

KNOWLEDGES

DEMANDING EQUALITY FACE TO FACE

2010 ANNUAL REPORT



THE HUMAN RIGHTS CAMPAIGN AND
HUMAN RIGHTS CAMPAIGN FOUNDATION



FROM THE PRESIDENT

2010 was a historic year for the lesbian, gay, bisexual and transgender community. Federal and state governments, employers and health-care providers extended protections for our community. The American people continued to show their support for equality. Although our right-wing foes fought our priorities more strongly than ever, our community has emerged with increased protections. While we acknowledge these accomplishments, much work remains to be done.

When President Obama signed the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, our community was explicitly protected under federal civil rights law for the very first time. After years of stalling at the White House door, this historic legislation is finally U.S. law. The Department of Justice is working with the Human Rights Campaign and other civil rights groups to ensure that the legislation is used to the fullest extent necessary to protect us from hate violence.

Our nation's capital extended equal marriage rights to same-sex couples, and Maryland began recognizing our marriages. Other states increased benefits and protections for our families. And we blocked hateful anti-LGBT measures across the nation.

The U.S. House of Representatives and the Senate Armed Services Committee took historic votes to begin the process of repealing "Don't Ask, Don't Tell." These votes honor the thousands of service members who were discharged or resigned under the law. The repeal of "Don't Ask, Don't Tell" continues to be a huge target of HRC's grassroots and lobbying efforts.

Federal employees received increased protections for their families, thanks to a memorandum expanding workplace benefits for same-sex partners, and the president supported the Domestic Partnership Benefits and Obligations Act, which would provide

equal benefits. The discriminatory HIV travel ban was lifted after 20 years. A fully inclusive Employment Non-Discrimination Act gained support, and the assistant attorney general for civil rights testified in favor of ENDA — on behalf of a supportive administration.

Our nation's leading employers keep setting the standard for non-discrimination, health benefits and diversity policies. In 2010, record numbers scored 100 percent on our *Corporate Equality Index*.

We also launched the Religion and Faith scholarship and mentorship program. As part of this work, we brought graduate students to an intensive, weeklong institute — fueling a much-needed dialogue on LGBT equality and religion. We're creating the next generation of religious leaders, scholars and activists.

HRC spokespeople made our voices heard in local and national media, moving opinion leaders and poll numbers when we stood

head-to-head with our anti-equality opponents. We helped ensure that America sees the issues and our community clearly.

Everywhere you are, everywhere we live, and everywhere there is a decision maker, HRC is moving the ball forward. This historic year was unprecedented. With your help, the best is yet to come.

Sincerely,



A black and white handwritten signature of Joe Solmonese, written in a cursive style.

Joe Solmonese
President, Human Rights Campaign and
Human Rights Campaign Foundation



FROM THE HRC BOARD CO-CHAIRS

In 2010, we are fighting our way to success. The days when ballot initiatives and hateful amendments overwhelmed our community's resources and dominated the public's attention are behind us, and our community must be agile in responding to the opportunities that this new time presents us. The Human Rights Campaign is on the offense, pushing our civil rights agenda forward.

We've moved pro-LGBT legislation, and the president signed the hate crimes law — the first civil rights legislation specifically protecting our community. In Congress, a fully inclusive Employment Non-Discrimination Act had historic hearings, securing support from the Obama administration and from leaders in corporate America.

Just months after HRC launched a massive campaign to push for the repeal of "Don't Ask, Don't Tell," the U.S. Congress made critical legislative advances toward ending the military's discriminatory law.

Executive branch policies affect our community in a variety of areas — including health, protection from domestic violence, travel and federal employment. That is why HRC developed an extensive blueprint of meaningful changes that the executive branch can make without legislative approval, encompassing more than 70 policy recommendations.

This year, through continued lobbying, HRC helped to establish groundbreaking federal

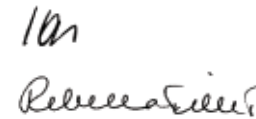
policies for our community, including: federal health regulations ending the HIV travel ban; protection for LGBT people under the Violence Against Women Act; proposed regulations mandating that all hospitals respect LGBT families and do not discriminate; and protections for federal employees. This ongoing work exemplifies HRC's vision to pursue equality everywhere with expertise and perseverance.

In the states and localities, we have made strides in relationship recognition protections and employment non-discrimination laws. By mobilizing our members and providing strategic advice, resources and staff on the ground, we helped to preserve critical protections for transgender people in

the face of a ballot challenge and enact laws that will benefit thousands of real families.

The right wing remains strong, and the electoral landscape always uncertain, but bit by bit we are succeeding, accumulating achievements of equal rights for LGBT people and families around the country.

