example that even a politician with a staked-out position who is about to run for re-election can change. Our insistence that we are due what is right and our perseverance throughout telling our stories does pay off in changing hearts and minds, as was made clear anew in 2007.



"I just could not bring myself to tell an entire group of people in our community that they were less important, less worthy and less deserving of the rights and responsibilities of marriage—than anyone else—simply because of their sexual orientation.

...The arrival of the resolution—to sign or veto—in my office late last night forced me to reflect and search my soul for the right thing to do. I have decided to lead with my heart—to do what I think is right—and to take a stand on behalf of equality and social justice. The right thing for me to do is to sign this resolution.

In the end, I couldn't look any of them in the face and tell them that their relationships, their very lives, were any less meaningful than the marriage I share with my wife, Rana."

*San Diego Mayor Jerry Sanders, at a press conference announcing his support for the freedom to marry, September 19, 2007*



## CREATING THE ECHO CHAMBER — LET CALIFORNIA RING

## LETCALIFORNIA RING.ORG

California is a bellweather state. As the largest state in the union and one of the most diverse, it has enormous influence in any debate about social change in this country. And it has played a leading role in earlier civil rights advances in marriage. In 1948, California became the first state to end race discrimination in marriage when its state Supreme Court issued a landmark decision, 4-3, in *Perez v. Sharp*. That was almost 20 years before the US Supreme Court did the same for the country as a whole.

With a court ruling imminent now in California regarding the freedom to marry for same-sex couples and with a legislature that has already twice passed bills granting full access to marriage, California is a state where cementing public opinion is critical.

At Freedom to Marry's urging and with regrant support from us as well, advocates at the Equality California Institute have built a network of thousands of supporters throughout the state. EQCA and its partners, both state and national, are mounting an affirmative, comprehensive public education strategy. The Let California Ring campaign is a state-of-the-art, collaborative campaign that incorporates field work, paid media, earned (or free) media, web-based communications, and grassroots community-outreach to persuade Californians to support marriage equality. Check out their website at [www.letcaliforniarings.org](http://www.letcaliforniarings.org).

Drawing on insights and information from various marriage battles and partner organizations—The Task Force, Human Rights Campaign, and Freedom to Marry—Let California Ring has adopted a new, sophisticated approach to messaging. The campaign aims to influence not solely through the lens of discrimination but through a message that affirms the strength and love of same-sex couples. The messaging is inherently soft-sell and authentic and translates our message into situations that non-gay people can relate to directly. It poses the question to non-gay couples and singles: "How would you feel if you couldn't marry

the person of your own choosing?"

Freedom to Marry plays a significant role in Let California Ring, whose goal is to generate 1,000,000 conversations across the state about marriage equality through house parties, an educational video, and television advertising. Freedom to Marry's Evan Wolfson serves as the National Advisory Board Chair of Let California Ring and, together with colleagues, helped shape the message and lay out the stages of the public education effort.

Along with a robust field plan and web presence, the centerpiece of the paid media component of the campaign in California is a television ad. The ad was developed using media and advertising professionals and is designed specifically to target our core audience—the movable middle. Composed of women in the mid-age ranges—soccer moms and working moms—this audience was brought to a series of focus groups to test several advertising concepts.

The result was an ad designed to get to an emotional core in our target audience and build empathy. By watching a bride have extreme, sometimes comic, difficulty getting down the aisle to her beloved, our target audience relates to how it can feel to not be able to marry the person of one's choice—the person you love. The ad is running now in parts of California, with more to come as funding is raised, and is available for use and adaptation in other states and by other partner groups. It can be viewed at <http://www.freedomtomarry.org/states/california.php>



Alice Huffman, President of the California State Conference of the NAACP, who is featured at the beginning of Let California Ring's educational video funded by Freedom to Marry

## HELPING FUND THE MARRIAGE MOVEMENT

According to the Foundation Center and Funders for Lesbian & Gay Issues, the work for equal rights for the LGBT community is supported by only 0.1% of total foundation dollars. Of that tiny fraction, only 9% went to support the freedom to marry in 2006. As part of our work to take the marriage campaign to the next level, Freedom to Marry helps bring new money to the marriage movement through new and ongoing relationships with foundations that fund organizations working to win marriage. We advise important funders and stakeholders in their support. And Freedom to Marry's own regranting program provides seed money for innovative ideas in the marriage campaign and offers support for important non-gay allies in the fight.

