

MANGER & COMPANY  
CERTIFIED PUBLIC ACCOUNTANTS  
295 MADISON AVENUE, SUITE 901  
NEW YORK, NY 10017

MAY 13, 2010

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION  
80 MAIDEN LANE NO. 1505  
NEW YORK, NY 10038  
ATTENTION: CARY ALAN JOHNSON

COPY

DEAR CARY:

ENCLOSED IS THE ORGANIZATION'S 2008 EXEMPT ORGANIZATION  
RETURN.

SPECIFIC FILING INSTRUCTIONS ARE AS FOLLOWS.

FORM 990 RETURN:

THIS RETURN HAS BEEN PREPARED FOR ELECTRONIC FILING. IF YOU  
WISH TO HAVE IT TRANSMITTED ELECTRONICALLY TO THE IRS, PLEASE  
SIGN, DATE, AND RETURN FORM 8879-EO TO OUR OFFICE. WE WILL  
THEN SUBMIT THE ELECTRONIC RETURN TO THE IRS. DO NOT MAIL A  
PAPER COPY OF THE RETURN TO THE IRS.

A COPY OF THE RETURN IS ENCLOSED FOR YOUR FILES. WE SUGGEST  
THAT YOU RETAIN THIS COPY INDEFINITELY.

YOURS TRULY,

  
ROBERT L. MANGER

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)

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

OMB No. 1545-0047

**2008**Open to Public  
Inspection**A** For the 2008 calendar year, or tax year beginning **JUL 1, 2008** and ending **JUN 30, 2009****B** Check if applicable:

- ☐ Address change  
☐ Name change  
☐ Initial return  
☐ Termination  
☐ Amended return  
☐ Application pending

Please use IRS label or print or type.

See Specific Instructions.

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

Doing Business As

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****F** Name and address of principal officer: **CARY ALAN JOHNSON  
SAME AS C ABOVE****D** Employer identification number**94-3139952****E** Telephone number**(212) 268-8040****G** Gross receipts \$**3,142,220.****H(a)** Is this a group return

for affiliates?

☐ Yes☒ No**H(b)** Are all affiliates included?☐ Yes☐ No

If "No," attach a list. (see instructions)

**H(c)** Group exemption number ▶**I** Tax-exempt status: ☒ 501(c) ( **3** ) (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: ▶ **WWW.IGLHRC.ORG****K** Type of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation: **1991****M** State of legal domicile: **NY****Part I Summary**

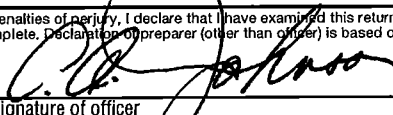
Activities & Governance	
1	Briefly describe the organization's mission or most significant activities: <b>INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION (IGLHRC) IS A LEADING INTERNATIONAL</b>
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.
3	Number of voting members of the governing body (Part VI, line 1a) <b>3</b>
4	Number of independent voting members of the governing body (Part VI, line 1b) <b>18</b>
5	Total number of employees (Part V, line 2a) <b>14</b>
6	Total number of volunteers (estimate if necessary) <b>15</b>
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C) <b>0.</b>
7b	Net unrelated business taxable income from Form 990-T, line 34 <b>0.</b>

Revenue	
8	Contributions and grants (Part VIII, line 1h) <b>1,650,012.</b>
9	Program service revenue (Part VIII, line 2g) <b>25,006.</b>
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) <b>17,477.</b>
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) <b>-1,423.</b>
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) <b>1,656,280.</b>

Expenses	
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) <b>15,893.</b>
14	Benefits paid to or for members (Part IX, column (A), line 4) <b>34,925.</b>
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) <b>1,019,178.</b>
16a	Professional fundraising fees (Part IX, column (A), line 11e) <b>30,750.</b>
16b	Total fundraising expenses (Part IX, column (D), line 25) <b>245,821.</b>
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f) <b>580,831.</b>
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) <b>1,615,902.</b>
19	Revenue less expenses. Subtract line 18 from line 12 <b>40,378.</b>

Net Assets or Fund Balances	
20	Total assets (Part X, line 16) <b>1,045,890.</b>
21	Total liabilities (Part X, line 26) <b>55,213.</b>
22	Net assets or fund balances. Subtract line 21 from line 20 <b>990,677.</b>

**Part II Signature Block**

Sign Here	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.		
			
