Form	990
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Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except 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.

OMB No. 1545-0047 23 **Open to Public** Inc.

<u>A</u>	For	the 2023 calendar year, or tax year beginning		formation.	Inspection
В	Chec	cif C Name of organization	nding		
_		LAMBDA LEGAL DEFENSE & EDUCATION TIME		D Employer identifie	cation number
Ľ]ch				
	ch	ange Doing business as		00 000-0	
	Init	Number and street (or P.0, hox if mail is not delivered to street address)		23-73956	
Ĺ		$m/1 \perp 20$ WALL STREET, 19TH FLOOP	om/suite	E Telephone number	
	ate	City or town, state or province, country, and ZIP, or foreign participation		212-809-1	
	reti	m 10005-3904		G Gross receipts \$	60,762,989.
Ĺ	tior	F Name and address of principal officer: AMANDA WYATT		H(a) Is this a group re	
		SAME AS C ABOVE		for subordinates	
		exempt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or	527	H(b) Are all subordinates inc	
		site: WWW.LAMBDALEGAL.ORG		If "No," attach a	list. See instructions
		of organization: X Corporation Trust Association Other		H(c) Group exemption	number
P	<u>art l</u>	Summary			State of legal domicile: NY
0	1	- The second of the organization of the second potinities of the second se	MBDA	LECAL DEPEN	
anc anc	1	<u>=====================================</u>	NATT	ONAL OPCANTS	
Activities & Governance	2	if the organization discontinued its operations or disposed	of more t	ban 25% of its not and	
No.	3	Number of voting members of the doverning body (Part VI line 1a)			
ల - ళ	4	Number of independent voting members of the governing body (Part VI, line 1b)			32
ŝ	5	rota, humber of individuals employed in calendar year 2023 (Part V, line 2a)	••••••	5	150
îvit	6	Total number of volunteers (estimate if necessary)			
Act	7:	¹ Total unrelated business revenue from Part VIII, column (C), line 12		_	0.
		Net unrelated business taxable income from Form 990-T, Part I, line 11	•••••	7b	0.
				Prior Year	Current Year
ē	8	Contributions and grants (Part VIII, line 1h)	2	23,627,425.	31,514,240.
en l	9	Program service revenue (Part VIII, line 2g)		569,675.	139,534.
Revenue	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	_	2,073,688.	4,310,313.
_	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		-188,881.	-599,518.
	12	<u>Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)</u>	1 2	1,934,531.	35,364,569.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		5,000.	5,000.
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1	4,525,745.	15,109,086.
ens	102	Professional fundraising fees (Part IX, column (A), line 11e)		294,615.	786,635.
ц Ц	5	1 otal fundraising expenses (Part IX, column (D), line 25) 6,005,003.	<u> </u>		
-	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1	0,347,419.	9,817,082.
Ì	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	2	5,172,779.	25,717,803.
	19	Revenue less expenses. Subtract line 18 from line 12		3,238,248.	9,646,766.
Net Assets or Fund Balances	20		Begi	nning of Current Year	End of Year
Asse Bals	20 21	Total assets (Part X, line 16) Total liabilities (Part X, line 26)		4,443,289.	54,041,188.
let _	22			8,896,652.	9,646,688.
Pa	rt II	Net assets or fund balances. Subtract line 21 from line 20 Sigpature Block	. 3	5,546,637	44,394,500.
true.	corre	alties of perjury, I declare that I have examined this return, including accompanying schedules and ct, and complete. Declaration of preparer (other than officer) is based on all information of which pr	statement	s, and to the best of my k	nowledge and belief, it is
,		and the second and the prepared (other man onice) is based on an information of which pr	reparer na		<u></u>
Sign		Signature of officer		<u></u>	
Here	;	AMANDA WYATT, CFO			
		Type or print name and title			
		Print/Type preparer's name Preparer's signature	Dat	e Check	PTIN
Paid		MAGDALENA CZERNIAWSKI MAGDALENA CZERNIAW	SK 09	/25/24 if self-employed	₽00535099
Prepa		Firm's name CBIZ MARKS PANETH LLC			-3707167
Use (iniy	Firm's address 685 THIRD AVENUE	· · · · ·		
		NEW YORK, NY 10017		Phone no.212	-503-8800
<u>iviay</u>	tne ll	RS discuss this return with the preparer shown above? See instructions	<u></u>		X Yes No
LHA	ror Q	Paperwork Reduction Act Notice, see the separate instructions. 332001 12-21-23	3		Form 990 (2023)

ORGANIZATION MISSION STATEMENT CONTINUATION UL.

