

MO

BIL

THE ROAD TO EQUALITY

ING

2011 ANNUAL REPORT



THE HUMAN RIGHTS CAMPAIGN AND
HUMAN RIGHTS CAMPAIGN FOUNDATION





Sincerely,

JOE SOLMONESE

President, Human Rights
Campaign and Human Rights
Campaign Foundation

FROM THE PRESIDENT

The Human Rights Campaign's 2011 Annual Report goes to press on the heels of two historic victories in the fight for equality: the repeal of the discriminatory "Don't Ask, Don't Tell" law that prevented open service for lesbians and gays serving in our nation's military, and the bipartisan passage of marriage equality in New York.

While these victories are cause for celebration, they also warrant some reflection. Both captured headlines for several weeks and months but they were years in the making, and neither would have come about without two essential things:

1. The strategic expertise and successful leveraging of resources by HRC.
2. The vocal activism of HRC members and supporters.

In all we do at HRC, we use our hard-working staff's collective experience to guide our efforts through effective strategies and plans. **But it is our members and supporters who bring**

those plans to life. Our members are people who don't just hope for fairness and equality but write, call and donate to help us achieve it. **The passion is evident, and it is inspiring.** That's why every year, our movement grows. HRC now boasts more than 1 million members and supporters. That's more than 1 million fair-minded Americans eager to step up, speak out and take their place on the right side of history.

But we're not there yet. Forces that stand against marriage equality remain strong and vocal in many states. The National Organization for Marriage has proclaimed it has \$20 million to spend on anti-equality efforts in the year ahead. LGBT children still face bullies in schools and transgender individuals can be fired based solely on their gender identity in 35 states.

So as you review our 2011 Annual Report, please relish our achievements. We have come so far and we've worked hard to get here. **But we must not let our recent victories or increasing strength lull us into complacency.** Now is the time to mobilize, organize and push forward with all we've got.

FROM THE HRC BOARD CO-CHAIRS

For those of us involved in the fight for equality, watching our movement grow brings tremendous pride and satisfaction — and the positive momentum we've seen in 2011 is truly inspiring.

Like never before, HRC is bringing fair-minded people together — and we're learning that they are everywhere. On basic civil rights issues such as employment and housing, huge majorities now support protections for LGBT people. A majority of Americans also support marriage for same-sex couples, and 77 percent of men say they "could be close friends with a gay man."

The cynics might respond, "*Well, it's about time.*" But for those of us at HRC who have dedicated so much to LGBT equality, seeing this kind of attitude shift is a testament to decades of hard work. People in America are more open, more accepting and more fair-minded because of our relentless pursuit of equality — and it's wonderful to see.

Now it's time to build on that success and bring more of these people into our movement. Fair-minded people have shown us they are out there. Now we need to invite them to stand by our side.

We're kicking off this far-reaching mobilization effort with HRC's new "On the Road to Equality" bus tour, among many other projects and plans. Traveling across the country, we're reaching out to people in the most conservative states to show them that no matter where they live, all fair-minded people can play an active role in our movement.

Each time we add a member to our organization — a supporter to our fight — we boost our strength and propel ourselves down the road to full equality.

Sincerely,

REBECCA TILLET AND TIM DOWNING

Human Rights Campaign
Board Co-Chairs

FROM THE HRC FOUNDATION BOARD CO-CHAIRS

In any social movement, achieving legislative victories is only one of the ways we measure success. Changes in people's lives matter just as much. That's why the HRC Foundation focuses on the human scale of our work, with programs aimed at making life more livable, fair and welcoming for LGBT people and their families. And we're making a difference.

The All Children — All Families initiative on behalf of LGBT foster and adoptive parents now has 50 participating agencies across the country. That means more children are finding nurturing homes, and more LGBT people have the opportunity to parent.

The Welcoming Schools initiative informed more than 2,000 parents and educators this year about how to confront issues of family diversity, gender stereotyping, bullying and name-calling in schools.

The HRC Foundation's *Healthcare Equality Index*, which assesses hospitals' policies and practices for LGBT patients and

families, is empowering LGBT people to make informed choices about where they seek care.

Our Religion and Faith Program continues to change the conversation about LGBT people and faith. A HRC poll revealed that 85 percent of people now say that their faith leads them to conclude that "the law should treat all people equally, including LGBT people."

The work of the HRC Foundation is national in scale, but personal in impact — felt when LGBT people visit a partner or child in a hospital ... are able to go to their jobs without fear of being fired ... are welcomed in their faith community ... walk through school hallways with the confidence of knowing that harassment will not be tolerated ... and more. Real lives, real changes, and real hope for a fair and equal future.

Thank you for making it possible.

Sincerely,

ANNE FAY AND ANDY LINSKY

Human Rights Campaign
Foundation Board Co-Chairs

THE ROAD TO EQUALITY

CORE VALUES

Increasingly, Americans support equality for the LGBT community.

STRONGLY FAVOR  **SOMEWHAT FAVOR**
STRONGLY OPPOSE  **SOMEWHAT OPPOSE**

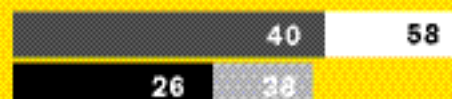
Allowing gay and lesbian couples to enter into legal agreements with each other that would give them many of the same rights as married couples



Allowing gay and lesbian couples to adopt children



Requiring the federal government to recognize same-sex marriages performed in states where gay marriage is legal when it comes to such issues as tax benefits, Social Security and federal health benefits



Protecting lesbian, gay, bisexual, and transgender people from discrimination in employment, housing and public accommodations



Passing a law to prohibit bullying and harassment against minority groups in schools, including gay, lesbian, bisexual, and transgender students or the children of gay, lesbian or transgender parents

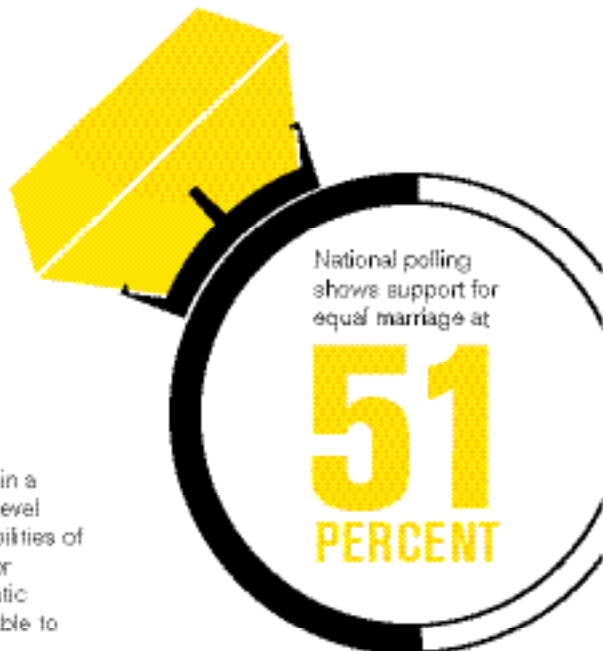


'TIL DEATH DO US PART



**35
PERCENT**

of Americans now live in a state where the state-level benefits and responsibilities of marriage, civil unions or comprehensive domestic partnerships are available to same-sex couples.



