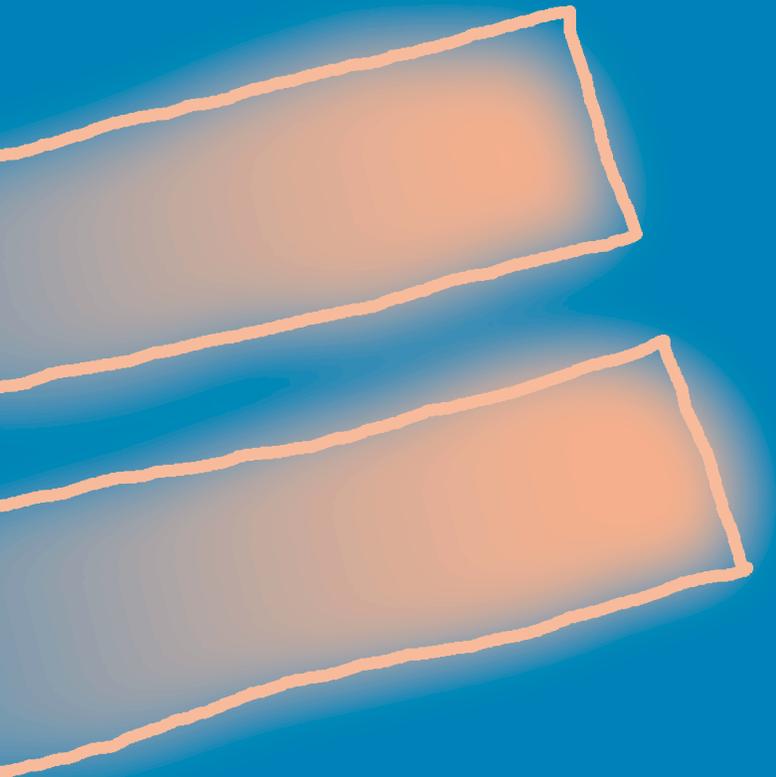


THE HUMAN RIGHTS CAMPAIGN AND THE HUMAN RIGHTS CAMPAIGN FOUNDATION



ANNUAL REPORT



HUMAN
RIGHTS
CAMPAIGN®

APRIL 1, 2001 - MARCH 31, 2002

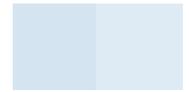
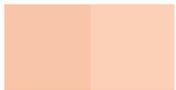


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STRENGTH & STABILITY

The last year posed enormous challenges for the Human Rights Campaign and the Human Rights Campaign Foundation. But we stayed focused and emerged stronger than ever. Our community saw many important gains. Major employers across America continued to add domestic partnership benefits and non-discrimination policies for their gay, lesbian, bisexual and transgender employees. On Capitol Hill, lawmakers finally voted to allow the District of Columbia to fund its domestic partnership program – the first time in U.S. history that federal policy has explicitly recognized same-sex relationships. And in statehouses and at the ballot box, fairness won out over bigotry.

The GLBT community – and America as a whole – will forever remember 2001 for the horrific Sept. 11 attacks and their aftermath. Among the victims and heroes were our brothers, sisters, parents, children and partners. We will never forget them. But the events of Sept. 11 also made clear how vulnerable our community is – because the law does not provide us the same social safety net other families take for granted.

I'm proud to say that HRC and the HRC Foundation worked on every front to raise awareness about the need to protect GLBT families, in times of crisis or not. HRC helped surviving families to tell their stories to the American public and worked to convince the Justice Department to write inclusive rules for the federal Victims' Compensation Fund. We saw a new spirit of unity emerge. And we realized that our work has never been more important.

Early this year, HRC helped pave the way in the U.S. Senate for a hearing and a committee vote on the Employment

Non-Discrimination Act. The power shift in the Senate – resulting from Vermont Sen. James Jeffords' departure from the GOP – boosted HRC's chances to move this legislation forward. Another longtime HRC ally, Sen. Tom Daschle, D-S.D., who displaced Sen. Trent Lott, R-Miss., as Senate majority leader spoke out in support of issues of importance to the GLBT community. Because anti-gay conservatives still control the House, however, challenges remain.

At the state level, we continued to build upon our relationships with statewide GLBT groups to develop a strong grassroots infrastructure to support state and federal issues.

In early 2002, we released our first *The State of the Family* report – a groundbreaking resource on adoption, civil unions, child custody and visitation, family law, parenting, senior health and housing, transgender-related issues and more. And we continued to build upon HRC FamilyNet, HRC WorkNet, the National Coming Out Project and other vital HRC Foundation programs.

