

HUMAN
RIGHTS
CAMPAIGN[™]

HUMAN RIGHTS CAMPAIGN

ANNUAL REPORT



A NEW ERA HRC WELCOMES CHAD GRIFFIN

June marked the beginning of a new chapter at the Human Rights Campaign as Chad Griffin took the reins as president. With a long-established career of shaping national policy debates around equal rights and taking on entrenched, well-financed interests like big tobacco, big oil and the far right, Griffin is the powerhouse needed to guide HRC at this crucial moment in our movement.

Ready to Go Down Any Road... As Long As It Leads to Victory

"If you're going to win the war, you've got to fight the battle on every single front — at the federal level, and on the state and local level. With any campaign, with limited resources, you have to be smart about your investments and about your plan, but I am not one who believes we should forego any avenues to victory."

Coast to Coast, Issue to Issue, Chad Griffin Gets Right to Work

IN CALIFORNIA,

Griffin is a founding board member of the American Foundation for Equal Rights, the sole sponsor of the Prop. 8 lawsuit. He is personally responsible for recruiting the legal dream team of Theodore Olson and David Boies to successfully argue California's landmark marriage equality case that is now headed to the Supreme Court.

IN WASHINGTON, D.C.,

On Capitol Hill, Griffin submitted testimony to the Senate HELP Committee's historic hearing on the need for federal workplace protections. He also joined Health and Human Services Secretary Kathleen Sebelius at Howard University Hospital for the release of HRC's 2012 Healthcare Equality Index.

IN MARYLAND,

Griffin met with HRC members, supporters and allies in Baltimore to help secure a crucial victory in the fight for marriage equality at the ballot box.

IN UTAH,

Griffin visited a youth homeless drop-in center with civil rights icon Julian Bond to highlight the struggles of LGBT youth in Utah and the troubling increase in teens coming to the center: a 166% rise over the past five years. *The Daily Deseret News*, owned by the Church of Jesus Christ of Latter-Day Saints, ran an editorial about the problem.

IN NEBRASKA,

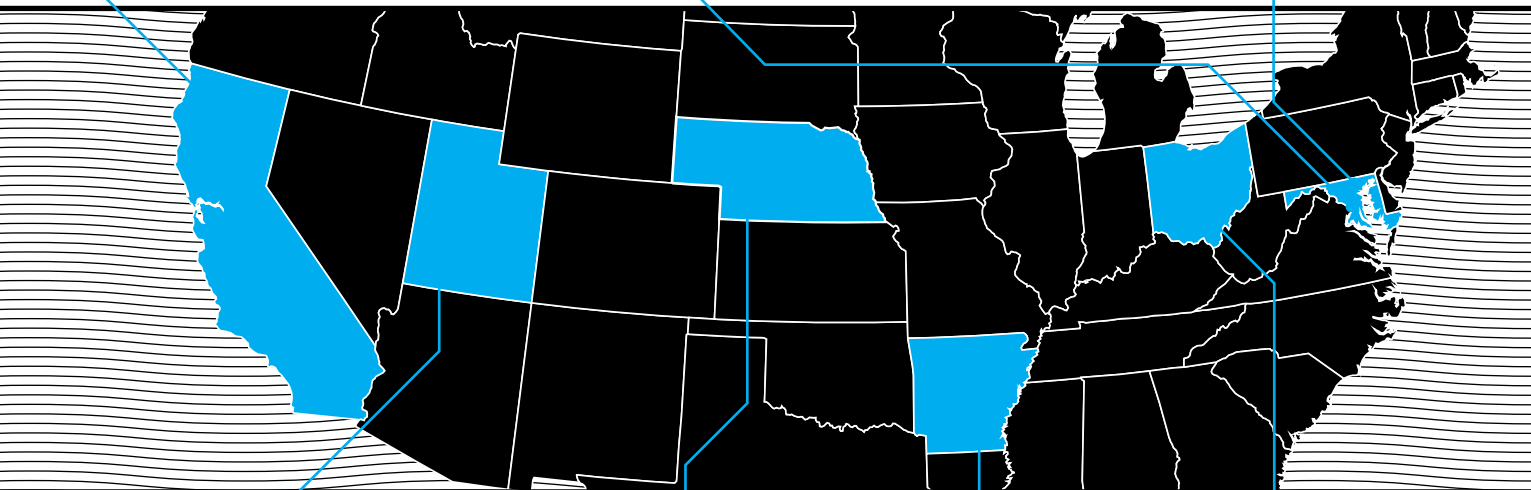
Griffin met with religious leaders to talk about HRC's Healthcare Equality Index and the need to provide accessible, high-quality healthcare to all LGBT patients.

IN ARKANSAS,

Griffin sat down with lawmakers to discuss the state's anti-bullying legislation as well as his own experience of growing up gay in the state.