## REGRANTING & PARTNER SUPPORT

In 2007, Freedom to Marry regranting funds to organizations—both gay and non-gay—working to win marriage equality in priority places, focusing on crucial communities, or developing model methodologies. The over \$283,000 we gave out came close to our target of regranting 25% of our funds. Consistent with our goals of working to engage non-gay communities, over a third of our regranting funds went to organizations in the labor, faith, and people of color communities. Sample projects included:

- In New Jersey, Freedom to Marry regrant recipient Garden State Equality Education Fund's rapid response to the state legislature's passing a civil union bill resulted in an increase in public support for marriage and strong public education initiatives. In 2007, Freedom to Marry funded two public opinion polls that helped Garden State Equality assess citizens' opposition to marriage discrimination to better target its work. Garden State Equality's resultant creative campaigns and actions are changing the hearts and minds of New Jerseyans and are a model for other states to emulate as they work to demonstrate how civil unions are inferior to marriage.

- As mentioned, Equality California Institute's Let California Ring Campaign is a recipient of Freedom to Marry funds. Freedom to Marry's timely support allowed for production of an educational DVD and related materials central to the house-party strategy that has recruited volunteers and supporters in this pivotal state.
- Together with the National Black Justice Coalition, Freedom to Marry provided seed money for an alliance with the California Chapter of the NAACP. These groups worked together to orchestrate the education, mobilization and support of the African-American community for marriage equality in California.

"Thank you so much for Freedom to Marry's generous grant which allowed for the printing and distribution of the report, *1,324 Reasons for Marriage Equality*. Support from Freedom to Marry continues to enable the Pride Agenda to conduct this level of research, helping to change hearts and minds in favor of marriage equality across New York State."

*Empire State Pride Agenda Foundation*



Director Fran Rzeznik (far right), taking a break from filming *Marriage Makes a Word of Difference*, shares a smile with John Merz and Bill Starkowski and their daughter Brittany of Simsbury, CT, one of the families featured in the film. *Love Makes a Family of Connecticut* received regrant funds to help produce the film.

