

The Human Rights Campaign and the Human Rights Campaign Foundation / 2005 Annual Report / 25 Years of Progress

# 2005

2005 ANNUAL REPORT / 25 YEARS OF PROGRESS

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ABOVE: HUMAN RIGHTS CAMPAIGN FOUNDER STEVE ENDEAN (RIGHT) WITH VIC BASILE, THE FIRST EXECUTIVE DIRECTOR.

## 1980

Steve Endean establishes the Human Rights Campaign Fund, raising money for gay-supportive congressional candidates.

## LETTER FROM THE BOARD CO-CHAIRS

Over the last year, the Human Rights Campaign and Human Rights Campaign Foundation family commemorated 25 years of working toward equality.

In many ways, our work over the past year was emblematic of the progress we've made since 1980 and the challenges we still face.

From stopping the Federal Marriage Amendment to making corporate America a fairer place, our staff worked tirelessly, logging countless hours on Capitol Hill, traveling thousands of miles to help in legislative battles on the state level, advocating in board rooms, reaching new supporters and informing reporters and editors across the country about the lives of gay, lesbian, bisexual and transgender Americans.

We also faced serious challenges in the states and on Capitol Hill, which served as an important reminder of the hard work ahead in educating the American people and of the importance of our enhanced investment in religion, coming out, workplace and family education projects.

This year was also a year of transition as we welcomed Joe Solmonese to the helm of the Human Rights Campaign. In just several short months, he's already aligned the work of the Human Rights Campaign to meet the needs of the current fight for equality, setting a bold new agenda for victories in statehouses, on Capitol Hill and throughout American life.

Finally, Board members and volunteers held a record number of events this past year, and Human Rights Campaign local communities have grown to 33 strong. Without this network of faithful volunteers and supporters, none of our work would be possible.

The values of fairness and equality are exemplified every day, from volunteers to staff to Board members to allies and partners. It is an honor and a privilege to take part in this organization. Thank you for the opportunity, and let us continue to work toward our vision of a fair and equal future.



Mike Berman  
Co-Chair



Lawrie Demorest  
Co-Chair

Our 25th year was a remarkable one for the Human Rights Campaign and Human Rights Campaign Foundation.

We defeated a constitutional amendment that was one of our greatest threats and witnessed elected officials using our lives for political advantage. We made advancements in corporate America and saw the anti-gay forces mobilize against us. And we underwent extraordinary changes internally.

Through it all, we are stronger than ever.

We have reimagined our public education efforts. We've enhanced our media outreach. Our lobbying and statehouse work have solidified our position as a respected leader for change. We stood up to the radical right and pushed back on Capitol Hill. And we have a new Religion and Faith Program that is the cornerstone of our efforts to change hearts and minds to the side of equality.

And this year we celebrated 25 years of the Human Rights Campaign's efforts to lead the charge for change.

Just look how far we've come.

Today, 16 states have anti-discrimination laws and more than 5 million Americans work for fair-minded employers. Same-sex couples are now legally recognized in civil unions in two states and are guaranteed the benefits of marriage in Massachusetts. Thirty-one states now have laws that penalize hate crimes. Hundreds of fair-minded candidates have been elected to office and over the course of 25 years, the support for gay, lesbian, bisexual and transgender issues has grown dramatically.

For the next 25 years, the Human Rights Campaign will continue to aggressively advocate for equality.

However, none of this would be possible without your support. We dedicate the following pages to you, our supporters, who stand with us every day in the fight for equality.

Thank you.

A handwritten signature in dark ink, appearing to read "Joe Solmonese". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

Joe Solmonese  
President

IN 1980, NOT **ONE** COMPANY IN  
THE UNITED STATES OFFERED  
DOMESTIC PARTNER BENEFITS.

IN 2005, MORE THAN **8,000** OFFER  
DOMESTIC PARTNER BENEFITS.

The Human Rights Campaign Foundation's Workplace Project ensures that more than 5.6 million workers at major U.S. companies have full protections on the job.

Research shows our education efforts helped gain significant support for equality: 70 percent of Americans now believe gay, lesbian, bisexual and transgender people should be protected from workplace discrimination.

In 2005, a record 101 companies scored 100 percent in the Human Rights Campaign Foundation's Corporate Equality Index report. When the Index first launched in 2002, only 13 companies earned a perfect rating.



# 8000

**1981**

Playwright Tennessee  
Williams lends his pen  
to our first mailing.

“

## There's a life out there. Michael Shackelford

Speaking about his feelings after a Human Rights Campaign-sponsored trip to Washington, D.C., following his profile in *The Washington Post* about growing up as a gay teenager in Oklahoma.

