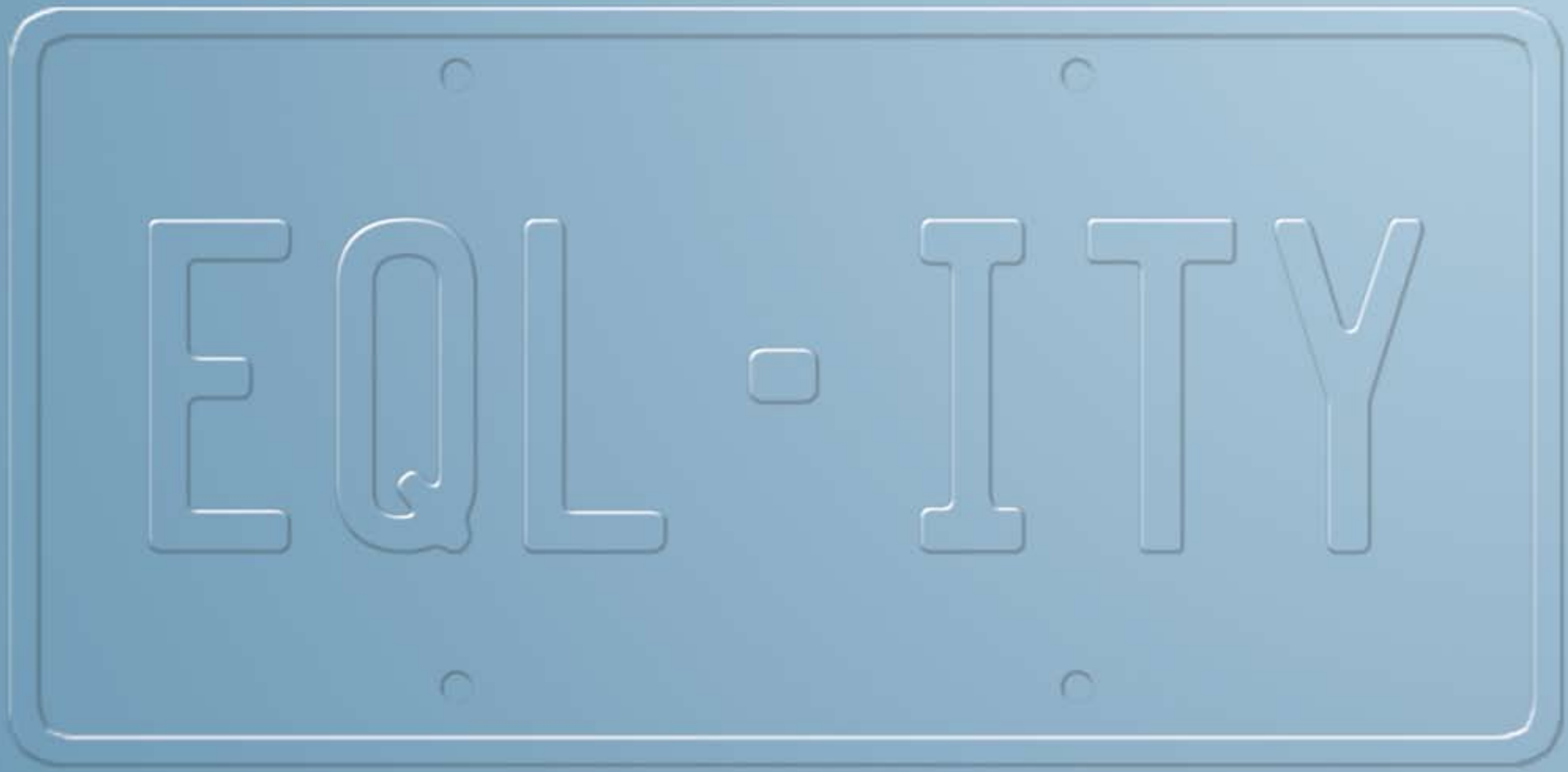


THE NATIONAL CENTER FOR LESBIAN RIGHTS
FIGHTING FOR JUSTICE SINCE 1977

NCLR


EQL-ITY



DEAR NCLR CHAMPION:

Maybe it was the fact that I was approaching my 50th birthday, or that I was celebrating my 15th anniversary as an employee of NCLR. Or maybe it was because my spouse, my kids, my friends, my staff and the NCLR Board are so unstinting in their support. Whatever the reason, for me, 2009 was a year of gratitude.

