

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

OMB No. 1545-0047

2011

Open to Public Inspection

The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2011 calendar year, or tax year beginning JUL 1, 2011 and ending JUN 30, 2012

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION		D Employer identification number 94-3139952
	Doing Business As		E Telephone number (212) 430-6054
	Number and street (or P.O. box if mail is not delivered to street address) 80 MAIDEN LANE	Room/suite 1505	
	City or town, state or country, and ZIP + 4 NEW YORK, NY 10038		G Gross receipts \$ 1,630,107.
	F Name and address of principal officer: JESSICA STERN SAME AS C ABOVE		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527
J Website: **WWW.IGLHRC.ORG**
K Form of organization: Corporation Trust Association Other **L** Year of formation: **1991** **M** State of legal domicile: **NY**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION (IGLHRC) IS A LEADING INTERNATIONAL	
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3	Number of voting members of the governing body (Part VI, line 1a) 3 15
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 15
	5	Total number of individuals employed in calendar year 2011 (Part V, line 2a) 5 13
	6	Total number of volunteers (estimate if necessary) 6 0
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
	7b	Net unrelated business taxable income from Form 990-T, line 34 7b 0.

		Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h) 1,547,735.	1,611,147.
	9	Program service revenue (Part VIII, line 2g) 0.	0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1,108.	864.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) -15,847.	14,649.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 1,532,996.	1,626,660.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) 10,251.	26,574.
	14	Benefits paid to or for members (Part IX, column (A), line 4) 0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 1,084,946.	1,061,404.
	16a	Professional fundraising fees (Part IX, column (A), line 11e) 0.	34,000.
	16b	Total fundraising expenses (Part IX, column (D), line 25) 327,032.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 1,109,261.	1,096,019.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 2,204,458.	2,217,997.
	19	Revenue less expenses. Subtract line 18 from line 12 -671,462.	-591,337.
Net Assets or Fund Balances	20	Total assets (Part X, line 16) 2,373,704.	1,981,183.
	21	Total liabilities (Part X, line 26) 324,194.	523,010.
	22	Net assets or fund balances. Subtract line 21 from line 20 2,049,510.	1,458,173.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer	Date
	JESSICA STERN, EXECUTIVE DIRECTOR	13 MAY 2013

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	ROBERT L. MANGER	<i>[Signature]</i>	05/10/13		P01593286
	Firm's name	Firm's EIN	Phone no.		
	MANGER & COMPANY	13-3798026	(212) 986-3025		
	Firm's address	295 MADISON AVENUE, SUITE 901			
		NEW YORK, NY 10017			

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Form 990 (2011)

94-3139952 Page 2

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

1 Briefly describe the organization's mission:
INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION (IGLHRC) IS A
LEADING INTERNATIONAL ORGANIZATION DEDICATED TO HUMAN RIGHTS ADVOCACY
ON BEHALF OF PEOPLE WHO EXPERIENCE DISCRIMINATION OR ABUSE ON THE
BASIS OF THEIR ACTUAL OR PERCEIVED SEXUAL ORIENTATION, GENDER

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: _____) (Expenses \$ 1,618,969. Including grants of \$ 26,574.) (Revenue \$ 13,601.)

IGLHRC PRIMARILY PROVIDES:
1. RESPONSE TO HUMAN RIGHTS VIOLATIONS BASED UPON GENDER IDENTITY AND
EXPRESSION OR SEXUAL IDENTITY AND EXPRESSION
2. MEETING COORDINATION AND FACILITATION ON ISSUES SUCH AS:
LITIGATION, EXTORTION, BLACKMAIL, HIV/AIDS, GENDER BASED VIOLENCE, AND
GENDER IDENTITY AS THEY RELATE TO HUMAN RIGHTS.

IN ADDITION, IGLHRC CAMPAIGNS AGAINST GENDER BASED VIOLENCE AND
PROVIDES TECHNICAL ASSISTANCE GROUPS TO LOCAL CAMPAIGNS DESIGNED TO
COMBAT HOMOPHOBIA AND TRANSPHOBIA. IGLHRC HOSTS STRATEGY SESSIONS
AROUND RELIGIOUS FUNDAMENTALISM AND VIOLENCE AGAINST WOMEN AS A TOOL OF
HOMOPHOBIA AND ENGAGES WITH REGIONAL BODIES LIKE THE AFRICAN

4b (Code: _____) (Expenses \$ _____ Including grants of \$ _____) (Revenue \$ _____)

4c (Code: _____) (Expenses \$ _____ Including grants of \$ _____) (Revenue \$ _____)

4d Other program services (Describe in Schedule O.)
(Expenses \$ _____ Including grants of \$ _____) (Revenue \$ _____)

4e Total program service expenses **▶** 1,618,969.

Form 990 (2011)

**INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

**INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION**

Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	X	

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Form 990 (2011)

94-3139952 Page 5

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
4b	If "Yes," enter the name of the foreign country: SOUTH AFRICA See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7d	If "Yes," indicate the number of Forms 8282 filed during the year		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
9a	Did the organization make any taxable distributions under section 4966?		
9b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
10a	Initiation fees and capital contributions included on Part VIII, line 12		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
11a	Gross income from members or shareholders		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
13a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		
13b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
13c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
14b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

Form 990 (2011)

**INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION**

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	15	
b	Enter the number of voting members included in line 1a, above, who are independent	15	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **NY, CA**
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request
- 19** Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **MICHAEL HARTWYK - (212) 430-6019**
80 MAIDEN LANE, #1505, NEW YORK, NY 10038

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DOROTHY SANDER CO-CHAIR	2.00	X		X				0.	0.	0.
(2) MICHAEL CONWAY TREASURER	2.00	X		X				0.	0.	0.
(3) LEROY POTTS SECRETARY	2.00	X		X				0.	0.	0.
(4) AL BALLESTEROS BOARD MEMBER	2.00	X						0.	0.	0.
(5) ROGER DOUGHTY BOARD MEMBER	2.00	X						0.	0.	0.
(6) SEL JULIAN HWAHNG BOARD MEMBER	2.00	X						0.	0.	0.
(7) TIM LANE BOARD MEMBER	2.00	X						0.	0.	0.
(8) TODD LARSON CO-CHAIR	2.00	X		X				0.	0.	0.
(9) PAMELA MERCHANT BOARD MEMBER	2.00	X						0.	0.	0.
(10) LINDA BLACKMORE BOARD MEMBER	2.00	X						0.	0.	0.
(11) TEY MEADOW BOARD MEMBER	2.00	X						0.	0.	0.
(12) JODY COLE BOARD MEMBER	2.00	X						0.	0.	0.
(13) TOD HILL BOARD MEMBER	2.00	X						0.	0.	0.
(14) OLIVER PHILLIPS BOARD MEMBER	2.00	X						0.	0.	0.
(15) AMIE BISHOP BOARD MEMBER	2.00	X						0.	0.	0.
(16) CARY ALAN JOHNSON EXECUTIVE DIRECTOR TO 4/12	40.00			X				167,000.	0.	12,070.
(17) JESSICA STERN EXECUTIVE DIRECTOR	40.00			X				93,017.	0.	10,570.

