

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning APR 1, 2024 and ending MAR 31, 2025

B Check if applicable: C Name of organization: GLBTQ LEGAL ADVOCATES & DEFENDERS, INC. D Employer identification number: 04-2660498
E Telephone number: 617-426-1350
G Gross receipts \$: 15,605,475.
H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
I Tax-exempt status:
J Website: WWW.GLADLAW.ORG
K Form of organization:
L Year of formation: 1978
M State of legal domicile: MA

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1-7a Activities & Governance, 8-12 Revenue, 13-19 Expenses, 20-22 Net Assets or Fund Balances.

Part II Signature Block

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

Signature of officer: JOSEPH GARLAND, PRESIDENT. Date: 8-11-2025. Preparer: THOMAS F. MULDOON, CPA. Date: 08/05/25. Firm: AAFCPAS, INC. Address: 50 WASHINGTON STREET, WESTBOROUGH, MA 01581.

May the IRS discuss this return with the preparer shown above? See instructions. [X] Yes [ ] No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:

SEE SCHEDULE O

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 [X] 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 [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations 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 \$ 2,366,040. including grants of \$ ) (Revenue \$ ) IN THE PAST YEAR, THE CIVIL RIGHTS PROJECT (CRP):

LEGAL VICTORIES IN EDUCATION:

- SUCCESSFULLY CHALLENGED NEW HAMPSHIRE'S CLASSROOM CENSORSHIP LAW IN MEJIA V. EDELBLUT.
- DEFENDED, THROUGH AN AMICUS BRIEF, SCHOOL POLICIES SUPPORTING TRANSGENDER STUDENTS IN FOOTE V. LUDLOW, RESULTING IN A FAVORABLE FIRST CIRCUIT RULING; PETITION FOR REVIEW WILL SOON BE PENDING BEFORE THE U.S. SUPREME COURT.
- TIRRELL AND TURMELLE V. EDELBLUT SECURED A FEDERAL COURT RULING PRELIMINARILY BLOCKING A LAW BANNING TRANSGENDER GIRLS FROM PARTICIPATING IN SCHOOL SPORTS IN NEW HAMPSHIRE. WE HAVE SINCE EXPANDED

4b (Code: ) (Expenses \$ 1,855,540. including grants of \$ ) (Revenue \$ ) IN THE PAST YEAR, THE GLAD LAW'S TRANSGENDER RIGHTS PROJECT (TRP):

LITIGATION ADVANCING TRANSGENDER HEALTHCARE RIGHTS:

- SECURED A PRELIMINARY INJUNCTION IN DOE V. LADAPO, HALTING FLORIDA'S BAN ON GENDER-AFFIRMING CARE FOR MINORS.
- IN BERNIER V. TURBOCAM, CURRENTLY IN DISCOVERY, GLAD LAW IS CHALLENGING A PRIVATE EMPLOYER'S REFUSAL TO COVER AN EMPLOYEE'S MEDICAL CARE RELATED TO GENDER TRANSITION, CITING RELIGIOUS OBJECTIONS.
- FILED AN AMICUS BRIEF WITH THE U.S. SUPREME COURT IN U.S. V. SKRMETTI, ARGUING AGAINST STATE LAWS THAT CATEGORICALLY BAR MEDICAL TREATMENT FOR TRANSGENDER ADOLESCENTS.

4c (Code: ) (Expenses \$ 1,449,051. including grants of \$ ) (Revenue \$ ) IN THE PAST YEAR, THE PUBLIC AFFAIRS AND EDUCATION DEPARTMENT (PA&E) ACHIEVED THE FOLLOWING:

DEPARTMENTAL UPDATE:

- RENAMED THE DEPARTMENT TO COMMUNICATIONS & PUBLIC EDUCATION (CPE) TO ALIGN WITH INDUSTRY STANDARDS.
PUBLICATIONS & EVENTS
- PUBLISHED GLAD LAW BRIEFS NEWSLETTER:
PRINT EDITION IN MAY 2024.
ONLINE EDITION IN OCTOBER 2024.
- CO-HOSTED A 20TH ANNIVERSARY CELEBRATION OF MARRIAGE EQUALITY ON MAY 17, 2024, AT ARLINGTON STREET CHURCH WITH OVER THREE HUNDRED ATTENDEES.

4d Other program services (Describe on Schedule O.)

(Expenses \$ 511,782. including grants of \$ ) (Revenue \$ )

4e Total program service expenses 6,182,413.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question, Yes, No. Rows 1a, 1b, 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (17), 1b (17), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed MA, ME, CT, RI, NH, VT, CA, NY, PA, FL, NJ, NV
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