NOT JUST THE YOUNG

A third of America's seniors describe themselves as more accepting of LGBT people.



THE SIGNS OF CHANGE & PROGRESS

THERE'S SOMETHING BIG HAPPENING.

In 2011, people nationwide accepted and broadly supported allowing lesbian and gay people to serve openly in the military through the repeal of "Don't Ask, Don't Tell." In 2011, we also saw the historic passage of marriage equality in New York, an increased focus on the

discriminatory Defense of Marriage Act, the stepping forward of new and outspoken allies, including George W. Bush's daughter, Barbara, and much, much more. The Human Rights Campaign's work is making a big difference. And new polling by HRC of Americans across every region, every faith, every age and from

every walk of life vividly shows that change. Across the country, minds are opening, hearts are warming and people are taking their place on the right side of history by supporting full equality for their lesbian, gay, bisexual and transgender friends, family members, colleagues and neighbors.

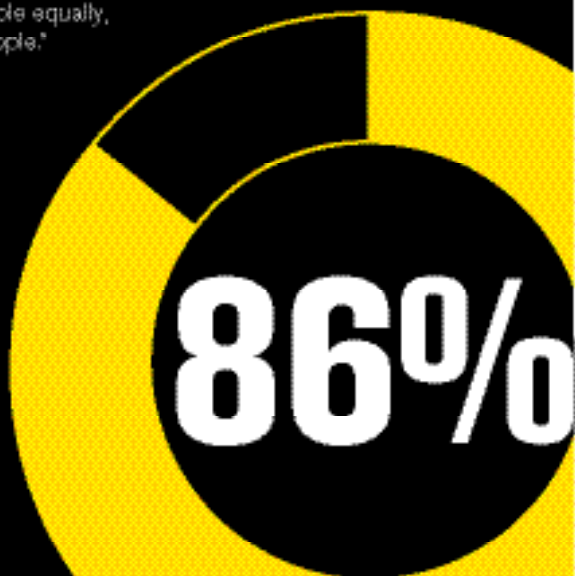
EYES ARE OPEN

A huge majority of Americans describe discrimination against gays and lesbians as a problem in this country (79 percent).



KEEPING THE FAITH

Even American churches seem to be evolving. 86 percent of people say that their faith leads them to conclude that "the law should treat all people equally, including LGBT people."

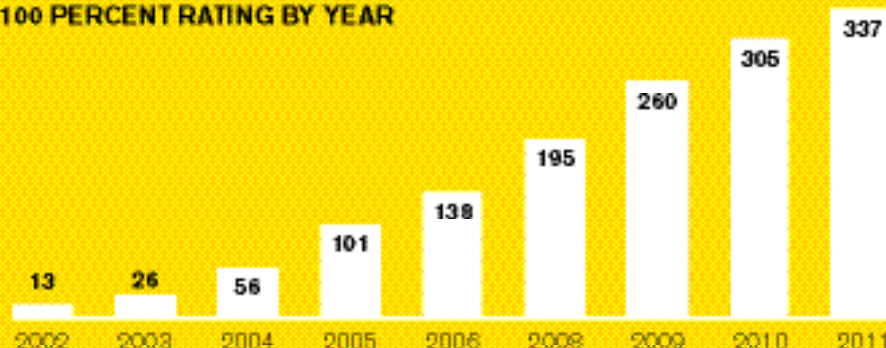


FROM MAIN STREET TO WALL STREET

A record number of businesses — **337** — scored a perfect 100 percent on HRC's 2011 Corporate Equality Index.

337

INCREASE IN BUSINESSES WITH 100 PERCENT RATING BY YEAR



79 PERCENT OF AMERICANS
SUPPORT EMPLOYMENT
PROTECTIONS FOR LGBT PEOPLE.

MORE MILEAGE TOWARD EQUALITY

WEDDING BELLS RING IN NEW YORK

Cheers of celebration were heard across the nation this summer when Gov. Andrew Cuomo of New York signed a bill granting same-sex couples in the Empire State the rights and responsibilities of marriage. The historic victory was years in the making, with HRC leading the on-the-ground campaign that resulted in 150,000-plus constituent contacts to targeted state senators who went

on to pass the landmark legislation. It was not an easy win. All along the way, the extremist National Organization for Marriage and others tried to stand in our path. NOM alone spent \$500,000 on hate-filled ads in an attempt to keep discrimination the law of the land. But HRC, along with our allies, pressed on and pushed hard, and refused to relent until we scored this major victory for equality.



HRC'S WINNING STRATEGY IN NEW YORK:

MOBILIZE, EDUCATE, ACTIVATE

DELIVERED MORE THAN

75,515

postcards from constituents
to state senators

GENERATED MORE THAN

47,199

e-mails from New Yorkers
to their state lawmakers

SPURRED MORE THAN

25,622

phone calls from constituents
to state senators

RELEASED

51

video testimonials
featuring celebrities,
sports and media
figures, everyday people
and politicians

RAN TWICE-WEEKLY PHONE BANKS

like the ones attended by Chelsea Clinton and
New York City Mayor Michael Bloomberg

THE SKUNK AT THE CEREMONY

The National Organization for Marriage dropped \$500,000 on ads in New York against marriage equality and promised to spend \$2 million to take down Republicans who voted for equality.