1982

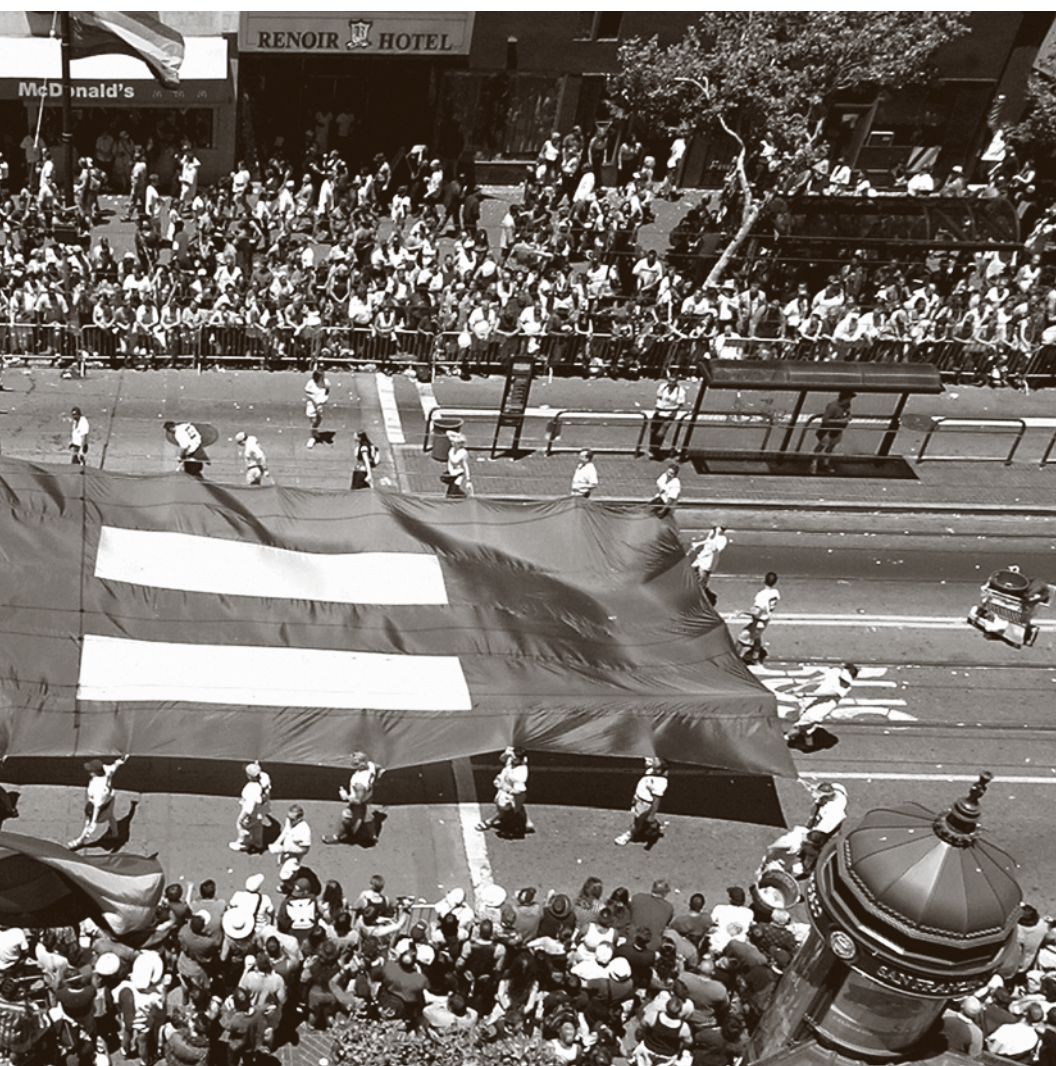
Former Vice President Walter Mondale makes the keynote speech at our first fundraising dinner.



1983

The Ninth U.S. Circuit Court of Appeals rules that federal immigration authorities cannot prohibit people from entering the United States just because they're gay.

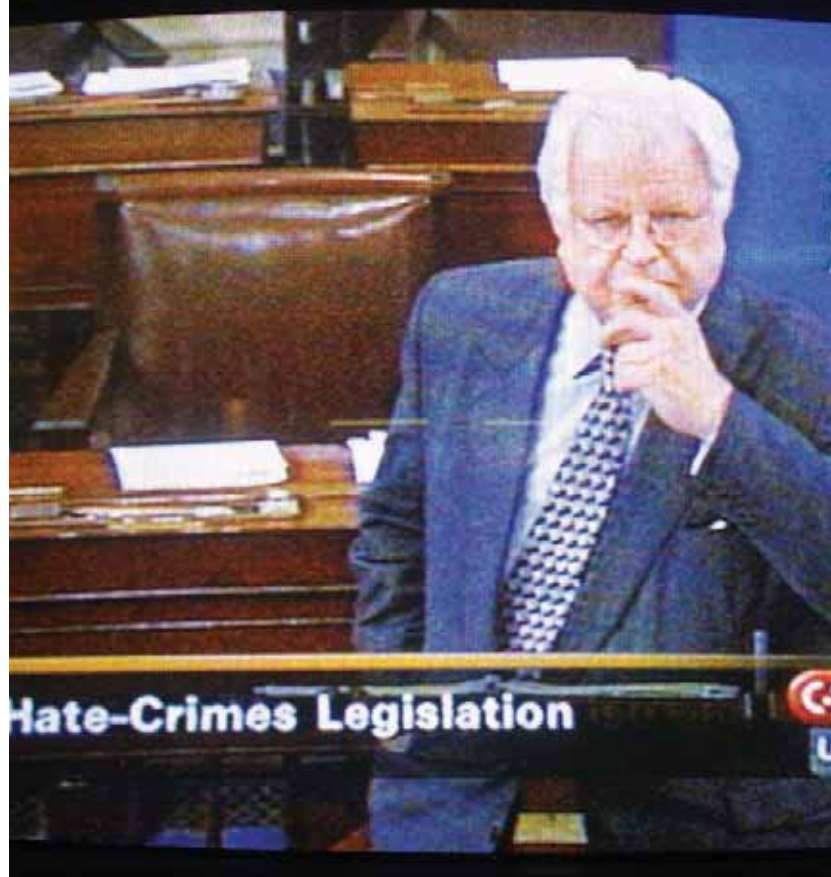




1984

The political action committee disperses \$75,000 in funds – and 44 of the 64 candidates we support go on to win their races.