	Signature of officer		Date <b>05/13/10</b>
	<b>CARY ALAN JOHNSON, EXECUTIVE DIRECTOR</b>		
	Type or print name and title		
Paid Preparer's Use Only	Preparer's signature	Date <b>05/13/10</b>	Check if self-employed <input type="checkbox"/>
	Firm's name (or yours if self-employed), address, and ZIP + 4	Preparer's identifying number (see instructions)	
	<b>MANGER &amp; COMPANY</b>	EIN ▶	
	<b>295 MADISON AVENUE, SUITE 901</b>	Phone no. ▶ <b>212-986-3025</b>	
	<b>NEW YORK, NY 10017</b>		

May the IRS discuss this return with the preparer shown above? (see instructions)

☐ Yes ☐ No

832001 12-18-08

LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2008)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

## Form 990 (2008)

Page 2

1 Briefly describe the organization's mission: SEE SCHEDULE O FOR CONTINUATION  
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 exempt purpose achievements for each of the organization's three largest program services 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 \$ 1,591,503. including grants of \$ 34,925. ) (Revenue \$ )  
IGLHRC PRIMARILY PROVIDES:

1. EMERGENCY 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 ▶ \$ 1,591,503. (Must equal Part IX, Line 25, column (B).)

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**Part IV Checklist of Required Schedules**

		Yes	No
<b>1</b> 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>	<b>1</b>	X	
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors?	<b>2</b>	X	
<b>3</b> 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>	<b>3</b>		X
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>	<b>4</b>		X
<b>5</b> <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	<b>5</b>	N/A	
<b>6</b> Did the organization maintain any donor advised funds or any accounts where 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>	<b>6</b>		X
<b>7</b> 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>	<b>7</b>		X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<b>8</b>		X
<b>9</b> 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>	<b>9</b>		X
<b>10</b> Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	<b>10</b>	X	
<b>11</b> Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	<b>11</b>	X	
<b>12</b> Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	<b>12</b>	X	
<b>13</b> Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<b>13</b>		X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the U.S.?	<b>14a</b>	X	
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>	<b>14b</b>	X	
<b>15</b> 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, Part II</i>	<b>15</b>		X
<b>16</b> 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, Part III</i>	<b>16</b>		X
<b>17</b> Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>	<b>17</b>	X	
<b>18</b> Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<b>18</b>	X	
<b>19</b> Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	<b>19</b>		X
<b>20</b> Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>	<b>20</b>		X
<b>21</b> Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	<b>21</b>	X	
<b>22</b> Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	<b>22</b>		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	<b>23</b>		X
<b>24a</b> 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 questions 24b-24d and complete Schedule K. If "No," go to question 25</i>	<b>24a</b>		X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<b>24b</b>		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	<b>24c</b>		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	<b>24d</b>		
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> 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>	<b>25a</b>		X
<b>b</b> Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>	<b>25b</b>		X
<b>26</b> 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>	<b>26</b>		X
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	<b>27</b>		X

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**Part IV** Checklist of Required Schedules (continued)

		Yes	No
<b>28</b> During the tax year, did any person who is a current or former officer, director, trustee, or key employee:			
<b>a</b> Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28a</b>		X
<b>b</b> Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28b</b>		X
<b>c</b> Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28c</b>		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....	<b>29</b>	X	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....	<b>30</b>		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....	<b>31</b>		X
<b>32</b> 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> .....	<b>32</b>		X
<b>33</b> 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> .....	<b>33</b>		X
<b>34</b> 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> .....	<b>34</b>		X
<b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>35</b>		X
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>36</b>		X
<b>37</b> 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> .....	<b>37</b>		X

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**Part V Statements Regarding Other IRS Filings and Tax Compliance**

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	4	
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		
<b>2a</b>	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	14	
<b>2b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
<b>4a</b>	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	
<b>4b</b>	If "Yes," enter the name of the foreign country: <b>SOUTH AFRICA</b> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>5c</b>	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
<b>6a</b>	Did the organization solicit any contributions that were not tax deductible?		X
<b>6b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>7a</b>	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	X	
<b>7b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
<b>7c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
<b>7d</b>	If "Yes," indicate the number of Forms 8282 filed during the year		
<b>7e</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>7f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>7g</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
<b>7h</b>	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
<b>8</b>	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year? <b>N/A</b>	8	
<b>9</b>	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</b>		
<b>9a</b>	Did the organization make any taxable distributions under section 4966? <b>N/A</b>		
<b>9b</b>	Did the organization make a distribution to a donor, donor advisor, or related person? <b>N/A</b>		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter: <b>N/A</b>		
<b>10a</b>	Initiation fees and capital contributions included on Part VIII, line 12		
<b>10b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter: <b>N/A</b>		
<b>11a</b>	Gross income from members or shareholders		
<b>11b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year <b>N/A</b>		

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**Part VI Governance, Management, and Disclosure** (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

**Section A. Governing Body and Management**

	Yes	No
<i>For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.</i>		
<b>1a</b> Enter the number of voting members of the governing body .....	<b>1a</b>	18
<b>b</b> Enter the number of voting members that are independent .....	<b>1b</b>	18
<b>2</b> 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? .....	<b>2</b>	X
<b>3</b> 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? .....	<b>3</b>	X
<b>4</b> Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? .....	<b>4</b>	X
<b>5</b> Did the organization become aware during the year of a material diversion of the organization's assets? .....	<b>5</b>	X
<b>6</b> Does the organization have members or stockholders? .....	<b>6</b>	X
<b>7a</b> Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? .....	<b>7a</b>	X
<b>b</b> Are any decisions of the governing body subject to approval by members, stockholders, or other persons? .....	<b>7b</b>	X
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b> The governing body? .....	<b>8a</b>	X
<b>b</b> Each committee with authority to act on behalf of the governing body? .....	<b>8b</b>	X
<b>9a</b> Does the organization have local chapters, branches, or affiliates? .....	<b>9a</b>	X
<b>b</b> If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? .....	<b>9b</b>	
<b>10</b> Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990 .....	<b>10</b>	X
<b>11</b> Is there any officer, director or 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 .....	<b>11</b>	X