HRC's purchase of a building in downtown Washington for its new national headquarters also makes it clear that HRC is here to stay – a strong, solid institution.

I thank each HRC staffer, volunteer and board member for his or her incredible passion and hard work over the past year. Our steady, unwavering presence in Washington and across the country would have been impossible without every one of you.

A tremendous amount of work lies ahead. But I can assure you, as last year has shown, we can meet the challenge – to make America live up to its promise of basic fairness for all. We are strong, determined and visible – and we are here to stay.

Elizabeth Birch
Executive Director



Over the last year, members of the HRC community came together as never before to advance our cause. All of them pushed ahead to help us continue to carry out our winning strategy – of building support among mainstream voters, reaching out to fair-minded officials regardless of party affiliation and taking on extremists with every tool available.

That's quite an accomplishment in the post-Sept. 11 world. Ask any non-profit group in America. So, what made HRC's success possible?

With firm resolve, our volunteers worked long, hard hours alongside HRC staffers to mount some of the most successful events ever – in New York, Washington and across the country. More people attended the HRC National Dinner – held only weeks after the Sept. 11 attacks – than ever before.

Our volunteers also helped bring more than 50,000 new members aboard last year – the most ever in a single year. Likewise, our corporate sponsors stood by us – despite the uneven economic times. Many helped us fight the battle on Capitol Hill for fairness in the workplace.

Meanwhile, our allies across the gay, lesbian, bisexual and transgender community nationwide worked with us to organize town hall meetings on immigration and domestic partnerships. Many of our longtime partners on Capitol Hill –

Democrats, Republicans and independents – continued to work with us, and new friends helped us as well.

Staffers across all HRC departments teamed up to work on our core issues – hate crimes, workplace equality and HIV/AIDS prevention and care – and stepped up efforts to handle new challenges that arose in the wake of Sept. 11. Major donors came forward to help HRC buy a new headquarters building in Washington – the ultimate symbol of permanence and financial stability.

This coming together of the HRC family, friends and allies was hardly accidental. Over the last 20-plus years that HRC has been in existence, it has forged strong ties with thousands of volunteers, sponsors, staffers, lawmakers and others. It's a kind of loyalty and commitment based on mutual respect and admiration. And of course, that kind of support helped us spread the call for equality to a record number of Americans in 2001. We were able to build upon our relationships with statewide GLBT groups. Further, we were able to continue with our extensive array of educational efforts – at a time when America seems finally ready to listen.

It is with immense privilege that we take part in this organization – this extraordinary, close-knit HRC family. Let us continue to work together to build a world of equality.

Gwen Baba
Board of Directors
Chair

Hope Hughes
Board of Governors
Co-Chair

Edith D. Cofrin
Foundation Board President

Dennis Coleman
Board of Governors
Co-Chair

"LET ME TELL YOU, IT IS SO MUCH EASIER TO STAND UP TO VOICES OF INTOLERANCE WHEN YOU HAVE MORE VOICES OF UNDERSTANDING. SO THANK YOU, HRC."

— Sen. Majority Leader Tom Daschle, D-S.D.,
at HRC gala dinner in Los Angeles, February 2002.

Now that her life partner is gone...

HOSPITAL VISITATION
— Right to visit and hold the hand of the loved one during the final moments.

INHERITANCE
— Her partner's estate will be treated by the federal government as if he or she were her spouse.

SOCIAL SECURITY
— Her partner's Social Security benefits will be treated by the federal government as if he or she were her spouse.

MILITARY & VETERAN PROVISIONS
— Her partner's military and veteran benefits will be treated by the federal government as if he or she were her spouse.

LABORION
— Her partner's estate will be treated by the federal government as if he or she were her spouse.

IMMIGRATION
— Her partner's estate will be treated by the federal government as if he or she were her spouse.

HEALTH BENEFITS (COBRA)
— Her partner's estate will be treated by the federal government as if he or she were her spouse.

MARRIAGE
— Her partner's estate will be treated by the federal government as if he or she were her spouse.

Through professional and proactive advocacy, and educational programs like HRC FamilyNet and HRC WorkLife, the Human Rights Campaign is working to bring about equal benefits and protections for every GLBT family. Please support these efforts. To learn more, visit the website below.

Call 1.800.727.4723

www.hrc.org | www.hrc.org/familynet | www.hrc.org/worklife

HUMAN RIGHTS CAMPAIGN

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— His partner's Social Security benefits will be treated by the federal government as if she were his spouse.

MILITARY PENSION & DISBA
— His partner's military and veteran benefits will be treated by the federal government as if she were his spouse.

VARIATION
— They should never be treated as if they were a family.