Sincerely,



Ken Britt and Rebecca Tillet
Human Rights Campaign Board Co-Chairs

FROM THE HRC FOUNDATION BOARD CO-CHAIRS

To achieve equal rights under law, the LGBT community must foster greater understanding and cooperation with our neighbors and allies, further our positions in the institutions that affect our everyday lives — places of worship, workplaces, hospitals and schools — and demonstrate our commitment to the greater good.

The Human Rights Campaign Foundation has made extraordinary strides in achieving this mission. In 2010, we expanded our commitments to our fellow civil rights communities by working on voting rights in Latino/a communities, partnering with faith communities of all kinds, and strengthening our work on behalf of LGBT people through groundbreaking research.

The HRC Foundation's *Healthcare Equality Index*, which assesses hospitals' policies and practices for LGBT patients and families, served as a foundation for our work with the federal government to craft and promote practices for all hospitals receiving federal funds.

When the president issued a memorandum ordering visitation policies that protect LGBT families from discrimination, the HRC Foundation's standards of fairness were on their way to becoming national standards. The HRC Foundation is uniquely positioned to ensure that this long-overdue civil rights protection becomes a reality.

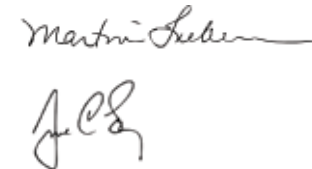
The workplace has long been a capstone in advancing equality. This year, we continued

to promote fair policies while expanding our reach. The HRC Foundation's new *Degrees of Equality* report showed that while there are policies in place to fight discrimination in the workplace, many LGBT employees still experience a negative workplace climate. We built our workplace coalitions to support non-discrimination and family benefits legislation. We continued to press this community to support those companies that support us.

Our Religion and Faith Program continues to inform America that we need not choose between religion and LGBT rights — they can and should be in harmony. Our efforts include partnering with clergy and faith coalitions, hosting town hall events and creating resources for diverse, religious communities.

The HRC Foundation continues to show vision in stepping beyond the halls of state capitols and beyond the reaches of our community to build fairer institutions, build our knowledge, and move Americans toward fairness — wherever they are.

Sincerely,



Marty Lieberman and Anne Fay
Human Rights Campaign Foundation
Board Co-Chairs



WE WIN EQUALITY BY SEEKING IT EVERYWHERE & FIGHTING FOR IT EVERYWHERE

Discrimination has existed in every sphere of American life. And so we must build equality everywhere that LGBT people live. Federal law prohibits discrimination based upon race, sex, national origin and disability. In the 21st century, there are no excuses to exclude sexual orientation and gender identity.

We are building families in every county in the country, but the Defense of Marriage Act means that we are strangers in the eyes of our federal government. Thousands of LGBT people serve our country in the Armed Forces, but “Don’t

Ask, Don’t Tell” is still on the books, forcing them to serve in silence and resulting in thousands of discharges.

To win, all of us — friends, neighbors, co-workers, family members, fellow parishioners — have to put the pressure on. That is why HRC has engaged more people than ever before to meet with their lawmakers face-to-face, talk with their neighbors and families on the issues that matter, and reach out to the people and institutions that affect us.

THANKS TO YOUR SUPPORT, HRC HELPED FACILITATE MORE THAN 1,375 FACE-TO-FACE MEETINGS AMONG CONSTITUENTS, LAWMAKERS AND THEIR STAFF AS PART OF OUR CAMPAIGNS TO CHANGE HEARTS AND MINDS.

ENGAGING MORE PEOPLE THAN EVER BEFORE ON ISSUES THAT MATTER

PUSHING FOR CHANGE ON MARRIAGE EQUALITY, “DON’T ASK, DON’T TELL” AND OTHER CRUCIAL ISSUES MEANS REACHING KEY MEMBERS OF CONGRESS, WORKING WITH ADVOCACY GROUPS AND STATE LAWMAKERS, AND SHARING THE PERSONAL STORIES OF THOSE WHO ARE AFFECTED BY THESE ISSUES.

1000+

GRASSROOTS LOBBY VISITS

both in Washington, D.C., and in-district to push for the repeal of “Don’t Ask, Don’t Tell.”

FORMER U.S. MILITARY VETERANS LOBBY FOR REPEAL OF “DON’T ASK, DON’T TELL.” HRC MOBILIZED 10,000 VETERANS NATIONWIDE.



WLE

IN THE STATEHOUSES

It was clear that on balance, it was a banner year for LGBT equality at the state level. Strong grassroots efforts for marriage equality led to legislative wins in New Hampshire, Vermont and Maine.* Washington, D.C., also had marriage equality signed into law. Grassroots efforts led to further victories for

relationship recognition; both Washington state and Nevada enacted “everything but marriage” domestic partnership laws.