IN OHIO,

Griffin visited Kaleidoscope Youth Center, the only organization in the state dedicated to supporting LGBT youth.



ELECTION 2012

FIGHTING FOR EQUALITY ON THE CAMPAIGN TRAIL



LGBT equality has come a long way in recent years, but protecting our victories and ensuring more progress depends on who we elect to office at all levels of government. HRC engaged our members and individuals across the country to vote for pro-equality candidates, securing historic victories in all states with equality issues on the ballot.

Re-elected the Most Pro-LGBT President in History

President Obama has been a loyal friend and leader to America's LGBT people, and HRC worked hard to ensure his re-election.

SPREADING THE TRUTH ABOUT MITT ROMNEY,

who once claimed to be "better than Ted [Kennedy] for gay rights" and now espoused his commitment to marriage bans and donates his personal wealth to the anti-LGBT movement.

ENGAGED **1.6 MILLION** MEMBERS AND SUPPORTERS

MOBILIZED AND EDUCATED THROUGH SOCIAL MEDIA

PLACED STAFF IN THE FIELD TO KNOCK ON DOORS AND GET OUT THE VOTE

Added Our Support In Other Key Races



REP. TAMMY BALDWIN,

the first openly gay representative ever to be elected to the U.S. Senate and a proven champion for LGBT equality, won a tight race in Wisconsin.



ELIZABETH WARREN

is fearless about standing up for the middle class against Wall Street and corporate giants. As the U.S. senator-elect for Massachusetts, she backs marriage equality, the repeal of the Defense of Marriage Act and the end to unfair taxation of LGBT people.

OTHER PRIORITY U.S. SENATE RACES

SHERROD BROWN	OH	MAZIE HIRONO	HI	CLAIRE McCASKILL	MO
MARTIN HEINRICH	NM	TIM KAINE	VA	KYRSTEN SINEMA	AZ

MARRIAGE EQUALITY TAKES CENTER STAGE



Historic Year at the Supreme Court

In the term starting in October, the Supreme Court is considering an unprecedented number of LGBT cases, including the challenge to California's discriminatory constitutional amendment (Prop 8) and several cases on the constitutionality of the federal Defense of Marriage Act. These cases could have a significant impact in California and countrywide, bringing us closer to a day when all gay and lesbian couples can marry, with their love and commitment respected equally.

NOM: Still Hating After All These Years

Despite public opinion clearly tipping in favor of marriage equality, the National Organization for Marriage has not relented in its fight to keep LGBT people from marrying the man or woman they love.

DIVIDE AND CONQUER:

HRC exposes confidential NOM documents detailing its outrageous strategy to "drive a wedge between gays and blacks" and "provoke the gay marriage base into responding by denouncing these spokesmen and women as bigots." When will NOM learn that marriage is about love and unity ... not hate and division?

ONE OF NOM'S SECRET DONORS EXPOSED: MITT ROMNEY

HRC obtains financial documents revealing that Republican presidential nominee Mitt Romney donated \$10,000 to NOM in 2008.



THE UGLIEST "MARRIAGE VOW"

Using its political influence on the far-right, NOM pushes GOP presidential candidates to sign an extremist "marriage vow," in which they promised to defend the discriminatory Defense of Marriage Act, vigorously push for a federal marriage amendment, and set up a McCarthy-like commission to investigate LGBT equality supporters. Mitt Romney, Rick Santorum, Rick Perry, Michele Bachmann, and Newt Gingrich all sign the notorious "vow."

What do actor Kristen Bell, L.A. Mayor Antonio Villaraigosa and the Cleveland Browns' Scott Fujita have in common?

THEY SUPPORT MARRIAGE EQUALITY.

The majority of Americans now support marriage equality, and we're showing the world who those individuals are. Americans for Marriage Equality is a public engagement campaign that draws from a cadre of supportive professional athletes, film and music celebrities, political and civil rights leaders and business leaders to show our nation's widespread support for equality.



HRC'S CALL TO THE CLERGY

PUT YOUR FAITH

IN ACTION

HRC's Religion and Faith Program seeks to engage all faith traditions in a deeper dialogue on questions of fairness and equality for LGBT Americans and build a diverse faith-based movement speaking out for LGBT justice.

HRC Successfully Helped People of Faith Fuel the Fight for Marriage Equality in Maryland



HELPED SECURE THE SUPPORT OF **REV. DR. DELMAN COATES**, SENIOR PASTOR AT THE 8,000-MEMBER MT. ENNON BAPTIST CHURCH, AND OTHER KEY FAITH LEADERS IN THE STATE.

MOBILIZED MORE THAN **75 CONGREGATIONS AND RELIGIOUS BODIES**.