	LAMBDA LEGAL DEFENSE & EDUCATION FUND,
Form	990 (2023) INC. 23-7395681 Page 2 t III Statement of Program Service Accomplishments
Fa	
1	Check if Schedule O contains a response or note to any line in this Part III
•	THE LAMBDA LEGAL DEFENSE AND EDUCATION FUND, INC. IS A NATIONAL
	ORGANIZATION COMMITTED TO ACHIEVING FULL RECOGNITION OF THE CIVIL
	RIGHTS OF LESBIANS, GAY MEN, BISEXUALS, TRANSGENDER PEOPLE AND ANYONE
	LIVING WITH HIV THROUGH IMPACT LITIGATION, EDUCATION AND PUBLIC POLICY
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
2	If "Yes," describe these new services on Schedule O. Did the organization cease conducting, or make significant changes in how it conducts, any program services?
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 \$10,010,341. including grants of \$5,000.) (Revenue \$147,668.)
	FOR MORE THAN 50 YEARS, LAMBDA LEGAL HAS BEEN THE NATION'S LARGEST
	LEGAL ADVOCACY ORGANIZATION WORKING TO ADVANCE AND PROTECT THE CIVIL
	RIGHTS OF LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ+)
	PEOPLE AND EVERYONE LIVING WITH HIV THROUGH LITIGATION, POLICY ADVOCACY AND PUBLIC EDUCATION EFFORTS AT THE FEDERAL, STATE, AND LOCAL LEVELS.
	IN 2023, 510 ANTI-LGBTQ+ BILLS WERE INTRODUCED ACROSS 47 STATES, WITH
	84 ENACTED IN 23 STATES. 74% OF THESE BILLS TOOK AIM AT TRANSGENDER AND
	NONBINARY AMERICANS, INCLUDING NEW LEGISLATION TARGETING DRAG BANS,
	DEFINING "SEX" IN A WAY THAT ERASES TRANSGENDER AND NONBINARY PEOPLE,
	AND LIMITING OR CRIMINALIZING ACCESS TO FACILITIES CONSISTENT WITH
	ONE'S GENDER IDENTITY. WE WERE FORCED ONTO THE DEFENSIVE IN MANY PLACES
4b	AND HAD TO FILE SUITS RAPIDLY TO COUNTER THESE NEW LAWS, WITH OUR CASE (Code:) (Expenses \$ 5,926,655. including grants of \$) (Revenue \$)
40	(Code:) (Expenses \$5,926,655. including grants of \$) (Revenue \$) OUR LEGAL WORK IS SUPPORTED BY EXPANSIVE PUBLIC EDUCATION AND
	COMMUNICATION EFFORTS THAT ALLOW US TO REACH A WIDE RANGE OF AUDIENCES
	ACROSS MULTIPLE CHANNELS THROUGHOUT THE YEAR. OUR COMMUNICATIONS
	DEPARTMENT'S EXPERTISE IN PRINT, BROADCAST, AND SOCIAL MEDIA HELPS
	LAMBDA LEGAL TO REACH NOT JUST MEMBERS OF THE LGBTQ+ COMMUNITY AND ALL
	THOSE LIVING WITH HIV, BUT ALSO EXTENDS TO OPINION SHAPERS, LAWMAKERS,
	AND MEMBERS OF THE LEGAL COMMUNITY.
	WE MAINTAINED A ROBUST ONLINE PRESENCE THAT PROVIDED COMPREHENSIVE
	RESOURCES, TIMELY NEWS, ANALYSIS, AND COMMENTARY ACROSS MULTIPLE
	PLATFORMS, INCLUDING OUR WEBSITE, AS WELL AS FACEBOOK, TWITTER,
	INSTAGRAM, YOUTUBE, MEDIUM AND OTHER SOCIAL MEDIA CHANNELS. THROUGH
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$)
4e	Total program service expenses 15,936,996.