# AUGMENTING RESOURCES

## REGRANTING

Amount	State	Non-Profit Org.	Description	Purpose
<b>LABOR SUPPORT \$30,000 • 11% of Total</b>				
\$30,000	CA	LA Gay and Lesbian Center	Labor Coalition Building	Obtain commitments of active support from 40 labor leaders and unions to increase marriage equality awareness among 7,500 union members
<b>PEOPLE OF COLOR \$58,500 • 21% of Total</b>				
\$9,000	CA	National Black Justice Coalition	California Chapter of NAACP	Form an alliance with the California Chapter of the NAACP to orchestrate the education, mobilization, and support of the African-American community for the freedom to marry
\$5,000	CT	Amistad United Church of Christ	African American clergy	Cover the cost of lodging and airfare for participants of 3rd Annual Liberation Conversations conference for African American clergy
\$42,000	MD	Equality Maryland	Maryland Black Family Alliance	Hire planning consultant to publicize and build support for marriage equality among Blacks throughout MD including outreach to the Black religious and business communities
\$2,500	Ntl.	National Black Justice Coalition	Funding for NBJC Black Church Summit	Cover the cost of airfare for presenters and key note speakers for conference highlighting issues and concerns of Black LGBT people of faith including marriage equality
<b>PUBLIC EDUCATION \$154,939 • 55% of Total</b>				
\$5,000	CA	California Family Unity Network	Outspoken Families Training and Networking Project	Help fund part-time coordinator to distribute resources, supervise network of organizations and organize trainings for parents in LA, San Francisco and San Diego
\$25,000	CA	Equality California Institute	Let California Ring	Support the design and production of brochures, DVD and promotional materials for use by statewide public education campaign
\$50,000	CA	Equality California Institute	Let California Ring	Help fund the launch of a website for a web-based communications and fundraising system as well as help with field outreach efforts for comprehensive public education campaign
\$25,000	CT	Love Makes a Family Foundation	Earned Media Campaign	Increase visibility of marriage equality through op-eds, webcasts and a documentary to be broadcast and screened in community forums, as well as an expanded media response team
\$15,000	NY	Empire State Pride Agenda Foundation	1,324 Reasons for Marriage Equality	Publish and distribute copies of a booklet describing the numerous rights of marriage in NY to the press, policymakers & elected officials
\$25,000	RI	MassEquality Educational Fund	Marriage Equality Rhode Island	Assist Marriage Equality Rhode Island to develop field and fundraising capacity through communications, staffing, and board development
\$2,750	SC	South Carolina Equality Coalition	Marriage and Relationship Recognition Project	Materials costs for the participation of 250 individuals in LGBT communities and their allies in statewide marriage equality legal workshops
\$7,189	Ntl.	Various	Mini-Grants	Support various public education efforts nationwide in conjunction with the 10th Annual Freedom to Marry Week
<b>OTHER \$40,000 • 14% of Total</b>				
\$20,000	NJ	Garden State Equality Educational Fund	Zogby International Polling	Conduct two public opinion polls in New Jersey to assess citizens' opposition to marriage discrimination
\$20,000	VT	Vermont Freedom To Marry Taskforce	Parent Organizing & Clergy Outreach	Obtain 125 signers to the VFMTF Religious Declaration and host a statewide clergy event. Develop and train speakers from a semi-independent network of 50 highly motivated parents.
<b>TOTAL \$283,439</b>				

In 2007, Freedom to Marry distributed 22% of its expenses in regrants and partner support.

## SPOTLIGHT: MARYLAND BLACK FAMILY ALLIANCE

In a landmark effort to foster dialogue within black communities across Maryland on the principles of fairness, justice, and equality for all families, a group of prominent Maryland African American non-gay allies formed the Maryland Black Family Alliance (MBFA), with funding from Freedom to Marry.

The founding members of the MBFA come from all walks of life—elected officials, ministers, professors, medical doctors and community activists. The group is a growing coalition of Black families and leaders, of many faiths, who know that discrimination is wrong and that it harms everyone when any group of Americans are excluded from the legal protections that other Americans enjoy.

Rightly declaring that the freedom to marry is a civil right, MBFA members point out the clear distinction between what marriage rights mean under the law and what marriage rights mean from religious perspectives.

MBFA members link their discussion of the freedom to marry to the general welfare of all black families. They encourage principles of legal fairness and educate and empower non-gay allies to support lesbian and gay family members and neighbors.



"We believe that love and commitment are the essence of family and that family is the foundation of strong Black communities. We seek to ensure that all Black families—including those led by committed same-sex couples—have the full protection of the law.

We support civil marriage and legal protection for committed same-sex couples."

*Elbridge James,  
Maryland Black Family Alliance Director*

## CIVIL MARRIAGE COLLABORATIVE

The Civil Marriage Collaborative is the only national funder-led collaborative that directs resources to state-based organizations working on the ground to win the freedom to marry. An innovative philanthropic model, the CMC serves the important function of helping educate the broader progressive philanthropic community by incubating new strategies and new effective networks of philanthropists working to bring about social justice. CMC funder members are senior program staff of leading foundations with deep experience in LGBT issues, human rights, and related fields. Freedom to Marry's Executive Director, Evan Wolfson helps guide CMC strategy as a principal advisor.