Even in states where we face long, uphill battles, foes of marriage equality are finding it harder to pass discriminatory legislation.

Equality is making gains at the local level, too. Voters in Gainesville, Fla., just said “no” to a measure to eliminate protections against discrimination, despite an onslaught of ads and rhetoric from anti-LGBT groups. HRC provided nearly \$30,000 in in-kind contributions and put a field director and staff on the ground.

The road is not an easy one, and HRC will continue to fight at the federal, state and local level until every family has equal access to the rights and responsibilities of marriage.

* Maine voters, by referendum, stopped enactment of the marriage law.

150

COMMUNITY MEMBERS

testified, many of them mobilized by HRC, before the Washington, D.C., City Council for marriage equality.

11000

PETITIONS

gathered by HRC from New Hampshire residents for marriage equality and delivered to the N.H. governor's office.

18+

YEARS

The amount of time since the Vermont Legislature last overrode a gubernatorial veto. HRC members helped successfully urge lawmakers to override the governor's veto of a marriage equality bill.





THE FAMILIES OF MATTHEW SHEPARD AND JAMES BYRD JR.
JOIN PRESIDENT OBAMA ON THE DAY HE SIGNED THE
HISTORIC LEGISLATION INTO LAW.

A HISTORIC VICTORY FOR SAFE COMMUNITIES

In 2009, Congress passed the first legislation that explicitly protects LGBT people. The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act gives the federal government the power to prosecute crimes motivated by anti-LGBT bias, and provides assistance to state and local governments to investigate and prosecute these crimes.

Members of Congress heard the demands of HRC members and supporters. Shortly after HRC's "No Excuses" call to action, Congress passed the historic legislation — which was more than 10 years in the making.

"WE ARE INCREDIBLY GRATEFUL TO CONGRESS AND THE PRESIDENT FOR TAKING THIS STEP FORWARD ON BEHALF OF HATE CRIME VICTIMS AND THEIR FAMILIES — ESPECIALLY GIVEN THE CONTINUING ATTACKS ON PEOPLE SIMPLY FOR LIVING THEIR LIVES OPENLY AND HONESTLY."

—JUDY & DENNIS SHEPARD (UPON PRESIDENT OBAMA'S SIGNING OF THE HATE CRIMES LEGISLATION INTO LAW)

10+ YEARS IN THE MAKING: FEDERAL HATE CRIMES PROTECTIONS

JUL '99

1ST VICTORY

The U.S. Senate passes the Hate Crimes Prevention Act after it is incorporated as an amendment to the Commerce, Justice and State appropriations bill.

OCT '99

**PROMOTING
UNDERSTANDING**

HRC begins airing public service announcements featuring Judy and Dennis Shepard to promote a greater understanding of LGBT issues.

OCT '00

**RADIO AD
CAMPAIGN**

HRC launches a radio ad campaign featuring Judy Shepard that asks George W. Bush, "Will you support including sexual orientation in federal hate crimes law?"

NOV '04

**HRC SPEAKS
OUT FOR
SHEPARD**

HRC counters ABC News' inaccurate broadcast on "20/20" about Matthew Shepard's murder.

APR '07

**CALL TO
ACTION**

HRC produces a video that urges people to get involved in the fight to pass federal hate crimes legislation.

MAY '07

VOTE 237-180

The U.S. House passes the Local Law Enforcement Hate Crimes Prevention Act.

"THE SIGNING OF THE FIRST MAJOR PIECE OF CIVIL RIGHTS LEGISLATION TO PROTECT LGBT AMERICANS IS A MAJOR STEP. BUT IT'S NOT THE END OF THE ROAD. AS A COMMUNITY, WE WILL KEEP WORKING TO CHANGE NOT ONLY LAWS BUT ALSO HEARTS AND MINDS." —HRC PRESIDENT JOE SOLMONESE

A STEADY FIGHT

After more than a decade of advocacy work by HRC, the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act was signed into law. There were challenges and victories — both big and small — along the way. HRC was a consistent force in public education campaigns, mobilizing members and supporters and pushing for congressional action. Here is a look back at some of the bigger developments in the fight for passage of federal hate crimes legislation.

SEP '07 POISED FOR PASSAGE

In the Senate, a voice vote adds the Matthew Shepard Local Law Enforcement Enhancement Act as an amendment to the Department of Defense Authorization Act.

DEC '07 VETO THREAT

Following a veto threat from President Bush, the hate crimes amendment is stripped from the Defense Department authorization bill.

