

**International Gay and Lesbian  
Human Rights Commission, Inc.**  
*(currently doing business as "Outright Action International")*

**Financial Report**

**June 30, 2015**

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**Independent Auditors' Report**

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

We have audited the accompanying financial statements of the International Gay and Lesbian Human Rights Commission, Inc. ("IGLHRC"), a not-for-profit organization, which comprise the statements of financial position as of June 30, 2015 and 2014 and related statements of activities, cash flows, and functional expenses for the years then ended, and the related notes to the financial statements.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. 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 from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the International Gay and Lesbian Human Rights, Inc. as of June 30, 2015 and 2014, and the changes in its net assets, its cash flows, and its functional expenses for the years then ended in accordance with accounting principles generally accepted in the United States of America.

***Manger & Associate CPAs P.C.***

January 22, 2016

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Statements of Financial Position**  
**As of June 30, 2015 and 2014**

	<u>2015</u>	<u>2014</u>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 1,552,305	\$ 1,244,384
Accounts receivable	21,357	16,028
Grants and contributions receivable	531,901	1,279,189
Contracts receivable	104,716	66,259
Subgrantee advances	-	48,772
Prepaid expenses	26,495	20,048
Total current assets	<u>2,236,774</u>	<u>2,674,680</u>
Grants and contributions receivable, net	-	101,799
Property and equipment, net	11,844	14,677
Security deposit	32,439	31,993
Total assets	<u>\$ 2,281,057</u>	<u>\$ 2,823,149</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	\$ 187,952	\$ 90,751
Subgrantee advances	15,009	-
Contract advances and deferred revenue	171,013	141,508
Total liabilities	<u>373,974</u>	<u>232,259</u>
<b>NET ASSETS</b>		
Unrestricted:		
Board designated - general program	550,000	550,000
Undesignated	426,435	266,265
Total unrestricted net assets	<u>976,435</u>	<u>816,265</u>
Temporarily restricted	912,294	1,756,271
Permanently restricted	18,354	18,354
Total net assets	<u>1,907,083</u>	<u>2,590,890</u>
Total liabilities and net assets	<u>\$ 2,281,057</u>	<u>\$ 2,823,149</u>

*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, 2015 and 2014**

	2015		2014		2014			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>REVENUES AND SUPPORT</b>								
Grants and contributions	\$ 658,802	\$ 489,757	\$ -	\$ 1,148,559	\$ 534,138	\$ 1,472,611	\$ -	\$ 2,006,749
Contract services	968,361	-	-	968,361	904,837	-	-	904,837
Special events:								
Special event revenue	75,215	-	-	75,215	52,339	-	-	52,339
Less: direct event costs	(23,696)	-	-	(23,696)	(42,676)	-	-	(42,676)
Investment income gains and (losses)	92	-	-	92	456	-	-	456
Foreign currency translation adjustment	(21,150)	-	-	(21,150)	-	-	-	-
Other income	10,451	-	-	10,451	5,697	-	-	5,697
	1,668,075	489,757	-	2,157,832	1,454,791	1,472,611	-	2,927,402
<b>Net assets released from restrictions:</b>								
Satisfaction of program restrictions	174,254	(174,254)	-	-	414,829	(414,829)	-	-
Satisfaction of time restrictions	1,159,480	(1,159,480)	-	-	828,328	(828,328)	-	-
Total revenues and support	3,001,809	(843,977)	-	2,157,832	2,697,948	229,454	-	2,927,402
<b>EXPENSES</b>								
Program services	2,152,342	-	-	2,152,342	1,888,943	-	-	1,888,943
Supporting services:								
Management and general	381,531	-	-	381,531	311,775	-	-	311,775
Fundraising	307,766	-	-	307,766	249,876	-	-	249,876
Total expenses	2,841,639	-	-	2,841,639	2,450,594	-	-	2,450,594
Change in net assets	160,170	(843,977)	-	(683,807)	247,354	229,454	-	476,808
Net assets, beginning of the year	816,265	1,756,271	18,354	2,590,890	568,911	1,526,817	18,354	2,114,082
Net assets, end of year	\$ 976,435	\$ 912,294	\$ 18,354	\$ 1,907,083	\$ 816,265	\$ 1,756,271	\$ 18,354	\$ 2,590,890

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

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.  
Statement of Functional Expenses  
For the Year Ended June 30, 2015**