Even in the midst of days where I feel profound frustration, or days when we have to tell a client we lost a case, or can't help someone who lost their job in Oklahoma because they are gay and the laws there are harmful, I feel so lucky to be here doing this work. And I am not alone.

Our staff and Board all feel the same sense of honor that it is to be alive now, doing work that changes lives. For us, gratitude is what fuels our passion and our commitment. I feel very secure in saying that when we all come to work each day we are focused on one thing: how can we make this nation live up to its promise of equality and justice for our community?

So whether it's a policy change in a federal agency, representing an asylum client who suffered persecution in her home country, convening family law attorneys from around the country to better represent their LGBT clients, answering calls and e-mails from around the country from LGBT folks who need help and answers, or fighting battles big and small everyday, in dozens of communities, for our fellow LGBT brothers and sisters—we do it all with an unwavering determination and belief that we are bending that arc of history.

Amid all of our work, we never lose sight that it is your faith and your trust that makes possible Without you, we would be only dreamers. With you, we are doers—who still dream that what we do makes a difference. It is a blessed life. Thank you.

Very truly yours,



Kate Kendell, Esq.
Executive Director

ABOUT NCLR

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

Thirty-three years ago, a brave and determined woman, fresh out of law school and eager to make a difference, decided to put her knowledge to good use. As a legal scholar, Donna Hitchens saw the courtroom as a way to change the world. As a lesbian, she had experienced both personal and professional frustrations and fears, and didn't want others to suffer the same.

That was in 1977. Today, that pioneering spirit and unwavering commitment to advance the civil and human rights of all lesbian, gay, bisexual, and transgender (LGBT) people continues. Each year, through litigation, public policy advocacy, and public education, NCLR helps more than 5,000 LGBT people and their families nationwide. And our precedent-setting case victories literally rewrite the law, changing the legal landscape for all LGBT people and families across the nation. For more than three decades we've been leaders in bringing historic cases, and today we are still trailblazing in pursuit of justice, fairness, and legal protections for all LGBT people.

From a humble yet tenacious initial focus on addressing the overlooked discrimination against lesbians, NCLR has grown to expand its life- and law-changing work in order to advance the legal landscape for every LGBT person. Our programs focusing on employment, immigration, youth, elder law, transgender law, marriage, relationship protections, sports, healthcare, and family law create safer homes, safer jobs, and a more just world.

NCLR'S 2009 CASES

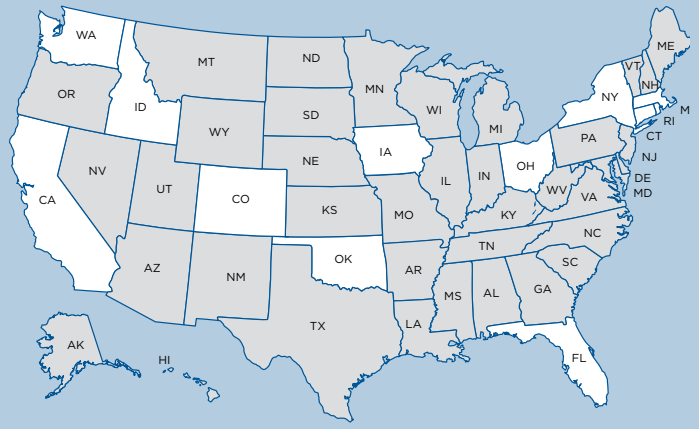
FAMILIES AND PARENTING
AAR, ex parte – PR
Smith v. Quale – CA
Charisma R. v. Kristina S. - CA
L.E. v. K.R – FL
Johnson v. SooHoo – IA
In re J.D.F. – OH
In re Lucy Mullen - OH
In re S.J.L. - OH
Debra H. v Janice R. – NY
Karen Atala Riffo v. Chile – Chile