IMMIGRATION
— His partner's estate will be treated by the federal government as if she were his spouse.

HEALTH BENEFITS (COBRA)
— His partner's estate will be treated by the federal government as if she were his spouse.

MARRIAGE
— They never had the right to marry, but he does want. After more than twenty years, and a child together, they had their partner more than a couple wanted for one love.

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HUMAN RIGHTS CAMPAIGN

HRC placed a full-page ad in the national edition of The New York Times and elsewhere, urging readers to support efforts for equal benefits and protections for GLBT families.

A CONSTANT, CAPABLE FORCE

Immediately after Sept. 11, 2001, the Human Rights Campaign kicked into gear to press government and private relief agencies to help the surviving partners and other family members of gay, lesbian, bisexual and transgender victims of the attacks. In advocating for such families, HRC worked directly with the American Red Cross and other relief funds, the Justice Department and Congress to ensure that our families would get assistance. HRC also helped many of these families press their applications for relief.

In the months that followed, HRC researched federal programs and legislative options, and educated key policymakers and the national media about the crucial need for equal treatment for GLBT families on the full range of “kitchen table” issues – health benefits, survivor benefits, military and employer pensions and taxes. HRC ran a full-page ad in the national edition of *The New York Times* on the topic, and has repeated that ad elsewhere.

Overall, the events of Sept. 11 heightened HRC’s resolve to work to ensure that GLBT families are included in all federal, state and private benefit systems. HRC has already begun the fight to allow same-sex couples to receive the same Social Security benefits available to other American families.

When the U.S. Census Bureau began to release results of its decennial count, HRC launched a joint project with the Urban Institute to analyze the data around same-sex partner households. The results: We found such households are present in more than 99 percent of U.S. counties, a fact that also increased

HRC’s determination to ensure that political leaders and the public accept these families as equal.

HRC worked closely with the Leadership Conference on Civil Rights, the Alliance for Justice and other national allies to monitor nominees to the federal bench. One result in the past year was to block the nomination of conservative jurist Charles Pickering, a federal district court judge in Mississippi, to the 5th Circuit Court of Appeals.

Another example of HRC’s constant vigilance came hours after *The Washington Post* reported on July 10, 2001, that White House officials had struck a deal with the Salvation Army, allowing it and other religious charities to skirt statewide ordinances protecting gays and lesbians from discrimination. In return, the Salvation Army had agreed to spend more than \$100,000 to lobby for President Bush’s plan to give federal money to “faith-based” charities. HRC and the Leadership Conference on Civil Rights promptly called a news conference condemning the back-room deal. By day’s end, the White House was in retreat. *The Los Angeles Times*, *The Boston Globe*, *USA Today* and *The New York Times* were among the major media reporting on HRC’s efforts.

HRC made more inroads on Capitol Hill in building bipartisan support for the Employment Non-Discrimination Act, a bill that would bar discrimination based on sexual orientation. At this writing, the measure was headed to the full Senate for a vote after sailing through committee markup for the first time in the bill’s eight-year history. The HRC Busi-



"THIS PARTNERSHIP WITH HRC IS A GREAT EXAMPLE OF HOW NATIONAL AND STATE ORGANIZATIONS CAN WORK TOGETHER TO ACHIEVE INCREDIBLE RESULTS FOR OUR COMMUNITY."

– Beth Bashert
President, Michigan Equality

ness Council, part of the HRC Foundation's successful WorkNet project, played a key role in securing corporate witnesses and testimony for a Senate hearing in February. Throughout the year, the Business Council continued its important advocacy, helping many workplaces implement domestic partnership benefits and non-discrimination policies.

The HRC Foundation produced and disseminated an updated version of *Documenting Discrimination*, a report comprising hundreds of personal accounts, organized by state, of anti-gay job discrimination.

HRC also spearheaded another congressional win on an issue of importance for the GLBT community last year. Through steady advocacy and education, HRC and its allies helped push through a measure in December to allow the District of Columbia to fund a program that will give domestic partners of city employees access to health benefits – the first time that the House had explicitly supported same-sex relationships. The victory was a major one, particularly because congressional members often use D.C. legislation as a testing ground for social policy on a national scale. For nine years, anti-gay lawmakers in the House had blocked the funding.