APR '09 'FIGHT HATE NOW' WEBSITE

HRC launches www.fighthatenow.org to counter lies and distortions about federal hate crimes legislation.

APR '09 CALL-IN CAMPAIGN

HRC holds a national call-in campaign for supporters to contact their congressional representatives to urge quick passage of hate crimes legislation.

APR '09 HOUSE VOTE

The House passes the Local Law Enforcement Hate Crimes Prevention Act by a floor vote of 249-175.

OCT '09 SENATE VOTE

The Senate passes the Defense Department authorization bill that includes a provision for inclusive federal hate crimes legislation.



OCT 28, 2009

**PRESIDENT BARACK OBAMA SIGNS THE
HATE CRIMES PREVENTION ACT INTO LAW**

HRC FOUNDATION

EXPANDING OUR REACH

Innovation has become the hallmark of the Human Rights Campaign Foundation. Through efforts such as building solidarity across faith communities, developing creative ways to communicate information about workplace and family fairness as well as growing the Youth & Campus Outreach Program, the HRC Foundation is reaching out to and educating more people than ever before on issues of LGBT equality.

FAMILY PROJECT

The annual *Healthcare Equality Index* was a crucial resource when HRC worked with the Obama administration on protecting hospital visitation rights of LGBT patients — underlining the HRC Foundation's cutting-edge research and advocacy work.

WORKPLACE PROJECT

The project's new national study, *Degrees of Equality*, shows that while there are policies in place to fight discrimination on the job, large numbers of LGBT employees remain uncomfortable at work. A climate assessment tool and a toolkit of resources to improve workplace climate are both being developed.

RELIGION & FAITH PROGRAM

HRC's Scholarship and Mentorship Program for Religious and Theological Study is empowering a new generation of scholars to create a truly inclusive and welcoming theology. The work of these scholars will have a lasting impact on religious studies in our seminaries and universities.

YOUTH & CAMPUS OUTREACH PROGRAM

The program is helping Generation Equality — the current group of high school- and college-aged people — to attain LGBT equality on their campuses. In addition, the HRC U Internship Program equips 25 young people three times per year with valuable professional skills and focuses on developing their voices as LGBT advocates and leaders.

178

FACILITIES

rated by the *Healthcare Equality Index* on patient non-discrimination, visitation and more.

9.3

MILLION EMPLOYEES

work for businesses that earned 100% ratings in HRC's *Corporate Equality Index: Rating American Workplaces on Lesbian, Gay, Bisexual and Transgender Equality*.

25

COUNTRIES

and 49 U.S. states are home to people who got information from HRC's website about our *Welcoming Schools* guide for LGBT-inclusive elementary schools.

50+

U.S. ADOPTION AGENCIES

involved in HRC's All Children — All Families initiative to welcome and support LGBT foster and adoptive parents.

DING

200+

SERMONS, SPEECHES
& MEDIA APPEARANCES

made last year by the HRC Foundation's Religion and Faith Program.

250+

FAITH LEADERS

participated in the HRC Foundation's Clergy Call for Justice and Equality. Participating clergy advocated for a fully inclusive hate crimes bill in the U.S. Senate and for a fully inclusive Employment Non-Discrimination Act. They will build on this success with the next Clergy Call, May 22 - 24, 2011.



FAITH LEADERS FROM ACROSS THE COUNTRY
AT THE HRC FOUNDATION'S CLERGY CALL FOR
JUSTICE AND EQUALITY.



FAIR WORKPLACES, EQUAL OPPORTUNITY AND EQUAL COMPENSATION



IMPACT

MOVING ENDA FORWARD

The fully inclusive Employment Non-Discrimination Act received its first full committee hearing before the U.S. House of Representatives in September and in the Senate in November. ENDA has more than 200 House co-sponsors — more than any LGBT-inclusive bill in history.

FURTHER MOBILIZING A CORPORATE VOICE

The Business Coalition for Workplace Fairness — made up of 80 leading U.S. employers — presents a corporate voice for workplace equality. Our field team has mobilized more than 1,000 HRC members and supporters to meet directly with their congressional representatives and lobby for support of ENDA.

SETTING THE STANDARD

We raised the bar for America's leading employers, promoting equal benefits, non-discrimination protections and education. Our annual workplace report, the *Corporate Equality Index: Rating American Workplaces on Lesbian, Gay, Bisexual and Transgender Equality*, sets the standard for corporate America. This year, many employers stepped forward in unprecedented ways, and the number of top-rated businesses continues to climb.

“A MAJORITY OF AMERICANS RECOGNIZE THAT WORKPLACE FAIRNESS — JUDGING PEOPLE ON THE WORK THEY PERFORM, NOT ON HOW THEY LOOK OR WHAT THEY DO OUTSIDE OF WORK — IS A FUNDAMENTAL RIGHT. ENDA APPLIES THAT STANDARD TO FEDERAL LAW.”