IN 1980, MOST LEGISLATORS  
**NEVER** EVEN CONSIDERED THAT  
THEY HAD GAY CONSTITUENTS.

IN 2005, WE MADE MORE THAN  
950 LOBBY VISITS TO OFFICES  
ON CAPITOL HILL AND OUR  
MEMBERS SENT MORE THAN  
**1 MILLION** ACTION ALERTS.

We led the fight to defeat some of the most anti-gay legislation in history, including efforts to add the discriminatory Federal Marriage Amendment to the Constitution. Through a smart messaging and political strategy, unprecedented media advocacy and intense lobbying, we successfully defeated this amendment twice in Congress.

As a result of our leadership on Capitol Hill, Congress passed legislation to ensure data collection on hate crimes based on sexual orientation. We stopped an attempt to overturn President Clinton's executive order prohibiting anti-gay discrimination in the federal workforce. And we continue to build support for legislation that also gives law enforcement the tools they need to enforce and prosecute hate crimes against gay, lesbian, bisexual and transgender Americans.

Through extensive outreach to Congress and public education campaigns, we've helped ensure that more than \$12 billion in federal funds have been dedicated to fighting the AIDS epidemic.



**The Human Rights Campaign and I share a vision of America united by diversity and strengthened with equal rights and responsibilities for all our families. Los Angeles Mayor Antonio Villaraigosa**

**1985**

We merge with the Gay Rights National Lobby, forming the largest national gay and lesbian political organization in the country.

**1986**

We successfully thwart efforts to gut a District of Columbia health insurance law that bars firms from denying coverage to people living with HIV in the first victorious roll call vote about a gay issue on Capitol Hill.

**1987**

We take out advertisements in major newspapers challenging Sen. Jesse Helms' attack on AIDS prevention education programs, generating thousands of calls to Congress.

IN 1980, THERE WAS **NEGLIGIBLE**  
AWARENESS OF GLBT FAMILIES.

TODAY, THE U.S. CENSUS  
SHOWS THAT GLBT FAMILIES  
ARE LIVING IN **99 PERCENT** OF  
COUNTIES IN AMERICA.

Our Family Project, funded by the Human Rights Campaign Foundation, has helped more than 10,000 GLBT families navigate complicated legal issues such as adoption, parenting, partnership benefits and estate planning.

As part of our fight for equality in adoption laws, we successfully led a campaign in 1999 that defeated an anti-gay amendment in the U.S. Congress that would have denied adoption to same-sex couples in the District of Columbia.

By partnering with organizations such as the American Civil Liberties Union and the Association of Gay and Lesbian Psychiatrists, we have been able to offer first-hand expert advice and testimony on the range of issues affecting gay, lesbian, bisexual and transgender families.

**1988**

Our work lobbying Congress on AIDS funding results in the first-ever Senate passage of a national AIDS bill, the Federal AIDS Research, Information and Care Act.



“

## Those who hate you hate me. Elie Wiesel

Speaking at our eighth annual New York dinner.



**1990**

President George H.W. Bush invites GLBT leaders to a signing ceremony for the Hate Crimes Statistics Act, which includes “sexual orientation” for the first time.

**1990**

The Ryan White Comprehensive AIDS Resources Emergency Act is enacted, addressing the needs of people living with, and at risk for, HIV and AIDS.

**1991**

As the Pentagon's ban on gay military service starts to take center stage, our poll finds that 80 percent of Americans oppose the ban.



**1992**

Bill Clinton wins the presidency with overwhelming support of GLBT voters, who give contributions totaling \$3 million.





IN 1980, THE RADICAL RIGHT **DOMINATED** THE AIRWAVES WITH AN AGGRESSIVE ANTI-GAY MESSAGE.

IN 2005, OUR RELIGION AND FAITH PROGRAM HELPED TO **SPREAD** THE MESSAGE OF EQUALITY AND FAIRNESS WITH A NETWORK OF SPOKESPEOPLE WHO REPRESENT THE THEOLOGICAL AND DEMOGRAPHIC DIVERSITY IN OUR COMMUNITIES.

Our Religion and Faith Program, funded by the Human Rights Campaign Foundation, performed outreach on the state level by hosting and supporting 15 progressive state clergy coalitions.

Partnering with leaders, such as the Rev. Al Sharpton and Bishop Yvette Flunder, we are leading a dialogue with African-American churches on GLBT issues.

Working with academia, we created a groundbreaking online preaching resource helping clergy to speak more often and more accurately about GLBT issues from the pulpit.



1993

Executive Director Tim McFeeley (fourth from left) and heads of other national GLBT organizations meet with President Clinton, marking the first meeting between GLBT leaders and a sitting president.