	Program Services					Supporting Services			2015 Total	
	Africa	Asia	Latin America	Middle East		United Nations and General	Total Program	Management and General		
				East	West			General		Fundraising
Salaries	\$ 294,548	\$ 157,782	\$ 85,723	\$ 217,004	\$ 151,699	\$ 906,756	\$ 110,952	\$ 197,412	\$ 1,215,120	
Payroll taxes and fringe benefits	60,985	30,896	7,939	35,510	33,538	168,868	17,566	31,215	217,649	
Total salaries and related expenses	355,533	188,678	93,662	252,514	185,237	1,075,624	128,518	228,627	1,432,769	
Other expenses:										
Travel	124,501	26,062	48,946	82,997	35,196	317,702	-	1,207	318,909	
Consultants	102,288	18,080	35,225	120,479	18,398	294,470	8,212	32,439	335,121	
Accounting	-	-	-	-	-	-	206,679	-	206,679	
Occupancy	55,528	10,101	7,093	24,296	9,601	106,619	13,046	23,212	142,877	
Direct aid	172,011	7,300	-	18,000	-	197,311	-	-	197,311	
Printing	7,203	2,633	1,356	3,680	2,177	17,049	2,086	3,712	22,847	
Meetings	9,228	2,689	1,856	8,691	3,033	25,497	531	531	26,559	
Telecommunications	7,932	2,211	2,125	4,643	3,468	20,379	2,494	4,437	27,310	
Office and mailing	1,741	536	177	456	526	3,436	420	748	4,604	
Dues, subscriptions, licenses and permits	11,295	3,111	2,124	5,727	3,936	26,193	1,633	2,906	30,732	
Supplies	7,741	1,648	883	2,349	1,138	13,759	1,676	2,982	18,417	
Equipment rental and purchase	5,712	977	719	4,047	975	12,430	967	1,468	14,865	
Banking charges and processing fees	9,905	1,976	1,500	4,564	1,664	19,609	1,996	3,550	25,155	
Advertising and promotion	145	44	32	2,219	44	2,484	621	-	3,105	
Insurance	2,661	671	494	1,347	668	5,841	715	1,272	7,828	
Cleaning and maintenance	462	137	101	275	137	1,112	136	242	1,490	
Miscellaneous	5,847	(63)	284	(156)	(95)	5,817	11,801	433	18,051	
Total other expenses	524,200	78,113	102,915	283,614	80,866	1,069,708	253,013	79,139	1,401,860	
Total expenses before depreciation	879,733	266,791	196,577	536,128	266,103	2,145,332	381,531	307,766	2,834,629	
Depreciation	2,875	872	642	1,751	870	7,010	-	-	7,010	
Total expenses	\$ 882,608	\$ 267,663	\$ 197,219	\$ 537,879	\$ 266,973	\$ 2,152,342	\$ 381,531	\$ 307,766	\$ 2,841,639	

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

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Statement of Functional Expenses**  
**For the Year Ended June 30, 2014**

	Program Services						Supporting Services		2014 Total	
	Africa	Asia	Latin America	Middle East	United Nations and General	Total Program	Management and General			Fundraising
							General	Fundraising		
Salaries	\$ 201,501	\$ 142,569	\$ 85,483	\$ 187,345	\$ 166,480	\$ 783,378	\$ 69,768	\$ 136,822	\$ 989,968	
Payroll taxes and fringe benefits	40,716	30,896	5,498	26,292	44,196	147,598	11,538	22,537	181,673	
Total salaries and related expenses	242,217	173,465	90,981	213,637	210,676	930,976	81,306	159,359	1,171,641	
Other expenses:										
Travel	223,118	11,479	33,675	31,778	40,226	340,276	-	1,386	341,662	
Consultants	98,282	17,133	14,420	66,167	32,466	228,468	1,590	46,992	277,050	
Accounting	-	-	-	-	-	-	206,959	-	206,959	
Occupancy	58,209	10,401	8,489	21,389	13,416	111,904	9,566	19,545	141,415	
Direct aid	67,102	125	87	1,003	170	68,487	-	-	68,487	
Printing	12,997	9,372	994	13,622	1,951	38,936	3,468	6,800	49,204	
Meetings	16,665	1,594	7,203	1,769	6,765	33,996	-	-	33,996	
Telecommunications	13,065	2,403	1,786	4,894	2,495	24,643	2,195	4,304	31,142	
Office and mailing	7,956	2,019	1,547	4,254	2,751	18,527	1,484	2,911	22,922	
Dues, subscriptions, licenses and permits	9,255	2,201	1,588	3,647	3,613	20,304	561	1,100	21,965	
Supplies	7,213	998	1,304	3,695	1,597	14,807	1,010	1,981	17,798	
Equipment rental and purchase	5,732	853	558	5,333	1,165	13,681	587	1,152	15,420	
Banking charges and processing fees	5,413	1,357	1,023	2,721	1,595	12,109	1,042	2,043	15,194	
Advertising and promotion	2,268	93	65	5,346	127	7,899	439	439	8,777	
Insurance	2,722	697	489	1,134	952	5,994	534	1,047	7,575	
Cleaning and maintenance	571	171	120	1,061	234	2,157	192	377	2,726	
Miscellaneous	8,361	73	51	3	3	8,491	442	440	9,373	
Total other expenses	538,929	60,969	73,439	167,816	109,526	950,679	230,469	90,517	1,271,665	
Total expenses before depreciation	781,146	234,434	164,420	381,453	320,202	1,881,655	311,775	249,876	2,443,306	
Depreciation	3,026	908	637	1,477	1,240	7,288	-	-	7,288	
Total expenses	\$ 784,172	\$ 235,342	\$ 165,057	\$ 382,930	\$ 321,442	\$ 1,888,943	\$ 311,775	\$ 249,876	\$ 2,450,594	