FEDERAL POLICY
D.C. Parenting Law

HEALTHCARE
Benitez v. North Coast Women's Care Medical Group - CA

IMMIGRATION AND ASYLUM
Martinez v. Holder – Guatemala
In re AC – Honduras
In re S.K. – Pakistan
In re Angelica – Mexico
In re Barbara – El Salvador
In re Alejandra – Guatemala
John Doe. v. Alberto Gonzalez – Egypt
In re Vicky – Mexico
In re M.G.R – Mexico, Immigration Court
In re M.Q. – Mexico
In re Eduardo – Mexico
In re E.G. – Uganda
In re L.M. - Mexico
In re Marta – Mexico, Immigration Court
In re M.G.T. - Mexico
In re M.G. – Mexico
In re R.F. – Honduras
In re R.T. – Peru
In re S.H. – Bosnia, Immigration Court
In re V.R. – Mexico
In re Jasmine - Guatemala
In re N.A. – Saudi Arabia
In re V.O – Guatemala, Immigration Court
In re Y.G. – Mexico, Immigration Court
In re Ximena – Mexico, Immigration Court

MARRIAGE
In re Marriage Cases – CA
Jackson v. D.C. Board of Elections and Ethics
Perry v. Schwarzenegger – CA
Strauss v. Horton – CA
Varnum v. Brien – IA



OTHER CIVIL RIGHTS
Christian Legal Society v. Martinez – Federal
Doe v. Reed - Federal
Iqbal v. Ashcroft – Federal

RELATIONSHIP RECOGNITION
Demers v. Zupancic – CO
Kerrigan & Mock v. Connecticut Department of Public Health – CT
Reynolds and McKinley – OK/ Cherokee Nation
Colombia Diversa, Expediente No. D-6362, Corte Constitucional de Colombia – Colombia

SPORTS
Steven Apilado, et al. v. The North American Gay Amateur Athletic Alliance – WA
Sulpizio and Bass v. Mesa Community College – CA

TRANSGENDER RIGHTS
Adams, Vanessa v. Federal Bureau of Prisons et al. – MA
Gammett v. Idaho State Board of Corrections – ID

YOUTH
D.A. v. J.W. – FL
California Education Committee v. O'Connell – CA

LITIGATION HIGHLIGHTS

L.E. v. K.R. (Florida Court of Appeals)

NCLR's victory in this case established that Florida must recognize second-parent adoptions by same-sex parents from other states, despite Florida's own prohibition of adoption by lesbian, gay, and bisexual persons. Two women, L.E. and K.R., were in a committed relationship and had two children together in Washington State. The couple completed second-parent adoptions in Washington to ensure that both partners had a legally protected relationship to their children. The couple moved to Florida, where they lived together for several years before their relationship ended. After separating, they successfully shared equal custody and visitation with both children until K.R. unilaterally decided that she would raise her biological child by herself and that she no longer wished to have any contact with L.E.'s biological child. K.R. unilaterally cut off all contact with L.E. and refused to permit any contact between the children, who had been raised together as sisters all of their lives. On May 13, 2009, the Florida Court of Appeals unanimously reversed a lower court ruling and held that Florida must give full faith and credit to adoptions granted to same-sex couples by other states.

NCLR and Tampa family law attorney Leslie Talbot represented L.E. in the trial court. NCLR and pro bono attorneys from the Florida offices of Carlton Fields represented L.E. in the Florida Court of Appeals.

In re N.A. (Saudi Arabia, U.S. Asylum Office)

Every asylum case won for a lesbian, gay, bisexual, or transgender person not only saves the life of our client, but strengthens sexual orientation and gender identity as protected classes within immigration law. N.A. is one of the many LGBT persons from around the globe who have come to NCLR for help after being persecuted because of their sexual orientation or gender identity in their home countries. Saudi Arabia criminalizes sexual intimacy between

INTERNATIONAL CASES



same-sex partners, which is punishable by death or flogging. NCLR client N.A. is a young gay man from Saudi Arabia, who lived his life in fear that others would discover his sexual orientation. He knew that gay men were often detained by police, tortured, and killed. He also knew that his family would disapprove or even report him to the police if they found out about his sexual orientation. When he was sexually assaulted by a group of men and was unable to report the incident out of fear of more violence, he became deeply depressed and attempted suicide. Eventually, N.A. was able to flee Saudi Arabia and come to the U.S., where he contacted NCLR for help. With NCLR's assistance, N.A. was granted asylum on September 23, 2009.