ORGANIZED NEARLY **100 "CLERGY FOR A PRAYER" BREAKFASTS AND PRESS CONFERENCES**.

ORGANIZED NATIONAL AND AFRICAN-AMERICAN CLERGY TO PARTICIPATE IN A **HISTORIC PRESS CONFERENCE** IN SUPPORT OF MARRIAGE EQUALITY.

LED CATHOLIC OUTREACH ACROSS THE STATE, **PRODUCING VIDEOS, OP-EDS AND SIGN-ON LETTERS** WITH LOCAL CATHOLIC GROUPS AND PARISHIONERS.

WORKED TIRELESSLY ON THE GROUND, HELPING TO PHONE BANK, KNOCK ON DOORS AND MORE.

"A La Familia"

REACHING OUT TO LATINO CHURCHES

HRC releases its latest guide and pastoral resource, "A La Familia: A Conversation About Our Families, the Bible, Sexual Orientation and Gender Identity." LGBT people often face unique challenges in Latino faith communities. "A La Familia" aims to faithfully integrate an excluded group of people back into the life of their churches and families.



HRC CALLS IT OUT

HRC's "Call It Out" project brings attention to, and combats, homophobia and transphobia. Whether from a local religious leader or the head of a national corporation, anti-gay vitriol creates a toxic environment that can make people think LGBT people are not worthy of the same legal rights and love that all Americans deserve.

When Faith Masks Hate

North Carolina Pastor Charles Worley shocks the nation with his calls to kill off LGBT Americans by placing them behind electrified fences in concentration camps. HRC responds immediately.

NEARLY
90,000 PEOPLE
SEND LETTERS AND EMAILS SPEAKING OUT
AGAINST WORLEY'S HATEFUL REMARKS.

"I figured a way to get rid of all the lesbians and queers ... build a great big large fence, a hundred, fifty, hundred miles long. Put all the lesbians in there. Fly over and drop some food. Do the same thing with the queers and the homosexuals — and have that fence electrified so they can't get out. Feed them and you know what — in a few years they'll all die out. Do you know why — they can't reproduce."

Pastor
CHARLES WORLEY

When It Comes to Equality, There's No Place For Chickens

Fast food restaurant Chick-fil-A has a long history of discriminating against LGBT Americans — the popular fast food chain has donated millions to groups that demonize LGBT people on a daily basis.

NEARLY **\$500,000** TO THE FELLOWSHIP
OF CHRISTIAN ATHLETES

— a group that has publicly denounced the "impure lifestyle" of LGBT people

NEARLY **\$13,000**
TO FOCUS ON THE FAMILY

— compares gay people to pedophilia and works against "special rights" for the LGBT community

\$1.1 MILLION TO THE MARRIAGE &
FAMILY FOUNDATION

— part of the Marriage Commission, a group that supports the "ex-gay" movement

WHEN ASKED ABOUT THESE DONATIONS,
CHICK-FIL-A PRESIDENT DAN CATHY PROUDLY REPLIES:

"GUILTY AS CHARGED."

Following his anti-LGBT remarks, the fast food chain loses its relationship with The Jim Henson Company. Chick-fil-A's perception with consumers slides from

65 → **39**
POINTS

EQUALITY ON THE RISE

MOMENTUM IS ON OUR SIDE!

In 2012, we once again experienced a surge in support for LGBT rights and equality — thanks in part to the relentless outreach efforts of HRC.

NAACP Endorses Marriage Equality

**“CIVIL MARRIAGE
IS A CIVIL RIGHT
AND A MATTER OF
CIVIL LAW.”**

NAACP President

BENJAMIN TODD JEALOUS,

in announcing the NAACP board of directors' endorsement of marriage equality. HRC and NAACP are forging closer ties in the same-sex marriage fight and more.

“Americans For Marriage Equality” Video Campaign

HRC HAS WORKED
WITH

28

PROMINENT AMERICANS

— including athletes, film and music celebrities, political and civil rights leaders — to highlight their public support.

Leading Through Innovation

HRC IS PROUD TO HAVE MORE THAN 1.5 MILLION MEMBERS AND SUPPORTERS AS WE STAY ON THE FOREFRONT OF TECHNOLOGY AND SOCIAL ENGAGEMENT TOOLS.

HRC'S FACEBOOK PAGE NOW HAS MORE THAN 1.1 MILLION "LIKES."

HRC'S TWITTER BASE GROWS DAILY WITH MORE THAN 150,000 FOLLOWERS.

OUR NEW INTERACTIVE WEBSITE HAS WON 3 MAJOR AWARDS.

OUR COMING OUT DAY APP ON FACEBOOK AND THE "BUYING FOR EQUALITY" APP FOR THE IPHONE

connect users with tools to become more supportive of the LGBT community.