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



**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Statements of Cash Flow**  
**For the Year End June 30, 2015 and 2014**

	<u>2015</u>	<u>2014</u>
Cash flows from operating activities:		
Change in net assets	\$ (662,657)	\$ 476,808
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation expense	7,010	7,288
Changes in operating assets and liabilities:		
(Increase) decrease in accounts receivable	(5,329)	3,066
Decrease (increase) in grants and contributions receivable	849,087	(696,929)
(Increase) decrease in contracts receivable	(38,457)	136,842
Decrease (increase) in subgrantees advances	63,781	(48,772)
(Increase) in prepaid expenses	(6,447)	(8,761)
(Increase) in security deposits	(446)	(289)
Increase in accounts payable and accrued expenses	97,201	62
Increase in contract advances and deferred revenue	<u>29,505</u>	<u>135,139</u>
Net cash provided by operating activities	<u>333,248</u>	<u>4,454</u>
Cash flows from investing activities:		
Purchase of property and equipment	<u>(4,177)</u>	<u>(5,787)</u>
Net cash (used in) investing activities	<u>(4,177)</u>	<u>(5,787)</u>
Net increase (decrease) in cash and cash equivalents	329,071	(1,333)
Effect of exchange rate changes on cash and cash equivalents	(21,150)	-
Cash and cash equivalents, beginning of year	<u>1,244,384</u>	<u>1,245,717</u>
Cash and cash equivalents, end of year	<u>\$ 1,552,305</u>	<u>\$ 1,244,384</u>

*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, 2015 and 2014**

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### **1. ORGANIZATION**

The 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 an office in 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 509(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 IGLHRC. The balance in Board designated net assets was \$550,000 as of June 30, 2015 and 2014.

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Notes to Financial Statements**  
**June 30, 2015 and 2014**

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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, 2015 and 2014.

**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.

**Foreign Currency Translation Adjustment**

The functional currency of IGLHRC for its operations in South Africa is the Rand. The translation of the Rand into U.S. dollars is performed at the statement of financial position date using currency exchange rates. The resulting gains or losses from foreign currency translation adjustments are included in the statement of activities.

**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.

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Notes to Financial Statements**  
**June 30, 2015 and 2014**

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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.

**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 \$2,000 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
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**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

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
**Notes to Financial Statements**  
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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 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 from Income Tax*, for the years ending June 30, 2012, 2013, and 2014 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, 2015 and 2014, IGLHRC's cash balances exceeded federally insured limits by \$957,041 and \$919,722, 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 52% of IGLHRC's revenues for the year ended June 30, 2015 was provided by two private foundations and one international governmental agency. Approximately 69% of IGLHRC's revenues for the year ended June 30, 2014 was provided by one private foundation and one international governmental agency.

Grants from two private foundations and a multiyear grant from a private foundation made up approximately 95% and 91% of IGLHRC's grants and contributions receivable as of June 30, 2015 and 2014, 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.

**Reclassifications**

For comparative purposes, certain amounts previously reported have been reclassified to conform to current year presentations.