“

**Thanks to organizations like the Human Rights Campaign, public opinion has shifted in a major way, allowing more people to be honest about who they are.**

**Judy Shepard**

Human Rights Campaign Board member and  
executive director of the Matthew Shepard Foundation

#### **1994**

We open our first Action Center & Store, located in Provincetown, Mass., which is later joined by stores in Washington, D.C., and San Francisco, Calif.



IN 1980, THERE WAS **SCARCE** POLITICAL RESEARCH ON PUBLIC ATTITUDES TOWARD GAY, LESBIAN, BISEXUAL AND TRANSGENDER AMERICANS.

IN 2005, OUR MESSAGE OF FAIRNESS HAS REACHED **90 PERCENT** OF AMERICANS, WITH A QUOTE IN AT LEAST ONE NEWSPAPER EVERY DAY.

Over the past 25 years, we have made a significant investment in monitoring and advancing public opinion. In fact, polls show a significant positive change in every category we track, including support for inclusive workplace non-discrimination laws and legal recognition of all American families.

Our Coming Out Project, funded by the Human Rights Campaign Foundation, has provided resources to hundreds of thousands of people, giving them the tools and support they need to be honest and open about who they are with their family, friends and co-workers.

In 2005, we broke new ground with our state-of-the-art media center. The center has the ability to produce high-quality public service announcements, videos and promotions as well as broadcast our message of fairness to any place in the country.

1994

We are invited to serve on the executive committee of the Leadership Conference on Civil Rights, the nation's largest and oldest civil rights coalition.

1995

We adopt the equal sign logo and launch a website and magazine.

**1995**

We launch our Workplace Project, which leads the way in securing protections for GLBT employees across America.

**1996**

We sponsor OutVote '96, the first national GLBT political convention, where more than 600 advocates attend.

**1997**

After Ellen DeGeneres comes out, her mother, Betty DeGeneres, becomes our first straight spokesperson.



**I'd just like to say, quitting the Boy Scouts was probably one of the most painful experiences I've ever had to endure. But they are wrong and you are right. Steven Spielberg**

**Speaking at our sixth national dinner.**

**1998**

President Clinton signs an executive order banning anti-gay discrimination in the federal civil service. We orchestrate the defeat of an amendment that would have gutted the executive order.

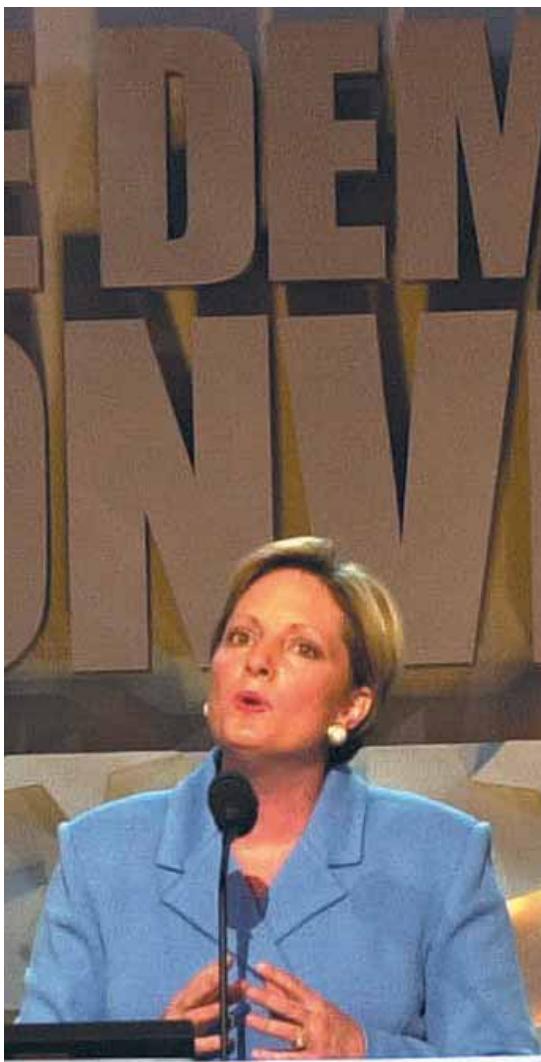
**1998**

Matthew Shepard, an openly gay University of Wyoming student, is murdered, sparking national attention to the need for a federal hate crimes law.



**1999**

We unveil a public service announcement on hate crimes featuring Judy Shepard, the mother of Matthew Shepard, seen in more than 44 states.



## 2000

As a result of significant lobbying by the organization and our members, the Local Law Enforcement Enhancement Act, a key hate crimes measure, passes in the U.S. Senate.

## 2000

We sponsor the Equality Rocks concert in Washington, D.C., featuring Melissa Etheridge, Garth Brooks, George Michael, Chaka Khan, Pet Shop Boys, k.d. lang and others.

## 2000

Executive Director Elizabeth Birch speaks before the Democratic National Convention and is the first GLBT leader to address the convention of a major political party.



**2000**

We launch our Family Project, offering educational resources used by more than 10,000 GLBT families to navigate the complicated legal issues around marriage, parenting and family life.