Working closely with CMC colleagues, Freedom to Marry developed and distributed the Strategic Planning Guide, a resource for state groups on how to create a winning strategy for marriage.

## NATIONAL COLLABORATIVE

In 2007 over 20 funders and national gay and lesbian organizations launched an experimental "National Collaborative" to strategically deploy new resources to efforts in a small number of states that have a high potential to advance marriage goals (among others) over the next three years. Each participating funder has expressed a willingness to review grant requests from organizations working in these states, and each national gay advocacy group has expressed a willingness to provide support for these goals both in the form of staff and program support and direct funding.

Freedom to Marry was one of those who helped co-found the National Collaborative in 2007 as part of our overall work to create a national marriage campaign. Freedom to Marry's Evan Wolfson serves as a member of the National Collaborative's Steering Committee.

These and other efforts are part of Freedom to Marry's vision of moving past the state of play to engender a true national campaign, funded to scale and active nationwide, to meet the challenges and opportunities of winning the second state, and then the next few, and then a critical mass of states and public support that will set the stage for national resolution in favor of marriage equality—in the not too distant future. Just as the changes since 2003 have been immense, and warranted a revamping of Freedom to Marry to meet the moment, so the next few years will be pivotal and, we believe, full of progress. With creativity, renewed commitment, redoubled contributions of time and resources, and support from people like you, we will meet our goals of ending exclusion from marriage and enlarged possibilities for all.



# STATEMENT OF FINANCIAL POSITION

FOR THE YEAR JULY 1, 2006 TO JUNE 30, 2007\*

## BALANCE SHEET (AS OF 6/30/2007)

### ASSETS

Cash and cash equivalents	\$107,884
Investments	844,102
Other current assets	32,750
Other long-term assets	<u>22,220</u>
<b>Total Assets</b>	<b>\$1,006,956</b>

### LIABILITIES

Accounts Payable	\$90,344
Long-term Liabilities	<u>154,946</u>
<b>Total Liabilities</b>	<b>\$245,290</b>

### NET ASSETS

Beginning net assets	\$625,210
Net surplus/(deficit)	<u>137,456</u>
<b>Total Net Assets</b>	<b>\$762,666</b>

<b>Total Liabilities and Net Assets</b>	<b>\$1,006,956</b>
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## STATEMENT OF ACTIVITIES (FY07)

### SUPPORT & REVENUE

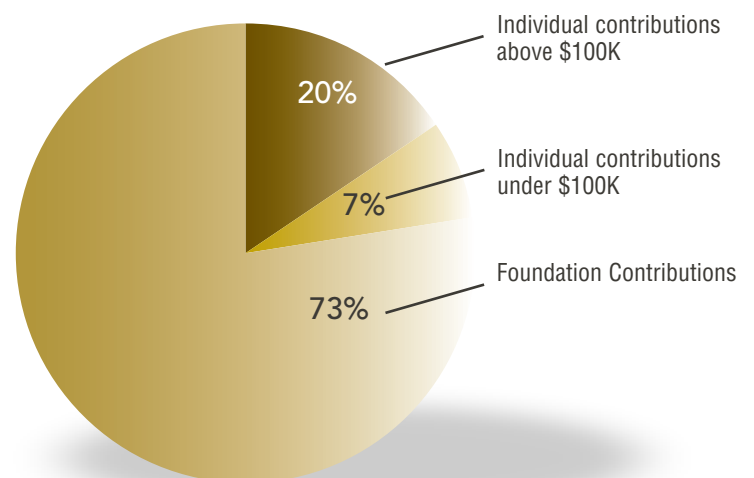
Individual contributions under \$100K	\$103,364
Individual contributions above 100K	300,000
Foundation contributions	<u>1,072,750</u>
<b>Total Revenue</b>	<b>\$1,476,114</b>