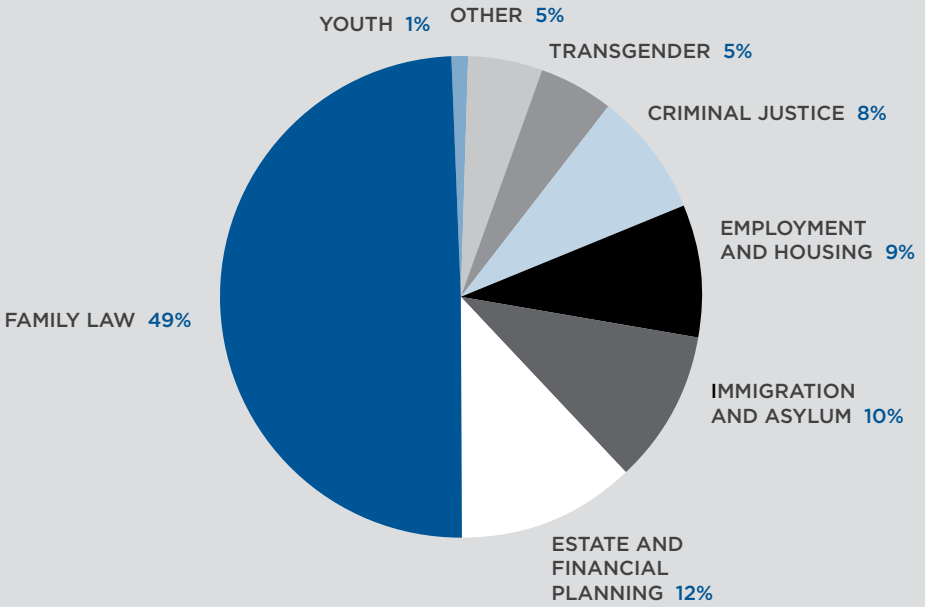
***Sulpizio v. San Diego Mesa College* (California Superior Court)**

This case is a key victory in NCLR's ongoing program to achieve equity for LGBT athletes and coaches, who often face discrimination based both on their sexual orientation and gender. Lorri Sulpizio was the Head Women's Basketball Coach at San Diego Mesa College (Mesa), and her domestic partner, Cathy Bass, was the team's Director of Basketball Operations for over eight years. Despite Sulpizio's and Bass's dedication and demonstrated track record of success, Mesa officials fired both coaches at the end of the 2007 academic year after Coach Sulpizio repeatedly advocated for equal treatment of female student-athletes and female faculty, and following publication in a local paper of an article identifying Sulpizio and Bass as domestic partners.

On September 8, 2008, the Office of Civil Rights (OCR) of the United States Department of Education found that Mesa had failed to provide equal treatment to female athletes in a number of respects, corroborating Coach Sulpizio's concerns.

On December 3, 2009, a jury found that Mesa had unlawfully retaliated against Coach Sulpizio for complaining about the school's unequal treatment of female athletes. NCLR represented Coach Sulpizio, along with pro bono attorneys Mattheus Stephens of Stock Stephens, LLP and Leslie F. Levy.

NCLR'S WORK AT A GLANCE

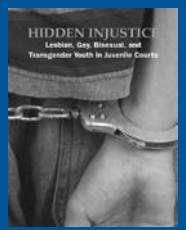


PUBLICATION HIGHLIGHTS



Planning with Purpose: Legal Basics for LGBT Elders

A publication to help LGBT elders and their families and caregivers navigate legal issues by providing basic information about select areas of the law that are important to LGBT elders, especially individuals and couples who are age 55 and over.



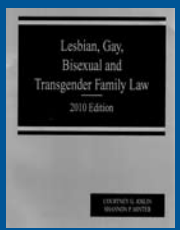
Hidden Injustice: Lesbian, Gay, Bisexual, and Transgender Youth in Juvenile Courts

This report, released in collaboration with the Equity Project, Legal Services for Children, and the National Juvenile Defender Center, provides the first comprehensive examination of the treatment of LGBT youth in juvenile courts nationwide.



Legal Advocates Challenging Stereotypes and Increasing Access to Justice for LGBT Communities

Proyecto Poderoso Coordinator Lisa Cisneros and NCLR Family Protection Project Coordinator Cathy Sakimura published this article in Legal Services of Northern California's Racial Equity Project newsletter. The article is part of NCLR's ongoing efforts to inform and motivate legal services organizations to provide more help to poor and working-class LGBT clients.