OUR CONGRESSIONAL SCORECARD SEARCH TOOL

provides information on voting records and legislation co-sponsorship of members of Congress. Meanwhile, our Add Your Mark campaign has inspired thousands of people to put their commitment to marriage equality “on the map.”



HRC AND OUR ENERGIZED SUPPORTERS HAVE RAISED OR CONTRIBUTED MORE THAN \$20 MILLION TO RE-ELECT PRESIDENT OBAMA AND TO ADVANCE MARRIAGE EQUALITY AND OTHER ELECTORAL PRIORITIES THIS CYCLE.

AN

URGENT

NEED

HRC'S YOUTH SURVEY
GIVES CRUCIAL GUIDANCE
TO SHAPE THE WORK AHEAD

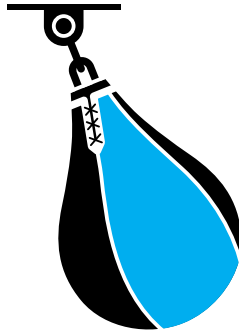
The teen years offer challenges for everyone. But groundbreaking research shows that in just about every way, the deck is stacked against LGBT teens.

Results from HRC's survey of 10,000 LGBT-identified youth ages 13-17.

Sticks and Stones

LGBT youth are nearly twice as likely as their peers to say they have been physically assaulted, kicked or shoved at school.

2X

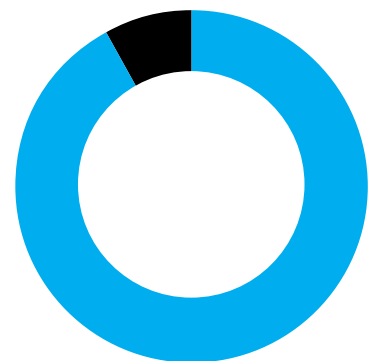


MORE LIKELY

Words Hurt, Too

LGBT youth are more than two times as likely as non-LGBT youth to say they have been verbally harassed and called names at school.

92%



OF LGBT YOUTH SAY THEY HEAR NEGATIVE MESSAGES ABOUT BEING LGBT.

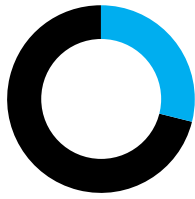
"It's very easy to look at me and tell I'm gay and it makes me feel afraid to walk around knowing there are **people here in my hometown that hate me and people like me enough to attack me.**"

Search For Support

LGBT youth are more likely than non-LGBT youth to report they do not have an adult they can talk to about personal problems.

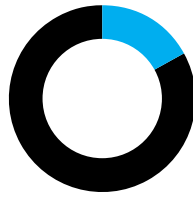
"THERE IS AT LEAST ONE ADULT I CAN TALK TO ABOUT MY PERSONAL PROBLEMS."

29%



OF LGBT YOUTH DISAGREED WITH THIS STATEMENT.

17%

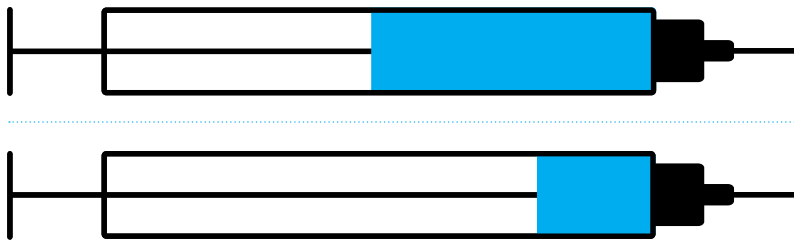


OF NON-LGBT YOUTH DISAGREED WITH THIS STATEMENT.

THE BIGGEST ISSUE FACING LGBT YOUTH IS NON-ACCEPTING FAMILIES.

"THE BIGGEST ISSUE I FACE IS MY PARENTS. I HAVE BEEN CALLED SICK AND PERVERTED BY THEM."

OVER HALF OF LGBT YOUTH SAY THEY HAVE USED ALCOHOL AND DRUGS WHILE ONLY 22% OF NON-LGBT YOUTH SAY THEY HAVE.



52%

22%

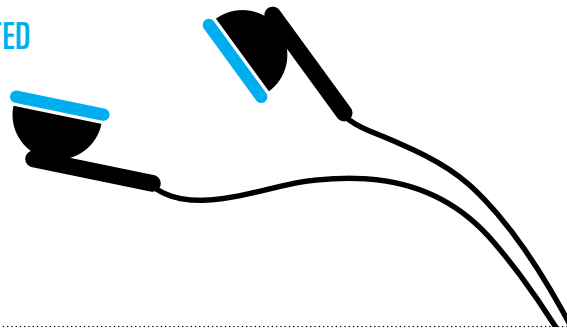
LGBT YOUTH ARE MORE THAN

2X

AS LIKELY AS NON-LGBT YOUTH TO EXPERIMENT WITH ALCOHOL AND DRUGS.