IN 1980, THERE WERE **NO** STATES WITH LAWS THAT BANNED DISCRIMINATION BASED ON SEXUAL ORIENTATION AND/OR GENDER IDENTITY.

IN 2005, THERE ARE **16** STATES WITH LAWS THAT BAN DISCRIMINATION BASED ON SEXUAL ORIENTATION AND/OR GENDER IDENTITY.

Today, there is widespread legislative and public support for laws against hate crimes. Since 1980, 31 states have enacted laws enhancing the prosecution of crimes based on sexual orientation and/or gender identity.

By mobilizing members across the nation, providing significant resources to state leaders and targeting state legislatures, we work side-by-side with local groups to secure critical legal protections. Already, four states have domestic partner registries, two states allow civil unions and one has full marriage equality.

The Human Rights Campaign has contributed significant organizational resources to state and local campaigns through mobilization of members, staff expertise and financial donations. In 2005, we were integral in legislative efforts in California, Maine, Maryland, Massachusetts, Oregon and Washington.



## 2001

We work with the American Red Cross, the Justice Department and the U.S. Congress to ensure that GLBT families who lost loved ones in the Sept. 11 attacks receive assistance.



## 2001

The 2000 U.S. Census data reveals that same-sex couples live in 99 percent of counties in the nation.

“

**When we have enough courage to come out – I don't mean just out of the closet, I mean out of your spirit – when you have enough courage to stand and say, 'I came here to stay.' It's amazing. You have no idea who you will inform. **Maya Angelou****

Speaking at our second national dinner.

**2002**

Our landmark poll on transgender issues shows that more than 60 percent of Americans believe the country needs laws to protect transgender people from discrimination.

**2002**

Our first benefit CD, *Being Out Rocks*, is released, featuring such artists as Harvey Fierstein, Sarah McLachlan and The B-52s.

Human Rights Campaign Foundation  
with its deepest gratitude to the following  
individuals and institutions for making  
the vision of this building a reality.

For leadership, HRC salutes Edie Cofrin.  
Her vision and commitment brought us home.

February 11, 2003

## 2003

Our new headquarters at  
1640 Rhode Island Ave.,  
Washington, D.C., opens  
for business.



## 2003

The U.S. Supreme Court, ruling in *Lawrence v. Texas*, finds all 13 remaining state laws banning sodomy unconstitutional.







IN 1980, THE HUMAN RIGHTS  
CAMPAIGN ENDORSED ONLY  
**ONE** CANDIDATE FOR CONGRESS.

IN 2005, WE ENDORSED **201**  
FAIR-MINDED CANDIDATES  
FOR CONGRESS.

The Human Rights Campaign's bipartisan political action committee has invested in fair-minded candidates, with an average success rate of 90 percent.

Since 1980, we have trained more than 115 future leaders through our Youth College, which provides training on campaign tactics, grassroots organizing and mobilization of voters.

Our successful work to elect pro-equality lawmakers in Vermont and California has served as a blueprint to achieving equality on the state level.






PHOTO ABOVE: DR. JHONETTA COLE, PRESIDENT OF BENNETT COLLEGE, SPEAKING AT THE 2005 HISTORICALLY BLACK COLLEGES AND UNIVERSITIES CONFERENCE.



#### 2004

We successfully defeat the Federal Marriage Amendment, one of the biggest threats ever to GLBT families. Our strategies and tactics are noted by *Time* magazine's Karen Tumulty and a *New York Times* editorial.

#### 2004

We hold our first conference for GLBT students from Historically Black Colleges and Universities.



© Mariette Pathy Allen

## 2004

San Francisco Mayor Gavin Newsom orders the issuance of marriage licenses to same-sex couples and within days, more than 2,000 same-sex couples receive licenses.



## 2005

We launch a comprehensive outreach effort to educate Congress about transgender discrimination in the workplace with a groundbreaking publication and advertising campaign – the first of its kind.

## 2005

Working with allied groups, we launch a media campaign and meet with Ford officials, ensuring the company continues its support for GLBT consumers and employees.

“

**The Human Rights Campaign  
stands up for the basic rights  
of all Americans. I'm proud to  
stand with them. Tipper Gore**

Long-time supporter and friend of the Human Rights Campaign



# FINANCIAL AND DONOR REPORT

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Federal Club Council	48
Federal Club	52
Capital Campaign	80
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**Fiscal Year 2005 was a year of change and growth for the Human Rights Campaign and the Human Rights Campaign Foundation. Volunteers and donors gave generously to fund a successful Federal Marriage Amendment (FMA) battle in Congress, for public education and for the 2004 elections. HRC and HRC Foundation staff took tactical steps to build a new management infrastructure to better represent the entire GLBT community in the halls of Congress, in places of worship, in the workplace and in society.**

In anticipation of the unprecedented funding needed for the FMA fight and elections, HRC took proactive steps in the last quarter of FY 2004 to raise almost \$6.6 million in additional funds for FY 2005, over and above the ongoing program and operational expenses. Our donors responded to the challenges of the election year with significant increases in support for our efforts, contributing a record \$35.9 million to HRC and the HRC Foundation. This represents a 6 percent increase over FY 2004, which was also a record year. As always, we maintained diverse streams of revenue, the majority of which came from member contributions, Federal Club and Federal Club Council members and special events of all sizes held throughout the year.