**WITHOUT HRC'S
SUPPORT, I WOULD
NOT BE IN THE
STATE SENATE.**

— SEN. TIM KENNEDY, D-BUFFALO

**THANKS FOR ALL
YOU DID TO MAKE
THIS A REALITY.**

— N.Y. GOV. ANDREW CUOMO TO HRC FIELD TEAM
ON THE MARRIAGE EQUALITY VICTORY IN NY



IT TAKES TIME TO BAKE A WEDDING CAKE

HRC's campaign for marriage in New York began in 2007, helping pick up a marriage equality supporter in the state Senate. HRC built on that effort in 2008. In 2010, it helped elect three new pro-equality candidates to the state Senate, deploying field staff to do grassroots organizing for a number of candidates and contributing \$145,000. In total, we spent close to \$1 million to secure marriage equality.

**HISTORY HAS BEEN
MADE IN NEW YORK.**
**THIS VICTORY SENDS A MESSAGE THAT
MARRIAGE EQUALITY ACROSS THE
COUNTRY WILL BE A REALITY VERY SOON.**

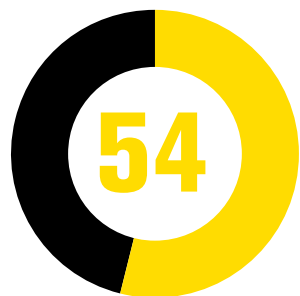
— HRC PRESIDENT JOE SOLMONESE

MORE GOOD NEWS FOR MARRIAGE

This year, President Obama stood with the majority of Americans in saying his administration would no longer support the discriminatory Defense of Marriage Act. Under DOMA, same-sex couples are not eligible for any of the 1,000-plus benefits offered by the federal government, including Social Security survivor and tax benefits. Even when states recognize same-sex marriages, the federal government does not. Until either the court definitively rules DOMA unconstitutional or Congress does the right thing by repealing the law, same-sex couples will continue to be second-class citizens.

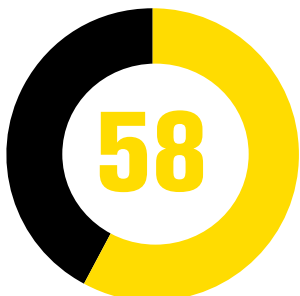
A SALUTE TO OPEN SERVICE

In July, President Obama signed the certification for the repeal of "Don't Ask, Don't Tell," allowing for open service for lesbian, gay and bisexual troops. HRC spent 2011 intensifying its campaign to do away with the measure. HRC forged diverse local coalitions, increased public education and activated its grassroots forces to urge their members of Congress to vote for the repeal. HRC also continued strategic partnerships with Servicemembers Legal Defense Network, Servicemembers United and other key groups. In particular, HRC helped mobilize 20,000 veterans in six key states – Florida, Indiana, Massachusetts, Nebraska, Virginia and West Virginia.



STOP MEDDLING IN MATRIMONY!

54 percent of voters oppose the House Republicans' attempts to intervene to defend DOMA. Voters want to see lawmakers work on real problems.



MARRIAGE = MARRIAGE

58 percent of voters support providing federal benefits to all legally married couples, including same-sex couples.

\$520/HR

What American taxpayers would have paid for the law firm King & Spalding to defend the so-called Defense of Marriage Act on behalf of Republican leaders. The firm dropped its efforts after HRC, with other national & local groups, spoke out against it.

ORGANIZED "VOICES OF HONOR" TOUR

in partnership with Servicemembers United to include stops in 50+ cities nationwide

SENT 19 MILLION E-MAILS

to members and supporters to take action on DADT repeal, generating over 625,000 e-mails urging repeal to members of Congress

GATHERED 50,000 HANDWRITTEN

pro-repeal communications to Congress

HELD MORE THAN 1,000 GRASSROOTS LOBBY VISITS,

both in Washington, D.C., and in districts

RECRUITED AND MOBILIZED 20,000 VETERANS TO SPEAK OUT

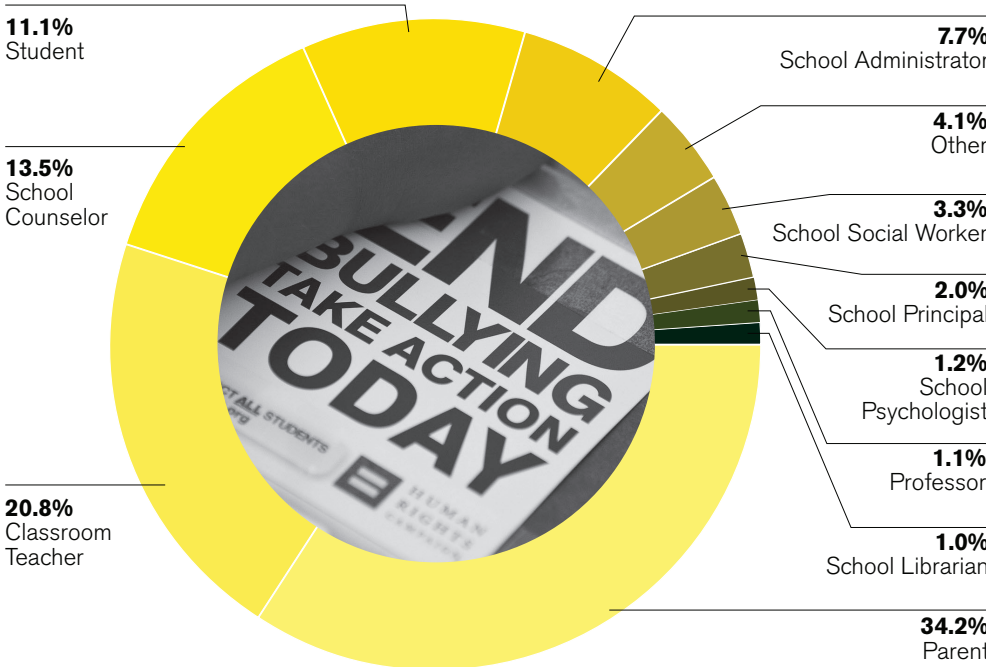
I'LL STAY RIGHT
BY YOUR SIDE

The new federal regulations for patients' hospital visitation rights kicked into gear this year. Now, nearly every hospital in the country is required to have written policies and procedures that ensure that LGBT families are not separated in times of crisis. Plus, 89.7 percent of U.S. healthcare facilities that responded to HRC's latest Healthcare Equality Index survey include "sexual orientation" in their Patients' Bill of Rights and/or non-discrimination policy.



GIVING BULLYING
A BLACK EYE

WHO'S INTERESTED



HRC's Welcoming Schools initiative — created to address family diversity, gender stereotyping, bullying and name-calling — has been piloted and evaluated in schools across five districts in California, Massachusetts and Minnesota. Since HRC put Welcoming Schools online last year, 2,000-plus people have downloaded the guide:

AND BABY
MAKES THREE

HRC's All Children-All Families initiative, that promotes policies and practices that welcome LGBT foster and adoptive parents, now has 50 participating agencies across the country and has awarded 13 seals of recognition. That means more children and youth are finding the supporting, nurturing families they need.