### EXPENSES

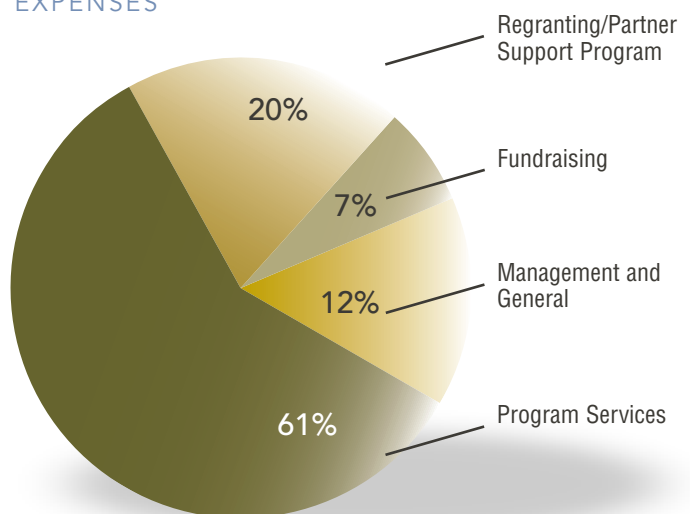
Program Services	\$822,636
Regranting/Partner Support Program <sup>1</sup>	264,860
Fundraising	92,282
Management and general	<u>158,880</u>
<b>Total Expenses</b>	<b>\$1,338,658</b>

<b>Change in Net Assets</b>	<b>\$137,456</b>
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## SUPPORT & REVENUE



## EXPENSES



The mission of Freedom to Marry is to end discrimination in marriage nationwide. Freedom to Marry guides and focuses this social justice movement by bringing the work of gay and non-gay organizations and their many approaches—litigation, legislation, direct action, and public education—into a larger whole, a shared civil rights campaign that fosters heightened outreach to non-gay allies.

\* Unaudited as of March 6, 2008. As Freedom to Marry is a sponsored project of the Astraea Lesbian Foundation for Justice, our financial reporting follows the Astraea fiscal year which is July 1 to June 30.

<sup>1</sup> Actual regranting/partner support program expense total for FY07; grants made in calendar year 2007 total \$283,439, roughly 22% of total expenses for that period.

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+

Columbia Foundation  
Gill Foundation  
Open Society Institute

##### \$20,000+

The Ted Snowden Foundation  
The Overbrook Foundation

##### \$10,000+

Thomas Stephens  
Stonewall Foundation

#### 10th ANNIVERSARY OF FREEDOM TO MARRY DAY & EVAN WOLFSON'S 50TH BIRTHDAY CAMPAIGN DONORS

This once-in-a-lifetime celebration achieved our fundraising goal of \$100,000 which was regranted to partner organizations working on marriage equality. We express our deepest gratitude to our wonderful Honorary Chairs, Sponsors, Host Committee, Hosts Marc Routh & Asher Remy-Toledo and Event Chairs Brondi Borer, Jeffrey H. Campagna, Brian Ellner, and Jordan Roth & Richie Jackson as well as all those whose generous support made this memorable event such a huge success.

##### \$10,000+

Anonymous

##### \$5,000+

Gill Action Fund  
Gill Foundation  
Mitchell Gold & Bob Williams  
Kenneth O'Brien  
Jordan Roth & Richie Jackson  
Jeffrey B. Soref

##### \$2,000+

Evelyn & Walter Haas, Jr. Fund  
Kramer Levin Naftalis & Frankel LLP  
The Adam R. Rose Foundation  
Select Office Suites  
Ted Snowden & Duffy Violante  
Sonnenschein Nath & Rosenthal  
Michael Wolfson

##### \$1,000+

Fred J. Berg  
Rev. John Buehrens  
Barbara Cox  
Helio Fred Garcia  
Gideon Mendelson  
Abdullah Odan & Neal Johnson  
National Organization for Women  
R. Bradley Sears  
Harvey Shipley-Miller  
Robert Smolin  
Tim Sweeney  
Joy A. Tomchin  
Bernard Whitman  
Marc Wolinsky & Barry Skovgaard