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
Notes to Financial Statements  
June 30, 2015 and 2014

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**3. GRANTS AND CONTRIBUTIONS RECEIVABLE**

Grants and contributions receivable at June 30, 2015 and 2014 consisted of current promises to give which are collectible as follows:

	<u>2015</u>	<u>2014</u>
One year or less	\$ 531,901	\$ 1,279,189
One to seven years, net of present value discount of \$1,669 and \$5,718, respectively (1.64% and 1.4% risk-free rate of return)	-	101,799
	<u>\$ 531,901</u>	<u>\$ 1,380,988</u>

**4. PROPERTY AND EQUIPMENT**

The components of property and equipment are as follows at June 30, 2015 and 2014:

	<u>2015</u>	<u>2014</u>
Furniture and equipment	\$ 102,894	\$ 98,717
Leasehold improvements	<u>10,918</u>	<u>10,918</u>
	113,812	109,635
Less: Accumulated depreciation	<u>(101,968)</u>	<u>(94,958)</u>
	<u>\$ 11,844</u>	<u>\$ 14,677</u>

Depreciation expense amount to \$7,010 and \$7,288 for the years ended June 30, 2015 and 2014, respectively.

**5. CONTRACT SERVICES REVENUE**

Contract services revenue consisted of \$624,299 and \$640,130 for the years ended June 30, 2015 and 2014, respectively, from the Swedish International Development Cooperation Agency (SIDA) for the "Africa LGBT Health and Human Rights Initiative" project. During 2015 and 2014, IGLHRC also received funding from another government agency in the amount of \$339,503 and \$268,136 and for its program work in the Middle East.

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

**Notes to Financial Statements  
June 30, 2015 and 2014**

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**6. CONTRACT ADVANCES**

Advances in the amount of \$169,401 and \$141,508 as of June 30, 2015 and 2014 consisted of amounts received from SIDA. These advances will be recognized as contract revenue as reimbursable expenses under the contract are incurred during the year ending June 30, 2015 and 2016, respectively.

**7. TEMPORARILY RESTRICTED NET ASSETS**

Temporarily restricted net assets are available to satisfy the following program restrictions for the year ending June 30, 2015:

	<u>June 30, 2014</u>	<u>Contributions</u>	<u>Net assets released from restrictions</u>	<u>June 30, 2015</u>
Time restricted:				
General support	\$ 1,287,230	\$ 429,170	\$ (1,159,480)	\$ 556,920
Purpose restricted	<u>469,041</u>	<u>60,587</u>	<u>(174,254)</u>	<u>355,374</u>
	<u>\$ 1,756,271</u>	<u>\$ 489,757</u>	<u>\$ (1,333,734)</u>	<u>\$ 912,294</u>

Temporarily restricted net assets are available to satisfy the following program restrictions for the year ending June 30, 2014:

	<u>June 30, 2013</u>	<u>Contributions</u>	<u>Net assets released from restrictions</u>	<u>June 30, 2014</u>
Time restricted:				
General support	\$ 1,301,558	\$ 834,000	\$ (848,328)	\$ 1,287,230
Purpose restricted	<u>225,259</u>	<u>638,611</u>	<u>(394,829)</u>	<u>469,041</u>
	<u>\$ 1,526,817</u>	<u>\$ 1,472,611</u>	<u>\$ (1,243,157)</u>	<u>\$ 1,756,271</u>

**8. COMMITMENTS**

IGLHRC has an operating lease for its New York City premises that expires on July 31, 2020. In addition to the base annual rent, IGLHRC is liable for a prorated portion of the real estate tax.

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION, INC.**  
Notes to Financial Statements  
June 30, 2015 and 2014

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IGLHRC also has a lease for office space located in Johannesburg, South Africa for a term of one year beginning November 1, 2012. The lease 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. IGLHRC ended this lease in May 2015.

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

Year ending June 30,	
2016	101,311
2017	104,350
2018	107,481
2019	110,705
Thereafter	<u>123,551</u>
Total	<u>\$ 547,398</u>

The amount of rent expense under the leases for the years ended June 30, 2015 and 2014 amounted to \$128,710 and \$125,148, 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, 2015 and 2014, the amount of pension expense amounted to \$19,553 and \$20,348, respectively.

**10. ENDOWMENTS**

IGLHRC's endowments consist of the following:

An unrestricted fund established for Board-approved expenditures as described in Note 2. This 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.

The permanent endowment, in the amount of \$18,354, started in the early years of the organization when a group of concerned individuals raised funds to sustain the future of IGLHRC.



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The balances of the board-restricted and permanently restricted endowments as of June 30, 2015 and 2014 are \$550,000 and \$18,354, respectively.

**11. SUBSEQUENT EVENTS**

IGLHRC evaluated its June 30, 2015 financial statements for subsequent events through January 22, 2016, 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 except for the following item:

In September 2015, IGLHRC officially changed its name to OutRight Action International, Inc. (OAI).