While HRC devoted significant resources to legislative and electoral battles, the HRC Foundation recommitted to broadening our outreach to communities of faith, families, employers, college campuses and other allies. These efforts have generated very positive responses. During the year, we began a process of leveraging technology and our physical resources to raise money and operate more efficiently, reducing our cost of fundraising and allowing us to direct a greater part of each dollar to advocacy and education efforts. Cost of fundraising improved in a year-over-year comparison for the Human Rights Campaign.

Our new home at 1640 Rhode Island Ave., N.W., and the continued commitment of our Capital Campaign donors have provided the opportunity for us to grow and respond to changing demands. Our net cash outflow for building operating expenses, offset by revenue from our rental tenants, saved the HRC and HRC Foundation in excess of \$150,000 compared to commercial rents for less well-equipped properties in Washington, D.C. This continues to validate the business case for owning our own building, providing long-term savings to HRC and the HRC Foundation.

The construction of our state-of-the-art media center began in earnest this year, for full operation by summer of 2005. This facility is now an essential piece of our communications efforts, allowing us to more efficiently and effectively deliver our message to America.

Through the commitment of our Capital Campaign donors, we have strengthened our balance sheet and reduced our building carrying costs by making \$3.95 million in payments toward our mortgage principal in fiscal year 2005, for combined principal payments to date of \$7.1 million. These payments bring our cash equity in the building to more than \$8 million. In addition, the building and property has appreciated approximately \$6 million in a very competitive real estate market in downtown Washington, D.C. The Capital Campaign ended the year with \$14.2 million in cash and pledges receivable, and \$14.9 million payable on the mortgage principal. Once all Capital Campaign pledges are collected over the next few years, the mortgage of the building will be less than originally budgeted, making the project more financially sound than initially anticipated. With a permanent home secure, we look to explore our long-term technology infrastructure needs to carry us into the future.

The work in FY 2005 broadened our outreach and education, and positioned HRC and the HRC Foundation for success and the ability to respond to challenges and threats against the GLBT community. We thank our members, donors and volunteers who provide the energy, passion and resources necessary as we continue the work for full equality.

**STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2005 AND 2004**

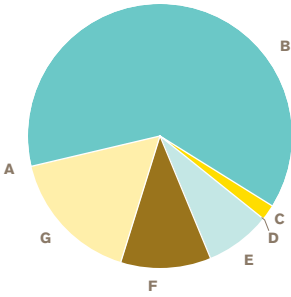
**Human Rights Campaign Foundation**

	<b>2005</b>	<b>2004</b>
<b>Beginning Net Assets</b>	<b>\$ 24,478,594</b>	<b>\$ 20,722,835</b>
<b>Revenue and Support</b>		
Contributions:		
Contributions	11,824	1,295,923
Federal Club Council (Major Donor)	4,103,068	8,004,591
Bequests	183,100	101,494
In-Kind	15,182	15,407
Special events	541,345	475,354
Grants	725,450	161,109
Investment and other income	1,039,288	786,297
Total revenue and support	6,619,257	10,840,175
<b>Expenses</b>		
Program services:		
Federal, Field, Electoral and Legal Advocacy	109,170	45,006
HRC Foundation contribution in support of HRC activities	300,000	400,000
Public Policy, Education and Training	2,652,452	2,007,500
Communications and Media Advocacy	522,906	922,642
Membership Education and Services	62,736	85
Total program services	3,647,264	3,375,233
Supporting services:		
Management and General	1,154,334	902,480
Fundraising	1,055,080	1,220,079
Capital Campaign	664,318	1,586,624
Total supporting services	2,873,732	3,709,183
Total expenses	6,520,996	7,084,416
<b>Changes in Net Assets</b>	<b>98,261</b>	<b>3,755,759</b>
<b>Ending Net Assets</b>	<b>\$ 24,576,855</b>	<b>\$ 24,478,594</b>

**Human Rights Campaign Foundation**

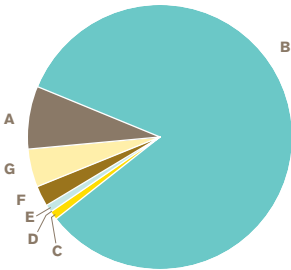
	<b>Unrestricted</b>	<b>Temporarily Restricted</b>	<b>Total</b>
<b>Revenue and Support</b>			
Contributions	\$ 2,615,426	\$ 1,697,112	\$ 4,312,538
Special events	541,345	-	541,345
Grants	525,450	200,000	725,450
Investment and other income	1,051,749	(11,825)	1,039,924
Net assets released from restrictions	5,825,131	(5,825,131)	-
<b>Total revenue and support</b>	<b>10,559,101</b>	<b>(3,939,844)</b>	<b>6,619,257</b>
<b>Expenses</b>			
Program services:			
Federal, Field, Electoral and			
Legal Advocacy	109,170	-	109,170
HRC Program Support	300,000	-	300,000
Public Policy, Education and Training	2,652,452	-	2,652,452
Communications and Media Advocacy	522,906	-	522,906
Membership Education and Services	62,736	-	62,736
<b>Total program services</b>	<b>3,647,264</b>	<b>-</b>	<b>3,647,264</b>
Supporting services:			
Management and General	1,154,334	-	1,154,334
Fundraising	1,055,080	-	1,055,080
Capital Campaign	664,318	-	664,318
<b>Total supporting services</b>	<b>2,873,732</b>	<b>-</b>	<b>2,873,732</b>
<b>Total expenses</b>	<b>6,520,996</b>	<b>-</b>	<b>6,520,996</b>
<b>Changes in Net Assets</b>	<b>\$ 4,038,105</b>	<b>\$ (3,939,844)</b>	<b>\$ 98,261</b>

<sup>1</sup> No permanently restricted revenues were received in the year ended March 31, 2005.