HRC continued to play a leading role in shaping the public debate around domestic partnerships, adoption and custody. When the American Academy of Pediatrics issued a policy

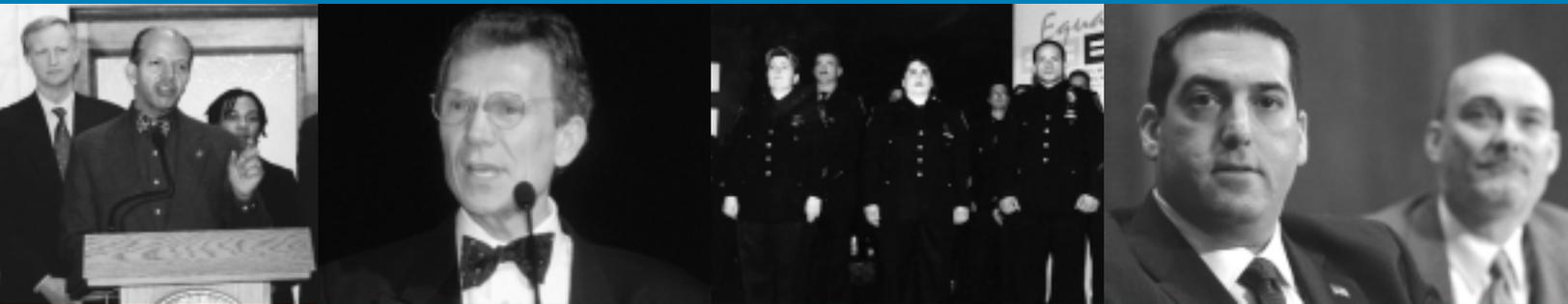
statement supporting adoption by gay people, and when TV talk show host Rosie O'Donnell came out, HRC provided accurate, timely information on GLBT family issues via HRC FamilyNet. Throughout the year, the web channel continued to expand, offering a regular column from Betty DeGeneres and advice from more than 30 experts on a broad range of family issues. The release of the first *The State of the Family* report at the March board meeting in Washington drew coverage from C-SPAN and was webcast on HRC's website.

Similarly, HRC WorkNet – another HRC Foundation program – continued to be the premier source of information on the treatment of GLBT employees, consumers and investors. HRC WorkNet again assisted hundreds of individuals and corporations seeking to add domestic partner benefits and other hallmarks of fairness, which they did despite the economic downturn. HRC continued to do battle with ExxonMobil, calling for a boycott of the world's largest oil company in June 2001 because of its irrational refusal to change its non-discrimination statement to include sexual orientation and reopen its domestic partner benefits program. More than 40 national and state groups became members of the Coalition to Promote Equality at ExxonMobil. HRC again cofiled a shareholder resolution asking the company to add sexual orientation to its written non-discrimination policy.



"WHAT COUNTS IS OUR ENERGY, OUR DETERMINATION, OUR HONESTY, OUR INTEGRITY, OUR TALENT. THAT ... IS WHAT IS REPRESENTED IN THIS ROOM TONIGHT."

— Sen. Hillary Rodham Clinton, D-N.Y.,
at HRC National Dinner, October 2001



A number of HRC allies spoke out for GLBT equality in a variety of forums. They included (L-R) Washington Mayor Anthony Williams; Sen. Majority Leader Tom Daschle, D-S.D.; members of the Gay Officers Action League and Fire Fighters Lesbian & Gay / Emergency Medical Services; and job discrimination claimant Lawrence Lane and the ACLU's Matthew Coles.



HRC's first The State of the Family report highlighted the lack of basic protections for GLBT families under federal and state law. Topics included marriage, civil unions and domestic partnership, adoption, safe schools, immigration, employment discrimination and hate crimes.

A PROVEN PRESENCE

In other ways, too, HRC kept doing what it does best despite the tumult after Sept. 11. Across the country, HRC volunteers organized gala dinners and community events to reach out to more GLBT Americans. HRC's dinners provided a special place for members to gather and share their hopes and feelings.

Less than a month after the tragedy, 2,300 people – the largest crowd ever at an HRC National Dinner – gathered in Washington for an evening of hope and healing. Several partners of HRC members lost in the terrorist attacks spoke to the audience about their loved ones.

On Feb. 8, HRC sponsored another sold-out dinner, this one in New York, honoring members of the Gay Officers Action League and Fire Fighters Lesbian & Gay/Emergency Medical Services. Speakers at HRC's dinners last year included Senate Majority Leader Tom Daschle, D-S.D.; Sen. Hillary Rodham Clinton, D-N.Y.; and Sen. Gordon Smith, R-Ore.; writer E. Lynn Harris; entertainer RuPaul; and athlete Billy Bean.

HRC volunteers in a growing number of cities organized community events – including comedy nights, bowling and golf tournaments and parties after Women's National Basketball Association games. The informal events are increasingly popular and show the diversity of our community.