Family Law Issues for Lesbian, Gay, Bisexual, and Transgender People

Co-authored by NCLR Legal Director Shannon Minter and former NCLR Senior Staff Attorney Courtney Joslin, now an Acting Professor at UC Davis School of Law. Published by West Publishing.

NCLR AUDITED FINANCIAL STATEMENTS

for the Year Ending December 31, 2009

PUBLIC SUPPORT AND REVENUE

Individuals	$1,800,306
Bequests	$72,664
Foundations	$566,191
Donated professional services	$1,155,710
Special events	$648,721
Case fees	$20,837
Other revenue	$54,624
Total Public Support and Revenue	**$4,319,053**

EXPENSES

Legal programs and services	$4,045,193
Management and general	$73,432
Fundraising	$722,194
Total Expenses	**$4,840,819**

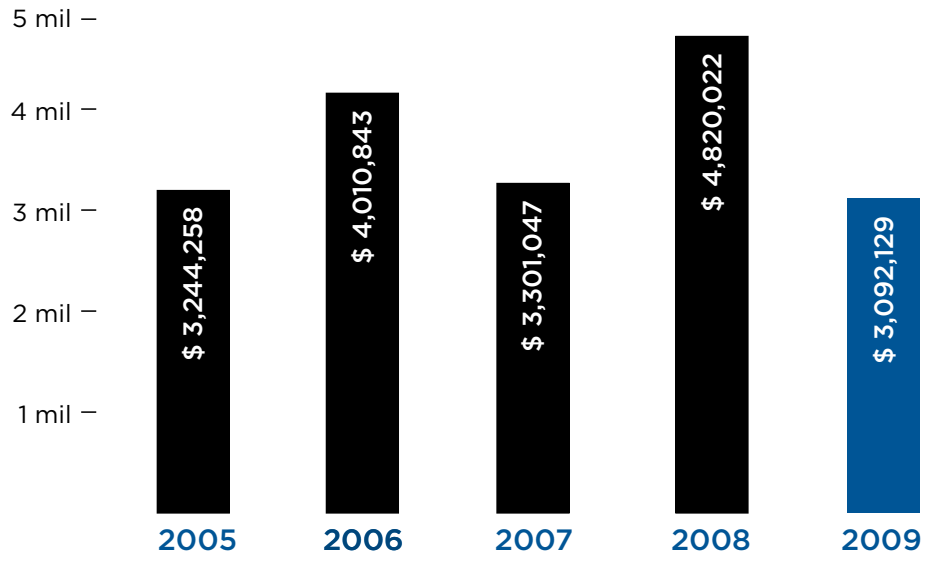
Decrease in unrestricted net assets	**($521,766)**
Net assets, beginning of year	**$2,516,657**
Net assets, end of year	**$1,994,891**

Please contact NCLR for a complete audited statement.

HISTORY OF PUBLIC SUPPORT AND REVENUE*

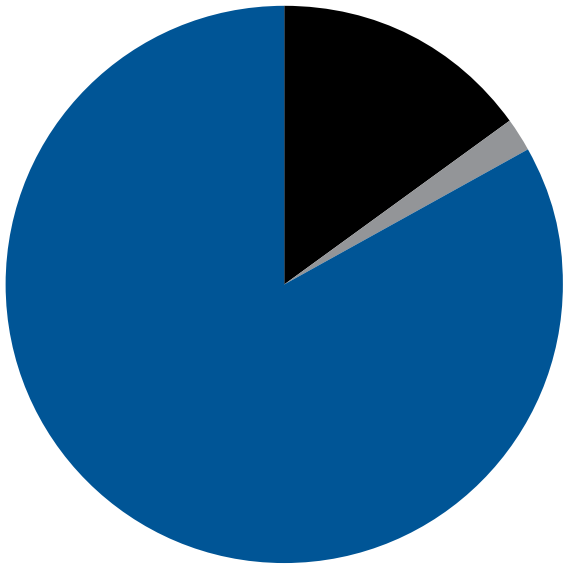
2005-2009

**Does not include donated professional services*



2009 EXPENSES

84% LEGAL PROGRAMS & SERVICES **15%** FUNDRAISING **2%** MANAGEMENT & GENERAL



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