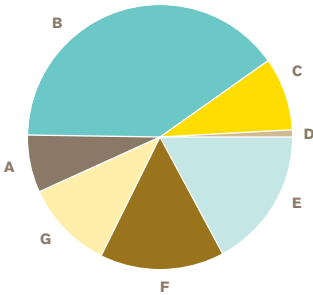
**2005 Sources of Income**

- A Contributions (0%)
- B Federal Club Council (Major Donor) (62%)
- C Bequests (3%)
- D In-Kind (0%)
- E Special Events (8%)
- F Grants (11%)
- G Investment and other income (16%)



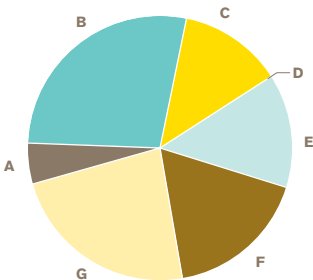
**2004 Sources of Income**

- A Contributions (12%)
- B Federal Club Council (Major Donor) (74%)
- C Bequests (1%)
- D In-Kind (0%)
- E Special Events (2%)
- F Grants (4%)
- G Investment and other income (7%)



**2005 Uses of Income**

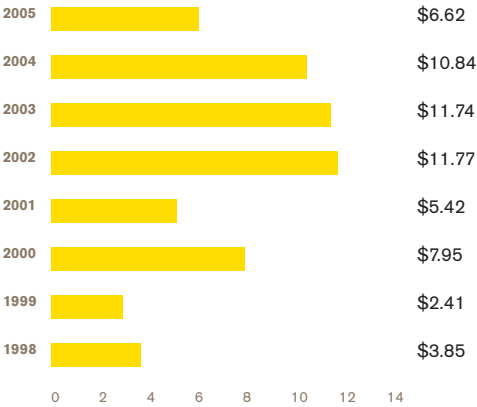
- A Federal, Field, Electoral and Legal Advocacy (6%)
- B Public Policy, Education and Training (41%)
- C Communications and Media Advocacy (8%)
- D Membership Education and Services (1%)
- E Management and General (18%)
- F Fundraising (16%)
- G Capital Campaign (10%)



**2004 Uses of Income**

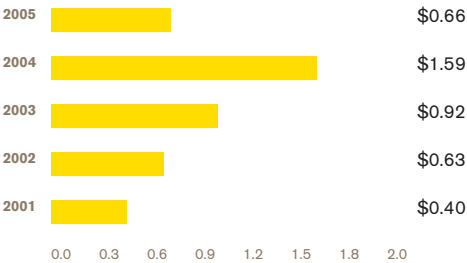
- A Federal, Field, Electoral and Legal Advocacy (6%)
- B Public Policy, Education and Training (28%)
- C Communications and Media Advocacy (13%)
- D Membership Education and Services (0%)
- E Management and General (13%)
- F Fundraising (17%)
- G Capital Campaign (23%)

**HRC Foundation Eight Year Income Summary (\$Millions)**



The HRC Foundation, including the Capital Campaign, maintained cost of fundraising of 26 percent in 2005. The HRC Foundation's cost of fundraising, excluding the Capital Campaign revenue and expenses, is 16 percent in 2005. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

**Capital Campaign Fundraising Costs (\$Millions)**



Capital Campaign costs decreased significantly in 2005 and are expected to continue to decline as remaining pledges receivable are collected.



**STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2005 AND 2004**

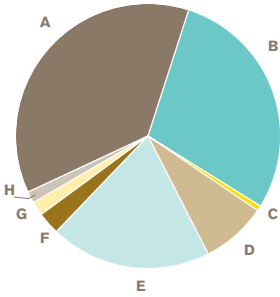
**Human Rights Campaign**

	<b>2004</b>	<b>2005</b>
<b>Beginning Net Assets</b>	<b>\$ 6,945,470</b>	<b>\$ 4,126,358</b>
<b>Revenue and Support</b>		
Contributions:		
Member contributions	10,727,513	10,279,586
Federal Club	8,371,554	5,137,458
Bequests	260,346	87,291
In-Kind	2,064,817	263,768
Special events	5,152,020	5,378,464
Corporate support	1,091,123	702,795
Merchandise sales	626,432	816,346
Investment and other income	958,338	262,047
HRC Foundation contribution in support of HRC activities	300,000	400,000
Total revenue and support	29,552,143	23,327,755
<b>Expenses</b>		
Program services:		
Federal, Field, Electoral and Legal Advocacy	11,591,185	4,951,126
Public Policy, Education and Training	3,996,733	2,837,493
Communications and Media Advocacy	2,945,031	1,113,827
Membership Education and Services	4,455,557	3,204,113
Total program services	22,988,506	12,106,559
Supporting services:		
Management and General	3,675,609	2,852,742
Fundraising	6,469,426	5,549,342
Total supporting services	10,145,035	8,402,084
Total expenses	33,133,541	20,508,643
<b>Changes in Net Assets</b>	<b>(3,581,398)</b>	<b>2,819,112</b>
<b>Ending Net Assets</b>	<b>\$ 3,364,072</b>	<b>\$ 6,945,470</b>