CALLING IT OUT,
PROMOTING
RESPECT

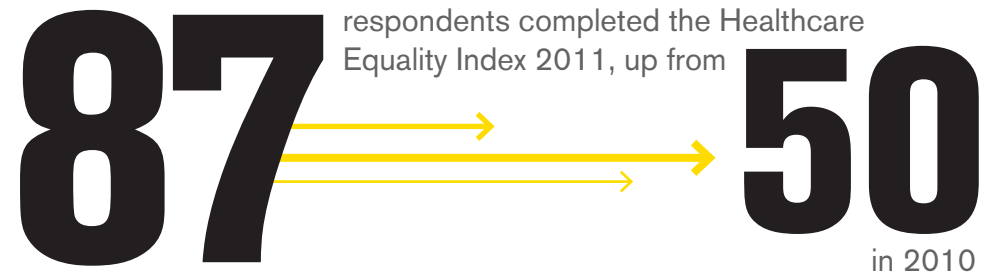
When a local school board official in Arkansas posted anti-gay remarks on a public website, HRC quickly took action. With two local groups, HRC urged the official, Clint McCance, to resign in a full-page ad in the county newspaper about anti-gay bullying and its horrific effects on youth. HRC also posted a "Fire Clint McCance" Facebook page, drawing 70,000+ followers. Within 72 hours of the efforts, he resigned. HRC's "Call It Out" campaign works to promote respect and civil discourse.

MORE THAN 50 AGENCIES NOW PARTICIPATE

in HRC's All Children-All Families initiative, and nine have earned the "Seal of Recognition." To earn the seal, agencies must complete a self-assessment of policies and practices and then work to achieve the 10 benchmarks of LGBT-related competence, outlined in HRC's *Promising Practices* guide. Outstanding agencies are highlighted in our database as a resource of choice for prospective LGBT parents.

- Adoptions from the Heart**
Wynnewood, PA
- Adoptions Together**
Silver Spring, MD
- Family Builders**
Oakland, CA
- Family Focus Adoption Services**
Little Neck, NY
- Independent Adoption Center**
Pleasant Hill, CA

- Los Angeles County Department of Children & Family Services**
Pasadena, CA
- National Adoption Center**
Philadelphia, PA
- Penny Lane Centers**
North Hills, CA
- Southern California Foster Family and Adoption Agency**
Los Angeles, CA

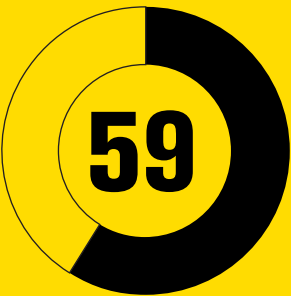


These respondents represent **375 FACILITIES** in **29 STATES** and the **DISTRICT OF COLUMBIA**.

The Healthcare Equality Index examines and rates facilities' LGBT-related policies and practices.

OUR CALL TO CLERGY

This year, HRC mobilized 300-plus religious leaders from nearly 50 states to gather in Washington, D.C., to lobby Capitol Hill and plan strategies about how to step up advocacy for LGBT equality back home in their congregations.



percent of religiously observant Americans favor protecting LGBT people from discrimination in housing and public accommodations.



percent of the faith community supports anti-bullying laws to prohibit the harassment of LGBT students and the children of LGBT parents.

HUNDREDS OF PEOPLE

— including clergy — in 40 cities have participated in HRC's Gender Identity & Our Faith Communities workshops.

WHAT HRC HAS FIGURED OUT IS THAT THE BEST ANTIDOTE TO THE RELIGIOUS RIGHT IS A MOBILIZED, MESSAGED, RELIGIOUS LEFT

— REV. CANON SUSAN RUSSELL
OF ALL SAINTS EPISCOPAL CHURCH, PASADENA, CA.,
AT HRC'S CLERGY CALL THIS SPRING



ANTI-LGBT FORCES AREN'T READY TO SURRENDER A LONG JOURNEY AHEAD

They might be on the wrong side of history, but anti-equality forces aren't ready to concede defeat. Anti-LGBT lawmakers in the U.S. House of Representatives and Senate wield positions of power as House leaders and committee chairs, with staunchly anti-LGBT House Speaker John Boehner, R-Ohio, in the greatest seat of influence. Under Boehner's leadership, anti-LGBT lawmakers have been trying to stop "Don't Ask, Don't Tell" repeal, using taxpayers' money to defend the Defense of Marriage Act, and could also unleash new anti-LGBT legislation.

At the same time, anti-LGBT groups like the National Organization for Marriage continue to wage attacks on equality. During the country's greatest economic decline in decades, NOM has amassed huge resources to stop marriage equality, whether at the ballot box or in court.

The good news is that these extremists' discriminatory positions are quickly losing in the court of public opinion. The pulse of the public beats with their LGBT friends and neighbors, and people are frustrated with those who put ideology before equality.



47%

Nearly half of the country believes, **"POLITICIANS WHO CAMPAIGN AGAINST GAY MARRIAGE AND CONDEMN GAY RIGHTS ARE MORE CONCERNED WITH CHEAP POLITICS THAN REAL ISSUES."**

EQUALITY AT RISK*

"DEFENSE OF MARRIAGE"
Constitutional Amendments and/or reversal of marriage equality laws

Indiana, Iowa, Minnesota, New Hampshire, New Mexico, North Carolina, Pennsylvania and West Virginia

POSSIBLE NEGATIVE ADOPTION-RELATED MEASURES

Florida, Kentucky and Tennessee

OPPORTUNITIES FOR EQUALITY*

CIVIL UNION BILLS

Colorado

GENDER-IDENTITY BILLS

Delaware, Maryland, Massachusetts, New York

COMPREHENSIVE NON-DISCRIMINATION BILLS

Ohio, Utah

MARRIAGE LEGISLATION MEASURES IN 2012/13

Illinois, Maine, Maryland, Oregon, Washington

COMPREHENSIVE, ANTI-BULLYING LEGISLATION

Alaska, Hawaii

*Most states noted are tentative and could change, based on elections and other factors