Other successful efforts to attract members included revamping the membership center on HRC's website and holding house parties. Last year's theme for house parties was "Get Engaged in the Fight for Equality" – built around Valentine's Day. HRC also was involved in providing resources for 75-plus pride events across the country. During the 2001 pride season, more than 5,700 signed on as new members, thanks largely to the close collaboration among board members, local steering committee volunteers and HRC staff.

Further, the organization again mounted an extensive door-to-door membership campaign nationwide. In its most successful canvassing season ever, this HRC program brought in more than 40,000 members – double the number of those who signed on in the previous year. More than 7,000 new members joined in the Minneapolis drive alone during the summer of 2001. Most importantly, these efforts allow HRC

to reach out to straight allies and sign up those who want to receive HRC's calls to action via its Action Network e-mails, and thus build support for legislation in Congress on hate crimes, HIV/AIDS and workplace equity.

In the last fiscal year, more than 50,000 new members joined the organization – the largest single-year increase ever.

HRC's planned giving program – expanded over the last year – offers an increasing number of estate and financial planning seminars – a topic of heightened interest to many families since the Sept. 11 attacks. These seminars educate HRC supporters about the importance of planning in their lives as well as the variety of ways to give to HRC and the HRC Foundation. HRC's office of planned giving teams up with financial estate and tax-planning professionals who counsel the office, participate in the seminars and guide clients on their decisions.

CORPORATE CONFIDENCE

HRC continued to receive the support of corporate America in these uncertain times – through ties developed through the corporate giving program and HRC WorkNet. Despite the volatility in the travel industry after Sept. 11, American Airlines renewed its sponsorship as the official airline of HRC.

Meanwhile, HRC's newly redesigned website – named in December as one of the top five civil rights sites by the *National Journal* – offers easy access to information on key issues and legislation, grassroots advocacy and campaign work. In the last year, HRC added webpages for each HRC steering committee and made it easier for members to volunteer and get involved locally. From how-tos on writing letters to the editor to updates on individual lawmakers' voting records, the website, www.hrc.org, provides a range of useful tools for the GLBT community and its allies.

On Capitol Hill, HRC continued to develop close working relationships with more than 300 members of Congress. By partnering with Republican, Democratic and independent allies, HRC secured strong support for ENDA, sound HIV/AIDS policies, expanded hate crimes protection and other measures. A large part of HRC's work includes educating



legislators – and their constituents back home – about the growing support across America for issues of significance to the GLBT community. As public opinion polling shows, most voters believe it's right to protect people from hate crimes and anti-gay discrimination on the job. And more employers offer equal benefits and protections for GLBT employees.

HRC again served as a key resource on anti-gay hate crimes, thanks to its rigorous monitoring of such incidents and its efforts to educate law enforcement officials, policy-makers and the media about them. After Sept. 11, the organization worked with partners in the Leadership Conference on Civil Rights to help address the wave of hate crimes against people who appear to be Muslim or of Middle Eastern descent. HRC responded to a number of anti-gay hate crimes in Alaska, Nevada, Texas and Tennessee during the fiscal year. Efforts involved reaching out to victims' partners in many cases, talking with detectives and district attorneys' offices and helping to hold vigils to ensure that justice was carried out.

On the eve of Father's Day weekend 2001, HRC released a new public service announcement featuring Dennis Shepard, the father of Matthew Shepard, the University of Wyoming student who was murdered in 1998 for being gay. The PSA, released at a Denver news conference, highlights the need for greater acceptance of GLBT Americans.

On the HIV/AIDS front, HRC continued to work with its allies and educate the Bush administration about the need to boost funding for the Ryan White Comprehensive AIDS Resources Emergency Act and prevention efforts at the Centers for Disease Control and Prevention.

Meanwhile, HRC responded more comprehensively than ever before to the needs of GLBT statewide advocacy groups and strengthened its partnerships with them. HRC and other GLBT advocacy groups – at the state and national level – recognize how important it is for the GLBT community to have a strong voice in state capitols.

In its second year of operation, HRC's Equality Fund grants program provided a total of \$122,000 to 28 such statewide GLBT organizations – for lobbying, grassroots strategizing, polling and voter-identification projects. Two Equality Fund grants to statewide groups in Michigan helped defeat anti-gay ballot measures in November 2001 in Traverse City and Kalamazoo, and ratify a fair ordinance in Huntington Woods. HRC also sent field staff to work with the three campaigns on the ballot measures, initiated by anti-gay activists.

HRC stepped up its work with such groups on state-level issues in other ways. It provided staff support and technical assistance, shared polling and research, mobilized HRC's grass-

roots network, developed legal analyses and submitted testimony in 30 states.