—ALLYSON ROBINSON, HRC'S ASSOCIATE DIRECTOR OF DIVERSITY

PROMOTING FAIRNESS

HOME, HEALTH AND SCHOOLS

The Family Project has worked with hospitals across the nation to promote better policies to protect the rights of LGBT people and families. The *Healthcare Equality Index* promotes best practices and helps LGBT patients examine their healthcare facility's policies. The *HEI 2010* rates healthcare facilities on their policies ranging from patient non-discrimination to visitation and employment non-discrimination.

Of the 178 facilities nationwide that were evaluated, 11 individual facilities received perfect ratings, and many have made advances over the last three years since the *HEI* began. Notably, Kaiser Permanente became the first healthcare network to receive a perfect rating.

On April 15, 2010, President Obama issued a memorandum directing the Department

of Health and Human Services to issue regulations requiring hospitals to respect patients' choices about who may visit them and make medical decisions on their behalf. HRC's legislative and legal staffs worked side-by-side with administration officials to ensure that this memorandum reflected the best practices for LGBT people.

AT THE FEDERAL LEVEL

The Defense of Marriage Act excludes same-sex couples from important federal protections like Social Security family benefits and family and medical leave. Working with LGBT organizations and House allies, HRC saw the Respect for Marriage Act introduced — a bill that would repeal DOMA.

Meanwhile, the Domestic Partnership Benefits and Obligations Act, which would help ensure equal compensation for federal workers, was

approved by committees in both the House and Senate. The administration strongly supports the bill — a departure from the Bush administration, which opposed it. This critical legislation would extend employment benefits to the domestic partners of more than 3 million federal civilian employees.

And HRC's *Blueprint for Positive Change*, a series of over 70 recommended actions the Obama administration could take to improve

the lives of LGBT Americans, continues to yield important policy changes. Thus far, HRC's recommendations and work with the administration have produced tangible results, including increased protections against domestic violence and discrimination in housing; new regulations that respect same-sex partners' hospital visitation rights; additional benefits for same-sex partners of Foreign Service officers; and the repeal of the ban on HIV-positive visitors and immigrants.

“EVERYWHERE YOU ARE, EVERYWHERE WE LIVE, AND EVERYWHERE THERE IS A DECISION MAKER, HRC IS MOVING THE BALL FORWARD. THIS HISTORIC YEAR WAS UNPRECEDENTED, BUT WITH YOUR HELP, THE BEST IS YET TO COME.” —HRC PRESIDENT JOE SOLMONESE



ON THE FIRST DAY THAT WASHINGTON, D.C., BEGAN RECOGNIZING MARRIAGE EQUALITY, THREE COUPLES EXCHANGED EMOTIONAL VOWS BEFORE FRIENDS AND FAMILY AT HRC'S HEADQUARTERS.

SMART, STRATEGIC AND STRONG

THE
NUMBERS

The best of the Human Rights Campaign shined through Fiscal Year 2010. The year began against a backdrop of an economy in recession at the same time that change in the White House and in the U.S. Congress offered unprecedented possibilities to move equality forward. The entire organization — board members, volunteers, donors and staff — worked tirelessly to raise and manage our fiscal resources to make an impact on and improve the lives of LGBT Americans.

Like many organizations, HRC reduced its budget in FY2010 in response to the recession. Unlike many organizations, HRC ended FY2010 in solid financial shape. With diligence, hard work and sacrifice, the revenue budget was met, expenses were controlled and spending was strategic. Expenses for management and administration were cut \$1.19 million, or 21 percent, and fundraising expenses were

cut \$1.10 million, or 16 percent, from FY2009. Program spending represented 70 percent of every dollar spent, enabling us to fight for equality on many fronts, including: the passage of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, groundbreaking work on marriage equality in the states, the successful “No Excuses” in-district lobbying program targeting all members of Congress,

critical work to improve the experiences of LGBT people in the workplace and in healthcare institutions, and successful efforts to create allies and build coalitions among people of color as well as religious leaders and faith communities.