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

Check if Schedule O contains a response or note to any line in this Part VII

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
  - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) RICHARD BURNS INT. EXEC. DIR. (UNTIL 9/24)	26.00			X			248,425.	0.	7,717.	
(2) MARY BONAUTO SR. DIR. CIVIL RIGHTS & LEGAL STRATE	37.50				X		223,057.	0.	8,058.	
(3) EVA BOYCE CHIEF FINANCIAL OFFICER	37.50			X			211,094.	0.	17,834.	
(4) JENNIFER LEVI SR. DIR. TRANSGENDER & QUEER RIGHTS	37.50				X		198,569.	0.	17,475.	
(5) BENNETT KLEIN SR. DIR. LITIGATION & HIV LAW	37.50				X		197,769.	0.	17,475.	
(6) CAROLE ALLEN SCANNELL DIRECTOR OF DEVELOPMENT	37.50				X		184,349.	0.	6,800.	
(7) AMANDA JOHNSTON DIR. OF COMMUNICATIONS & PUBLIC EDUC	37.50				X		171,228.	0.	14,327.	
(8) RICARDO MARTINEZ EXECUTIVE DIRECTOR (AS OF 9/24)	37.50			X			100,673.	0.	9,718.	
(9) SHANE DUNN PRESIDENT EMERITUS	3.00	X		X			0.	0.	0.	
(10) JOSEPH GARLAND PRESIDENT	10.00	X		X			0.	0.	0.	
(11) DALLAS DUCAR VICE PRESIDENT	4.00	X		X			0.	0.	0.	
(12) MARLENE SELTZER TREASURER	4.00	X		X			0.	0.	0.	
(13) BETH MYERS CLERK	4.00	X		X			0.	0.	0.	
(14) ALEXANDRA CHANDLER BOARD MEMBER	2.00	X					0.	0.	0.	
(15) ANNIKA BOCKIUS-SUWYN BOARD MEMBER	4.00	X					0.	0.	0.	
(16) INGA BERNSTEIN BOARD MEMBER	2.00	X					0.	0.	0.	
(17) JACOB SMITH YANG BOARD MEMBER	2.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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			
(18) JAMIE BERGERON BOARD MEMBER	2.00	X						0.	0.	0.
(19) JEAN-PHILLIP BRIGNOL BOARD MEMBER	4.00	X						0.	0.	0.
(20) LEE SWISLOW BOARD MEMBER	2.00	X						0.	0.	0.
(21) RACHEL GOLDBERG BOARD MEMBER	2.00	X						0.	0.	0.
(22) RAY CHENG BOARD MEMBER	2.00	X						0.	0.	0.
(23) SARAH KAPLAN BOARD MEMBER	2.00	X						0.	0.	0.
(24) ED BYRNE BOARD MEMBER (UNTIL 12/24)	2.00	X						0.	0.	0.
(25) MARIO NIMOCK BOARD MEMBER (UNTIL 12/24)	2.00	X						0.	0.	0.
(26) MATTHEW WILDER BOARD MEMBER (AS OF 9/24)	2.00	X						0.	0.	0.
<b>1b Subtotal</b>								1,535,164.	0.	99,404.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								1,535,164.	0.	99,404.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 15

	Yes	No
3 Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <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. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
COLAGE PO BOX 29295, PROVIDENCE, RI 02909	PROGRAM GRANT	175,000.

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

SEE PART VII, SECTION A CONTINUATION SHEETS



**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	<b>1 a</b> Federated campaigns .....	<b>1a</b>					
	<b>b</b> Membership dues .....	<b>1b</b>					
	<b>c</b> Fundraising events .....	<b>1c</b>	864,348.				
	<b>d</b> Related organizations .....	<b>1d</b>					
	<b>e</b> Government grants (contributions) .....	<b>1e</b>	63,236.				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b>	9,589,276.				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 212,388.				
	<b>h Total.</b> Add lines 1a-1f .....		10,516,860.				
Program Service Revenue	<b>2 a</b> _____	<b>Business Code</b>					
	<b>b</b> _____						
	<b>c</b> _____						
	<b>d</b> _____						
	<b>e</b> _____						
	<b>f</b> All other program service revenue .....						
	<b>g Total.</b> Add lines 2a-2f .....						
Other Revenue	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....		292,737.			292,737.	
	<b>4</b> Income from investment of tax-exempt bond proceeds .....						
	<b>5</b> Royalties .....						
	<b>6 a</b> Gross rents .....	<b>6a</b>	(i) Real				
			(ii) Personal				
	<b>b</b> Less: rental expenses ...	<b>6b</b>					
	<b>c</b> Rental income or (loss)	<b>6c</b>					
	<b>d</b> Net rental income or (loss) .....						
	<b>7 a</b> Gross amount from sales of assets other than inventory .....	<b>7a</b>	(i) Securities				
			(ii) Other				
				4,695,729.			
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>7b</b>	4,592,416.				
	<b>c</b> Gain or (loss) .....	<b>7c</b>	103,313.				
<b>d</b> Net gain or (loss) .....			103,313.		103,313.		
<b>8 a</b> Gross income from fundraising events (not including \$ 864,348. of contributions reported on line 1c). See Part IV, line 18 .....	<b>8a</b>		100,149.				
		<b>b</b> Less: direct expenses .....	<b>8b</b>	245,911.			
<b>c</b> Net income or (loss) from fundraising events .....			-145,762.		-145,762.		
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>9a</b>						
		<b>b</b> Less: direct expenses .....	<b>9b</b>				
<b>c</b> Net income or (loss) from gaming activities .....							
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>10a</b>						
		<b>b</b> Less: cost of goods sold .....	<b>10b</b>				
		<b>c</b> Net income or (loss) from sales of inventory .....					
Miscellaneous Revenue	<b>11 a</b> _____	<b>Business Code</b>					
	<b>b</b> _____						
	<b>c</b> _____						
	<b>d</b> All other revenue .....						
	<b>e Total.</b> Add lines 11a-11d .....						
<b>12 Total revenue.</b> See instructions .....			10,767,148.	0.	0.	250,288.	