LGBT YOUTH ARE PROFOUNDLY MORE DISCONNECTED

than their straight peers from their families, schools and communities.



NON-LGBT YOUTH ARE NEARLY

2X

AS LIKELY AS LGBT YOUTH TO SAY THEY ARE HAPPY.

WHEN ASKED TO DESCRIBE THEIR MOST IMPORTANT PROBLEM OR ONE THING THEY WOULD LIKE TO CHANGE, LGBT YOUTH DESCRIBE THE CHALLENGES THEY FACE AS BEING

DIRECTLY RELATED TO THEIR IDENTITY AS LGBT.

IN OUR TOWNS

HRC STANDS UP TO BULLYING

Welcoming Schools

Helps teachers and administrators address family diversity, gender stereotyping, bullying and name-calling in K-5 schools, reaching:

5,000
PARENTS AND EDUCATORS

200
WELCOMING SCHOOLS
WORKSHOPS AND PRESENTATIONS

THE FILM

HRC's Welcoming Schools film lets kids do all the talking. Each student — 25 in all — looks in the camera and describes what they've heard, what they know and what they wish schools would do.

"A lot of kids in our school know the word 'gay.'
Even kindergartners know it."

"My brother was five and six, in kindergarten and first grade, and he would get teased for being gay because he was a little bit more feminine. I really wish they would have stopped it."

"When you think of somebody as gay or lesbian, you think they're going to be different... but they really aren't — they're the same as everyone."



Informing Those Who Serve Youth

HRC continues to step up its "All Children – All Families" initiative by teaming up with RaiseAChild US, a group whose intent is to spur the LGBT community to build families of their own through fostering and adoption. More than 50 agencies are engaged in HRC's "All Children – All Families" initiative.



Being the Voice LGBT People Need

In Washington, D.C., and state capitols across the country, HRC is fighting for the laws, policies and protections LGBT young people need to grow up with the same safety, opportunity and dignity as their non-LGBT peers. In all our work to create a more inclusive culture, we know we are improving the lives of these youth.



Equality Throughout Their Lives

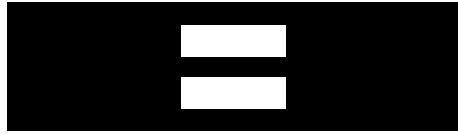
While HRC's youth-focused work and programming specifically aims to make our country a better place to grow up as an LGBT person, we bring this sense of urgency and responsibility for the next generation to all of our work for equality — from fighting for marriage equality, to calling for tax fairness for same-sex couples, to ending discrimination against LGBT workers.

BEYOND MARRIAGE HRC IS A VOICE FOR FAMILIES



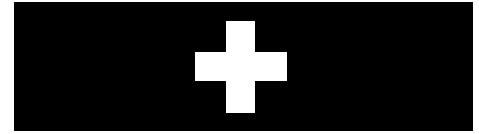
Fighting for the Every Child Deserves a Family Act

This federal legislation would prohibit discrimination in federally financed adoption and foster care and would ensure that LGBT youth in care do not experience discrimination.



Standing Up For Tax Equity For LGBT Families

HRC's Business Coalition for Benefits Tax Equity is a group of more than 80 leading U.S. employers that support legislative efforts to end the taxation of health insurance benefits for domestic partners and treat them the same as health benefits for federally-recognized spouses and dependents.