	Form 990 (2023)

LAMBDA LEGAL DEFENSE & EDUCATION FUND, Form 990 (2023) INC. Part IV Checklist of Required Schedules

1 the organization described in section 501(k) or 4947(a)(1) (biter than a private foundation? 1 X 2 the organization required to complete Schedule S, Schedule G Cartizburor ? See instructions 2 X 3 Did the organization require in factor in index political campaign activities on ball of on in opposition to candidates for public office? II : "Yes," complete Schedule C, Part II 3 X 4 Sectors 501(c)(4), 501(c)(5), 501(c)(5), 501(c)(6),				Yes	No
2 Is the organization engage in direct profiles 2 Senebule of Complexes 2 Senebule on in opposition to candidate for public offee // *ys; "complete Schedule C, Part // 3 X 4 Section 501(b)(k) organizations. Did the organization angage in obbying activities, or have a section 501(b) election in effect dir difference (Part // 4 X 5 be organization action 501(b)(k) or 501(c)(k) or 501(c)(k) or granization that receives membership dues, assessments, or similar amounts as defined in Park Proc. Bert 197 // *ys; "complete Schedule C, Part // 6 X 6 Did the organization anatum any door addueed funds or any similar funds or accounts? 1/// *ys; "complete Schedule C, Part // 6 X 7 X the organization maintain any door addueed funds or any similar funds or accounts? 1// *ys; "complete Schedule D, Part // 6 X 7 X the organization resolve or hold a conservation assement, including assements to preserve open space. 7 X 7 X the organization resolve or hold a conservation assements; or other similar assets? If *Yes; "complete Schedule D, Part I/ 8 X 9 Did the organization report an amount in Part X, ine 21, for escrew or custodial account liability; serve as a custodian for ansutant in thisted in Part X, or provide ceall courseling, buildings, and equipment in Part X, line 107 // *ys; "complete Schedule D, Part V/ 9 X	1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
3 Ddt the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>II</i> 'Yes, 'complete Schedule C, Part II 3 X 4 Section 501(p3) organizations. Ddt the organization engage in lobbying activities, or have a section 501(b) election in effect during the tax year // I'Yes, 'complete Schedule C, Part II 4 X 5 Did the organization match and year of years 5 X 6 Did the organization match and years with organization that receives membership dues, assessments, or is imitiar amounts as defined in Rev. Proc. 801(b) (9) organization that receives membership dues, assessments, or the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II 6 X 9 Did the organization nearies on thistoric structures? If 'Yes,' complete Schedule D, Part II 7 X 10 Did the organization nearies on thistoric structures? If 'Yes,' complete Schedule D, Part II 7 X 10 Did the organization certain or parts, in consider, dodbit management, credit repart, or cobin agoitation services? 9 X 10 Did the organization report an amount for intermetters other securities in Darx', vine 12, that is 5% or more of its total assets reported in Part X, ine 12, in easist schedule D, Part II 10 X 10 Did the organization report an		If "Yes," complete Schedule A			
public office? If ''res,' complete Schedule C, Part I 3 X 4 Section 501(b) election in effect during the tax yea? If 'Yes,' complete Schedule C, Part II 4 X 5 Is the organization ascelon 501(b) (3) organization that receives membership dues, assessments, or similar amounts as defined in the Proc. 9619? If 'Yes,' complete Schedule D, Part II 5 X 6 Did the organization reaction or hivestment of amounts in such funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If ''res,' complete Schedule D, Part II 5 X 7 X Did the organization reaction or hold accounteration assemments, including assemments or proves are acuted on the schedule D, Part II 7 X 8 Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi-admovements? If ''res,' complete Schedule D, Part IV 8 X 10 Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi-admovements? If ''res,' complete Schedule D, Part V 10 X 11 If the organization report an amount for indue schedule D, Part V 11 X 12 Did the organization report an amount for investments or the savet in Part X, line 12, that is 5% or more of its total assets reported	2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If Yes," complete Schedule C, Part II 4 X 5 Is the organization a section 501(h) 501(c)(s) 501(c)	3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
during the tax yea? If Yes," complete Schedule Q, Part II. 4 X 5 Is the organization a section 501(4),601(4),501(4			3		X
5 Is the organization section 501(c)(6), 501(c)(5), or 501(c)(6), organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 96197. If 'Yes,' complete Schedule C, Part II 5 X 6 Did the organization markins any doorn advaced funds or any similar funds or accounts for which dones have the right to provide advace on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I 6 X 7 Did the organization nearbox in child a conservent, fundiong assemments, not the strainer assets? If 'Yes,' complete Schedule D, Part II 7 X 8 Did the organization nearbox in childs or any similar assets? If 'Yes,' complete Schedule D, Part II 8 X 9 Did the organization, encode to through a related organization, hold assets in donor restricted endowments or in quasi-endowments? If 'Yes,' complete Schedule D, Part VI 8 X 10 Did the organization report an amount for land, buildings, and equipment in Part X, line 10, Hi 'Yes,' complete Schedule D, Part VI 10 X 11 If the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part VI 11 X 11 Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, l	4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