**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).

Check if Schedule O contains a response or note to any line in this Part IX  X

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 domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22 .....				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....				
4 Benefits paid to or for members .....				
5 Compensation of current officers, directors, trustees, and key employees .....	604,663.	296,865.	220,069.	87,729.
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 .....	3,763,976.	3,168,633.	215,342.	380,001.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) .....	103,419.	87,615.	5,783.	10,021.
9 Other employee benefits .....	353,027.	286,890.	27,826.	38,311.
10 Payroll taxes .....	348,757.	277,556.	33,900.	37,301.
11 Fees for services (nonemployees):				
a Management .....				
b Legal .....	92,533.	73,641.	8,995.	9,897.
c Accounting .....	35,923.		35,923.	
d Lobbying .....	89,081.	89,081.		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees .....	23,456.		23,456.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,009,670.	730,991.	60,931.	217,748.
12 Advertising and promotion .....	28,920.	25,700.	130.	3,090.
13 Office expenses .....	229,894.	173,579.	8,404.	47,911.
14 Information technology .....				
15 Royalties .....				
16 Occupancy .....	588,974.	472,604.	55,406.	60,964.
17 Travel .....	199,650.	174,034.	3,047.	22,569.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings .....	78,644.	56,592.	4,191.	17,861.
20 Interest .....				
21 Payments to affiliates .....				
22 Depreciation, depletion, and amortization .....	47,763.	38,012.	4,643.	5,108.
23 Insurance .....	13,084.	10,639.	700.	1,745.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <b>OTHER LITIGATION COSTS</b>	125,775.	124,800.	464.	511.
b <b>STAFF DEVELOPMENT</b>	44,170.	37,871.	2,181.	4,118.
c <b>DUES AND SUBSCRIPTIONS</b>	38,011.	36,004.	791.	1,216.
d <b>EVENTS &amp; SPONSORSHIPS</b>	15,928.	15,928.		
e All other expenses .....	6,758.	5,378.	657.	723.
<b>25 Total functional expenses.</b> Add lines 1 through 24e	<b>7,842,076.</b>	<b>6,182,413.</b>	<b>712,839.</b>	<b>946,824.</b>
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	428,408.	<b>1</b>	1,255,416.
	<b>2</b> Savings and temporary cash investments .....	76,421.	<b>2</b>	236.
	<b>3</b> Pledges and grants receivable, net .....	66,303.	<b>3</b>	305,785.
	<b>4</b> Accounts receivable, net .....	15,993.	<b>4</b>	11,043.
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	197,797.	<b>9</b>	225,553.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 511,387.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 303,950.	202,126.	<b>10c</b> 207,437.
	<b>11</b> Investments - publicly traded securities .....	6,539,785.	<b>11</b>	8,633,496.
	<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 .....	1,613,016.	<b>15</b>	1,248,554.
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	9,139,849.	<b>16</b>	11,887,520.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	502,443.	<b>17</b>	789,748.
	<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 or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<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 to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....	1,765,504.	<b>25</b>	1,378,762.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	2,267,947.	<b>26</b>	2,168,510.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	5,987,173.	<b>27</b>	7,276,766.
	<b>28</b> Net assets with donor restrictions .....	884,729.	<b>28</b>	2,442,244.
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>	
	<b>32</b> Total net assets or fund balances .....	6,871,902.	<b>32</b>	9,719,010.
	<b>33</b> Total liabilities and net assets/fund balances .....	9,139,849.	<b>33</b>	11,887,520.

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	10,767,148.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,842,076.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,925,072.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	6,871,902.
5	Net unrealized gains (losses) on investments	5	-77,964.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	9,719,010.

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant? .....  
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant? .....  
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? .....  
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? .....
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .....

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

Form 990 (2024)



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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	4022520.	4937299.	4674382.	7943747.	10516860.	32094808.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	4022520.	4937299.	4674382.	7943747.	10516860.	32094808.
<b>5</b> 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) .....						8160007.
<b>6 Public support.</b> Subtract line 5 from line 4.						23934801.

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>7</b> Amounts from line 4 .....	4022520.	4937299.	4674382.	7943747.	10516860.	32094808.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	39,538.	78,376.	119,673.	206,303.	292,737.	736,627.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>11 Total support.</b> Add lines 7 through 10						32831435.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	623,698.
<b>13 First 5 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>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	72.90	%
<b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14 .....	<b>15</b>	79.60	%
<b>16a 33 1/3% support test - 2024.</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 - 2023.</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"/>
<b>17a 10% -facts-and-circumstances test - 2024.</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 VI 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 - 2023.</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 VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>18 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"/>

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support.

14 First 5 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

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2024. 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 - 2023. 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

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls... b A family member... c A 35% controlled entity... provide detail in Part VI.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity... Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year... Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body... Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies...

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). a The organization satisfied the Activities Test. b The organization is the parent of each of its supported organizations. c The organization supported a governmental entity. Row 2: Activities Test. Answer lines 2a and 2b below. a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations?

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

1  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 ( explain in Part VI). See instructions.  
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	<b>Total annual distributions.</b> Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	<b>Total</b> of lines 3a through 3e		
g	Applied to under distributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	<b>Excess distributions carryover to 2025.</b> Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		

Schedule A (Form 990) 2024

**Part VI**

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Lined area for supplemental information with a large diagonal 'COPY' watermark.

**SCHEDULE C**  
**(Form 990)**

**Political Campaign and Lobbying Activities**

OMB No. 1545-0047

**2024**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527  
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and I-B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions), or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization <b>GLBTQ LEGAL ADVOCATES &amp; DEFENDERS, INC.</b>	Employer identification number (EIN) <b>04-2660498</b>
--	---

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ..... \$ \_\_\_\_\_
- 3 Volunteer hours for political campaign activities ..... \_\_\_\_\_

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ..... \$ \_\_\_\_\_
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ..... \$ \_\_\_\_\_
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?  Yes  No
- 4a Was a correction made?  Yes  No
- b If "Yes," describe in Part IV.

**Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... \$ \_\_\_\_\_
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ..... \$ \_\_\_\_\_
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ..... \$ \_\_\_\_\_
- 4 Did the filing organization file Form 1120-POL for this year?  Yes  No
- 5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A** Check  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check  if the filing organization checked box A and "limited control" provisions apply.