HRC also launched a project to closely track and analyze GLBT-related bills at the state level – a huge challenge when 45 states can be in session at once. It involves summarizing hundreds of measures pending in legislatures across the country as well as closely coordinating with the state groups to develop plans to advance the fair bills – and defeat the others. HRC's McCleary law fellows have been instrumental in helping to monitor these bills.

Another new initiative involved working with partner organizations and volunteers to organize town hall meetings as a way to spark awareness of various state and federal legislative measures. Town hall meetings were held in October 2001 in Chicago and Los Angeles, focusing on inequities in immigration law and the need to pass the Permanent Partners Immigration Act, which would extend to same-sex partners of U.S. citizens and lawful permanent residents the same immigration rights that legal spouses of U.S. residents enjoy. A town hall meeting in Wilmington, Del. focused on ENDA and the civil rights state bill. Another such forum in Cincinnati, focused on a state-level anti-gay Defense of Marriage Act.

ONLINE ACTIVISM

In February, HRC also expanded its Action Center, an online tool that allows members to instantly access information about GLBT issues and the voting records of their congressional representatives – and to receive timely e-mail action alerts about breaking political news. The Action Center also enables users to send e-mails or faxes to their lawmakers.

HRC has more than 60,000 Action Center users. Approximately 7,000 signed up during last year's pride season, thanks in large part to the work of hundreds of volunteers. Action Center users have sent 30,000-plus faxes to the Senate and House in support of ENDA and 10,000 faxes in support of the Local Law Enforcement Enhancement Act. Action alerts can now be targeted toward state representatives. For example, scores of users clicked into the Action Center in the fight to pass a transgender-inclusive hate crimes law in Pennsylvania.

Many people join the online Action Center after visiting HRC's stores in Provincetown, Mass., and Washington, D.C. Both provide computers where visitors can check out HRC's website and sign onto the Action Center. The high traffic in both stores, especially since the Provincetown store moved to Commercial Street – the main thoroughfare – is a testament to HRC's loyal membership base as well as to the power of HRC's message and brand.

A SECURE FUTURE

In the spring of 2002, HRC began gearing up for the November elections and endorsed 175 candidates for the House – 156 Democrats, 18 Republicans and an independent – and 15 Senate candidates, including one Republican. By Election Day, HRC's political action committee will have endorsed more than 200 candidates for federal office who share the organization's vision of equality. In all, HRC's political action committee will have spent \$1.2 million and sent staff to work on key campaigns this cycle.

HRC produced voting guides, updated its respected manual for political candidates and prepared to hold another Youth College for Campaign Training. Graduates are placed in full-time, paid positions on congressional, statewide and ballot campaigns across the country.

Thanks to the leadership and generosity of HRC's volun-

teers, HRC bought a building in Washington, D.C. – blocks away from the White House, the powerful K Street corridor and the permanent homes of several major allies and adversaries. Closing on the building took place April 1, 2002. Renovations are slated to begin in summer 2002 and occupancy is expected in early 2003.

It's a move that makes solid business sense, and will save HRC an estimated \$15 million over 15 years. By owning its own headquarters, HRC also will be able to provide space for growing programs, new activities, meetings and conferences. Space could be made available to allied organizations as well.

The new building will be a visible symbol of HRC's organizational strength and stability – a permanent feature on America's landscape.



In an organizational milestone, HRC closed on the purchase of a headquarters building in downtown Washington. Jeff Sachse, (R), president of HRC's capital campaign, and Elizabeth Birch, HRC's executive director, join officials from B'nai B'rith, former owners.

FINANCIALS

The unwavering commitment of our contributors and volunteers was never more apparent than in this past year. Despite the tragic events of Sept. 11 and continued economic uncertainty, the Human Rights Campaign and the Human Rights Campaign Foundation were able to maintain their record of solid growth. The support of our contributors and volunteers allowed HRC to continue to expand its ever-important work in the quest for equality.

HRC's continued growth can be attributed to its varied income streams, the loyalty of our donors and the incredible work of our expansive volunteer structure across the country. The income streams include member contributions, proceeds from special events held around the country and the Federal Club and Council Program, and our corporate sponsors. In addition, the organizations received substantial in-kind contributions from law firms and through the airing of our public service announcements. The PSAs included a powerful message from Dennis Shepard, father of slain college student Matthew Shepard, that was released Father's Day 2001 and reached millions of Americans with its message of understanding.

To ensure the financial health of the organizations during this time of economic uncertainty, the management team of HRC developed a contingency budget plan. This plan identified potential reductions in program spending if certain fund-raising goals were not met. Close monitoring of both revenues and expenses on a monthly basis assured that the contingency plan did not need to be implemented and program spending proceeded as originally budgeted.