THERE'S POWER IN NUMBERS

Focus on the Family

2.3 MILLION MEMBERS

American Family Association

2 MILLION MEMBERS

Concerned Women for America

500,000 MEMBERS

Family Research Council

500,000 MEMBERS AND SUPPORTERS

HRC

1 MILLION MEMBERS AND SUPPORTERS

**I OPPOSE ANY
LEGISLATION THAT WOULD
PROVIDE SPECIAL RIGHTS
FOR HOMOSEXUALS.**

SPEAKER OF THE HOUSE SCORES "0" FOR EQUALITY

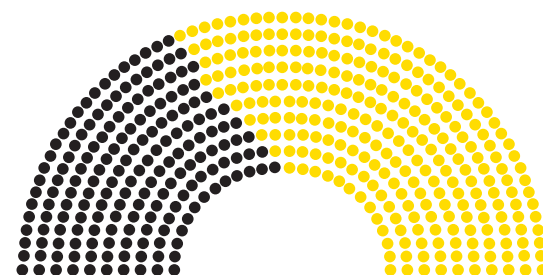
POLITICAL WINDS SHIFT AGAINST EQUALITY IN THE STATES

ANTI-LGBT LEADERS ARE IN THE DRIVER'S SEAT

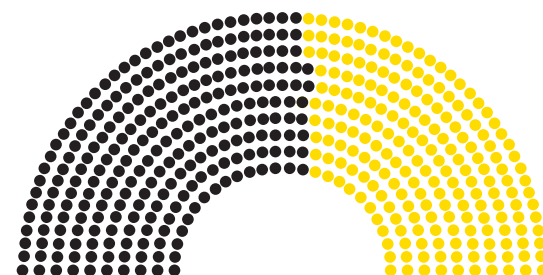
- Anti-I GBT

- Pro-I GBT

The National Organization for Marriage's chairman has claimed it is on track to raise \$20 million this year to fund its efforts against marriage equality — up from \$500,000 only four years ago. The group has already pledged to spend \$2 million in New York just to defeat Republican legislators who voted for marriage equality.



**HOUSE OF REPRESENTATIVES
BEFORE 2010 ELECTION**



HOUSE OF REPRESENTATIVES AFTER 2010 ELECTION

ON WE

STRONG PUSH AHEAD

HRC IS NOW

1M+

MEMBERS AND SUPPORTERS STRONG

2011 moved our fight miles forward along the road to equality. But we have even farther to go before LGBT people are treated fairly and equally throughout our society. We need marriage equality in all 50 states and fully recognized by the federal government. We need states to play a vital role in prosecuting hate crimes. We need workplace protections so LGBT people can no longer be fired because of who they are. We need tolerance in our nation's houses of worship, and welcoming safe environments in our schools. We need real equality, full equality. And to succeed, we need more people to stand with us in our fight. As we march forward, HRC is putting our full force to bring others into our movement — reaching out, building relationships and mobilizing nationwide.

907K

PEOPLE LIKE HRC ON FACEBOOK

FIGHTING FOR OUR FAMILIES

Meanwhile, HRC continues to focus its resources in a number of states to secure equality for our relationships. HRC worked aggressively with local allies in New Hampshire, Hawaii, Delaware, Maryland and elsewhere. It continues to try to stave off opponents in North Carolina and Minnesota as well as push ahead for our rights in Maryland and New Hampshire.

HRC'S NATIONAL COMING OUT DAY APP
ON FACEBOOK GENERATED

16.3 M

IMPRESSIONS

ON THE ROAD TO EQUALITY

Our first-ever nationwide bus tour has stops in more than a dozen cities in 11 red states to spread the message of equality.

KEY:

Route — — ● — —

GO

SHOWING OUR PRIDE

HRC stepped up its presence at pride events this year, staffing festivals in 46 of 50 states, and signing up 19,000-plus NEW members.

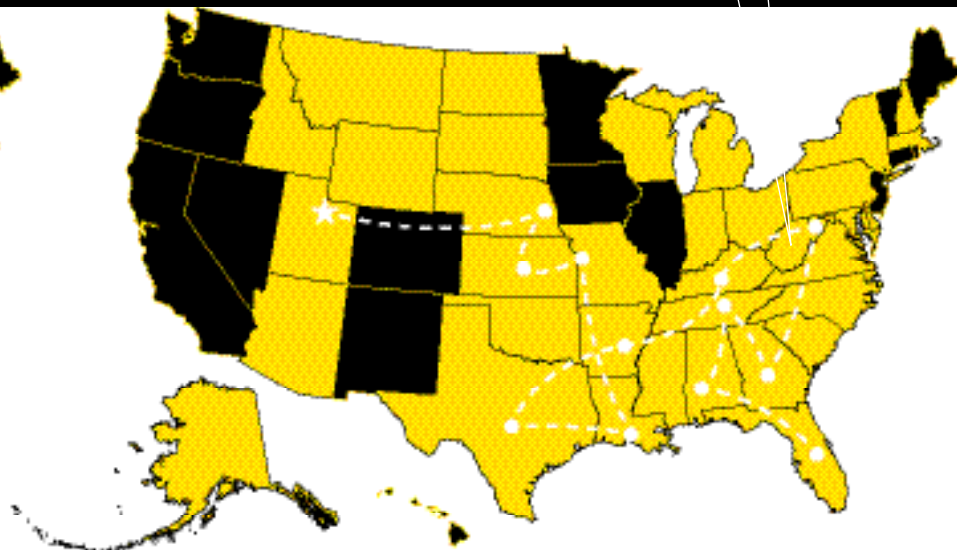
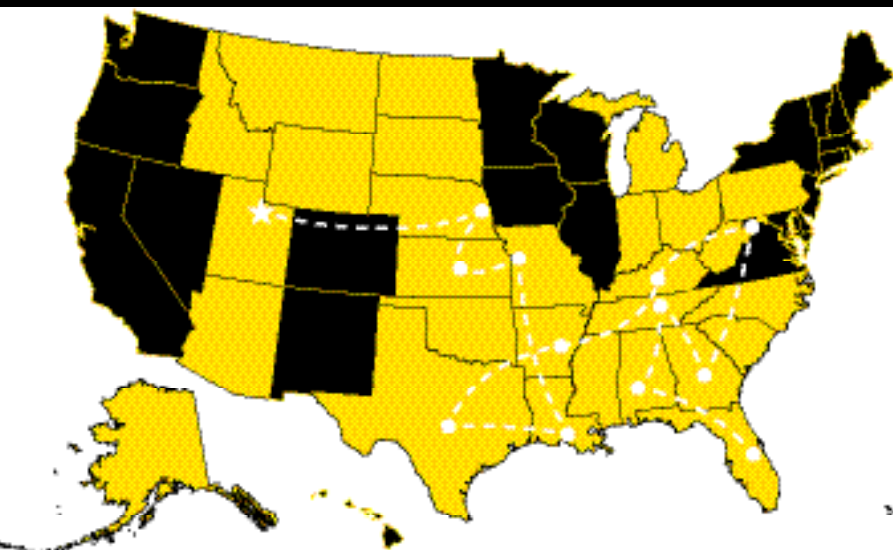
HAVING HRC HERE PROVIDES LEGITIMACY TO OUR EVENT.