<b>Limits on Lobbying Expenditures</b> (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
<b>1a</b>	Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	173.													
<b>b</b>	Total lobbying expenditures to influence a legislative body (direct lobbying) .....	111,697.													
<b>c</b>	Total lobbying expenditures (add lines 1a and 1b) .....	111,870.													
<b>d</b>	Other exempt purpose expenditures .....	7,730,206.													
<b>e</b>	Total exempt purpose expenditures (add lines 1c and 1d) .....	7,842,076.													
<b>f</b>	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	542,104.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">IF the amount on line 1e, column (a) or (b), is:</th> <th style="text-align: left;">THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:														
not over \$500,000	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000	\$1,000,000.														
<b>g</b>	Grassroots nontaxable amount (enter 25% of line 1f) .....	135,526.													
<b>h</b>	Subtract line 1g from line 1a. If zero or less, enter -0- .....	0.													
<b>i</b>	Subtract line 1f from line 1c. If zero or less, enter -0- .....	0.													
<b>j</b>	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No												

**4-Year Averaging Period Under Section 501(h)**  
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

<b>Lobbying Expenditures During 4-Year Averaging Period</b>					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
<b>2a</b> Lobbying nontaxable amount	366,777.	386,701.	433,380.	542,104.	1,728,962.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					2,593,443.
<b>c</b> Total lobbying expenditures	98,476.	81,860.	209,753.	111,870.	501,959.
<b>d</b> Grassroots nontaxable amount	91,694.	96,675.	108,345.	135,526.	432,240.
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					648,360.
<b>f</b> Grassroots lobbying expenditures	12,337.	468.		173.	12,978.

Schedule C (Form 990) 2024

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

Table with 3 columns: (a) Yes, (a) No, (b) Amount. Rows include questions about lobbying activities like volunteers, paid staff, media, mailings, etc.

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

Table with 3 columns: Question, Yes, No. Rows include questions about dues, lobbying expenditures, and carryover.

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No," OR (b) Part III-A, line 3, is answered "Yes."

Table with 3 columns: Question, Yes, No. Rows include questions about dues, lobbying expenditures, and taxable amounts.

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

PART I-A, LINE 1:

GLAD LAW ENGAGES IN LOBBYING ACTIVITIES TO THE EXTENT PERMITTED BY THE IRS. GLAD LAW HAS ELECTED TO BE COVERED BY THE RULES OF IRC SECTION 501(H) WITH REGARD TO THE LIMITATION OF THE AMOUNT OF GLAD LAW'S ALLOWABLE LOBBYING EXPENDITURES, APPROXIMATELY EQUAL TO 9% OF GLAD LAW'S EXEMPT PURPOSE EXPENDITURES (ALLOWANCE IS THE TOTAL OF 20% OF THE FIRST \$500,000, 15% OF NEXT \$500,000, 10% OF THIRD \$500,000, AND 5% OF THE REMAINDER). THE LOBBYING EXPENSES ARE HEAVILY MONITORED IN ORDER TO ENSURE GLAD LAW DOES NOT EXCEED THE 501(H) ELECTION LIMITATION. THERE ARE THREE TYPES OF COST CATEGORIES THAT LOBBY EXPENSES FALL INTO: CONTRACTED SERVICES, DIRECT COSTS, AND PERSONNEL ALLOCATION. GLAD LAW ALSO MONITORS LOBBYING ACTIVITY TO ENSURE THE ORGANIZATION AND

**Part IV** Supplemental Information (continued)

OUR STAFF ARE REGISTERED APPROPRIATELY IN THE STATES WHERE WE WORK. MASSACHUSETTS REGULATIONS REQUIRE ANYONE PERFORMING 25 HOURS OR MORE OF LOBBYING ACTIVITY PER 6-MONTH REPORTING PERIOD TO REGISTER AS A LOBBYIST AND REPORT THEIR LOBBYING ACTIVITIES AND EXPENSES TWICE A YEAR. CURRENTLY, BEN KLEIN AND PATIENCE CROZIER ARE REGISTERED AS LOBBYISTS IN MASSACHUSETTS, AND GLAD LAW IS REGISTERED AS A LOBBYING ENTITY. MAINE REQUIRES REGISTRATION AND REPORTING FOR ANYONE PERFORMING 8 HOURS OR MORE OF LOBBYING ACTIVITY IN A MONTH. ONCE REGISTERED, LOBBYISTS MUST REPORT ALL LOBBYING ACTIVITY IN MAINE ON A MONTHLY BASIS. MARY BONAUTO, SARAH AUSTEN AND HANNAH HUSSEY ARE CURRENTLY REGISTERED IN MAINE. RHODE ISLAND REQUIRES REGISTRATION FOR THOSE DOING ANY LOBBYING, AND PATIENCE CROZIER IS CURRENTLY REGISTERED THERE, AND GLAD LAW IS REGISTERED AS A LOBBYING ENTITY. NEW HAMPSHIRE REQUIRES REGISTRATION FOR ANY AMOUNT OF DIRECT LOBBYING. WE HAVE REGISTERED CHRIS ERCHULL AND MICHAEL HALEY IN NEW HAMPSHIRE. CONNECTICUT REQUIRES REGISTRATION IF A LOBBYIST WILL RECEIVE COMPENSATION IN THE AMOUNT OF \$3,000 PER YEAR OR MORE (NO GLAD LAW STAFF HAVE REACHED THIS THRESHOLD). VERMONT REQUIRES REGISTRATION AFTER 48 HOURS OF LOBBYING (NO GLAD LAW STAFF HAVE REACHED THIS THRESHOLD). PATIENCE CROZIER IS ALSO CURRENTLY REGISTERED IN COLORADO AND MICHIGAN. FOR CONTRACTED SERVICES RELATED TO EITHER DIRECT OR GRASSROOTS LOBBYING, IT IS A VERY STRAIGHTFORWARD PROCESS IN DETERMINING THE LOBBY AMOUNT - WHATEVER THE COSTS ARE, 100% COUNTED AS LOBBYING EXPENSE. DIRECT LOBBY COSTS ARE DETERMINED USING THE REQUIRED REPORTS FILED WITH THE STATE ETHICS COMMISSIONS. STAFF TIME FOR DIRECT AND GRASSROOTS LOBBYING IS CONVERTED TO THE APPROPRIATE DOLLAR AMOUNTS USING A SIMILAR PROCESS TO HOW THE FUNCTIONAL EXPENSE SALARIES ARE BROKEN OUT. FOR EASE OF CALCULATION, WE CALCULATE 20% FOR BENEFITS AND 30% FOR OVERHEAD. THE ALLOCATION OF PERSONNEL TIME IS TRACKED THROUGHOUT THE YEAR AND MONITORED. REPORTS ARE FILED WITH STATE AGENCIES AS REQUIRED.