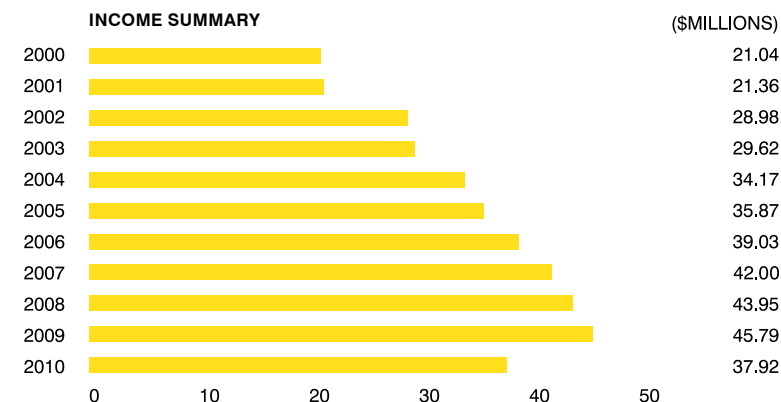
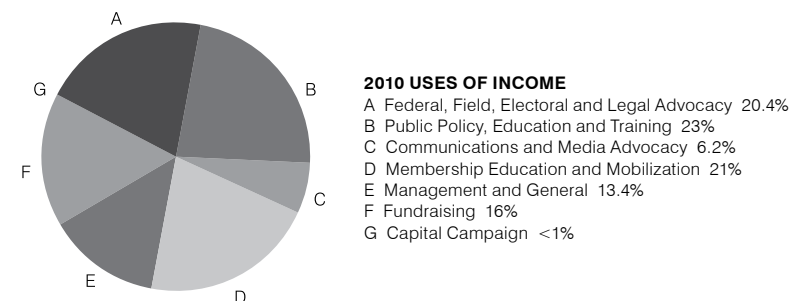
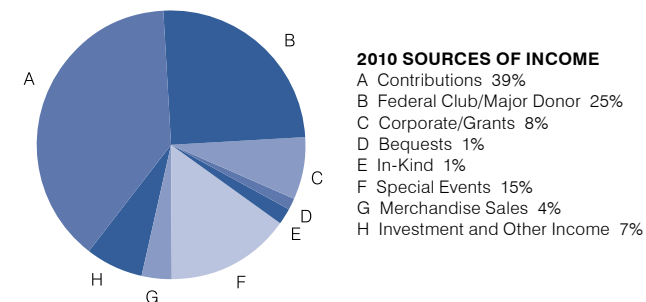
We thank you, our members and donors — especially our Federal Club Council, Federal

Club and Equality Circle members — 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 important battle for equality.

THANK YOU!

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2010 AND 2009: HUMAN RIGHTS CAMPAIGN & HRC FOUNDATION COMBINED

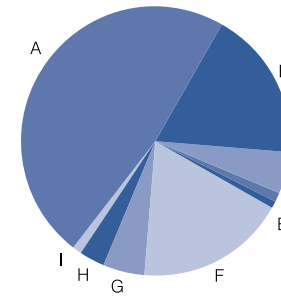
	2010 Unrestricted	2010 Temporarily Restricted	2010 Total	2009 Total
Beginning Net Assets			\$28,207,514	\$30,006,847
REVENUE AND SUPPORT				
Contributions				
Contributions	\$14,360,143	\$331,791	14,691,934	18,097,655
Federal Club/Major Donor Contributions	8,964,413	473,890	9,438,303	13,272,811
Corporate/Foundation Grants	1,134,163	1,738,375	2,872,538	2,503,451
Bequests	580,971	-	580,971	874,769
In-Kind	653,307	-	653,307	849,553
Special Events	5,629,291	66,850	5,696,141	6,432,428
Merchandise Sales	1,397,459	-	1,397,459	1,357,909
Investment and Other Income	2,586,395	1,085	2,587,480	2,403,734
Net Assets Released From Restrictions	2,820,540	(2,820,540)	-	-
Total Revenue and Support	38,126,682	(208,549)	37,918,133	45,792,310
EXPENSES				
Program Services				
Federal, Field, Electoral and Legal Advocacy	7,317,865	-	7,317,865	12,636,236
Public Policy, Education and Training	8,183,700	-	8,183,700	10,125,870
Communications and Media Advocacy	2,205,899	-	2,205,899	1,793,005
Membership Education and Mobilization	7,572,120	-	7,572,120	8,442,999
Total Program Services	25,279,584	-	25,279,584	32,998,110
Supporting Services				
Management and General	4,807,260	-	4,807,260	6,030,400
Fundraising	5,758,173	-	5,758,173	6,869,677
Capital Campaign	4,555	-	4,555	105,734
Total Supporting Services	10,569,988	-	10,569,988	13,005,811
Total Expenses	35,849,572	-	35,849,572	46,003,921
Change in Net Assets Before Other Items	2,277,110	(208,549)	2,068,561	(211,611)
Other Items				
Reduction of Restricted Pledge Revenue	-	(261,250)	(261,250)	(1,033,959)
Unrealized Gain/(Loss) on Interest Rate Swap	161,771	-	161,771	(553,763)
CHANGES IN NET ASSETS	\$2,438,881	\$(469,799)	1,969,082	(1,799,333)
Ending Net Assets			\$30,176,596	\$28,207,514