amiliar amounts as defined in Rev. Proc. B8:197 (#*Yes,* complete Schedule C, Part III. 5 X 6 D0t the organization maintain and yoor advised funds or any socuratis for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? (#*Yes,* complete Schedule D, Part III. 6 X 7 Did the organization maintain collections of works of art, historical treasures, or other similar assets? (#*Yes,* complete Schedule D, Part III. 7 X 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? (#*Yes,* complete Schedule D, Part III. 8 X 9 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-feedowments? 9 X 10 Did the organization, fuectly or through a related organization, hold assets in donor-restricted endowments or in quasi-feedowments? 10 X 11 If the organization report an amount for levestments - order securities in Part X, line 10? H *Yes,* complete Schedule D, Part IV 11 Did the organization report an amount for levestments - order securities in Part X, line 10? H *Yes,* complete Schedule D, Part IV 11 The organization report an amount for levestments - order securities in Part X, line 10? H *Yes,* complete Schedule D, Part X 12 Did the organization report an amou			4	X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment on numbers in such funds or accounts? If "Yes," complete Schedule D, Part II 8 7 XX 8 Did the organization receive on fold a conservation assement, including assements to preserve open space, the environment, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part II 7 X 9 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part II 8 X 9 Did the organization receive or through a related organization, hold assets in donar-restricted endowments or in quasi-endownents? If "Yes," complete Schedule D, Part VI 10 X 10 Did the organization receive an amount for lavestments - or in quasi-endownents? If "Yes," complete Schedule D, Part V 10 X 11 If the organization receive an amount for investments - organs related in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 167 If "Yes," complete Schedule D, Part VI 11 X 12 Did the organization report an amount for investments - organs related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 If "Yes," complete Schedule D, Part X 11 X 13 Did the organization report an amount for investments - program related	5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
provide advice on the distribution or investment of amounts in such funds or accounts? // 'Yes,' complete Schedule D, Part / 6 X 7 Did the organization receive or hold a conservation easement, including easements to preserve open space. 7 X 8 Did the organization maintain collections of works of art, historical treasures, or other similar asset? // 'Yes,' complete Schedule D, Part II X X 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodial nor amounts on lated in Part X, or provide cardial consulting, their angagement, credit repair, or debt negotiation services? 9 X 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments 10 X 11 If the organization report an amount for levels Schedule D, Part V 10 X 11 If the organization report an amount for levels schedule D, Part V 10 X 11 If the organization report an amount for levels schedule D, Part V 111 X 12 Did the organization report an amount for levels mests in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? if 'Yes,' complete Schedule D, Part V 111 X 13 X 114 X 115 X 14 <		similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II 7 X 8 Did the organization maintain collections of works of art, historical treasurus, or other similar asset? If 'Yes,' complete Schedule D, Part II 8 X 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 0 Did the organization organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If 'Yes,' complete Schedule D, Part V 10 X 11 If the organization report an amount for lend, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI 10 X 12 Did the organization report an amount for investments - orber securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VI 11 X 13 Did the organization report an amount for investments - orber securities in Part X, line 23, If 'Yes,' complete Schedule D, Part X 11 X 14 Did the organization isolation the fir IV *S, 'complete Schedule D, Part X 11 X 15 <th>6</th> <th></th> <th></th> <th></th> <th></th>	6				
the environment, historic land areas, or historic structures? If Yes," complete Schedule D, Part II. 7 X 8 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability: serve as a custodian for amounts not listed in Part X, ice y provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 9 Did the organization report an amount for Yes," complete Schedule D, Part IV. 8 X 10 Did the organization answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, VII, VI, or X, as applicable. 