IN FY25, GLAD LAW HAD DIRECT LOBBYING COSTS FROM WORK IN MASSACHUSETTS, RHODE ISLAND, NEW HAMPSHIRE, CONNECTICUT, MAINE, CALIFORNIA, COLORADO AND MARYLAND. THE FY24 LOBBYING AMOUNT EXCLUDES THE STATE AGENCIES LOBBYING - WHICH IS NOT CONSIDERED LOBBYING BY THE FEDERAL GOVERNMENT. GLAD LAW IS REPORTING ONLY 501(H) ACTIVITIES FOR THE FEDERAL 990.

BY MARCH 31, 2025, GLAD LAW RECORDED \$111,870 LOBBYING EXPENSES, OF WHICH \$173 IS CONSIDERED INDIRECT LOBBYING.

**SCHEDULE D**  
**(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.

Employer identification number

04-2660498

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).  
 Preservation of land for public use (for example, recreation or education)     Preservation of a historically important land area  
 Protection of natural habitat     Preservation of a certified historic structure  
 Preservation of open space

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

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included on line 2a .....	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register .....	2d

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

4 Number of states where property subject to conservation easement is located \_\_\_\_\_

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

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_

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

9 In Part XIII, 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" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on 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 FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 .....

b Assets included in Form 990, Part X .....

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

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make 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 program
  - e  Other \_\_\_\_\_
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements** Complete if the organization answered "Yes" on 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 XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

**Part V Endowment Funds** Complete if the organization answered "Yes" on 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment \_\_\_\_\_ %
  - b Permanent endowment \_\_\_\_\_ %
  - c Term endowment \_\_\_\_\_ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |  | Yes    | No |
|--|--------|----|
| (i) Unrelated organizations?   | 3a(i)  |    |
| (ii) Related organizations?  | 3a(ii) |    |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b     |    |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		34,283.	25,609.	8,674.
d Equipment		418,519.	219,756.	198,763.
e Other		58,585.	58,585.	0.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				<b>207,437.</b>

**Part VII Investments - Other Securities**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

**Part IX Other Assets**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) <b>RIGHT-OF-USE LEASE ASSETS - OPERATING</b>	<b>1,248,554.</b>
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 15, col. (B))	<b>1,248,554.</b>

**Part X Other Liabilities**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) <b>OPERATING LEASE LIABILITIES</b>	<b>1,378,762.</b>
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B))	<b>1,378,762.</b>

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements	<b>1</b>	18,806,469.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>	-77,964.
<b>b</b>	Donated services and use of facilities	<b>2b</b>	8,140,741.
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines 2a through 2d	<b>2e</b>	8,062,777.
<b>3</b>	Subtract line 2e from line 1	<b>3</b>	10,743,692.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	23,456.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines 4a and 4b	<b>4c</b>	23,456.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)	<b>5</b>	10,767,148.

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements	<b>1</b>	15,959,361.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities	<b>2a</b>	8,140,741.
<b>b</b>	Prior year adjustments	<b>2b</b>	
<b>c</b>	Other losses	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines 2a through 2d	<b>2e</b>	8,140,741.
<b>3</b>	Subtract line 2e from line 1	<b>3</b>	7,818,620.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	23,456.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines 4a and 4b	<b>4c</b>	23,456.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.)	<b>5</b>	7,842,076.

**Part XIII Supplemental Information**

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

**PART X, LINE 2:**

GLAD LAW ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES IN ACCORDANCE WITH ASC TOPIC, INCOME TAXES. THIS STANDARD CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS AND PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENTS REGARDING A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. GLAD LAW HAS DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WHICH QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS AT MARCH 31, 2025. GLAD LAW'S INFORMATION RETURNS ARE SUBJECT TO EXAMINATION BY FEDERAL AND STATE JURISDICTIONS.

**Part XIII** Supplemental Information *(continued)*

COPY



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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))	
		SPIRIT OF JUSTICE (event type)	SUMMER PARTY (event type)	1 (total number)		
Revenue	1	Gross receipts	641,425.	204,642.	118,430.	964,497.
	2	Less: Contributions	593,226.	182,502.	88,620.	864,348.
	3	Gross income (line 1 minus line 2)	48,199.	22,140.	29,810.	100,149.
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs	78,097.	19,462.	1,525.	99,084.
	7	Food and beverages	108,281.	25,203.	13,343.	146,827.
	8	Entertainment				
	9	Other direct expenses				
	10	Direct expense summary. Add lines 4 through 9 in column (d)				245,911.
11	Net income summary. Subtract line 10 from line 3, column (d)				-145,762.	