Making Hospitals LGBT-Friendly

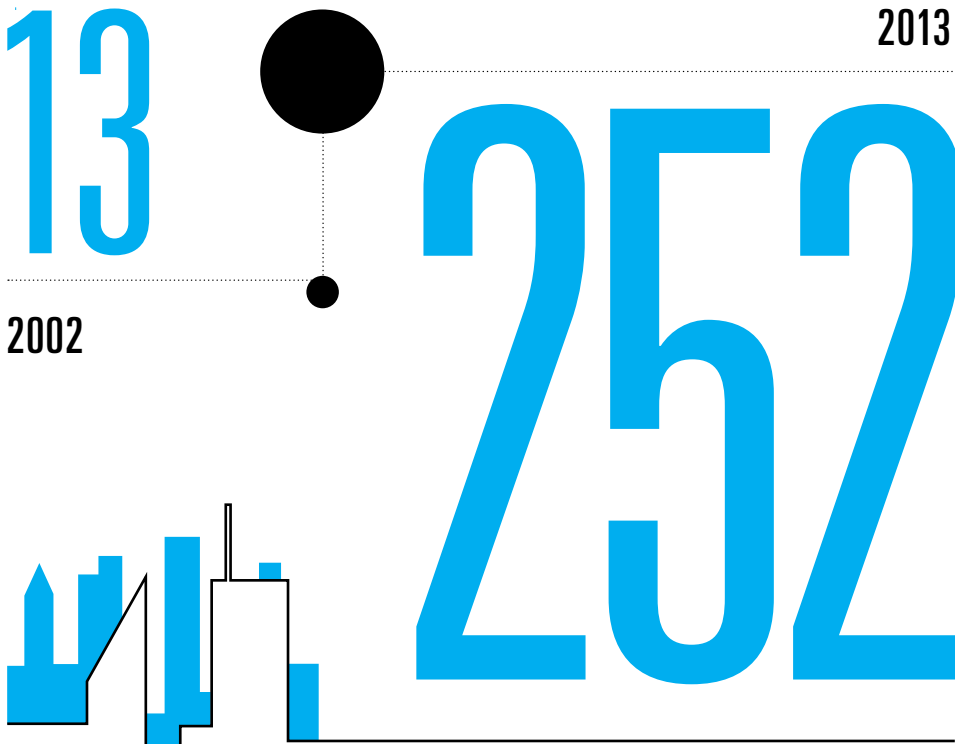
This year, there was a 40% increase in the number of healthcare facilities participating in HRC's latest Healthcare Equality Index. A record-breaking 407 facilities were rated on equitable and inclusive care. And more than half met key leadership criteria.

IN OUR COMPANIES HRC STANDS UP FOR WORKERS

Corporate Equality Index Celebrates 11 Years of Progress

With the absence of a federal nondiscrimination law and limited state protections, the HRC Foundation's Corporate Equality Index has helped transform the American workplace for the past 11 years:

In the first year of the CEI, only 13 businesses achieve a top score.



This year, 252 corporations, across industries, geographies and size, received a 100-percent score, including 13 of the top 20 Fortune-ranked companies. Plus, the criteria is more stringent today than it was in 2002.

HRC is Fighting for LGBT People Throughout Their Lives

This year, some 100 million Americans will be age 50 and older. Among them are huge numbers of retiring LGBT workers who, like their peers, want adequate healthcare, financial security and access to accrued benefits for their families.

To be a voice for these older LGBT individuals and all workers with dreams of a secure retirement, HRC is launching a new initiative focused on LGBT seniors and the HRC Foundation's Family Project is widening programs and services related to LGBT health and aging.

ENDA

CO-SPONSORS OF
THE EMPLOYMENT
NON-DISCRIMINATION ACT

U.S. SENATE
ALONG WITH

43

U.S. HOUSE OF
REPRESENTATIVES

170

EVERY DOLLAR COUNTS

FOR THE FIGHTS WE FACE NOW AND FOR THE CHALLENGES OF THE FUTURE

We are making great progress in the midst of huge challenges. Every day the work of the members, volunteers, board and staff of HRC 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 the work of the Human Rights Campaign and the Human Rights Campaign Foundation.

The fiscal year ending March 31, 2012, was a year of growth, strength and investment. Total spending increased 13%, primarily for programs. Our program spending increased \$4.9 million to \$34.2 million and represented 75% of every dollar spent. Through this investment we helped win marriage equality in New York, took our programs to communities across America with HRC's "On the Road to Equality" bus tour, fought bullying in schools, improved the lives of LGBT families, and brought our message to faith leaders, diverse communities, corporations, health care institutions and the American public. While total spending surged, expenses for management and general dropped to 11% of total spending as part of ongoing efforts to control overhead expenses and maximize resources for programs. Over the last six years, program spending has increased from 68% to 75% of total expenses and management and general expenses have been reduced 13%. On a combined basis the cost of fundraising was 10.7% this year.

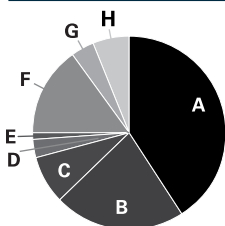
We thank you, our members and donors — especially our Federal Club, Federal Club Council and Partners members — for your unwavering support of our important work. Through your generous financial support and continued dedication to equality, you are ensuring that HRC can continue the struggle to win equality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