On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 12.2 percent in 2010. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

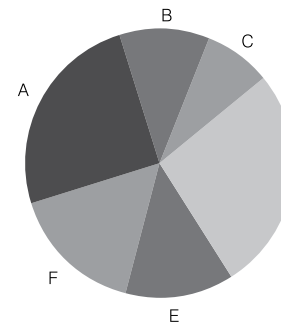
STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2010 AND 2009: HUMAN RIGHTS CAMPAIGN

	2010 Unrestricted	2010 Temporarily Restricted	2010 Total	2009 Total
Beginning Net Assets			\$5,596,650	\$5,573,577
REVENUE AND SUPPORT				
Contributions				
Member Contributions	\$13,913,011	\$331,791	14,244,802	16,799,945
Federal Club/Major Donor Contributions	4,777,841	444,912	5,222,753	8,230,121
Corporate/Foundation Grants	34,000	1,590,075	1,624,075	1,584,053
Bequests	76,829	-	76,829	312,787
In-Kind	398,360	-	398,360	333,605
Special Events	5,382,491	66,850	5,449,341	5,733,623
Merchandise Sales	1,397,459	-	1,397,459	1,357,909
Investment and Other Income	937,200	136	937,336	999,526
HRCF Contribution in Support of HRC Activities	400,000	-	400,000	500,000
Net Assets Released From Restrictions	2,201,984	(2,201,984)	-	-
Total Revenue and Support	29,519,175	231,780	29,750,955	35,851,569
EXPENSES				
Program Services				
Federal, Field, Electoral and Legal Advocacy	6,902,105	-	6,902,105	12,069,492
Public Policy, Education and Training	2,954,769	-	2,954,769	3,335,410
Communications and Media Advocacy	2,167,990	-	2,167,990	1,753,440
Membership Education and Mobilization	7,572,013	-	7,572,013	8,442,049
Total Program Services	19,596,877	-	19,596,877	25,600,391
Supporting Services				
Management and General	3,690,136	-	3,690,136	4,618,788
Fundraising	4,514,823	-	4,514,823	5,609,317
Total Supporting Services	8,204,959	-	8,204,959	10,228,105
Total Expenses	27,801,836	-	27,801,836	35,828,496
CHANGES IN NET ASSETS	\$1,717,339	\$231,780	1,949,119	23,073
Ending Net Assets			\$7,545,769	\$5,596,650



2010 SOURCES OF INCOME

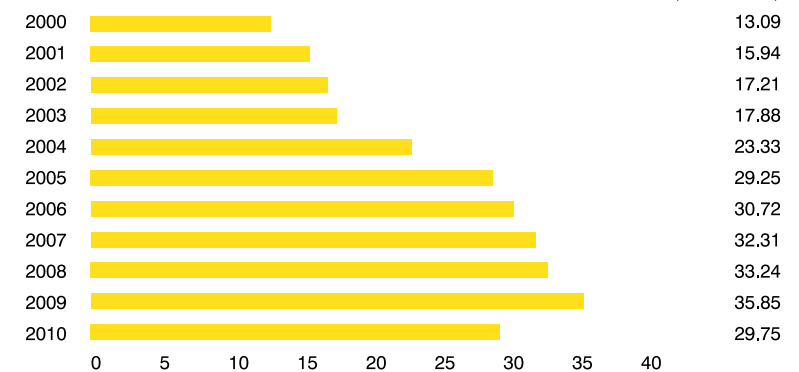
- A Member Contributions 48%
- B Federal Club/Major Donor 18%
- C Corporate/Grants 5%
- D Bequests 1%
- E In-Kind 1%
- F Special Events 18%
- G Merchandise Sales 5%
- H Investment and Other Income 3%
- I HRC Foundation Contribution 1%



2010 USES OF INCOME

- A Federal, Field, Electoral and Legal Advocacy 25%
- B Public Policy, Education and Training 11%
- C Communications and Media Advocacy 8%
- D Membership Education and Mobilization 27%
- E Management and General 13%
- F Fundraising 16%

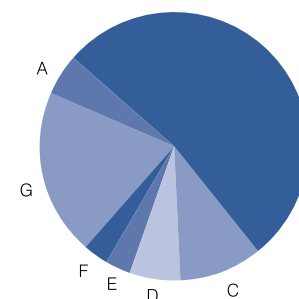
INCOME SUMMARY



The Human Rights Campaign's cost of fundraising was 11.4 percent in 2010. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