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-total							260,017.	0.	22,640.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							260,017.	0.	22,640.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **1**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Form 990 (2011)

94-3139952 Page 9

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	430,681.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1180466.				
	g Noncash contributions included in lines 1a-1f: \$						
	h Total. Add lines 1a-1f			1611147.			
Program Service Revenue	2 a	Business Code					
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		864.			864.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less: cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a	4,495.				
		b Less: direct expenses	b	3,447.			
		c Net income or (loss) from fundraising events		1,048.			1,048.
	9 a Gross income from gaming activities. See Part IV, line 19	a					
b Less: direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue							
11 a OTHER INCOME	Business Code	900099	13,601.	13,601.			
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			13,601.			
12 Total revenue. See instructions.			1626660.	13,601.	0.	1,912.	

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Form 990 (2011)

94-3139952 Page 10

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Check if Schedule O contains a response to any question in this Part IX

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16	26,574.	26,574.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	331,967.	247,269.	21,175.	63,523.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	589,916.	428,155.	53,420.	108,341.
8 Pension plan accruals and contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	81,471.	59,354.	6,953.	15,164.
10 Payroll taxes	58,050.	42,512.	4,717.	10,821.
11 Fees for services (non-employees):				
a Management				
b Legal	2,727.	2,727.		
c Accounting	158,016.		158,016.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	34,000.			34,000.
f Investment management fees				
g Other	318,475.	288,471.	841.	29,163.
12 Advertising and promotion	4,955.	3,628.	403.	924.
13 Office expenses	168,820.	128,279.	12,310.	28,231.
14 Information technology	20,489.	15,005.	1,665.	3,819.
15 Royalties				
16 Occupancy	119,960.	87,849.	9,750.	22,361.
17 Travel	241,292.	236,906.		4,386.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	26,376.	26,376.		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	12,468.	9,131.	1,013.	2,324.
23 Insurance	6,383.	4,674.	519.	1,190.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS	16,058.	12,059.	1,214.	2,785.
b				
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	2,217,997.	1,618,969.	271,996.	327,032.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here If following SOP 98-2 (ASC 958-720)

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Form 990 (2011)

94-3139952 Page 11

Part X Balance Sheet

		(A) Beginning of year		(B) End of year	
Assets	1	Cash - non-interest-bearing	439,201.	1	363,551.
	2	Savings and temporary cash investments	548,646.	2	703,722.
	3	Pledges and grants receivable, net	1,320,314.	3	825,489.
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7	Notes and loans receivable, net	9,131.	7	7,527.
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	7,779.	9	33,948.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 93,602.		
	b	Less: accumulated depreciation	10b 74,890.	10c	18,712.
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	29,134.	15	28,234.
16	Total assets. Add lines 1 through 15 (must equal line 34)	2,373,704.	16	1,981,183.	
Liabilities	17	Accounts payable and accrued expenses	172,692.	17	125,931.
	18	Grants payable		18	
	19	Deferred revenue	151,502.	19	397,079.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	324,194.	26	523,010.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	567,393.	27	515,156.
	28	Temporarily restricted net assets'	1,463,763.	28	924,663.
	29	Permanently restricted net assets	18,354.	29	18,354.
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
33	Total net assets or fund balances	2,049,510.	33	1,458,173.	
34	Total liabilities and net assets/fund balances	2,373,704.	34	1,981,183.	

Form 990 (2011)

**INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION**

Form 990 (2011)

94-3139952 Page 12

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,626,660.
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,217,997.
3	Revenue less expenses. Subtract line 2 from line 1	3	-591,337.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2,049,510.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	0.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	1,458,173.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____
- b Were the organization's financial statements audited by an independent accountant? _____
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits. _____

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2011)

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2011

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

Name of the organization **INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION** Employer identification number **94-3139952**

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

- 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E.)
- 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 10 An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h.
 - a Type I
 - b Type II
 - c Type III - Functionally integrated
 - d Type III - Other
- e By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

	Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?		
(ii) A family member of a person described in (i) above?		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?		
- h Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col. (i) listed in your governing document?		(v) Did you notify the organization in col. (i) of your support?		(vi) Is the organization in col. (i) organized in the U.S.?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
Total									

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule A (Form 990 or 990-EZ) 2011

INTERNATIONAL GAY AND LESBIAN

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	3,002,681.	2,568,541.	2,192,344.	1,568,901.	1,611,147.	10,943,614.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	3,002,681.	2,568,541.	2,192,344.	1,568,901.	1,611,147.	10,943,614.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						4,448,347.
6 Public support. Subtract line 5 from line 4						6,495,267.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4	3,002,681.	2,568,541.	2,192,344.	1,568,901.	1,611,147.	10,943,614.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	25,006.	17,477.	2,179.	1,107.	864.	46,633.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	541.	-5,180.	9,621.	15,833.	13,601.	34,416.
11 Total support. Add lines 7 through 10						11,024,663.
12 Gross receipts from related activities, etc. (see instructions)					12	72,476.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f))	14	58.92 %
15 Public support percentage from 2010 Schedule A, Part II, line 14	15	64.76 %
16a 33 1/3% support test - 2011. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2010. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11, and 12.)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2011 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2011 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2011. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.

OMB No. 1545-0047

2011

Name of the organization

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Employer identification number

94-3139952

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note. Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

For a section 501(c)(3) organization filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi) and received from any one contributor, during the year, a contribution of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 for use *exclusively* for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions for use *exclusively* for religious, charitable, etc., purposes, but these contributions did not total to more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Do not complete any of the parts unless the **General Rule** applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year. ▶ \$ _____

Caution. An organization that is not covered by the General Rule and/or the Special Rules does not file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on Part I, line 2 of its Form 990-PF, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2011)

Name of organization INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number 94-3139952
--	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	ARCUS FOUNDATION 119 WEST 24TH STREET, 9TH FLOOR NEW YORK, NY 10011	\$ 150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II if there is a noncash contribution.)
2	OPEN SOCIETY INSTITUTE 400 WEST 59TH STREET NEW YORK, NY 10019	\$ 120,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
3	SWEDISH INTERNATIONAL DEVELOPMENT CORPERATION AGENCY (SIDA) P.O. BOX 50264 RIDGEWAY LUSAKA, ZAMBIA 10101	\$ 310,289.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
4	VANGUARD CHARITABLE ENDOWMENT PROGRAM P.O. BOX 55766 BOSTON, MA 02205766	\$ 500,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
5	US DEPARTMENT OF STATE A/LM/AQM/IP, SA 6 ROSSLYN STATION ARLINGTON, VA 22219	\$ 120,392.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

Name of organization INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number 94-3139952
---	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	STRYKER CORPORATION COMMON STOCK <hr/> <hr/> <hr/>	\$ 150,000.	02/29/12
	<hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/>	\$ _____	_____

Name of organization INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number 94-3139952
--	---

Part III Exclusively religious, charitable, etc., individual contributions to section 501(c)(7), (8), or (10) organizations that total more than \$1,000 for the year. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2011

Open to Public
Inspection

Name of the organization **INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION** Employer identification number
94-3139952

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

(ii) Assets included in Form 990, Part X

▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

b Assets included in Form 990, Part X

▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

2a Did the organization include an amount on Form 990, Part X, line 21? Yes No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	418,354.	418,354.	418,354.	418,354.	
b Contributions	100,000.				
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	518,354.	418,354.	418,354.	418,354.	