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2012 AND 2011

HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED

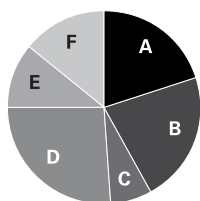
	2012 UNRESTRICTED	2012 TEMPORARILY RESTRICTED	2012 TOTAL	2011 TOTAL
BEGINNING NET ASSETS			\$32,680,452	\$30,176,596
REVENUE AND SUPPORT				
Contributions:				
Contributions	\$18,334,025	\$233,954	18,567,979	16,501,838
Federal Club/Major Donor Contributions	9,726,013	484,832	10,210,845	9,559,688
Corporate/Foundation Grants	1,346,892	2,342,717	3,689,609	3,983,384
Bequests	1,151,455	-	1,151,455	2,171,240
In-kind	512,230	-	512,230	305,405
Special Events	6,877,083	-	6,877,083	6,273,915
Merchandise Sales	1,797,105	-	1,797,105	1,530,786
Investment and Other Income	2,781,641	-	2,781,641	2,634,235
Net Assets Released From Restrictions	3,383,867	(3,383,867)	-	-
Total Revenue and Support	45,910,311	(322,364)	45,587,947	42,960,491
EXPENSES				
Program Services:				
Federal, Field, Electoral and Legal Advocacy	9,244,372	-	9,244,372	9,377,666
Public Policy, Education and Training	9,896,201	-	9,896,201	7,851,448
Communications and Media Advocacy	3,290,365	-	3,290,365	2,947,585
Membership Education and Mobilization	11,731,897	-	11,731,897	9,114,983
Total Program Services	34,162,835	-	34,162,835	29,291,682
Supporting Services:				
Management and General	5,122,624	-	5,122,624	4,829,444
Fundraising	6,205,138	-	6,205,138	6,275,955
Capital Campaign	11,411	-	11,411	19,165
Total Supporting Services	11,339,173	-	11,339,173	11,124,564
Total Expenses	45,502,008	-	45,502,008	40,416,246
Change in Net Assets before Other Items	408,303	(322,364)	85,939	2,544,245
Other Items:				
Reduction of Restricted Pledge Revenue	-	(10,336)	(10,336)	(33,208)
Unrealized Gain/(Loss) on Interest Rate Swap	(21,580)	-	(21,580)	(7,181)
CHANGE IN NET ASSETS	\$386,723	(\$332,700)	54,023	2,503,856
ENDING NET ASSETS			\$32,734,475	\$32,680,452

2012 SOURCES OF INCOME



A	41%	Contributions
B	22%	Federal Club/Major Donor
C	8%	Corporate/Foundation Grants
D	3%	Bequests
E	1%	In-Kind
F	15%	Special Events
G	4%	Merchandise Sales
H	6%	Investments & Other Income

2012 USES OF INCOME



A	20%	Federal, Field, Electoral and Legal Advocacy
B	22%	Public Policy, Education and Training
C	7%	Communications and Media Advocacy
D	26%	Membership Education and Mobilization
E	11%	Management and General
F	14%	Fundraising

HRC AND HRC FOUNDATION INCOME SUMMARY \$M

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
2012		45.59

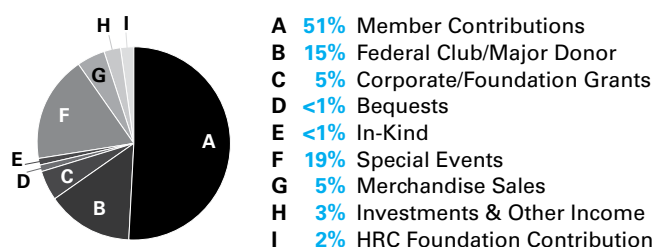
On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 10.7 percent in 2012. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2012 AND 2011