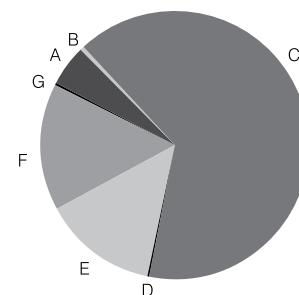
STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2010 AND 2009: HUMAN RIGHTS CAMPAIGN FOUNDATION

	2010 Unrestricted	2010 Temporarily Restricted	2010 Total	2009 Total
Beginning Net Assets			\$22,610,864	\$24,433,270
REVENUE AND SUPPORT				
Contributions				
Contributions	\$447,132	-	447,132	1,297,710
Federal Club/Major Donor Contributions	4,186,572	28,978	4,215,550	5,042,690
Corporate/Foundation Grants	700,163	148,300	848,463	419,398
Bequests	504,142	-	504,142	561,982
In-Kind	254,947	-	254,947	515,948
Special Events	246,800	-	246,800	698,805
Investment and Other Income	1,649,195	949	1,650,144	1,404,208
Net Assets Released From Restrictions	618,556	(618,556)	-	-
Total Revenue and Support	8,607,507	(440,329)	8,167,178	9,940,741
EXPENSES				
Program Services				
Federal, Field and Legal Advocacy	415,760	-	415,760	566,744
Public Policy, Education and Training	5,228,931	-	5,228,931	6,790,460
Communications and Media Advocacy	37,909	-	37,909	39,565
Membership Education and Mobilization	107	-	107	950
Total Program Services	5,682,707	-	5,682,707	7,397,719
Supporting Services				
Management and General	1,117,124	-	1,117,124	1,411,612
Fundraising	1,243,350	-	1,243,350	1,260,360
Capital Campaign	4,555	-	4,555	105,734
Total Supporting Services	2,365,029	-	2,365,029	2,777,706
Total Expenses	8,047,736	-	8,047,736	10,175,425
Change in Net Assets Before Other Items	559,771	(440,329)	119,442	(234,684)
Other Items				
Reduction of Restricted Pledge Revenue	-	(261,250)	(261,250)	(1,033,959)
Unrealized Gain/(Loss) on Interest Rate Swap	161,771	-	161,771	(553,763)
CHANGES IN NET ASSETS	\$721,542	\$(701,579)	19,963	(1,822,406)
Ending Net Assets			\$22,630,827	\$22,610,864



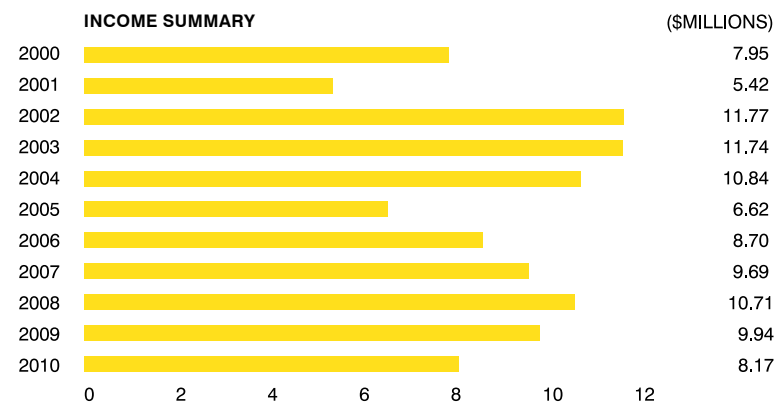
2010 SOURCES OF INCOME

A Contributions 5%
 B Federal Club/Major Donor 53%
 C Corporate/Grants 10%
 D Bequests 6%
 E In-Kind 3%
 F Special Events 3%
 G Investment and Other Income 20%



2010 USES OF INCOME

A Federal, Field and Legal Advocacy 5%
 B Communications and Media Advocacy 1%
 C Public Policy, Education and Training 65%
 D Membership Education and Mobilization <1%
 E Management and General 14%
 F Fundraising 15%
 G Capital Campaign <1%



The Human Rights Campaign Foundation had a cost of fundraising of 14.8 percent in 2010. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.



THE HUMAN RIGHTS CAMPAIGN IS PROUD TO PRESENT OUR 2010 ANNUAL REPORT. WE ENGAGED A PRINTER FOR THE PRODUCTION OF THIS PIECE THAT IS 100% WIND POWERED, CARBON NEUTRAL, AND IS AN EPA GREEN POWER PARTNER AND EPA CLIMATE LEADER. PRINTED ON FSC CERTIFIED PAPER USING VEGETABLE-BASED INKS. DESIGN BY THE GENERAL DESIGN CO.