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
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. Subtract line 7 from line 1, column (d)				

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

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





**SCHEDULE J  
(Form 990)**

(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service

**Compensation Information**

For certain Officers, Directors, Trustees, Key Employees, and Highest  
Compensated Employees  
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
Attach to Form 990.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

Open to Public  
Inspection

Name of the organization

**GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.**

Employer identification number

**04-2660498**

**Part I Questions Regarding Compensation**

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

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

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

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

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

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

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

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

**Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

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

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

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

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

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

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

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

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

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

Schedule J (Form 990) (Rev. 12-2024)

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) RICHARD BURNS INT. EXEC. DIR. (UNTIL 9/24)	(i)	248,425.	0.	0.	7,453.	264.	256,142.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARY BONAUTO SR. DIR. CIVIL RIGHTS & LEGAL STRATE	(i)	223,057.	0.	0.	6,788.	1,270.	231,115.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) EVA BOYCE CHIEF FINANCIAL OFFICER	(i)	211,094.	0.	0.	6,352.	11,482.	228,928.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JENNIFER LEVI SR. DIR. TRANSGENDER & QUEER RIGHTS	(i)	198,569.	0.	0.	5,993.	11,482.	216,044.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) BENNETT KLEIN SR. DIR. LITIGATION & HIV LAW	(i)	197,769.	0.	0.	5,993.	11,482.	215,244.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) CAROLE ALLEN SCANNELL DIRECTOR OF DEVELOPMENT	(i)	184,349.	0.	0.	5,530.	1,270.	191,149.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) AMANDA JOHNSTON DIR. OF COMMUNICATIONS & PUBLIC EDUC	(i)	171,228.	0.	0.	5,413.	8,914.	185,555.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							



**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2024**

Open to Public Inspection

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization

**GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.**

Employer identification number

**04-2660498**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	212,388.	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 V, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

	Yes	No
30a		X
31	X	
32a		X

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard 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 didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

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

Schedule M (Form 990) 2024



**SCHEDULE O  
(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.

Employer identification number

04-2660498

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

THROUGH STRATEGIC LITIGATION, PUBLIC POLICY ADVOCACY AND EDUCATION, GLBTQ LEGAL ADVOCATES & DEFENDERS, INC. (GLAD LAW) WORKS IN NEW ENGLAND AND NATIONALLY TO CREATE A JUST SOCIETY FREE OF DISCRIMINATION BASED ON GENDER IDENTITY AND EXPRESSION, HIV STATUS, AND SEXUAL ORIENTATION.

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

GLAD LAW ADVANCES A BROAD RANGE OF LEGAL RIGHTS FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ) ADULTS AND YOUTH, AND FOR PEOPLE WITH HIV. GLAD LAW WORKS TO ENSURE THESE ADVANCES REACH ALL MEMBERS OF OUR COMMUNITY BY APPLYING AN INTERSECTIONAL RACIAL AND ECONOMIC JUSTICE LENS. WE FOCUS ON NATIONAL IMPACT LITIGATION USING STRATEGICALLY CHOSEN CASES TO ESTABLISH OR EXPAND LGBTQ CIVIL RIGHTS AND FOSTER SYSTEMIC CHANGE. WE ARE ALSO ACTIVE IN LEGISLATIVE AND POLICY WORK WITHIN NEW ENGLAND AND NATIONALLY APPLYING OUR LEGAL EXPERTISE TO EDUCATE LEGISLATORS, DRAFT BILLS, AND PROVIDE EXPERT TESTIMONY AND LEGAL RESEARCH. FINALLY, WE WORK TO CHANGE HEARTS AND MINDS REGARDING THE SHARED HUMANITY AND DIGNITY OF LGBTQ PEOPLE AND THOSE LIVING WITH HIV, ENGAGE THE PUBLIC AND EDUCATE OUR COMMUNITIES ABOUT THEIR LEGAL RIGHTS, AND PROVIDE RESOURCES AND REFERRALS TO ASSIST INDIVIDUALS AND COMMUNITIES IN ADVOCATING FOR THEMSELVES.

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

THE LAWSUIT TO CHALLENGE A COMPARABLE FEDERAL EXECUTIVE ORDER THAT WOULD IMPACT TRANSGENDER YOUTH NATIONALLY.

**LEGISLATIVE ADVOCACY:**

- PASSED LAWS IN MA AND MICHIGAN TO UPDATE PARENTAGE LAWS TO PROTECT LGBTQ FAMILIES.
- INTRODUCED A BILL IN MAINE TO ALLOW EMOTIONAL DISTRESS DAMAGES UNDER THE MAINE HUMAN RIGHTS ACT.
- PLAYED A KEY ROLE IN DRAFTING AND SUPPORTING:
  - PARENTAGE BILLS IN PENNSYLVANIA, ILLINOIS, AND HAWAII.
  - CONFIRMATORY ADOPTION BILLS IN NEW MEXICO (PASSED IN FY25), VERMONT, AND NEW YORK PENDING AS OF MARCH 31, 2025.

**NATIONAL RECOGNITION:**

- MARY BONAUTO, SENIOR DIRECTOR OF CIVIL RIGHTS AND LEGAL STRATEGIES, RECEIVED THE PRESIDENTIAL CITIZENS MEDAL AT THE WHITE HOUSE IN JANUARY 2025.
- HONORED FOR HER PIVOTAL ROLE IN LEGALIZING SAME-SEX MARRIAGE IN MULTIPLE STATES AND FOR ARGUING OBERGEFELL V. HODGES BEFORE THE U.S. SUPREME COURT.

**FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:**

**CHALLENGES TO DISCRIMINATORY EXECUTIVE ORDERS:**

- WON A NATIONWIDE PRELIMINARY INJUNCTION IN TALBOTT V. TRUMP AGAINST THE TRANSGENDER MILITARY BAN.
- FILED MOE V. TRUMP, CHALLENGING AN EXECUTIVE ORDER MANDATING THE HOUSING OF TRANSGENDER WOMEN IN MEN'S PRISONS AND DENYING THEM MEDICAL

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.	Employer identification number 04-2660498
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**CARE.**

- FOLLOWED UP WITH DOE V. MCHENRY AND JONES V. TRUMP, EXPANDING LEGAL CHALLENGES TO FEDERAL PRISON POLICIES AFFECTING TRANSGENDER INDIVIDUALS.