**Human Rights Campaign**

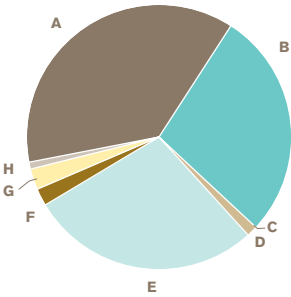
	<b>Unrestricted</b>	<b>Temporarily Restricted</b>	<b>Total</b>
<b>Revenue and Support</b>			
Member contributions	\$ 18,131,711	\$ 3,292,519	\$ 21,424,230
Special events	5,152,020	-	5,152,020
Corporate support	641,123	450,000	1,091,123
Merchandise sales	626,432	-	626,432
Investment and other income	905,267	53,071	958,338
HRC Foundation contribution in support of HRC activities	300,000	-	300,000
Net assets released from restrictions	4,661,753	(4,661,753)	-
<b>Total revenue and support</b>	<b>30,418,306</b>	<b>(866,163)</b>	<b>29,552,143</b>
<b>Expenses</b>			
Program services:			
Federal, Field, Electoral and Legal Advocacy	11,591,185	-	11,591,185
Public Policy, Education and Training	3,996,733	-	3,996,733
Communications and Media Advocacy	2,945,031	-	2,945,031
Membership Education and Services	4,455,557	-	4,455,557
<b>Total program services</b>	<b>22,988,506</b>	<b>-</b>	<b>22,988,506</b>
Supporting services:			
Management and General	3,675,609	-	3,675,609
Fundraising	6,469,426	-	6,469,426
<b>Total supporting services</b>	<b>10,145,035</b>	<b>-</b>	<b>10,145,035</b>
<b>Total expenses</b>	<b>33,133,541</b>	<b>-</b>	<b>33,133,541</b>
<b>Changes in Net Assets</b>	<b>\$ (2,715,235)</b>	<b>\$ (866,163)</b>	<b>\$ (3,581,398)</b>

<sup>1</sup> No permanently restricted revenues were received in the year ended March 31, 2005.



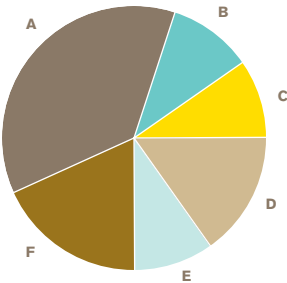
**2005 Sources of Income**

- A Member contributions (37%)
- B Federal Club (29%)
- C Bequests (1%)
- D In-Kind (7%)
- E Special Events (17%)
- F Corporate support (4%)
- G Merchandise Sales (2%)
- H Investment and other income (3%)



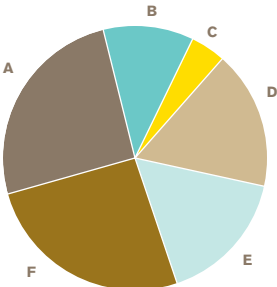
**2004 Sources of Income**

- A Member contributions (45%)
- B Federal Club (22%)
- C Bequests (0%)
- D In-Kind (1%)
- E Special Events (24%)
- F Corporate support (3%)
- G Merchandise Sales (4%)
- H Investment and other income (1%)



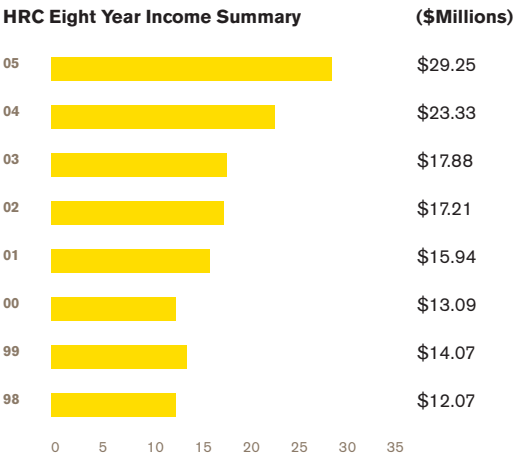
**2005 Uses of Income**

- A Federal, Field, Electoral and Legal Advocacy (35%)
- B Public Policy, Education and Training (12%)
- C Communications and Media Advocacy (9%)
- D Membership Education and Services (13%)
- E Management and General (11%)
- F Fundraising (20%)



**2004 Uses of Income**

- A Federal, Field, Electoral and Legal Advocacy (24%)
- B Public Policy, Education and Training (14%)
- C Communications and Media Advocacy (5%)
- D Membership Education and Services (16%)
- E Management and General (14%)
- F Fundraising (27%)



The Human Rights Campaign improved its cost of fundraising to 16 percent in 2005 from 17 percent in 2004. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.