



Advancing social justice
for LGBT communities
in the Upper Midwest

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PFund Foundation Hires Two Executive Directors

Kate Eubank and Susan Raffo hired to lead PFund into the new decade

(Jan. 4, 2011) –PFund Foundation, the only Minnesota foundation dedicated exclusively to lesbian, gay, bisexual and transgender (LGBT) equality, today announced its new leadership team. Susan Raffo and Kate Eubank will share the executive director position effective Jan. 3, 2011.

Raffo, 47, has worked in a consulting capacity for PFund and other organizations as a writer, social justice and organizational trainer, and fundraiser. Past organizations she has worked for include Trans Youth Support Network (TYSN), District 202, aMaze, Sobriety High Foundation and Project 515. Raffo has deep connections within local and national LGBT and other social justice communities. She helped conceive and then worked as a trainer in the “Challenging White Supremacy” preconference institute as part of the National Gay and Lesbian Task Force’s annual Creating Change conference. Raffo has presented workshops with Eubank and David Nicholson from Headwaters Foundation on new approaches to organizational fundraising for grassroots organizations. Raffo is a published writer and blogs with Bilerico Project. Raised in Cleveland, Ohio, she has a bachelor’s degree from the University of Minnesota. Raffo and her partner, Raquel (Rocki) Simões raise their daughter, Luca, in south Minneapolis.

Eubank, 30, most recently served as director of development and communications for The Bridge for Youth. Prior to that, she supported the political development of youth as the development director at Mikva Challenge in Chicago and as the LGBT community coordinator at Oberlin College’s Multicultural Resource Center. In that role, Eubank developed a series on intersections of queer and racial identities and a Transgender 101 training that continue to be used as models by other centers nationally. In the last few years, Eubank has focused her volunteer time on working with TYSN. Raised in Concord, New Hampshire, she has a bachelor’s degree from Oberlin College. Eubank and her partner, Myrl Beam, live in south Minneapolis and raise three cats.

As executive directors Raffo and Eubank will lead resource development and awareness-building campaigns, implement strategic initiatives, direct financial management and cultivate leadership within various communities. They come to the position with a commitment to deepening PFund’s work toward racial and social justice through movement-building, with a particular focus on working with leaders of color and rural communities.

“Susan and Kate bring PFund two complementary sets of perspectives, experiences, relationships and know-how,” said Lupe Castillo, PFund board president. “I am honored to share this important work with them. And I am excited for the way this job share supports PFund’s

commitment to encourage collaboration in the broader community as well as within our own organization. ”

“Job-sharing is a growing model being used across work sectors to increase the sustainability of both organizations and staff. In particular, I deeply believe in the ways that a collaborative leadership model can multiply the opportunities for reflection, transparency and accountability,” says Raffo.

“Susan and I are honored to be building on the great work that the board, staff and past executive directors have done toward social justice and movement-building. Throughout the search process we were both impressed with how direct and thorough the board and search committee were about this part of PFund’s mission,” adds Eubank.

A search committee consisting of three PFund board members and five community members reviewed 50 resumes, conducted seven first round interviews and invited two finalists to interview. Eubank and Raffo presented a unique package of experience, skills and vision in their creative job share proposal.

“We are excited about this talented and intergenerational work team leading PFund,” said John Brentnall, co-chair of the search committee. “This collaborative approach is key to our success in supporting the next wave of this movement for social justice, including justice for LGBT communities.”

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About PFund

PFund Foundation is a community foundation that advances social justice for LGBT communities in the Upper Midwest by providing hands on assistance to organizations, funding systems change work, developing leaders, inspiring giving, and convening & reporting on issues of importance for our communities. Established in 1987 as Philanthrofund Foundation in Minneapolis when four friends pooled \$2,000, PFund is now supported by thousands of individuals in dozens of states who have created a vibrant and vital community foundation that celebrates and strengthens our communities. PFund is one of only a handful of foundations in the nation created specifically by and for LGBT communities. PFund envisions a time when LGBT people are celebrated and live free from discrimination, violence, invisibility and isolation. Today, PFund manages nearly \$1 million in assets, enjoying the support of committed donors and dedicated volunteers from LGBT and allied communities. More at PFundOnline.org.