##### \$500+

Andonios Foundation  
Buchanan Ingersoll & Rooney PC  
Civil Marriage Collaborative,  
Proteus Fund  
Rabbi Ayelet S. Cohen &  
Rabbi Marc Margolius  
Bob Cohen  
Congregation Beth Simchat Torah  
Carolyn Gabel-Brett  
Gay & Lesbian Advocates &  
Defenders  
Kevin Jennings & Jeff Davis  
Rabbi Sharon Kleinbaum &  
Rabbi Margaret Moers Wenig  
Larry Kramer  
Rhett Millsaps  
Jonathan Nadler  
Russell Pearce  
Jerry Saliman & Ray Vallejo  
Anne Stanback

#### 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 freedom to marry.

##### In-Kind:

AOL  
Azure Day Spa and Laser Center  
Body Beautiful Spa & Laser  
Center  
Gay Men's Health Crisis

Genre Magazine  
HX Magazine  
Marvin Alexander, Inc.  
Mitchell Gold + Bob Williams  
M.A.C. AIDS Fund

New Video  
Restaurant Florent  
Marc Routh & Asher  
Remy-Toledo  
Tour Restaurant  
Window Media

# FREEDOM TO MARRY STAFF AND STEERING COMMITTEE

## STAFF



Scott Davenport  
*Managing  
Director*



Charles Ignacio  
*Deputy Director*



Megan Kinninger  
*Writer/  
Researcher*



Heather Jensen  
*Senior Web  
Producer*

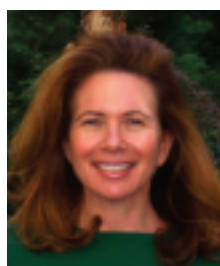


Richard Ledesma  
*Office Manager*



Evan Wolfson  
*Executive  
Director*

## STEERING COMMITTEE



Brondi Borer  
*Judicial Education  
Director, The  
Williams Institute  
UCLA School  
of Law  
California*



Jennifer  
Gerarda Brown  
*Professor,  
Quinnipiac Law  
School;  
Senior Research  
Scholar, Yale  
Law School  
Connecticut*



Rev. John Buehrens  
*(Co-Chair)  
Minister of the First  
Parish in Needham;  
Past President,  
Unitarian Universalist  
Association  
Massachusetts*



Rev. Ignacio  
Castuera  
*Trinity United  
Methodist Church  
California*



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



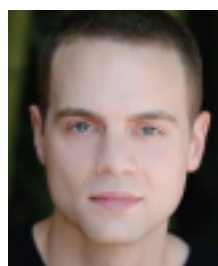
Gene DuBoff  
*Founder,  
Denver Center for  
Medical Research  
Colorado*



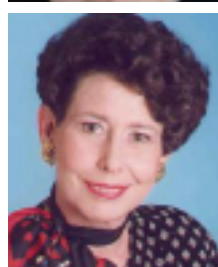
Leslye Huff, Esq.  
*Managing Member,  
HUFF LAW, LLC  
Ohio*



Fred Humphrey  
*Deputy Director,  
New York City Gay  
& Lesbian Anti-Violence  
Project  
New York*



Jordan Roth  
*Vice President,  
Jujamcyn Theaters  
New York*



Cherry Spencer-Stark  
*President,  
ACLU of Georgia  
Georgia*



Tim Sweeney  
*Executive Director,  
Gill Foundation  
Colorado*



Sam Thoron  
*Former National Board  
Chair, PFLAG;  
Board of Directors,  
Marriage Equality USA  
California*

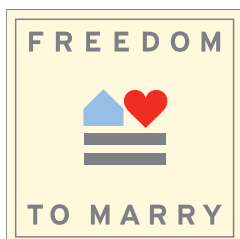
FREEDOM TO MARRY accomplishes our work by filling four principal roles:

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



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