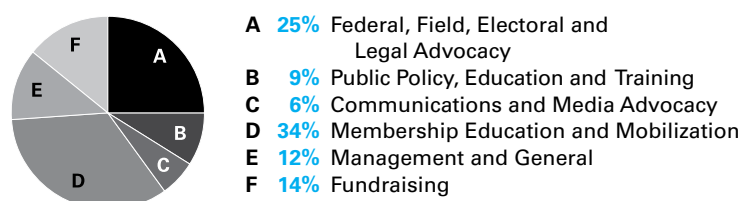
HUMAN RIGHTS CAMPAIGN

	2012 UNRESTRICTED	2012 TEMPORARILY RESTRICTED	2012 TOTAL	2011 TOTAL
BEGINNING NET ASSETS			\$7,928,105	\$7,545,769
REVENUE AND SUPPORT				
Contributions:				
Member Contributions	\$17,886,878	\$233,954	18,120,832	15,967,543
Federal Club/Major Donor Contributions	4,740,116	459,832	5,199,948	4,999,699
Corporate/Foundation Grants	43,500	1,778,925	1,822,425	1,980,798
Bequests	28,369	-	28,369	34,963
In-kind	24,408	-	24,408	163,832
Special Events	6,524,169	-	6,524,169	6,030,692
Merchandise Sales	1,797,105	-	1,797,105	1,530,786
Investment and Other Income	1,153,563	-	1,153,563	1,032,269
HRC Foundation Contribution in Support of HRC Activities	550,000	-	550,000	500,000
Net Assets Released From Restrictions	2,464,778	(2,464,778)	-	-
Total Revenue and Support	35,212,886	7,933	35,220,819	32,240,582
EXPENSES				
Program Services:				
Federal, Field, Electoral and Legal Advocacy	8,677,542	-	8,677,542	8,874,547
Public Policy, Education and Training	3,183,704	-	3,183,704	3,042,036
Communications and Media Advocacy	2,238,684	-	2,238,684	2,132,260
Membership Education and Mobilization	11,731,897	-	11,731,897	9,114,983
Total Program Services	25,831,827	-	25,831,827	23,163,826
Supporting Services:				
Management and General	4,021,752	-	4,021,752	3,720,346
Fundraising	4,754,794	-	4,754,794	4,974,074
Total Supporting Services	8,776,546	-	8,776,546	8,694,420
Total Expenses	34,608,373	-	34,608,373	31,858,246
CHANGE IN NET ASSETS	\$604,513	\$7,933	612,446	382,336
ENDING NET ASSETS			\$8,540,551	\$7,928,105

2012 SOURCES OF INCOME



2012 USES OF INCOME



HRC INCOME SUMMARY

Year	\$M
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
2012	35.22

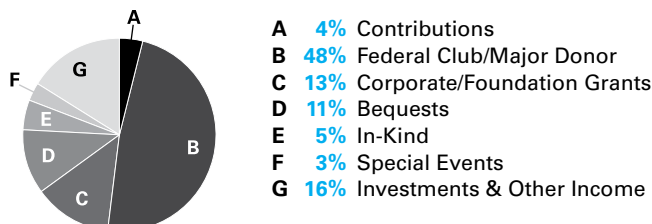
The Human Rights Campaign's cost of fundraising was 9.7 percent in 2012. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2012 AND 2011

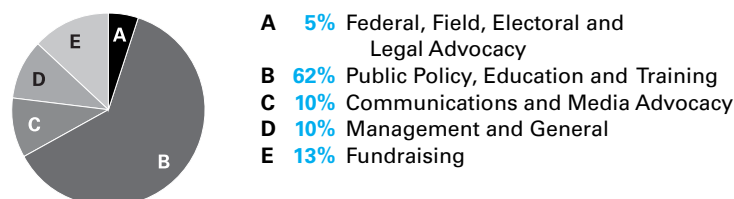
HUMAN RIGHTS CAMPAIGN FOUNDATION

	2012 UNRESTRICTED	2012 TEMPORARILY RESTRICTED	2012 TOTAL	2011 TOTAL
BEGINNING NET ASSETS			\$24,752,347	\$22,630,827
REVENUE AND SUPPORT				
Contributions:				
Contributions	\$447,147	-	447,147	534,295
Federal Club/Major Donor Contributions	4,985,897	\$25,000	5,010,897	4,559,989
Corporate/Foundation Grants	753,392	563,792	1,317,184	1,502,586
Bequests	1,123,086	-	1,123,086	2,136,277
In-kind	487,822	-	487,822	141,573
Special Events	352,914	-	352,914	243,223
Investment and Other Income	1,628,078	-	1,628,078	1,601,966
Net Assets Released From Restrictions	919,089	(919,089)	-	-
Total Revenue and Support	10,697,425	(330,297)	10,367,128	10,719,909
EXPENSES				
Program Services:				
Federal, Field, Electoral and Legal Advocacy	566,830	-	566,830	503,119
Public Policy, Education and Training	6,712,497	-	6,712,497	4,809,412
Communications and Media Advocacy	1,051,681	-	1,051,681	815,325
Total Program Services	8,331,008	-	8,331,008	6,127,856
Supporting Services:				
Management and General	1,100,872	-	1,100,872	1,109,098
Fundraising	1,450,344	-	1,450,344	1,301,881
Capital Campaign	11,411	-	11,411	19,165
Total Supporting Services	2,562,627	-	2,562,627	2,430,144
Total Expenses	10,893,635	-	10,893,635	8,558,000
Change in Net Assets before Other Items	(196,210)	(330,297)	(526,507)	2,161,909
Other Items:				
Reduction of Restricted Pledge Revenue	-	(10,336)	(10,336)	(33,208)
Unrealized Gain/(Loss) on Interest Rate Swap	(21,580)	-	(21,580)	(7,181)
CHANGE IN NET ASSETS	(\$217,790)	(\$340,633)	(558,423)	2,121,520
ENDING NET ASSETS			\$24,193,924	\$24,752,347

2012 SOURCES OF INCOME



2012 USES OF INCOME



HRC FOUNDATION INCOME SUMMARY

Year	Income (\$M)
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
2012	10.37

The Human Rights Campaign Foundation's cost of fundraising was 14.0 percent in 2012. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