**Section B. Policies**

	Yes	No
<b>12a</b> Does the organization have a written conflict of interest policy? If "No," go to line 13 .....	<b>12a</b>	X
<b>b</b> Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	<b>12b</b>	X
<b>c</b> Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done .....	<b>12c</b>	X
<b>13</b> Does the organization have a written whistleblower policy? .....	<b>13</b>	X
<b>14</b> Does the organization have a written document retention and destruction policy? .....	<b>14</b>	X
<b>15</b> 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:		
<b>a</b> The organization's CEO, Executive Director, or top management official? .....	<b>15a</b>	X
<b>b</b> Other officers or key employees of the organization? .....	<b>15b</b>	X
Describe the process in Schedule O. (see instructions)		
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? .....	<b>16a</b>	X
<b>b</b> If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? .....	<b>16b</b>	

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed **►NY**

**18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make 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 makes its governing documents, conflict of interest policy, and financial statements available to the public.

**20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **►**  
**IGLHRC - (212) 430-6054**  
**80 MAIDEN LANE, #1505, NEW YORK, NY 10038**

INTERNATIONAL GAY AND LESBIAN  
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**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

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

**1a** Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

• List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• 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 the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
ALLY BOLOUR CO-CHAIR	2.00	X		X				0.	0.	0.
DOROTHY SANDER CO-CHAIR	2.00	X		X				0.	0.	0.
MICHAEL CONWAY TREASURER	2.00	X		X				0.	0.	0.
LEROY POTTS SECRETARY	2.00	X		X				0.	0.	0.
AL BALLESTEROS BOARD MEMBER	2.00	X						0.	0.	0.
AMIE BISHOP BOARD MEMBER	2.00	X						0.	0.	0.
JIM FREEMAN BOARD MEMBER	2.00	X						0.	0.	0.
SEL JULIAN HWAHNG PROGRAM CHAIR	2.00	X						0.	0.	0.
TIM LANE GOVERNANCE CHAIR	2.00	X						0.	0.	0.
TODD LARSON BOARD MEMBER	2.00	X						0.	0.	0.
PAMELA MERCHANT BOARD MEMBER	2.00	X						0.	0.	0.
RUNA SAEKI BOARD MEMBER	2.00	X						0.	0.	0.
HRAIR SARKISSIAN BOARD MEMBER	2.00	X						0.	0.	0.
HOUMAN SARSHAR RESOURCE DEV CHAIR	2.00	X						0.	0.	0.
LESLEY WEAVER BOARD MEMBER	2.00	X						0.	0.	0.
LINDA BLACKMORE BOARD MEMBER	2.00	X						0.	0.	0.
DONNA DANIELS BOARD MEMBER	2.00	X						0.	0.	0.



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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(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			
BARTHOLOMEW IANANTUONI BOARD MEMBER	2.00	X						0.	0.	0.
PAULA ETTLEBRICK EXECUTIVE DIRECTOR 2008	40.00			X				113,885.	0.	17,367.
CARY ALAN JOHNSON EXECUTIVE DIRECTOR 2009	40.00			X				0.	0.	0.
<b>1b Total</b>								<b>113,885.</b>	<b>0.</b>	<b>17,367.</b>

**2** Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization 1

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
<b>4</b> 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? <i>If "Yes," complete Schedule J for such individual</i>		X
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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. NONE

(A) Name and business address	(B) Description of services	(C) Compensation
<b>2</b> Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization	0	

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**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
<b>Contributions, gifts, grants and other similar amounts</b>	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	89,590.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	321,377.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	2,157,574.				
	g Noncash contributions included in lines 1a-1f \$		400,000.				
	h <b>Total.</b> Add lines 1a-1f			256,854.1.			
	<b>Program Service Revenue</b>	2 a	Business Code				
b							
c							
d							
e							
f All other program service revenue							
g <b>Total.</b> Add lines 2a-2f							
<b>Other Revenue</b>		3 Investment income (including dividends, interest, and other similar amounts)			8,282.	8,282.	
	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	533506.				
	b Less: cost or other basis and sales expenses		524311.				
	c Gain or (loss)		9,195.				
	d Net gain or (loss)			9,195.	9,195.		
	8 a Gross income from fundraising events (not including \$ 89,590. of contributions reported on line 1c). See Part IV, line 18	a	37,071.				
	b Less: direct expenses	b	33,314.				
	c Net income or (loss) from fundraising events			3,757.	3,757.		
	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							
<b>Miscellaneous Revenue</b>			Business Code				
11 a <b>OTHER (LOSS)</b>		900099	-5,180.	-5,180.			
b							
c							
d All other revenue							
e <b>Total.</b> Add lines 11a-11d			-5,180.				
12 <b>Total Revenue.</b> Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			258,459.5.	16,054.	0.	0.	