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ▶ 96.46 %
- b Permanent endowment ▶ 3.54 %
- c Temporarily restricted endowment ▶ _____ %

The percentages in lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) unrelated organizations		X
(ii) related organizations		X
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?		

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		10,918.	9,625.	1,293.
d Equipment		82,684.	65,265.	17,419.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				18,712.

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Schedule D (Form 990) 2011

94-3139952 Page 3

Part VII Investments - Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ▶		

Part VIII Investments - Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Col (b) must equal Form 990, Part X, col (B) line 13.) ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.) ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	

Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) ▶

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

132053
01-23-12

Schedule D (Form 990) 2011

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	1,626,660.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,217,997.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	-591,337.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV.)	8	
9	Total adjustments (net). Add lines 4 through 8	9	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	-591,337.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	1,626,660.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	1,626,660.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	1,626,660.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	2,217,997.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	2,217,997.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2,217,997.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4: BOARD-DESIGNATED GENERAL PROGRAM NET ASSETS OF

\$400,000 CONSISTED OF AMOUNTS HELD IN A GENERAL RESERVE FUND TO BE USED AT THE DISCRETION OF THE BOARD.

THE PERMENANT ENDOWMENT FUNDS, IN THE AMOUNT OF \$18,354, WERE GRANTED TO IGLHRC DURING ITS FORMATIVE YEARS TO SUSTAIN THE FUTURE OF THE ORGANIZATION.

Part XIV Supplemental Information (continued)

PART X, LINE 2: IGLHRC ADOPTED ACCOUNTING STANDARDS CODIFICATION

("ASC") 740 "INCOME TAXES." ASC 740 REQUIRES THAT A TAX POSITION BE

RECOGNIZED OR DERECOGNIZED BASED ON A "MORE LIKELY THAN NOT" THRESHOLD.

THIS APPLIES TO POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN.

THE ADOPTION OF THIS GUIDANCE DID NOT HAVE AN IMPACT ON IGLHRC'S FINANCIAL

STATEMENTS, AS MANAGEMENT BELIEVES THAT THERE ARE NO UNCERTAIN TAX

POSITIONS WITHIN ITS FINANCIAL STATEMENTS. IGLRHC HAS PROCESSES PRESENTLY

IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS; TO IDENTIFY

AND REPORT UNRELATED INCOME; DETERMINE ITS FILING AND TAX OBLIGATIONS IN

JURISDICTIONS FOR WHICH IT WAS NEXUS; AND TO REVIEW OTHER MATTERS THAT MAY

BE CONSIDERED TAX POSITIONS.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2011

Department of the Treasury
Internal Revenue Service

▶ Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.

▶ Attach to Form 990. ▶ See separate instructions.

Open to Public
Inspection

Name of the organization
**INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION**

Employer identification number

94-3139952

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
EAST ASIA AND THE PACIFIC	0	1	PROGRAM SERVICES	RESEARCH AND REPORTING ON HUMAN RIGHTS VIOLATIONS AGAINST LGBT PEOPLE; TRAINING LOCAL	345,200.
SOUTH AMERICA	1	1	PROGRAM SERVICES	RESPONDING TO VIOLENCE AGAINST LGBT PEOPLE; CAMPAIGNING WITH LOCAL ORGANIZATIONS IN	146,048.
MIDDLE EAST AND NORTH AFRICA	0	0	PROGRAM SERVICES, GRANTS TO RECIPIENTS LOCATED IN REGION	RESPOND TO STATE AND CIVILIAN VIOLENCE AND DISCRIMINATION AGAINST LGBT PEOPLE; ADVOCATE	333,318.
SUB-SAHARAN AFRICA	1	4	PROGRAM SERVICES, GRANTS TO RECIPIENTS LOCATED IN REGION	TRAIN LOCAL ACTIVISTS AND ORGANIZATIONS ON BEST PRACTICES TO RESPOND TO VIOLATIONS	470,275.
3 a Sub-total	2	6			1,294,841.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	2	6			1,294,841.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2011

SEE PART V FOR COLUMN (E) DESCRIPTIONS

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Schedule F (Form 990) 2011

94-3139952

Page 2

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 **X**
Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST AND NORTH AFRICA	RESPOND TO STATE AND CIVILIAN VIOLENCE AND DISCRIMINATION AGAINST LGBT PEOPLE;	10,000.	WIRE TRANSFER	0.		BOOK
		SUB-SAHARAN AFRICA	SECOND TRANS-HEALTH AND ADVOCACY CONFERENCE REGISTRATION FEES	15,000.		0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **▲**

3 Enter total number of other organizations or entities **▲**

SEE PART V FOR COLUMN (D) DESCRIPTIONS

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Schedule F (Form 990) 2011

94-3139952

Page 3

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations. (see Instructions for Form 5471)* Yes No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* Yes No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect To Certain Foreign Partnerships. (see Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)* Yes No

Schedule F (Form 990) 2011

Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information.

SCHEDULE F, PART I, LINE 2: IGLHRC FUNDS OUTSIDE WORK IN TWO WAYS:

THE PRIMARY PURPOSE OF GRANTING IS TO SUPPORT THE WORK OF PARTNER ORGANIZATIONS FOR CONFERENCES, MEETINGS, TRAININGS, AND THE PRODUCTION OF REPORTS TO REGIONAL AND GLOBAL HUMAN RIGHTS TREATY BODIES.

THE SECOND USE OF GRANTS IS IGLHRC'S FELIPA DE SOUZA AWARD, WHICH IS GIVEN TO AN ORGANIZATION OR INDIVIDUAL DOING WORK IN THE FIELD AROUND THE WORLD. THE RECIPIENTS ARE NOMINATED AND VETTED BY THE PROGRAM STAFF. THE RECIPIENT RETAINS DISCRETION OVER THE PURPOSE OF THE GRANT AWARDED AND IGLHRC DOES NOT MAKE FORMAL INQUIRIES INTO THE SUBSEQUENT USAGE OF THOSE FUNDS.

SCHEDULE F, PART I, LINE 3: INVOICES AND RECEIPTS ARE SENT TO THE NY OFFICE AND DISBURSEMENTS ARE MADE AND ACCOUNTED FOR. BANK RECONCILIATIONS ARE CONDUCTED AT THE NY OFFICE TO ENSURE ALL EXPENDITURES ARE PROPERLY RECORDED.

PART I, LINE 3, COLUMN (E):

(E) SPECIFIC TYPES OF SERVICES IN REGION: RESEARCH AND REPORTING ON HUMAN RIGHTS VIOLATIONS AGAINST LGBT PEOPLE; TRAINING LOCAL ACTIVITIES AND GROUPS ON BEST PRACTICES FOR RESPONDING TO VIOLENCE; RESEARCH AND DISTRIBUTE INFORMATION ABOUT GENDER BASED VIOLENCE AGAINST LBT WOMEN. ADVOCATE FOR THE INCLUSION ON SEXUAL ORIENTATION AND GENDER IDENTITY IN HUMAN RIGHTS TREATIES AND AT REGIONAL BODIES.