— WEST VIRGINIA PRIDE

WORKPLACE EQUALITY

In 29 states, you can be fired based on your sexual orientation:

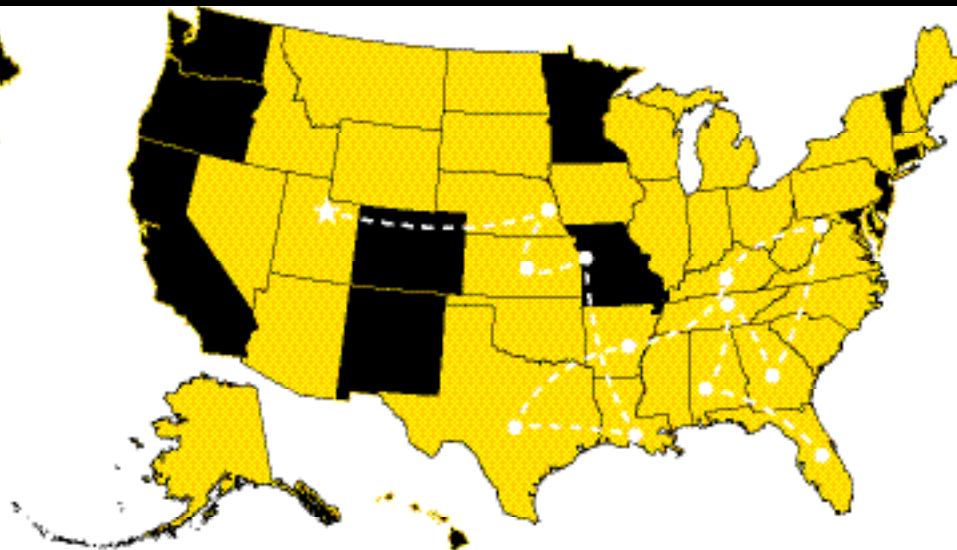
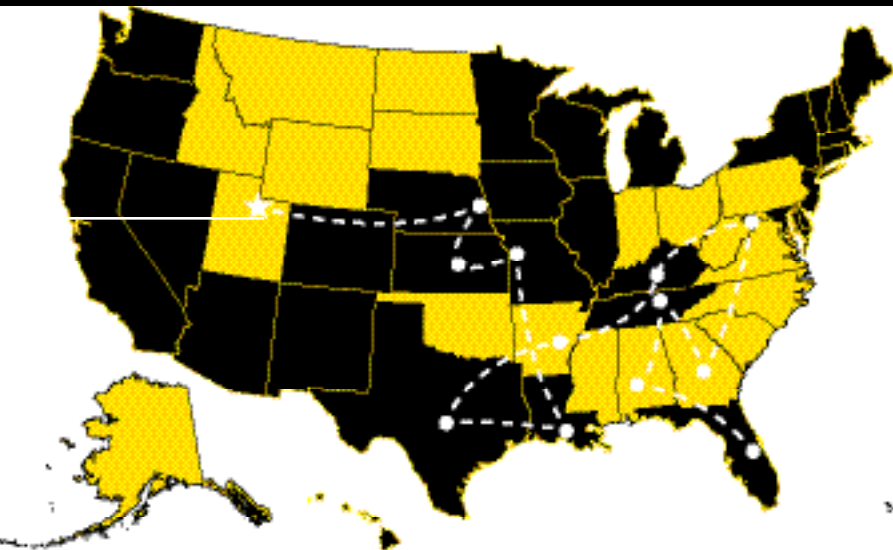
In 35 states, you can be fired based on your gender identity and expression:



HATE CRIMES ACTION

And 19 states lack laws addressing hate crimes based on sexual orientation:

Finally, 38 states still lack laws addressing hate crimes based on gender identity and expression:





ON THE ROAD TO EQUALITY, EVERY DOLLAR COUNTS

WE ARE MOVING THE BALL.

We are making great progress. Every day, the dedicated and focused work of the members, volunteers, boards and staff of the Human Rights Campaign and the Human Rights Campaign Foundation results in change that impacts millions of LGBT Americans and their families.

But none of our progress, none of our momentum, none of our success would be possible without the hundreds of thousands of individuals who put their money where the mission is and support our work.

The fiscal year ending March 31, 2011, was a year of growth, strength and investment. Total spending increased 13 percent, primarily for programs. HRC's percent of revenue spent on programs is now 72 percent of every dollar and increased by \$4 million this year. Our program spending enabled us to win the repeal of "Don't Ask, Don't Tell," to help lead the way in bringing marriage equality to New York, to fight bullying in schools and to stand up to enemies of equality across the country.

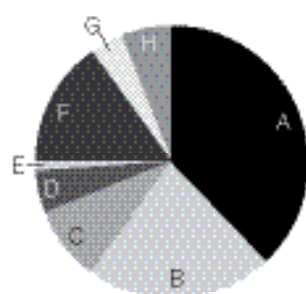
It enabled us to improve the lives of LGBT families and to bring our message to faith leaders, diverse communities, corporations, healthcare institutions and the American public. While total spending surged, expenses for management and general dropped to 12 percent of total spending as part of ongoing efforts to control overhead expenses and maximize resources for programs. Over the last five years, program spending has increased from 68 percent to 72 percent of total expenses, and management and general expenses have been slashed 23 percent.