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**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).**

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21 .....	10,000.	10,000.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22 .....	800.	800.		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 .....	24,125.	24,125.		
4 Benefits paid to or for members .....				
5 Compensation of current officers, directors, trustees, and key employees .....	254,170.	160,053.	56,084.	38,033.
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 .....	654,849.	471,940.	95,933.	86,976.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) .....	28,872.	20,074.	4,829.	3,969.
9 Other employee benefits .....	68,434.	47,578.	11,445.	9,411.
10 Payroll taxes .....	49,590.	34,477.	8,293.	6,820.
11 Fees for services (non-employees):				
a Management .....				
b Legal .....				
c Accounting .....	101,426.		101,426.	
d Lobbying .....				
e Professional fundraising services. See Part IV, line 17	30,750.			30,750.
f Investment management fees .....				
g Other .....	139,765.	115,698.	1,198.	22,869.
12 Advertising and promotion .....	23,156.	15,966.	2,957.	4,233.
13 Office expenses .....	153,805.	125,042.	11,695.	17,068.
14 Information technology .....	24,108.	16,761.	4,032.	3,315.
15 Royalties .....				
16 Occupancy .....	102,557.	72,749.	16,357.	13,451.
17 Travel .....	403,691.	399,817.		3,874.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings .....	17,584.	17,222.	37.	325.
20 Interest .....				
21 Payments to affiliates .....				
22 Depreciation, depletion, and amortization .....	10,975.	7,630.	1,835.	1,510.
23 Insurance .....	13,976.	9,717.	2,337.	1,922.
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a MISCELLANEOUS	33,785.	30,901.	1,589.	1,295.
b PERSONNEL DEVELOPMENT	10,953.	10,953.		
c				
d				
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	2,157,371.	1,591,503.	320,047.	245,821.
26 Joint Costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation ...				

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**Part X Balance Sheet**

		(A) Beginning of year			(B) End of year	
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	201,730.	<b>1</b>		1,094,606.	
	<b>2</b> Savings and temporary cash investments .....	186,572.	<b>2</b>		325,520.	
	<b>3</b> Pledges and grants receivable, net .....	350,387.	<b>3</b>		1,347,191.	
	<b>4</b> Accounts receivable, net .....	8,800.	<b>4</b>			
	<b>5</b> Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L .....		<b>5</b>			
	<b>6</b> Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L .....		<b>6</b>			
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>		18,160.	
	<b>8</b> Inventories for sale or use .....		<b>8</b>			
	<b>9</b> Prepaid expenses and deferred charges .....	18,425.	<b>9</b>		22,306.	
	<b>10a</b> Land, buildings, and equipment: cost basis ... <b>10a</b>	66,093.				
	<b>b</b> Less: accumulated depreciation. Complete Part VI of Schedule D ... <b>10b</b>	40,025.				
		27,303.	<b>10c</b>		26,068.	
	<b>11</b> Investments - publicly traded securities .....	224,439.	<b>11</b>			
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>			
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>			
	<b>14</b> Intangible assets .....		<b>14</b>			
<b>15</b> Other assets. See Part IV, line 11 .....	28,234.	<b>15</b>		28,234.		
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) .....	1,045,890.	<b>16</b>		2,862,085.		
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	55,213.	<b>17</b>		91,515.	
	<b>18</b> Grants payable .....		<b>18</b>			
	<b>19</b> Deferred revenue .....		<b>19</b>			
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>			
	<b>21</b> Escrow account liability. Complete Part IV of Schedule D .....		<b>21</b>			
	<b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L .....		<b>22</b>			
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>			
	<b>24</b> Unsecured notes and loans payable .....		<b>24</b>			
	<b>25</b> Other liabilities. Complete Part X of Schedule D .....		<b>25</b>			
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	55,213.	<b>26</b>		91,515.	
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>					
	<b>27</b> Unrestricted net assets .....	485,899.	<b>27</b>		559,478.	
	<b>28</b> Temporarily restricted net assets .....	486,424.	<b>28</b>		2,192,738.	
	<b>29</b> Permanently restricted net assets .....	18,354.	<b>29</b>		18,354.	
	<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.</b>					
	<b>30</b> Capital stock or trust principal, or current funds .....		<b>30</b>			
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>31</b>			
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>32</b>			
	<b>33</b> <b>Total net assets or fund balances</b> .....	990,677.	<b>33</b>		2,770,570.	
	<b>34</b> <b>Total liabilities and net assets/fund balances</b> .....	1,045,890.	<b>34</b>		2,862,085.	