**LEGISLATIVE ADVOCACY FOR HEALTHCARE PROTECTIONS:**

- SUCCESSFULLY PASSED LAWS IN MAINE, VERMONT, AND RHODE ISLAND: PROTECTING ACCESS TO REPRODUCTIVE AND TRANSGENDER HEALTHCARE. SHIELDING MEDICAL PROFESSIONALS FROM LEGAL THREATS POSED BY HOSTILE LAWS IN OTHER STATES.

**FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:**

- COORDINATED GLAD LAW'S PARTICIPATION IN BOSTON PRIDE FOR THE PEOPLE, JOINED BY ATTORNEY GENERAL ANDREA CAMPBELL AND HER TEAM.

**GLAD LAW ANSWERS:**

- HANDLED A RECORD 2,561 DISTINCT LEGAL INTAKES THROUGH CALLS AND EMAILS A 43% INCREASE OVER THE PREVIOUS YEAR.  
- PROVIDED LEGAL INFORMATION, RESOURCES, AND REFERRALS TO LGBTQ+ INDIVIDUALS, OFTEN IN CRISIS.

**HOSTED COMMUNITY EDUCATION EVENTS ON KEY TOPICS:**

- SUPREME COURT AND GENDER AFFIRMING CARE JULY 15, 2024  
- MASSACHUSETTS PARENTAGE ACT CELEBRATION & UPDATE SEPT 10, 2024  
- LEGAL THREATS & OPPORTUNITIES FOR LGBTQ+ PEOPLE (WITH MIZELL CENTER) SEPT 30, 2024  
- NATIONAL TRANSGENDER RIGHTS LANDSCAPE OCT 24, 2024  
- MASSACHUSETTS PARENTAGE ACT PROTECTIONS NOV 13, 2024  
- POST-ELECTION LEGAL QUESTIONS NOV 14, 2024  
- VIRTUAL SCREENING & PANEL: NATIONAL TRANSGENDER RIGHTS LANDSCAPE DEC 17, 2024  
- KNOW YOUR RIGHTS ON IMMIGRATION JAN 14, 2025  
- POST-INAUGURATION BRIEFING JAN 28, 2025

**STRATEGIC MESSAGING & RESEARCH:**

- CONTINUED WORK ON SHIFTING PUBLIC UNDERSTANDING OF TRANSGENDER ADOLESCENT HEALTHCARE.  
- PLANNED A MESSAGE RESEARCH PROJECT ON LGBTQ FAMILY BUILDING AND PARENTAGE WITH AN EXPERT ATTORNEY ON STAFF.

**POLICY CONVENINGS:**

- HELD QUARTERLY RHODE ISLAND PUBLIC POLICY ADVOCATES MEETINGS.  
- HOSTED THE ANNUAL NEW ENGLAND POLICY CONVENING IN DECEMBER 2024 WITH ADVOCATES FROM SIX STATES.

**DIGITAL OUTREACH & INFORMATION ACCESS:**

- CREATED A DEDICATED EXECUTIVE ORDER CHALLENGES PAGE ON GLADLAW.ORG. PROVIDES UPDATES ON FEDERAL ACTIONS AND LEGAL CHALLENGES. INCLUDES FREQUENTLY ASKED QUESTIONS ON EVOLVING LEGAL RIGHTS.  
- LAUNCHED A WEEKLY BLOG BY EXECUTIVE DIRECTOR RICARDO MARTINEZ TITLED THE RESISTANCE BRIEF, OFFERING INSIGHTS AND ENCOURAGEMENT FOR THE LGBTQ+ RIGHTS MOVEMENT.

**FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:  
IN THE PAST YEAR, THE AIDS LAW PROJECT (ALP):**

Name of the organization GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.	Employer identification number 04-2660498
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**EXPANDED ACCESS TO HIV PREVENTION:**

- PASSED A LAW IN MASSACHUSETTS TO ALLOW PHARMACISTS TO DISPENSE A LIMITED SUPPLY OF PREP FOR HIV PREVENTION,
- PASSED A LAW IN RHODE ISLAND TO:  
EXPAND ACCESS TO PREP (PRE-EXPOSURE PROPHYLAXIS).  
ELIMINATE INSURANCE BARRIERS SUCH AS PRIOR AUTHORIZATION AND STEP THERAPY.  
FILED SIMILAR LEGISLATION IN MA THIS YEAR.

**PUBLIC HEALTH ADVOCACY IN MAINE:**

- RESPONDED TO RISING HIV CASES IN BANGOR BY ADVOCATING FOR EXPANDED SYRINGE EXCHANGE PROGRAMS.
- OPPOSED MAINE BILL LD219, WHICH PROPOSED A HARMFUL ONE-FOR-ONE SYRINGE EXCHANGE LIMIT, BY SUBMITTING FORMAL TESTIMONY.

**NATIONAL LEGAL ADVOCACY:**

- CO-AUTHORED A FRIEND-OF-THE-COURT BRIEF IN KENNEDY V. BRAIDWOOD MANAGEMENT, INC. SUBMITTED TO THE U.S. SUPREME COURT ON FEBRUARY 25, 2025.  
URGED THE COURT TO UPHOLD NO-COST ACCESS TO PREP AND OTHER PREVENTIVE HEALTHCARE SERVICES.  
COLLABORATED WITH LEADING HIV, LGBTQ+, AND HEALTHCARE ORGANIZATIONS.