We thank you, our members and donors — especially members of our Federal Club, Federal Club Council and Partners — for your unwavering support of our important work, even in this troubled economy. Through your generous financial support and continued dedication to equality, you're ensuring that HRC can continue the struggle to win equality by seeking it and fighting for it everywhere.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2011 AND 2010

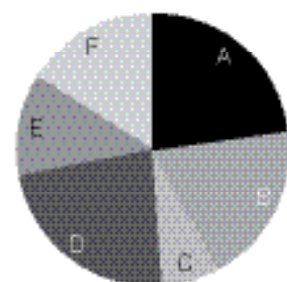
HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED

| | 2011 Unrestricted | 2011 Temporarily Restricted | 2011 Total | 2010 Total |
|--|-------------------|-----------------------------|--------------|--------------|
| BEGINNING NET ASSETS | | | \$30,176,596 | \$28,207,514 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | | | | |
| Contributions | \$15,974,244 | \$527,594 | 16,501,838 | 14,691,934 |
| Federal Club/Major Donor Contributions | 9,180,679 | 379,009 | 9,559,688 | 9,438,303 |
| Corporate/Foundation Grants | 767,551 | 2,175,833 | 3,483,384 | 2,472,538 |
| Bequests | 2,171,240 | - | 2,171,240 | 580,971 |
| In-kind | 305,405 | - | 305,405 | 653,307 |
| Special Events | 6,273,915 | - | 6,273,915 | 5,696,141 |
| Merchandise Sales | 1,530,786 | - | 1,530,786 | 1,397,459 |
| Investment and Other Income | 1,211,567 | - | 1,211,567 | 1,303,400 |
| Net Assets Released from Restrictions | 3,483,135 | (3,483,135) | - | - |
| Total Revenue and Support | 40,898,522 | 139,301 | 41,037,823 | 36,234,053 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field, Electoral and Legal Advocacy | 8,542,903 | - | 8,542,903 | 6,601,250 |
| Public Policy, Education and Training | 7,775,224 | - | 7,775,224 | 8,136,223 |
| Communications and Media Advocacy | 2,609,179 | - | 2,609,179 | 1,962,206 |
| Membership Education and Mobilization | 8,907,118 | - | 8,907,118 | 7,365,045 |
| Total Program Services | 27,834,424 | - | 27,834,424 | 24,064,724 |
| Supporting Services: | | | | |
| Management and General | 4,555,229 | - | 4,555,229 | 4,533,452 |
| Fundraising | 6,084,760 | - | 6,084,760 | 5,562,761 |
| Capital Campaign | 19,165 | - | 19,165 | 4,555 |
| Total Supporting Services | 10,659,154 | - | 10,659,154 | 10,096,213 |
| Total Expenses | 38,493,578 | - | 38,493,578 | 34,165,492 |
| Change in Net Assets before Other Items | 2,404,944 | 139,301 | 2,544,245 | 2,068,561 |
| Other Items: | | | | |
| Reduction of Restricted Pledge Revenue | - | (33,208) | (33,208) | (261,250) |
| Unrealized Gain/(Loss) on Interest Rate Swap | (7,181) | - | (7,181) | 161,771 |
| CHANGE IN NET ASSETS | \$2,397,763 | \$106,093 | 2,503,856 | 1,969,082 |
| ENDING NET ASSETS | | | \$32,680,452 | \$30,176,596 |



2011 SOURCES OF INCOME

| | |
|-------------------------------------|------------|
| A Contributions | 38% |
| B Federal Club/Major Donor | 22% |
| C Corporate/Grants | 9% |
| D Bequests | 5% |
| E In-Kind | 1% |
| F Special Events | 15% |
| G Merchandise Sales | 4% |
| H Investments & Other Income | 6% |



2011 USES OF INCOME

| | |
|---|------------|
| A Federal, Field, Electoral and Legal Advocacy | 23% |
| B Public Policy, Education and Training | 19% |
| C Communications and Media Advocacy | 7% |
| D Membership Education and Mobilization | 23% |
| E Management and General | 12% |
| F Fundraising | 16% |

HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED INCOME SUMMARY

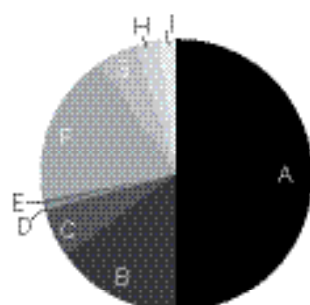
| | \$M |
|------|-------|
| 2001 | 21.36 |
| 2002 | 28.98 |
| 2003 | 29.62 |
| 2004 | 34.17 |
| 2005 | 35.87 |
| 2006 | 39.03 |
| 2007 | 42.00 |
| 2008 | 43.95 |
| 2009 | 45.79 |
| 2010 | 37.92 |
| 2011 | 42.96 |

On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 11.8 percent in 2011. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2011 AND 2010

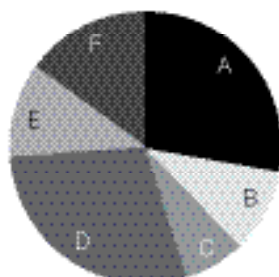
HUMAN RIGHTS CAMPAIGN

| | 2011 Unrestricted | 2011 Temporarily Restricted | 2011 Total | 2010 Total |
|---|-------------------|-----------------------------|--------------------|--------------------|
| BEGINNING NET ASSETS | | | \$7,545,769 | \$5,596,650 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | \$15,439,949 | \$527,594 | 15,967,543 | 14,244,802 |
| Member Contributions | 4,624,986 | 374,713 | 4,999,699 | 5,222,753 |
| Federal Club/Major Donor Contributions | 36,962 | 1,943,836 | 1,980,798 | 1,624,075 |
| Corporate/Foundation Grants | 34,963 | - | 34,963 | 76,829 |
| Bequests | 163,832 | - | 163,832 | 398,360 |
| In-kind | 6,030,692 | - | 6,030,692 | 5,449,341 |
| Special Events | 1,530,786 | - | 1,530,786 | 1,397,459 |
| Merchandise Sales | 1,032,269 | - | 1,032,269 | 937,336 |
| Investment and Other Income | - | - | 500,000 | - |
| HRC Foundation Contributions in Support of HRC Activities | 500,000 | - | - | 400,000 |
| Net Assets Released from Restrictions | 2,672,447 | (2,672,447) | - | - |
| Total Revenue and Support | 32,066,886 | 173,696 | 32,240,582 | 29,750,955 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field, Electoral and Legal Advocacy | 8,874,547 | - | 8,874,547 | 6,902,105 |
| Public Policy, Education and Training | 3,042,036 | - | 3,042,036 | 2,954,769 |
| Communications and Media Advocacy | 2,132,260 | - | 2,132,260 | 2,167,990 |
| Membership Education and Mobilization | 9,114,983 | - | 9,114,983 | 7,572,013 |
| Total Program Services | 23,163,826 | - | 23,163,826 | 19,596,877 |
| Supporting Services: | | | | |
| Management and General | 3,720,346 | - | 3,720,346 | 3,690,136 |
| Fundraising | 4,974,074 | - | 4,974,074 | 4,514,823 |
| Total Supporting Services | 8,694,420 | - | 8,694,420 | 8,204,959 |
| Total Expenses | 31,858,246 | - | 31,858,246 | 27,801,836 |
| CHANGE IN NET ASSETS | \$208,640 | \$173,696 | 382,336 | 1,949,119 |
| ENDING NET ASSETS | | | \$7,928,105 | \$7,545,769 |