10 X 11 If the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 167. If "Yes," complete Schedule D, Part VI 10 X 11 Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167. If "Yes," complete Schedule D, Part VIII 11 X 11 Did the organization report an amount for investments - other securities in Part X, line 15% or more of its total assets reported in Part X, line 167. If "Yes," complete Schedule D, Part VIII 11 X 11 Did the organization report an amount for investments - other assets in Part X, line 15% or more of its total assets reported in Part X, line 17% If "Yes," complete Schedule D, Part X VIII 11 X		provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III Image: Schedule D, Part IV 9 Did the organization, report an amount in Part X, line 21, for escrow or custodial account liability: serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 10 Did the organization, diectly or through a related organization, hold assets in donor-restricted endowments or in quasiendowments? If "Yes," complete Schedule D, Part V 10 X 11 If the organization report an amount for land, buildings, and equipment in Part X, line 12; that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 10 X 12 Did the organization report an amount for investments - program related in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 110 X 13 Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 116 X 14 Did the organization report an amount for investments to report as a mount for investments for the tax year? If "Yes," complete Schedule D, Part X 116 X 15 Did the organization separata. Independent audited financial statement	7				
Schedule D, Part III 8 X 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 9 Did the organization, directed cognization, hold assets in donorrestricted endowments 9 X 10 Did the organization answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, VII, X, or X, as applicable. 10 X a Did the organization report an amount for investments - other securities in Part X, line 127. If "Yes," complete Schedule D, Part VI 11a X b Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167. If "Yes," complete Schedule D, Part VI 11a X c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167. If "Yes," complete Schedule D, Part X 11a X c Did the organization report an amount for other isabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 11d X 11 Did the organization sector on solidated inancial statements for the tax year? 11d X 11d X <			7		<u> </u>
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? 9 X 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If 'Yes,' complete Schedule D, Part V 10 X 11 If the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes, 'complete Schedule D, Part VI 11 11 X 2 Did the organization report an amount for investments - other securities in Part X, line 10? If 'Yes, 'complete Schedule D, Part VII 11 11 X 2 Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part VIII 11 X 2 Did the organization report an amount for other assets in Part X, line 15; that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part VIII 11 X 2 Did the organization report an amount for other labilities in Part X, line 25? If 'Yes, 'complete Schedule D, Part X 116 X 3 Is the organization sibility for uncertain tax possitions under FiN 48 (ASC 740)? If 'Yes, 'complete Schedule D, Part X 111 X	8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? y X If "Yes," complete Schedule D, Part IV 10 X D Did the organization, directly or through a related organization, hold assets in donor-restricted endowments 10 X If the organization report an anount for land, buildings, and equipment in Part X, line 10? // "Yes," complete Schedule D, Part V 10 X D Did the organization report an amount for investments - other securities in Part X, line 10? // "Yes," complete Schedule D, Part VI 11a X D Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part VII 11b X D Did the organization report an amount for ther sastis in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part VIII 11c X D Did the organization report an amount for other assets in Part X, line 25? // "Yes," complete Schedule D, Part X 11e X To Did the organization report an amount for ther labilities in Part X, line 25? // "Yes," complete Schedule D, Part X 11e X D Did the organization schedul act onsolidated financial statements for the tax year? 11t X To Did the organization astone obtain separate, independent audited financial statements for the tax year? 11t X D Did the organization			8		<u> </u>
if "Yes," complete Schedule D, Part IV 9 X 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments 10 11 If the organization as answer to any of the following questions is "Yes," then complete Schedule D, Part VI, VII, VII, VII, VII, VII, VII, VII,	9				
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V 10 X 11 If the organization showed to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, VII, VI, VII, VII, VII,					
or in quasi-endowments? // "Yas," complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, XI, or X, as applicable. 10 X a bid the organization report an amount for land, buildings, and equipment in Part X, line 10? // "Yes," complete Schedule D, Part VI 111 X b D dth e organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 167 // "Yes," complete Schedule D, Part VIII 111 X c Did the organization report an amount for investments - orgam related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 // "Yes," complete Schedule D, Part VIII 111 X d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 167 // "Yes," complete Schedule D, Part X 111 X 111 X 112 X 114 X 111 X 114 X 114 X 111 X 114 X 116 X 111 X 116 X 116 X 116 X 111 X 116 X 116 X 116 X 111 X 116 X 116 X 1116			9		
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	-	domestic government on Part IX, column (A), line 1? <i>If</i> "Yes." <i>complete Schedule I. Parts I and II</i>	21		X

INC.