In summary, HRC's financial health is excellent. Because of the work and contributions of our supporters and careful management of the organizations' resources, both HRC and the HRC Foundation are on solid footing for the work ahead.



FINANCIALS

SOURCES OF INCOME

	HRC	HRC Foundation	Combined*
Membership	\$ 7,127,749	\$ -	\$ 7,127,749
Federal Club and Council Program	3,242,281	2,059,039	5,301,320
Special Events	4,417,565	396,774	4,814,339
HRC Foundation Grant	300,000	-	-
Corporate/Foundation Grants	273,179	474,726	747,905
Bequests and Planned Giving	396,913	112,422	509,335
In-Kind Contributions	380,536	1,827,344	2,207,880
Merchandise Sales	591,642	-	591,642
Earned Income and Other Revenue	605,132	387,911	993,043
TOTAL INCOME	17,334,997	5,258,216	22,293,213

USES OF INCOME

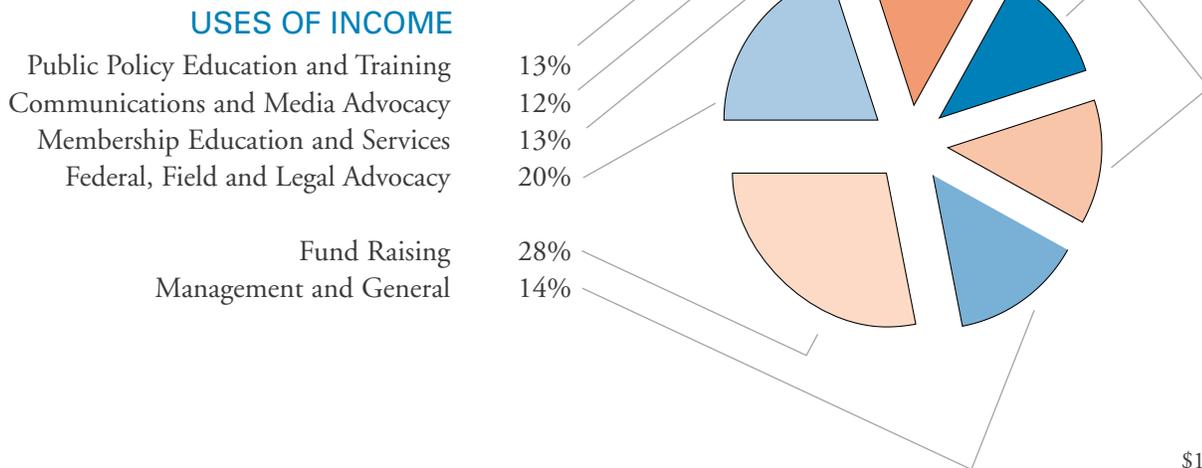
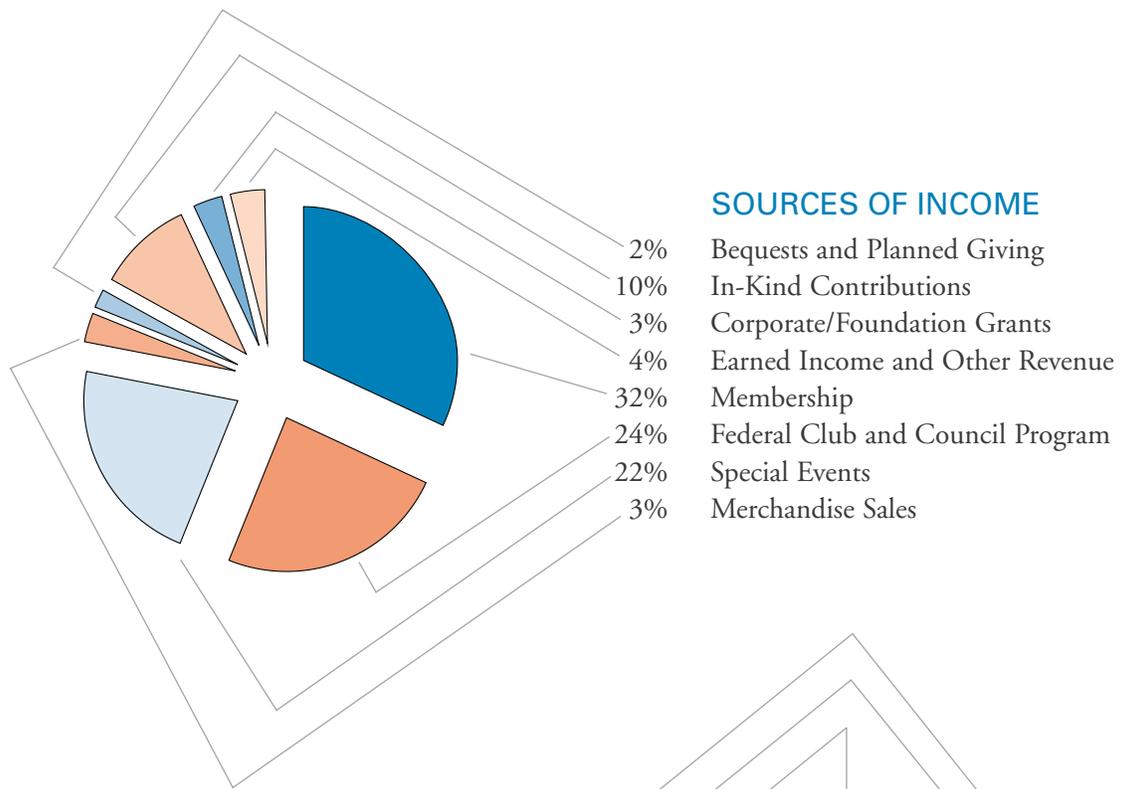
PROGRAMS