**Part XI Financial Statements and Reporting**

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? .....		X
<b>b</b>	Were the organization's financial statements audited by an independent accountant? .....	X	
<b>c</b>	If "Yes" to lines 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? .....	X	
<b>3a</b>	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? .....		X
<b>b</b>	If "Yes," did the organization undergo the required audit or audits? .....		



## INTERNATIONAL GAY AND LESBIAN

Schedule A (Form 990 or 990-EZ) 2008 HUMAN RIGHTS COMMISSION

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**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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	1,570,329.	1,496,421.	1,359,899.	3,002,681.	2,568,541.	9,997,871.
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 <b>Total.</b> Add lines 1 - 3 .....	1,570,329.	1,496,421.	1,359,899.	3,002,681.	2,568,541.	9,997,871.
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) .....						2,447,839.
6 <b>Public Support.</b> Subtract line 5 from line 4.						7,550,032.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4 .....	1,570,329.	1,496,421.	1,359,899.	3,002,681.	2,568,541.	9,997,871.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ...	210.	17,198.	27,159.	25,006.	17,477.	87,050.
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.) .....			199.	541.	-5,180.	-4,440.
11 <b>Total support.</b> Add lines 7 through 10						10,080,481.
12 Gross receipts from related activities, etc. (see instructions) .....					12	231,121.

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** ..... ▶ ☐

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)) .....	14	74.90 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f .....	15	66.89 %
16a <b>33 1/3% support test - 2008.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ..... ▶ <input checked="" type="checkbox"/>		
b <b>33 1/3% support test - 2007.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization ..... ▶ <input type="checkbox"/>		
17a <b>10% -facts-and-circumstances test - 2008.</b> 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 <b>stop here.</b> 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 <b>10% -facts-and-circumstances test - 2007.</b> 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 <b>stop here.</b> 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 <b>Private foundation.</b> 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"/>		

Schedule A (Form 990 or 990-EZ) 2008

**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.)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge ...						
<b>6 Total.</b> Add lines 1 - 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ...						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) .....						
<b>13 Total support</b> (Add lines 9, 10c, 11, and 12.)						
<b>14 First five years.</b> 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 <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2007 Schedule A, Part IV-A, line 27g .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2007 Schedule A, Part IV-A, line 27h .....	<b>18</b>	%

**19a 33 1/3% support tests - 2008.** 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 - 2007.** 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 A (Form 990 or 990-EZ) 2008

**Schedule B**  
(Form 990, 990-EZ,  
or 990-PF)

Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**

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

OMB No. 1545-0047

**2008**

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 organizations 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 Form 990-EZ, that met the 33 1/3% support test of the regulations under sections 509(a)(1)/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 Form 990, Part VIII, line 1h or 2% of the amount on Form 990-EZ, line 1. Complete Parts I and II.

☐ For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, aggregate contributions or bequests 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 Form 990-EZ, that received from any one contributor, during the year, some contributions for use *exclusively* for religious, charitable, etc., purposes, but these contributions did not aggregate 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.** Organizations that are not covered by the General Rule and/or the Special Rules do not file Schedule B (Form 990, 990-EZ, or 990-PF), but they **must** answer "No" on Part IV, line 2 of their Form 990, or check the box in the heading of their Form 990-EZ, or on line 2 of their Form 990-PF, to certify that they do not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions  
for Form 990. These instructions will be issued separately.

Schedule B (Form 990, 990-EZ, or 990-PF) (2008)



Name of organization  
INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Employer identification number  
94-3139952

**Part I Contributors** (see instructions)

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1	ARCUS FOUNDATION 119 WEST 24TH STREET, 9TH FLOOR NEW YORK, NY 10011	\$ 400,000.	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II if there is a noncash contribution.)
2	OAK FOUNDATION 22 UPPER BROOK STREET, 4TH FLOOR LONDON, W1K 7PZ, UNITED KINGDOM	\$ 150,000.	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 10101, LUSAKA, ZAMBIA	\$ 321,377.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
4	THE SIGRID RAUSING TRUST EARDLEY HOUSE, 4 UXBRIDGE STREET LONDON, W8 7SY, UNITED KINGDOM	\$ 115,440.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
5	VANGUARD CHARITABLE ENDOWMENT PROGRAM P.O. BOX 55766 BOSTON, MA 02205-5766	\$ 1,100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
6	OPEN SOCIETY INSTITUTE 400 WEST 59TH STREET NEW YORK, NY 10019	\$ 70,000.	Person <input checked="" 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)[illegible]

**Schedule D**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No. 1545-0047

**2008**

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 may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other 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).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a-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 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 .....	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds? .....

☐ Yes ☐ No

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

7 Amount of expenses incurred in monitoring, inspecting, and enforcing 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, 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, 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 relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ..... ▶ \$ .....

b Assets included in Form 990, Part X ..... ▶ \$ .....