(E) SPECIFIC TYPES OF SERVICES IN REGION: RESPONDING TO VIOLENCE AGAINST

Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information.

LGBT PEOPLE; CAMPAIGNING WITH LOCAL ORGANIZATIONS IN RESPONSE TO VIOLENCE AGAINST LGBT PEOPLE AND DISCRIMINATORY LAWS; ADVOCATE FOR INCLUSION OF SEXUAL ORIENTATION AND GENDER IDENTITY IN HUMAN RIGHTS TREATIES AND AT REGIONAL BODIES; RESEARCH TREATMENT OF LGBT PEOPLE IN THE WAKE OF HAITI EARTHQUAKE AND REPORT ON CONCLUSIONS.

(E) SPECIFIC TYPES OF SERVICES IN REGION: RESPOND TO STATE AND CIVILIAN VIOLENCE AND DISCRIMINATION AGAINST LGBT PEOPLE; ADVOCATE FOR INCLUSION OF LGBT ISSUES BY LOCAL AND REGIONAL MEDIA.

(E) SPECIFIC TYPES OF SERVICES IN REGION: TRAIN LOCAL ACTIVISTS AND ORGANIZATIONS ON BEST PRACTICES TO RESPOND TO VIOLATIONS AGAINST LGBT PEOPLE; ADVOCATE FOR INCLUSION OF GENDER AND SEXUAL ORIENTATION IN HUMAN RIGHTS TREATIES AND AT REGIONAL BODIES; RESPOND TO HUMAN RIGHTS VIOLATIONS AGAINST LGBT PEOPLE AND ORGANIZE CAMPAIGNS AGAINST DISCRIMINATORY LAWS.

PART II, COLUMN (D):

(D) PURPOSE OF GRANT: RESPOND TO STATE AND CIVILIAN VIOLENCE AND DISCRIMINATION AGAINST LGBT PEOPLE; ADVOCATE FOR INCLUSION OF LGBT ISSUES BY LOCAL AND REGIONAL MEDIA.

SCHEDULE G
(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2011

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19,
or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

Open To Public Inspection

Name of the organization **INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION** Employer identification number **94-3139952**

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations
- b Internet and email solicitations
- c Phone solicitations
- d In-person solicitations
- e Solicitation of non-government grants
- f Solicitation of government grants
- g Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
W. DOUGLAS WINGO, INC. -- 350 SEVENTH AVENUE, STE 1603, NEW	SEE PART IV		X	0.	34,000.	-34,000.
Total					34,000.	-34,000.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.
NY, UT, WI, AZ, PA, CA, CO, KY, MA, OH, OR, SC, VA, IL, MD, NJ, MI, MN, FL, GA, VT, RI, AL, AK, AR
CT, IN, ID, IA, KS, LA, ME, MS, MD, MT, NE, NV, NH, ND, SD, TN, TX, WA, DC, WV, WY

INTERNATIONAL GAY AND LESBIAN

Schedule G (Form 990 or 990-EZ) 2011 HUMAN RIGHTS COMMISSION

Part I Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))	
		ANNUAL GALA AWARDS CEREM (event type)	(event type)	NONE (total number)		
Revenue	1	Gross receipts	4,495.		4,495.	
	2	Less: Charitable contributions				
	3	Gross income (line 1 minus line 2)	4,495.		4,495.	
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs				
	7	Food and beverages				
	8	Entertainment				
	9	Other direct expenses	3,447.		3,447.	
	10	Direct expense summary. Add lines 4 through 9 in column (d)				(3,447)
	11	Net income summary. Combine line 3, column (d), and line 10				1,048.

Part II Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))	
Revenue	1	Gross revenue				
	2	Cash prizes				
Direct Expenses	3	Noncash prizes				
	4	Rent/facility costs				
	5	Other direct expenses				
Direct Expenses	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7	Direct expense summary. Add lines 2 through 5 in column (d)				()
	8	Net gaming income summary. Combine line 1, column d, and line 7				

9 Enter the state(s) in which the organization operates gaming activities: _____
 a Is the organization licensed to operate gaming activities in each of these states? Yes No
 b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? Yes No
 b If "Yes," explain: _____

INTERNATIONAL GAY AND LESBIAN

- 11 Does the organization operate gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity operated in:

13a		%
13b		%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.

c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: W. DOUGLAS WINGO, INC.

(I) ADDRESS OF FUNDRAISER:

350 SEVENTH AVENUE, STE 1603, NEW YORK, NY 10001

SCHEDULE G, PART I, LINE 2B, COLUMN (V): CONTRACTED FEE BASED ON

SERVICES TO BE PROVIDED. FUNDRAISER DOES NOT RETAIN CONTRIBUTIONS TO IGLHRC.

Part IV Supplemental Information (continued)

SCHEDULE G, PART I, LINE 2B(II)

ACTIVITY

W. DOUGLAS WINGO, INC. WAS CONTRACTED TO PROVIDE OVERALL FUNDRAISING CONSULTING IN ADDITION TO WORKING WITH IGLHRC TO PRODUCE ITS ANNUAL FUNDRAISING EVENT.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2011

Open to Public Inspection

Name of the organization **INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION** Employer identification number **94-3139952**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director. Explain in Part III.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" to line 5a or 5b, describe in Part III.

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" to line 6a or 6b, describe in Part III.

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2011

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Part I Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 CARY ALAN JOHNSON	(i) 167,000.	(ii) 0.	(iii) 0.	4,500.	7,570.	179,070.	0.
2	(i)	(ii)	(iii)				0.
3	(i)	(ii)	(iii)				0.
4	(i)	(ii)	(iii)				
5	(i)	(ii)	(iii)				
6	(i)	(ii)	(iii)				
7	(i)	(ii)	(iii)				
8	(i)	(ii)	(iii)				
9	(i)	(ii)	(iii)				
10	(i)	(ii)	(iii)				
11	(i)	(ii)	(iii)				
12	(i)	(ii)	(iii)				
13	(i)	(ii)	(iii)				
14	(i)	(ii)	(iii)				
15	(i)	(ii)	(iii)				
16	(i)	(ii)	(iii)				

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2011

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
▶ **Attach to Form 990.**

Name of the organization **INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION** Employer identification number **94-3139952**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	1	150,000.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?
 b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?
 b If "Yes," describe in Part II.

33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31		X
32a		X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) (2011)

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No. 1545-0047

2011

Open to Public
Inspection

Name of the organization

INTERNATIONAL GAY AND LESBIAN
HUMAN RIGHTS COMMISSION

Employer identification number
94-3139952

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ORGANIZATION DEDICATED TO HUMAN RIGHTS ADVOCACY ON BEHALF OF PEOPLE WHO
EXPERIENCE DISCRIMINATION OR ABUSE ON THE BASIS OF THEIR ACTUAL OR
PERCEIVED SEXUAL ORIENTATION, GENDER IDENTITY, OR EXPRESSION.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

IDENTITY, OR EXPRESSION.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

COMMISSION, THE ORGANIZATION OF AMERICAN STATES, EU, AND MERCOSUR TO
PROTECT SEXUAL AND GENDER MINORITIES.