**ONGOING MISSION:**

- CONTINUING TO WORK TOWARD THE ERADICATION OF HIV BY ENSURING EQUITABLE ACCESS TO PREVENTION AND TREATMENT WITHOUT UNNECESSARY BARRIERS.  
EXPENSES \$ 511,782. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

**ORGANIZATIONAL GROWTH AND BRAND SHARPENING****NEW LEADERSHIP:**

- FOLLOWING THE DEPARTURE OF GLAD LAW'S LONG-TIME EXECUTIVE DIRECTOR IN THE FALL OF 2023, GLAD LAW HAD AN INTERIM ED UNTIL SEPTEMBER 2024. THE BOARD LED A NATIONWIDE SEARCH AND HIRED RICARDO MARTINEZ AS GLAD LAW'S EXECUTIVE DIRECTOR. RICARDO BEGAN THE POSITION IN SEPTEMBER 2024.

**LEGAL TEAM AND STAFF EXPANSION:**

- HIRED FOUR NEW ATTORNEYS WITH CIVIL RIGHTS AND TRIAL EXPERIENCE.
- CONDUCTED A NATIONAL SEARCH AND HIRED A NEW LEGAL DIRECTOR, STARTING APRIL 2025.
- INITIATED HIRING ADDITIONAL STAFF ACROSS THE ORGANIZATION IN Q4 OF FY25 TO SUPPORT EXPANDED OPERATIONS.

**BRAND SHARPENING CAMPAIGN:**

- LAUNCHED A COMPREHENSIVE CAMPAIGN TO ENHANCE VISIBILITY AND REINFORCE OUR IDENTITY AND MISSION AS A LEGAL ADVOCACY ORGANIZATION.
- FILED A NEW BUSINESS CERTIFICATE WITH THE CITY OF BOSTON ADOPTING THE SHORTHAND "GLAD LAW."

**BRAND AWARENESS ACHIEVEMENTS:**

- UPDATED LOGO RESONATED STRONGLY WITH DONORS AND SUPPORTERS.
- INCREASED PUBLIC RECOGNITION OF GLAD LAW'S MISSION AND UNIQUE CONTRIBUTIONS.
- HIGH LEVELS OF TRUST REPORTED IN GLAD LAW'S USE OF RESOURCES AMONG SUPPORTERS.

Name of the organization GLBTQ LEGAL ADVOCATES & DEFENDERS, INC.	Employer identification number 04-2660498
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**MEDIA ENGAGEMENT SUCCESS:**

- MAJORITY OF MEDIA OUTLETS NOW CORRECTLY REFER TO THE ORGANIZATION AS GLAD LAW.
- LEGAL WORK FEATURED PROMINENTLY IN MEDIA MESSAGING, REINFORCING GLAD LAW'S LEADERSHIP.
- JENNIFER LEVI AND RICARDO MARTINEZ SERVED AS KEY SPOKESPEOPLE, WITH JENNIFER LEADING MOST NATIONAL COVERAGE.

**PAID MEDIA PERFORMANCE:**

- DIGITAL ADS OUTPERFORMED INDUSTRY BENCHMARKS IN FUNDRAISING, LEAD GENERATION, AND AWARENESS.
- PEAK PERFORMANCE DURING MEDIA COVERAGE OF THE PRESIDENT'S EXECUTIVE ORDERS, SUCH AS THE TRANSGENDER MILITARY BAN.
- TOP-PERFORMING CREATIVE CONTENT INCLUDED EMOTION-DRIVEN, DIRECT-TO-CAMERA VIDEOS BY ALEXANDRA CHANDLER AND RICARDO MARTINEZ.

**FORM 990, PART VI, SECTION B, LINE 11B:**

THE FINANCE AND AUDIT COMMITTEE WILL RECEIVE A DRAFT COPY OF THE FORM 990 AND A COPY WILL BE POSTED ON THE BOARD OF DIRECTORS WEBSITE.

**FORM 990, PART VI, SECTION B, LINE 12C:**

BOARD TREASURER OR DESIGNEE REVIEWS STATEMENTS SUBMITTED ANNUALLY BY BOARD MEMBERS AND OFFICERS FOR CONFLICT OF INTEREST ISSUES. POLICY ADOPTED NOVEMBER OF 2008.

**FORM 990, PART VI, SECTION B, LINE 15:**

EXECUTIVE DIRECTOR - A BOARD REPRESENTATIVE RECEIVES FEEDBACK FROM BOARD MEMBERS. A SUB-COMMITTEE REVIEWS COMPARABILITY DATA SUCH AS OTHER ORGANIZATIONS' 990'S AND EXTERNAL SALARY REPORTS AND DISCUSSES WITH THE BOARD AND EXECUTIVE DIRECTOR TO FINALIZE ANNUAL COMPENSATION.

OTHER KEY EMPLOYEES - SENIOR STAFF SALARIES ARE REVIEWED INTERMITTENTLY BY THE EXECUTIVE DIRECTOR AND COMPARED TO SIMILAR LEGAL ORGANIZATIONS AND LOCAL SALARY SURVEYS.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:  
MA, ME, CT, RI, NH, VT, CA, NY, PA, FL, NJ, NV, WA, MO

**FORM 990, PART VI, SECTION C, LINE 19:**

THESE DOCUMENTS ARE AVAILABLE UPON REQUEST.

**FORM 990, PART IX, LINE 11G, OTHER FEES:****OTHER:**

PROGRAM SERVICE EXPENSES	730,991.
MANAGEMENT AND GENERAL EXPENSES	60,931.
FUNDRAISING EXPENSES	217,748.
TOTAL EXPENSES	1,009,670.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	1,009,670.

**FORM 990, PART XII, LINE 2C:**

GLAD LAW'S BOARD OF DIRECTORS IS RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT OF THE FINANCIAL STATEMENTS. THIS HAS NOT CHANGED FROM THE PRIOR YEAR.