## INTERNATIONAL GAY AND LESBIAN

## HUMAN RIGHTS COMMISSION

Schedule D (Form 990) 2008

94-3139952 Page 2

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

3 Using the organization's 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 Trust, Escrow and Custodial Arrangements.** Complete if 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 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.				
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	418,354.				

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ☒ 95.61 %  
 b Permanent endowment ☒ 4.39 %  
 c Term endowment ☐ %

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

(i) unrelated organizations

(ii) related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

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 Investments - Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		66,093.	40,025.	26,068.
e Other				
<b>Total.</b> Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				26,068.

Schedule D (Form 990) 2008

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Schedule D (Form 990) 2008

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
Financial derivatives and other financial products .....		
Closely-held equity interests .....		
Other .....		
<b>Total.</b> (Col (b) should 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
<b>Total.</b> (Col (b) should 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
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 15.) ▶	

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

(a) Description of liability	(b) Amount
Federal income taxes	
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 25.) ▶	

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.

832053  
12-23-08

Schedule D (Form 990) 2008

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Schedule D (Form 990) 2008

94-3139952 Page 4

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	2,584,595.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,157,371.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	427,224.
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	1,352,669.
9	Total adjustments (net). Add lines 4-8	9	1,352,669.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	1,779,893.

**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	2,584,595.
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	2,584,595.
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 should equal Form 990, Part I, line 12.)	5	2,584,595.

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

1	Total expenses and losses per audited financial statements	1	2,157,371.
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	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	2,157,371.
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 should equal Form 990, Part I, line 18.)	5	2,157,371.

**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; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

**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.

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Schedule D (Form 990) 2008

94-3139952 Page 5

**Part XIV** Supplemental Information (continued)

PRIOR PERIOD ADJUSTMENT IS RELATED TO A MULTI-YEAR GRANT FOR GENERAL  
SUPPORT PLEDGED IN THE AMOUNT OF \$1,655,248 IN FISCAL YEAR 2008.

PREVIOUSLY, CONTRIBUTIONS FROM THE DONOR WERE BEING RECORDED AS PAYMENTS  
WERE RECEIVED DURING FISCAL YEARS 2008 AND 2009. AS A RESULT, GRANTS AND  
CONTRIBUTIONS, NET OF DISCOUNT, FOR THE YEAR ENDED JUNE 30, 2008 AND  
RELATED TEMPORARILY RESTRICTED NET ASSETS AS OF JUNE 30, 2008 WERE  
UNDERSTATED BY \$1,352,669.

AMOUNT PER LINE 10 \$1,779,893

PRIOR PERIOD ADJUSTMENT 1,352,669

AMOUNT PER FINANCIAL STATEMENTS \$ 427,224

Department of the Treasury  
Internal Revenue Service

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

OMB No. 1545-0047

# 2008

**Open to Public Inspection**

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

94-3139952

1 For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ..... ☒ Yes ☐ No

**3** Activities per Region. (Use Schedule F-1 (Form 990) if additional space is needed.)

Totals .....					24,125.
--------------	--	--	--	--	---------

Schedule F (Form 990) 2008



[illegible]

▶



**Part IV** Supplemental Information

Complete this part to provide the information required by Part I, line 2, and any other additional information.

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

THE PRIMARY USE IS EMERGENCY RESPONSE, WHERE FUNDS ARE DISBURSED ON AN "AS NEEDED" BASIS TO GROUPS OR INDIVIDUALS FACING HUMAN RIGHTS VIOLATIONS AND USUALLY GO TOWARD MEDICAL SUPPLIES, HOUSING, FOOD, LEGAL FEES, ETC. WHEN THESE FUNDS ARE DISBURSED, IGLHRC RECEIVES A REPORT FROM THE GRANTEE(S) DESCRIBING THE IMPACT THE ORGANIZATION'S FUNDS HAD ON THE COMMUNITY. IF THE FUNDS WERE GIVEN FOR EMERGENCY HOUSING, IGLHRC RECEIVES A REPORT ON THE NUMBER OF PEOPLE THAT WERE GIVEN THIS SUPPORT.

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.

Department of the Treasury  
Internal Revenue Service

## Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

# 2008

## Open To Public Inspection

► **Attach to Form 990 or Form 990-EZ.** Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

Name of the organization INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Employer identification number	94-3139952
--------------------------------	------------

<b>Part I Fundraising Activities.</b> Complete if the organization answered "Yes" to Form 990, Part IV, line 17.	
--	--

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

- a ☒ Mail solicitations  
b ☒ 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. Form 990-EZ filers are not required to complete this table.

(i) Name 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			
JEANNE SIGLER & ASSOCIATES, INC.	ORGANIZE ANNUAL EVENT AND PROVIDED		X	126,661.	30,750.	95,911.
<b>Total</b> .....				126,661.	30,750.	95,911.