FORM 990, PART VI, SECTION A, LINE 8B: DURING THE FISCAL YEAR 2011, THE
EXECUTIVE AUDIT COMMITTEE DID NOT TAKE AND DOCUMENT ANY MINUTES FOR ITS
COMMITTEE MEETINGS. HOWEVER, ANY ACTIONS TAKEN OR PROPOSED ACTIONS PROPOSED
BY THE AUDIT COMMITTEE ARE REPORTED TO THE BOARD AT LARGE AND INCORPORATED
INTO THE GENERAL MINUTES OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 11: A COPY OF THE FINAL VERSION OF FORM
990 IS EMAILED TO EACH BOARD MEMBER BEFORE IT IS FILED. EACH MEMBER
REVIEWS IT AND ELECTRONICALLY PROVIDES CONFIRMATION TO FILE.

FORM 990, PART VI, SECTION B, LINE 12C: ANNUALLY, THE IGLHRC BOARD OF
DIRECTORS COMPLETES A SURVEY REGARDING CONFLICT OF INTEREST POLICY
DISCLOSURE.

Name of the organization INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number 94-3139952
--	--

THE BOARD MEETS ON A TIMELY BASIS TO REVIEW AND MONITOR THE CONFLICT OF INTEREST POLICY. MEMBERS ARE ASKED TO COMPLETE A QUESTIONNAIRE ANNUALLY DISCLOSING ANY CONFLICTS OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15: THE COMPENSATION OF IGLHRC'S CEO, EXECUTIVE DIRECTOR, OR TOP MANAGEMENT AND COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES ARE BASED ON THE REVIEW AND APPROVAL PROCESS OF THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. THE EXECUTIVE COMMITTEE APPROVES SALARIES BASED ON STANDARD HIRING PRACTICES AND MARKET RATE BENCHMARKING.

FORM 990, PART VI, SECTION C, LINE 18: IGLHRC'S FORM 1023 AND FORM 990 ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE (WWW.IGLHRC.ORG), AND GUIDESTAR (WWW.GUIDESTAR.ORG)

FORM 990, PART VI, SECTION C, LINE 19: IGLHRC'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

THE AUDIT COMMITTEE OF THE BOARD SELECTS AN INDEPENDENT ACCOUNTANT FOR THE ORGANIZATION'S ANNUAL AUDIT. THIS COMMITTEE IS FURTHER RESPONSIBLE FOR OVERSEEING THE AUDIT OF IGLHRC'S FINANCIAL STATEMENTS. THIS PROCESS HAS NOT CHANGED FROM PRIOR YEARS.

• If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only Part II and check this box

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

• If you are filing for an **Automatic 3-Month Extension**, complete only Part I (on page 1).

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).

Enter filer's identifying number, see instructions

Type or print File by the due date for filing your return. See instructions.	Name of exempt organization or other filer, see instructions INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number (EIN) or <input checked="" type="checkbox"/> 94-3139952
	Number, street, and room or suite no. If a P.O. box, see instructions. 80 MAIDEN LANE, NO. 1505	Social security number (SSN) <input type="checkbox"/>
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. NEW YORK, NY 10038	

Enter the Return code for the return that this application is for (file a separate application for each return) 0 1

Application Is For	Return Code	Application Is For	Return Code
Form 990	01		
Form 990-BL	02	Form 1041-A	08
Form 990-EZ	01	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

MICHAEL HARTWYK

• The books are in the care of **80 MAIDEN LANE, #1505 - NEW YORK, NY 10038**

Telephone No. **(212) 430-6019**

FAX No.

• If the organization does not have an office or place of business in the United States, check this box

• If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) : If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until **MAY 15, 2013**.

5 For calendar year , or other tax year beginning **JUL 1, 2011**, and ending **JUN 30, 2012**.

6 If the tax year entered in line 5 is for less than 12 months, check reason: Initial return Final return

Change in accounting period

7 State in detail why you need the extension

THE FINANCIAL STATEMENTS NEEDED TO FILE A COMPLETE AND ACCURATE ANNUAL RETURN HAVE NOT YET BEEN FINALIZED.

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	8a	\$	0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$	0.
c Balance due. Subtract line 8b from line 8a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$	0.

Signature and Verification must be completed for Part II only.

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature *Michael Hartwyk* Title **CPA**

Date **2/8/13**

**International Gay and Lesbian Human Rights
Commission, Inc.**

Financial Report

June 30, 2012

TABLE OF CONTENTS

Independent Auditors' Report	1-2
Financial Statements	
Statements of Financial Position	3
Statements of Activities	4
Statements of Cash Flows	5
Notes to Financial Statements	6-13
Supplementary Information:	
Schedules of Functional Expenses	14-15

Manger & Company
Certified Public Accountants
295 Madison Avenue, Suite 901
New York NY 10017

Robert L. Manger
Mark B. Poller

Phone: (212) 986-3025
Fax: (212) 697-3511

Independent Auditors' Report

To the Board of Directors of
International Gay and Lesbian Human Rights Commission, Inc.

We have audited the accompanying statements of financial position of International Gay and Lesbian Human Rights Commission, Inc. ("IGLHRC"), a not-for-profit organization, as of June 30, 2012 and 2011 and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of IGLHRC's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of International Gay and Lesbian Human Rights Commission, Inc. as of June 30, 2012 and 2011, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of functional expenses on pages 14-15 are presented for the purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Manger & Company

April 17, 2013

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.
Statements of Financial Position
As of June 30, 2012 and 2011

	<u>2012</u>	<u>2011</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,067,273	\$ 987,847
Accounts receivable	7,527	9,131
Grants and contributions receivable	266,904	624,333
Contracts receivable	48,212	-
Prepaid expenses	33,948	7,779
Total current assets	<u>1,423,864</u>	<u>1,629,090</u>
Grants and contributions receivable, net	510,373	695,981
Property and equipment, net	18,712	19,499
Security deposit	28,234	29,134
Total assets	<u>\$ 1,981,183</u>	<u>\$ 2,373,704</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 125,931	\$ 172,692
Contract advances and deferred revenue	397,079	151,502
Total liabilities	<u>523,010</u>	<u>324,194</u>
NET ASSETS		
Unrestricted:		
Board designated - general program	500,000	400,000
Undesignated	15,156	167,393
Total unrestricted net assets	<u>515,156</u>	<u>567,393</u>
Temporarily restricted	924,663	1,463,763
Permanently restricted	18,354	18,354
Total net assets	<u>1,458,173</u>	<u>2,049,510</u>
Total liabilities and net assets	<u>\$ 1,981,183</u>	<u>\$ 2,373,704</u>

See independent auditors' report.