Federal, Field and Legal Advocacy	4,023,490	225,559	4,249,049
Membership Education and Services	2,696,749	13,952	2,710,701
Communications and Media Advocacy	207,487	2,319,124	2,526,611
HRC Foundation Grant to Support HRC Programs	-	300,000	-
Public Policy Education and Training	2,148,721	688,996	2,837,717
Total Programs	9,076,447	3,547,631	12,324,078

SUPPORTING SERVICES

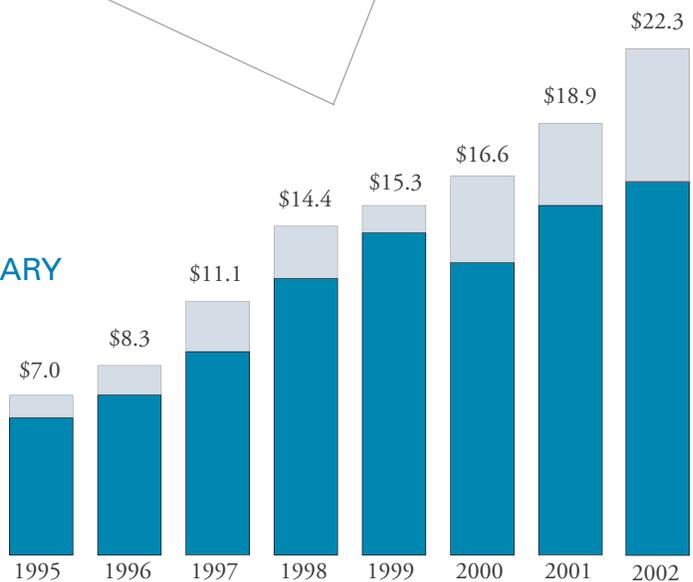
Management and General	2,602,408	495,872	3,098,280
Fund Raising	5,142,291	957,006	6,099,297
Total Supporting Services	7,744,699	1,452,878	9,197,577
TOTAL EXPENSES	16,821,146	5,000,509	21,521,655
Change in Net Assets	513,851	257,707	771,558
Net Assets at Beginning of Year	3,077,837	2,547,402	5,625,239
Board Designated Reserve for Future Projects	(200,000)	-	(200,000)
NET ASSETS AT END OF YEAR	3,391,688	2,805,109	6,196,797

*Combined statements do not include inter-company transfers, restricted funds or Capital Campaign.



EIGHT-YEAR COMBINED INCOME SUMMARY

Figures shown in millions



NATIONAL CORPORATE SPONSORS

Platinum Level

American Airlines

Gold Level

The Mitchell Gold Co.

Silver Level

Subaru of America

Bronze Level

Replacements Ltd.

Cingular Wireless

The Advocate/OUT

RSVP Vacations

Olivia Cruises and Resorts

Boxofficetickets.com

HRC Corporate Partners

Beaulieu Vineyard

Chivas Regal

FOUNDATION SUPPORTERS

America's Charities

Combined Federal Campaign

Elton John AIDS Foundation

The Gill Foundation

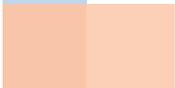
IBM International Foundation

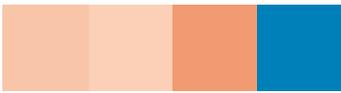
Michael Palm Foundation

The Rainbow Endowment

United Way

Wells Fargo





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