3 List all states in which the organization is registered or licensed to solicit funds 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

## INTERNATIONAL GAY AND LESBIAN

Schedule G (Form 990 or 990-EZ) 2008

HUMAN RIGHTS COMMISSION

94-3139952 Page 2

**Part II Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. 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 .....	126,661.			126,661.
	2 Less: Charitable contributions .....	89,590.			89,590.
	3 Gross revenue (line 1 minus line 2) .....	37,071.			37,071.
Direct Expenses	4 Cash prizes .....				
	5 Non-cash prizes .....				
	6 Rent/facility costs .....	14,634.			14,634.
	7 Other direct expenses .....	18,680.			18,680.
	8 Direct expense summary. Add lines 4 through 7 in column (d) .....				33,314.
	9 Net income summary. Combine lines 3 and 8 in column (d) .....				3,757.

**Part III 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 .....				
Direct Expenses	2 Cash prizes .....				
	3 Non-cash prizes .....				
	4 Rent/facility costs .....				
	5 Other 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 lines 1 and 7 in column (d) .....				

- 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? .....
- b If "No," Explain: \_\_\_\_\_
- 10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? .....
- b If "Yes," Explain: \_\_\_\_\_
- 11 Does the organization operate gaming activities with nonmembers? .....
- 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
9a		
10a		
11		
12		

Schedule G (Form 990 or 990-EZ) 2008

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION**

Schedule G (Form 990 or 990-EZ) 2008

94-3139952 Page 3

**13** Indicate the percentage of gaming activity operated in:

<b>a</b> The organization's facility .....	<b>13a</b>	%
<b>b</b> An outside facility .....	<b>13b</b>	%

**14** Provide 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? .....

**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:

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? .....

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

	Yes	No
<b>13a</b>		
<b>13b</b>		
<b>15a</b>		
<b>17a</b>		

Schedule G (Form 990 or 990-EZ) 2008

**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the U.S.**

► **Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.**  
► **Attach to Form 990.**

OMB No. 1545-0047

**2008**

**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 Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ... ☒

<b>1 (a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance

- 2** Enter total number of section 501(c)(3) and government organizations **►**
- 3** Enter total number of other organizations **►**

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

**Schedule I (Form 990) 2008**

INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION

Schedule I (Form 990) 2008

94-3139952

Page 2

**Part III** **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Use Schedule I-1 (Form 990) if additional space is needed.

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

**Part IV** **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

SCHEDULE I, PART I, LINE 2: RECIPIENT ORGANIZATIONS WERE TASKED WITH  
DEVELOPING A GUIDE TO THE YOGYAKARTA PRINCIPLES. IGLHRC PARTICIPATED IN  
PLANNING SESSIONS AND WAS INVOLVED WITH EDITING OF EARLY DRAFTS OF THE  
GUIDE.



**SCHEDULE M  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**NonCash Contributions**

► To be completed by organizations that answered  
"Yes" on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

OMB No. 1545-0047

**2008**

Open to Public  
Inspection

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	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
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	400,000.	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 Acknowledgment .....

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 revenues 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 Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2008

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

**2008**

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 2009, THE  
EXECUTIVE AUDIT COMMITTEE DID NOT TAKE AND DOCUMENT ANY BOARD MINUTES.

HOWEVER, THE PRACTICE OF TAKING AND DOCUMENTING COMMITTEE MINUTES HAS BEEN  
IMPLEMENTED IN THE FISCAL YEAR 2010.

FORM 990, PART VI, SECTION A, LINE 10: THE AUDIT COMMITTEE AND BOARD  
MEMBERS OF IGLHRC REVIEWED AND APPROVED FORM 990 BEFORE IT WAS FINALIZED  
AND FILED.

FORM 990, PART VI, SECTION B, LINE 12C: THE WHISTLEBLOWER, DOCUMENT  
RETENTION, AND CONFLICT OF INTEREST POLICIES WERE ESTABLISHED IN THE TAX  
YEAR 2008, BUT HAD NOT BEEN FORMALLY VOTED ON AND APPROVED BY THE BOARD  
UNTIL FEBRUARY 2010.

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

**2008**

Open to Public  
Inspection

Name of the organization	INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION	Employer identification number 94-3139952
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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 BOARD OF  
DIRECTORS. THE BOARD APPROVES SALARIES BASED ON STANDARD HIRING PRACTICES  
AND MARKET RATE BENCHMARKING.

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.

SCHEDULE G, PART I, LINE 2B, COLUMN (V): PROVIDED MONTHLY PAYMENTS  
DURING THE THREE-MONTH CONTRACT FOR INTERIM DEVELOPMENT CONSULTANT.

828102  
04-25-08

\* ITC, Section 179, Salvage, Bonus, Commercial Revitalization Deduction, GO Zone

Form **8879-EO****IRS e-file Signature Authorization  
for an Exempt Organization**

OMB No. 1545-1878

For calendar year 2008, or fiscal year beginning JUL 1, 2008, and ending JUN 30, 2009**2008**Department of the Treasury  
Internal Revenue Service

▶ Do not send to the IRS. Keep for your records.

▶ See instructions.