The accompanying notes are an integral part of these financial statements.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.
Statements of Activities
For the Years Ended June 30, 2012 and 2011

	2012		2011		Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	
REVENUES AND SUPPORT					
Grants and contributions	\$ 1,014,866	\$ 165,600	\$ -	\$ 1,180,466	\$ 468,898
Contract services	430,681	-	-	430,681	326,828
Special events:					
Special event revenue	4,495	-	-	4,495	99,870
Less: Costs of direct benefits to donors	(3,447)	-	-	(3,447)	(34,680)
Investment income	864	-	-	864	4,901
Other income	13,601	-	-	13,601	12,040
	<u>1,461,060</u>	<u>165,600</u>	<u>-</u>	<u>1,626,660</u>	<u>877,857</u>
					<u>655,139</u>
					<u>1,532,996</u>
Net assets released from restrictions:					
Satisfaction of program restrictions	212,086	(212,086)	-	-	321,292
Satisfaction of time restrictions	492,614	(492,614)	-	-	(1,025,839)
Total revenues and support	<u>2,165,760</u>	<u>(539,100)</u>	<u>-</u>	<u>1,626,660</u>	<u>2,224,988</u>
					<u>(691,992)</u>
					<u>1,532,996</u>
EXPENSES					
Program services	1,618,969	-	-	1,618,969	1,689,662
Supporting services:					
Management and general	271,996	-	-	271,996	293,944
Fundraising	327,032	-	-	327,032	220,852
Total expenses	<u>2,217,997</u>	<u>-</u>	<u>-</u>	<u>2,217,997</u>	<u>2,204,458</u>
Change in net assets	(52,237)	(539,100)	-	(591,337)	20,530
					(691,992)
Net assets, beginning of the year	567,393	1,463,763	18,354	2,049,510	546,863
Net assets, end of year	<u>\$ 515,156</u>	<u>\$ 924,663</u>	<u>\$ 18,354</u>	<u>\$ 1,458,173</u>	<u>\$ 567,393</u>
					<u>\$ 1,463,763</u>
					<u>\$ 18,354</u>
					<u>\$ 2,049,510</u>

See independent auditors' report.
The accompanying notes are an integral part of these financial statements.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.
Statements of Cash Flows
For the Years Ended June 30, 2012 and 2011

	<u>2012</u>	<u>2011</u>
Cash flows from operating activities:		
Change in net assets	\$ (591,337)	\$ (671,462)
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation expense	12,468	11,622
Changes in operating assets and liabilities:		
Decrease in accounts receivable	1,604	11,617
Decrease in grants and contributions receivable	543,037	206,826
(Increase) in contracts receivable	(48,212)	-
(Increase) decrease in prepaid expenses	(26,169)	14,562
Decrease (increase) in security deposit	900	(900)
(Decrease) increase in accounts payable and accrued expenses	(46,761)	41,944
Increase (decrease) in contract advances	<u>245,577</u>	<u>(5,674)</u>
Net cash provided by (used in) operating activities	<u>91,107</u>	<u>(391,465)</u>
Cash flows from investing activities:		
Purchase of property and equipment	<u>(11,681)</u>	<u>(9,032)</u>
Net cash (used in) investing activities	<u>(11,681)</u>	<u>(9,032)</u>
Net increase (decrease) in cash and cash equivalents	79,426	(400,497)
Cash and cash equivalents, beginning of year	<u>987,847</u>	<u>1,388,344</u>
Cash and cash equivalents, end of year	<u>\$ 1,067,273</u>	<u>\$ 987,847</u>

See independent auditors' report.

The accompanying notes are an integral part of these financial statements.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

**Notes to Financial Statements
June 30, 2012 and 2011**

1. ORGANIZATION

International Gay and Lesbian Human Rights Commission, Inc. ("IGLHRC") was incorporated in 1991 as a U.S.-based not-for-profit organization headquartered in New York City with offices located in Buenos Aires, Argentina and Johannesburg, South Africa. The mission of IGLHRC is to secure the full enjoyment of the human rights of all people and communities subject to discrimination or abuse on the basis of sexual orientation or expression, and/or HIV/AIDS status. IGLHRC actively fosters partnerships with local, national and international activists and organizations to further this mission through advocacy, documentation, coalition building, public education, training and technical assistance.

For Federal income tax purposes, IGLHRC is classified as a 501(c)(3) organization and is exempt under Section 501(a)(1) of the Internal Revenue Code and a similar provision of the New York State income tax laws.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of IGLHRC have been prepared on the accrual basis of accounting in accordance with accounting standards generally accepted in the United States of America. The significant accounting policies are described below.

Basis of Presentation

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in Accounting Standards Codification ("ASC") 958, Financial Statements of Not-for-Profit Organizations. Under ASC 958, the organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted, temporarily restricted and permanently restricted net assets.

Unrestricted

Unrestricted net assets are net assets that are neither permanently restricted nor temporarily restricted by donor-imposed stipulations and are available for the general operations of the IGLHRC.

The Board-designated quasi-endowment net assets include resources that have been designated by the Board of Directors to function as endowments and consist of amounts held in a reserve for operating contingences. Any portion of the quasi-endowment may be expended upon approval of the Board of Directors. Investment income from these net assets supports the current operations of

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

Notes to Financial Statements June 30, 2012 and 2011

IGLHRC. The balance in Board designated net assets as of June 30, 2012 and 2011 was \$500,000 and \$400,000, respectively.

Temporarily Restricted

Temporarily restricted net assets include gifts of cash and other assets received with donor-imposed stipulations that will be met either by actions of IGLHRC and/or the passage of time.

Contributions with donor-imposed restrictions are reported as increases in temporarily restricted net assets and are reclassified to unrestricted net assets when purpose or time restrictions are met, and recorded in the accompanying financial statements as net assets released from restrictions.

Permanently Restricted

Permanently restricted net assets include funds that have been restricted by donors to be held in perpetuity. IGLHRC had permanently restricted net assets of \$18,354 as of June 30, 2012 and 2011.

Cash and Cash Equivalents

IGLHRC considers all highly liquid debt instruments purchased with an original maturity of three months or less to be cash equivalents.

Grants and Contributions

IGLHRC records contributions and grants, both cash and in-kind, when an unconditional promise to give such assets is received from a donor. Contributions and grants are recorded at the fair market value of the assets received and are classified as either unrestricted, temporarily restricted, or permanently restricted, depending on whether the donor has imposed a restriction on the use of such assets.

Contributions and grants receivable that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on these amounts are computed using a risk-free interest rate determined in the year in which the contribution originates. Amortization of the discount is included in contribution revenue.

IGLHRC uses the allowance method to determine uncollectible grants and contributions receivable. The allowance is based on prior years' experience and management's analysis of specific grants and contributions made.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

**Notes to Financial Statements
June 30, 2012 and 2011**

Contract Revenue

Revenue from government and other contracts is recognized when reimbursable expenses are incurred under the terms of the respective contracts. Contract payments in excess of qualified expenses are accounted for as contract advances.

Deferred revenue

Income for special events that will occur in the subsequent fiscal year is deferred and recognized when the event takes place.

Donated Services

Donated services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the organization.

Property and Equipment

International Gay and Lesbian Human Rights Commission, Inc. capitalizes property and equipment with a cost or fair value exceeding \$1,000 and a useful life of more than one year. Depreciation of property and equipment is provided on the straight-line method over the expected useful lives of the assets as follows:

Property and equipment	3-5 years
------------------------	-----------

Functional Expense Allocations

The costs of providing the various programs and other activities of IGLHRC have been summarized on a functional basis in the accompanying statements of activities. Accordingly, certain costs have been allocated among the programs and supporting service benefited. Such allocations are determined by management in accordance with grant provisions and/or other equitable bases.