2011 SOURCES OF INCOME

| | |
|--------------------------------------|---------------|
| A Member Contributions | 50% |
| B Federal Club/Major Donor | 15% |
| C Corporate/Grants | 6% |
| D Bequests | <1% |
| E In-Kind | <1% |
| F Special Events | 19% |
| G Merchandise Sales | 5% |
| H Investments & Other Income | 3% |
| I HRC Foundation Contribution | 2% |



2011 USES OF INCOME

| | |
|---|------------|
| A Federal, Field, Electoral and Legal Advocacy | 28% |
| B Public Policy, Education and Training | 10% |
| C Communications and Media Advocacy | 7% |
| D Membership Education and Mobilization | 29% |
| E Management and General | 11% |
| F Fundraising | 15% |

HUMAN RIGHTS CAMPAIGN INCOME SUMMARY

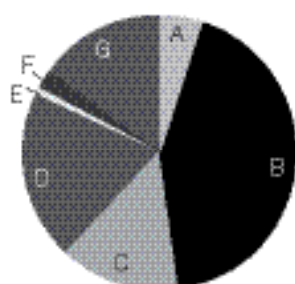
| | | \$M |
|------|--|-------|
| 2001 | | 15.94 |
| 2002 | | 17.21 |
| 2003 | | 17.88 |
| 2004 | | 23.33 |
| 2005 | | 29.25 |
| 2006 | | 30.72 |
| 2007 | | 32.31 |
| 2008 | | 33.24 |
| 2009 | | 35.85 |
| 2010 | | 29.75 |
| 2011 | | 32.24 |

The Human Rights Campaign had a cost of fundraising of 11.7 percent in 2011. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2011 AND 2010

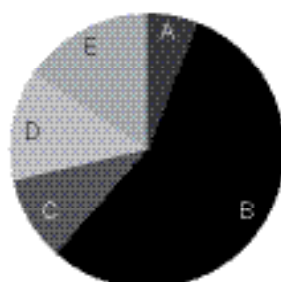
HUMAN RIGHTS CAMPAIGN FOUNDATION

| | 2011 Unrestricted | 2011 Temporarily Restricted | 2011 Total | 2010 Total |
|--|-------------------|-----------------------------|--------------|--------------|
| BEGINNING NET ASSETS | | | \$22,630,827 | \$22,610,864 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | | | | |
| Contributions | \$534,295 | - | 534,295 | 447,132 |
| Federal Club/Major Donor Contributions | 4,555,693 | \$4,296 | 4,559,989 | 4,215,550 |
| Corporate/Foundation Grants | 730,589 | 771,997 | 1,502,586 | 848,463 |
| Bequests | 2,136,277 | - | 2,136,277 | 504,142 |
| In-kind | 141,573 | - | 141,573 | 254,947 |
| Special Events | 243,223 | - | 243,223 | 246,800 |
| Investment and Other Income | 1,601,966 | - | 1,601,966 | 1,650,144 |
| Net Assets Released from Restrictions | 810,688 | (810,688) | - | - |
| Total Revenue and Support | 10,754,304 | (34,395) | 10,719,909 | 8,167,178 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field and Legal Advocacy | 503,119 | - | 503,119 | 415,760 |
| Public Policy, Education and Training | 4,808,412 | - | 4,808,412 | 5,228,931 |
| Communications and Media Advocacy | 815,325 | - | 815,325 | 37,909 |
| Membership Education and Mobilization | 1,000 | - | 1,000 | 107 |
| Total Program Services | 6,127,856 | - | 6,127,856 | 5,682,707 |
| Supporting Services: | | | | |
| Management and General | 1,109,098 | - | 1,109,098 | 1,117,124 |
| Fundraising | 1,301,881 | - | 1,301,881 | 1,243,350 |
| Capital Campaign | 19,165 | - | 19,165 | 4,555 |
| Total Supporting Services | 2,430,144 | - | 2,430,144 | 2,365,029 |
| Total Expenses | 8,558,000 | - | 8,558,000 | 8,047,736 |
| Change in Net Assets before Other Items | 2,196,304 | (34,395) | 2,161,909 | 119,442 |
| Other Items: | | | | |
| Reduction of Restricted Pledge Revenue | - | (33,208) | (33,208) | (261,250) |
| Unrealized Gain/(Loss) on Interest Rate Swap | (7,181) | - | (7,181) | 161,771 |
| CHANGE IN NET ASSETS | \$2,189,123 | \$(67,603) | 2,121,520 | 19,963 |
| ENDING NET ASSETS | | | \$24,752,347 | \$22,630,827 |



2011 SOURCES OF INCOME

| | |
|-------------------------------------|------------|
| A Contributions | 5% |
| B Federal Club/Major Donor | 43% |
| C Corporate/Grants | 14% |
| D Bequests | 20% |
| E In-Kind | 1% |
| F Special Events | 2% |
| G Investments & Other Income | 15% |



2011 USES OF INCOME

| | |
|--|---------------|
| A Federal, Field and Legal Advocacy | 6% |
| B Public Policy, Education and Training | 56% |
| C Communications and Media Advocacy | 10% |
| D Management and General | 13% |
| E Fundraising | 15% |
| F Capital Campaign | <1% |

HUMAN RIGHTS CAMPAIGN FOUNDATION INCOME SUMMARY

\$M

| | | |
|------|--|--------------|
| 2001 | | 5.42 |
| 2002 | | 11.77 |
| 2003 | | 11.74 |
| 2004 | | 10.84 |
| 2005 | | 6.62 |
| 2006 | | 8.70 |
| 2007 | | 9.69 |
| 2008 | | 10.71 |
| 2009 | | 9.94 |
| 2010 | | 8.17 |
| 2011 | | 10.72 |

The Human Rights Campaign Foundation had a cost of fundraising of 12.4 percent in 2011. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.