Name of exempt organization

**INTERNATIONAL GAY AND LESBIAN  
HUMAN RIGHTS COMMISSION**

Employer identification number

**94-3139952**

Name and title of officer

**CARY ALAN JOHNSON  
EXECUTIVE DIRECTOR****Part I Type of Return and Return Information** (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount from the return if any. If you check the box on line 1a, 2a, 3a, 4a, or 5a, below, and the amount on that line for the return for which you are filing this form was blank, then leave line 1b, 2b, 3b, 4b, or 5b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than 1 line in Part I.

1a Form 990 check here ▶ <input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, line 12) .....	1b	<b>2584595</b>
2a Form 990-EZ check here ▶ <input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9) .....	2b	
3a Form 1120-POL check here ▶ <input type="checkbox"/>	b Total tax (Form 1120-POL, line 22) .....	3b	
4a Form 990-PF check here ▶ <input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part VI, line 5) .....	4b	
5a Form 8868 check here ▶ <input type="checkbox"/>	b Balance Due (Form 8868, line 3c) .....	5b	

**Part II Declaration and Signature Authorization of Officer**

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2008 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) an indication of any refund offset, (c) the reason for any delay in processing the return or refund, and (d) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

Officer's PIN: check one box only

☒ I authorize **MANGER & COMPANY**

ERO firm name

to enter my PIN **39952**Enter five numbers, but  
do not enter all zeros

as my signature on the organization's tax year 2008 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2008 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Officer's signature ▶ \_\_\_\_\_ Date ▶ \_\_\_\_\_

**Part III Certification and Authentication**

ERO's EFIN/PIN. Enter your six-digit EFIN followed by your five-digit self-selected PIN.

**13772510017**

do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2008 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature ▶

Date ▶ **05/13/10**

**ERO Must Retain This Form - See Instructions**  
**Do Not Submit This Form To the IRS Unless Requested To Do So**

LHA For Paperwork Reduction Act Notice, see instructions.  
823051  
10-24-08

Form **8879-EO** (2008)

Form **8868**

(Rev. April 2009)

Department of the Treasury  
Internal Revenue Service**Application for Extension of Time To File an  
Exempt Organization Return**

OMB No. 1545-1709

► **File a separate application for each return.**

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box ☒ **X**
- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).

**Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.****Part I Automatic 3-Month Extension of Time.** Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete

Part I only ☐*All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.*

**Electronic Filing (e-file).** Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T. Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit [www.irs.gov/efile](http://www.irs.gov/efile) and click on e-file for Charities & Nonprofits.

Type or print	Name of Exempt Organization	Employer identification number
	<b>INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION</b>	<b>94-3139952</b>
	Number, street, and room or suite no. If a P.O. box, see instructions.	
	<b>80 MAIDEN LANE, NO. 1505</b>	
File by the due date for filing your return. See instructions.	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	<b>NEW YORK, NY 10038</b>	

**Check type of return to be filed** (file a separate application for each return):

- |  |   |                                    |
|--|---|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation)                 | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL         | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ         | <input type="checkbox"/> Form 990-T (trust other than above)      | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF         | <input type="checkbox"/> Form 1041-A                              | <input type="checkbox"/> Form 8870 |

**IGLHRC**

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

Telephone No. ► **(212) 430-6054**

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 will cover.

- 1 I request an automatic 3-month (6-months for a corporation required to file Form 990-T) extension of time until **FEBRUARY 15, 2010**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

► ☐ calendar year \_\_\_\_\_ or  
 ► ☒ tax year beginning **JUL 1, 2008**, and ending **JUN 30, 2009**

- 2 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

<b>3a</b> 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.	<b>3a</b>	\$
<b>b</b> If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	<b>3b</b>	\$
<b>c Balance Due.</b> Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	<b>3c</b>	\$ <b>N/A</b>

**Caution.** If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.LHA **For Privacy Act and Paperwork Reduction Act Notice, see Instructions.**Form **8868** (Rev. 4-2009)

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

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*Robert L. Manger*  
*Mark B. Beller*

*Phone: (212) 986-3025*  
*Fax: (212) 697-3511*  
*Email: Manger&Co@aol.com*

January 22, 2010

New York State Department of Law  
Charities Bureau-Registration Section  
120 Broadway  
New York, NY 10271

**Re: International Gay and Lesbian  
Human Rights Commission  
80 Maiden Lane, Suite 1505  
New York, NY 10038  
EIN: 94-3139952  
NY Charities Registration Number: 21-19-47  
FYE: June 30, 2009  
Form Type: CHAR500**

Dear Sir or Madam:

International Gay and Lesbian Human Rights Commission, Inc. is requesting an additional three-month extension until May 15, 2010 to file its annual financial report (Form CHAR500) for the year ended June 30, 2009. The extension is needed because financial statements necessary to file a complete and accurate financial report have not yet been finalized.

Enclosed please find a copy of a second extension (form 8868) for IRS Form 990.

Sincerely,

*Robert L. Manger*  
Robert L. Manger, CPA