Income Taxes

IGLHRC has adopted Accounting Standards Codification ("ASC") 740 "Income Taxes." ASC 740 requires that a tax position be recognized or derecognized based on a "more likely than not" threshold. This applies to positions taken or expected to be taken in a tax return. The adoption of this guidance did not have an impact on IGLHRC's financial statements, as management believes that there are no uncertain tax positions within its financial statements. IGLHRC has processes presently in place to ensure the

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

Notes to Financial Statements June 30, 2012 and 2011

maintenance of its tax-exempt status; to identify and report unrelated income; determine its filing and tax obligations in jurisdictions for which it has nexus; and to review other matters that may be considered tax positions.

IGLHRC's Forms 990, *Return of Organization Exempt for Income Tax*, for the years ending June 30, 2009, 2010, and 2011 are subject to examination by the IRS, generally for three years after they were filed.

Concentrations of Credit Risk

Financial instruments that potentially subject IGLHRC to concentrations of credit risk consist primarily of cash and cash equivalents. IGLHRC maintains cash and cash equivalent balances in various bank accounts that, at times, may exceed federally insured limits. As of June 30, 2012 and 2011, IGLHRC's cash balances exceeded federally insured limits by \$741,502 and \$554,879, respectively. IGLHRC's cash accounts are placed with high credit quality financial institutions. IGLHRC has not experienced, nor does it anticipate, any losses in such accounts.

Concentration of Grants and Contributions and Receivable

Approximately 50% of IGLHRC's funding for the year ended June 30, 2012 was provided by one private foundation and one international governmental agency. Approximately 44% of IGLHRC's funding for the year ended June 30, 2011 was provided by two foundations and one international governmental agency.

One multiyear grant from a private foundation made up approximately 93% and 71% of IGLHRC's grants and contributions receivable as of June 30, 2012 and 2011, respectively.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS
COMMISSION, INC.**
Notes to Financial Statements
June 30, 2012 and 2011

3. GRANTS AND CONTRIBUTIONS RECEIVABLE

Grants and contributions receivable at June 30, 2012 and 2011 consisted of current promises to give which are collectible as follows:

	<u>2012</u>	<u>2011</u>
One year or less	\$ 266,904	\$ 624,333
One to seven years, net of present value discount of \$28,199 (5% risk-free rate of return)	<u>510,373</u>	<u>695,981</u>
	<u>\$ 777,277</u>	<u>\$ 1,320,314</u>

4. PROPERTY AND EQUIPMENT

The components of property and equipment are as follows at June 30, 2012 and 2011:

	<u>2012</u>	<u>2011</u>
Furniture and equipment	\$ 82,684	\$ 71,002
Leasehold improvements	<u>10,918</u>	<u>10,918</u>
	93,602	81,920
Less: Accumulated depreciation and amortization	<u>(74,890)</u>	<u>(62,421)</u>
	<u>\$ 18,712</u>	<u>\$ 19,499</u>

Depreciation expense amount to \$12,468 and \$11,622 for the years ended June 30, 2012 and 2011, respectively.

5. CONTRACT SERVICES REVENUE

Contract services revenue consisted of \$310,289 and \$326,828 for the years ended June 30, 2012 and 2011, respectively, from the Swedish International Development Cooperation Agency (SIDA) for the "Africa LGBT Health and Human Rights Initiative" project. During 2012, IGLHRC also received funding from another government agency in the amount of \$120,392 for its program work in the Middle East.

6. CONTRACT ADVANCES AND DEFERRED REVENUE FROM SPECIAL EVENTS

Advances in the amount of \$327,079 and \$151,502 as of June 30, 2012 and 2011, respectively, consist of amounts received from SIDA, but for which reimbursable expenses under the contract have yet to be incurred.

**INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS
COMMISSION, INC.**

**Notes to Financial Statements
June 30, 2012 and 2011**

Deferred revenue in the amount of \$70,000 represents contributions collected during the year ended June 30, 2012 that were conditional upon the occurrence of IGLHRC's Celebration of Courage event in July 2012. This special event revenue and related expenses will be recognized in the subsequent fiscal year.

7. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available to satisfy the following program restrictions for the year ending June 30, 2012:

	<u>June 30, 2011</u>	<u>Contributions</u>	<u>Net assets relased from restrictions</u>	<u>June 30, 2012</u>
Time restricted:				
General support	\$ 1,198,801	\$ 131,090	\$ (492,614)	\$ 837,277
Purpose restricted	264,962	34,510	(212,086)	87,386
	<u>\$ 1,463,763</u>	<u>\$ 165,600</u>	<u>\$ (704,700)</u>	<u>\$ 924,663</u>

Temporarily restricted net assets are available to satisfy the following program restrictions for the year ending June 30, 2011:

	<u>June 30, 2010</u>	<u>Contributions</u>	<u>Net assets relased from restrictions</u>	<u>June 30, 2011</u>
Time restricted:				
General support	\$ 2,002,140	\$ 222,500	\$ (1,025,839)	\$ 1,198,801
Purpose restricted	153,615	432,639	(321,292)	264,962
	<u>\$ 2,155,755</u>	<u>\$ 655,139</u>	<u>\$ (1,347,131)</u>	<u>\$ 1,463,763</u>

8. COMMITMENTS

IGLHRC leases its New York City premises under an operating lease expiring on July 31, 2013. IGLHRC renewed this lease with terms beginning August 1, 2013 and ending July 31, 2020. In addition to the base annual rent, IGLHRC is liable for a prorated portion of the real estate tax. IGLHRC had also leased a facility in South Africa under a six month operating lease, beginning November 1, 2011. During 2012, this lease was terminated.

On October 23, 2012, IGLHRC signed a lease for office space located in Johannesburg, South Africa for a term of one year beginning November 1, 2012. The lease

**INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS
COMMISSION, INC.**
Notes to Financial Statements
June 30, 2012 and 2011

automatically renews for successive periods equal to the current term until brought to an end by IGLHRC or the lessor by submitting written notice within three months of the end of the term.

Future minimum rental payments to be made under the existing leases are as follows:

Year ending June 30		
2013	\$	90,950
2014		95,270
2015		98,360
2016		101,311
2017		104,350
Thereafter		<u>341,737</u>
	Total	\$ <u>831,978</u>

The amount of rent expense under the leases for the years ended June 30, 2012 and 2011 amounted to \$86,065 and \$101,909, respectively.

9. PENSION PLAN

IGLHRC provides a 403(b) retirement plan for all eligible employees through Metropolitan Life. After one year of service, employees can participate and make voluntary contributions to the plan. IGLHRC matches the employee contribution up to three (3) percent of the employee's gross salary. For the years ended June 30, 2012 and 2011, the amount of pension expense amounted to \$18,610 and \$11,665, respectively.

10. ENDOWMENTS

IGLHRC's endowments consist of the following:

An unrestricted fund established for Board-approved expenditures as described in Note 2. Its endowment includes funds designated by the Board of Directors to function as endowments. As required by US GAAP, net assets associated with endowment funds, including funds designated by the Board of Directors to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

**INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS
COMMISSION, INC.**
Notes to Financial Statements
June 30, 2012 and 2011

In the early years of the organization, a group of concerned individuals raised funds for endowment to sustain the future of IGLHRC.

The following table summarizes changes in endowment net assets for the years ended June 30, 2012:

	<u>Board- restricted</u>	<u>Permanently Restricted</u>
Endowment net assets, beginning of year	\$ 400,000	\$ 18,354
Increases (decreases) in board-designated net assets	100,000	-
Investment income	-	-
Appropriation of endowment assets for expenditure	<u>-</u>	<u>-</u>
Endowment net assets, end of year	<u>\$ 500,000</u>	<u>\$ 18,354</u>

The balance of the board-restricted and permanently restricted endowments as of June 30, 2011 were \$400,000 and \$18,354, respectively. There were no changes to the endowment net assets during the year ended June 30, 2011.

11. SUBSEQUENT EVENTS

IGLHRC evaluated its June 30, 2012 financial statements for subsequent events through April 17, 2013, the date the financial statements were available to be issued. IGLHRC is not aware of any subsequent events which would require recognition or disclosure in the financial statements.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

Schedule of Functional Expenses

For the Years Ended June 30, 2012 and 2011

	Program Services						Supporting Services			2012 Total
	Africa	Asia	Latin America	Middle East	United Nations and General	Other	Total Program	Management and General	Fundraising	
Salaries	\$ 137,130	\$ 149,833	\$ 71,353	\$ 149,397	\$ 150,811	\$ -	\$ 658,524	\$ 73,487	\$ 168,542	\$ 900,553
Payroll taxes and fringe benefits	18,789	32,610	10,178	25,104	32,085	-	118,766	12,778	29,307	160,851
Total salaries and related expenses	155,919	182,443	81,531	174,501	182,896	-	777,290	86,265	197,849	1,061,404
Other expenses:										
Consultants	75,729	68,937	25,777	64,005	48,903	21,852	306,203	2,506	66,982	375,691
Travel	119,540	48,518	14,543	29,745	27,099	461	236,906	-	4,386	241,292
Accounting	-	-	-	-	-	-	-	158,016	-	158,016
Occupancy	27,218	17,285	8,291	18,141	14,375	-	85,310	9,488	21,715	116,493
Telecommunications	7,300	4,309	3,123	6,009	4,642	-	25,383	2,817	6,461	34,661
Equipment rental and purchase	13,021	2,607	1,292	5,695	2,326	-	24,941	2,769	6,349	34,059
Direct aid	15,426	339	142	10,372	295	-	26,574	-	-	26,574
Dues, subscriptions, licenses and permits	6,886	4,080	2,163	6,021	4,475	-	23,625	853	1,957	26,435
Meetings	13,563	4,488	1,471	3,850	3,504	-	26,376	-	-	26,376
Printing	8,168	2,778	889	2,171	1,640	-	15,646	1,737	3,962	21,365
Banking charges and processing fees	4,246	2,738	2,279	3,238	2,044	180	14,725	1,634	3,749	20,108
Supplies	4,925	2,301	1,463	2,735	2,572	-	13,896	1,553	3,562	19,111
Office and mailing	3,702	1,816	1,004	1,894	1,547	-	9,963	947	2,171	13,081
Insurance	1,595	910	382	967	790	-	4,674	519	1,190	6,383
Advertising and promotion	980	782	328	858	680	-	3,628	403	924	4,955
Cleaning and maintenance	907	482	202	529	419	-	2,639	282	646	3,467
Miscellaneous	7,869	1,659	444	1,161	926	-	12,059	1,214	2,785	16,058
Depreciation and amortization	3,281	1,728	724	1,895	1,502	-	9,131	1,013	2,324	12,468
Total other expenses	314,356	162,757	64,517	158,817	118,739	22,493	841,679	185,731	129,183	1,156,593
Total expenses	\$ 470,275	\$ 345,200	\$ 146,048	\$ 333,318	\$ 301,635	\$ 22,493	\$ 1,618,969	\$ 271,986	\$ 327,032	\$ 2,217,997

The accompanying notes are an integral part of these financial statements.

INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION, INC.

Schedule of Functional Expenses

For the Years Ended June 30, 2012 and 2011

	Program Services										Supporting Services			2011 Total	
	Latin America					United Nations and General					Management and General	Fundraising			
	Africa	Asia	Middle East	Other	Total Program	Africa	Asia	Middle East	Other	Total Program					
Salaries	\$ 192,600	\$ 143,317	\$ 144,545	\$ 87,006	\$ 85,752	\$ -	\$ -	\$ 653,220	\$ 102,447	\$ 138,410	\$ 894,077				
Payroll taxes and fringe benefits	56,335	25,063	12,591	12,608	34,608	-	-	141,206	21,124	28,540	190,869				
Total salaries and related expenses	248,935	168,380	157,136	99,614	120,360	-	-	794,425	123,571	166,950	1,084,946				
Other expenses:															
Consultants	44,436	45,077	24,737	7,331	114,888	45,508	281,927	4,311	7,623	294,061					
Travel	117,666	15,525	44,925	4,485	87,154	42,324	312,079	-	5,854	317,933					
Accounting	-	-	-	-	-	-	-	-	129,165	-	129,165				
Occupancy	37,726	10,799	12,605	4,875	19,779	-	85,784	-	13,454	16,626					
Telecommunications	14,981	2,922	3,988	859	6,627	976	30,353	4,760	6,431	41,544					
Equipment rental and purchase	2,313	505	852	382	453	5,063	9,568	2,917	3,941	16,426					
Direct aid	280	4,535	137	61	5,238	-	10,251	-	-	10,251					
Dues, subscriptions, licenses and permits	5,546	2,034	2,407	995	4,999	361	16,342	847	1,144	18,333					
Meetings	-	-	-	-	-	51,582	51,582	-	-	51,582					
Printing	14,755	3,051	3,029	1,326	5,210	701	26,072	4,403	32,475	32,475					
Banking charges and processing fees	5,543	1,199	3,382	469	3,666	177	14,436	2,264	3,059	19,759					
Office and mailing	8,719	1,588	1,133	471	1,833	-	13,694	1,744	325	15,763					
Insurance	2,944	792	838	376	1,456	-	6,406	1,004	1,357	8,767					
Supplies	6,908	888	907	298	2,279	691	11,971	1,877	2,465	16,313					
Advertising and promotion	488	226	239	107	502	-	1,562	245	331	2,138					
Cleaning and maintenance	-	-	1,058	-	57	-	1,115	174	236	1,525					
Personnel development	402	186	196	88	378	-	1,250	196	265	1,711					
Miscellaneous	-	-	-	-	8,261	2,153	10,414	1,640	2,216	14,270					
Depreciation and amortization	3,345	1,318	1,987	785	966	-	8,421	1,372	1,829	11,622					
Total other expenses	266,052	90,595	102,420	22,908	263,716	149,548	895,237	170,373	53,902	1,119,512					
Total expenses	\$ 514,987	\$ 258,975	\$ 259,556	\$ 122,522	\$ 384,076	\$ 149,546	\$ 1,689,662	\$ 293,944	\$ 220,852	\$ 2,204,458					

The accompanying notes are an integral part of these financial statements.