Form 990 (2023)

22 Did the organization report more than \$3,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 21 if "Yes," to omplete Schedule I, Parts I and III. 22 X 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, shout compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule I. 24 Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100.000 as of the last day of the ways, that was issued after Docember 31, 2002? If "Yes," answer fines 24b through 24d and complete Schedule K. If "No", go to line 25a 24a 24a Did the organization mains an escrow account othe thran a refunding secrow at any time during the year 10 defase any tax exempt bond's 24a 24a 25a Section 501(c)(3), 601(c)(4), and 501(c)(20) organizations. Did the organization engage in an excess benefit transaction with a disqualified person in a prior year, and that the transaction was net hat it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction was net been reported on any of the organization averent or former 60ffer, director, trustee, key employee, creater or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II 25a X 25 Did the organization may around on Part X, line 5 or 22, for receivables from or payables to any current or former 60ffer, director, trustee, key employee, cereator or founder, substantial contributor or employee	Par	t IV Checklist of Required Schedules (continued)			
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23 Ddt the organization answer "Yes" to Part VII. Section A, Ine 3.4, or 5. about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If 'Yes,' complete's Schedule J. 23 X 24 Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' "answer lines 24b though 24d and complete 24a X 24 Did the organization nave at tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, it was issued after December 31, 2002? If 'Yes,' "answer lines 24b though 24d and complete 24a X 24 Did the organization maintain an escrow account other than a refunding escrow at any time during the year? 24d X 25 Section 501(c)(3), 501(c)(4), and 501(c)(22) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? 25d X 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or 35% controlled entity or tomer officer, director, trustee, key employee, creator or founder, substantial contributor? If 'Yes,' complete Schedule L, Part II 26 X 25 Did the organization probe tary of these persons? If 'Yes,' complete Schedule L, Part II 26	22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
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25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? II *Yes," complete Schedule L, Part I 25a X b Is the organization avare that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-E2? If *Yes,* complete Schedule L, Part I 25b X 26 Did the organization avare that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-E2? If *Yes,* complete Schedule L, Part I 26b X 27 Did the organization avare the prior engage in an excess benefit transaction with a disqualified person or 1000 arg and the organization avare there assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or engloyee thereof) or family member of any of these persons? If *Yes,* complete Schedule L, Part II 26 X 28 Was the organization avare any to a business transaction with one of the following parties? (See the Schedule L, Part II 28a X 29 Did the organization receive more than \$25,000 in noncash contributions? If *Yes,* complete Schedule L, Part II 28a X 29 Did the organization receive more than \$25,000 in noncash contributions? If *Yes,* complete Schedule M, Part I 30 X	4	Did the exception get as an "on babelf of" issuer for bands outstanding at any time during the year?			
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 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701.2 and 301.7701.3? If "Yes," complete Schedule R, Part I 34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 36 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 37 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O 		contributions? If "Yes." complete Schedule M	30		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," <i>complete</i> <i>Schedule N, Part II</i> . 32 X 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If</i> "Yes," <i>complete Schedule R, Part I</i> 33 X 34 Was the organization related to any tax-exempt or taxable entity? <i>If</i> "Yes," <i>complete Schedule R, Part II, III, or IV, and</i> <i>Part V, line 1</i> . 34 X 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a X b If "Yes," to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If</i> "Yes," <i>complete Schedule R, Part V, line 2</i> . 35b 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," <i>complete Schedule R, Part V, line 2</i> . 36 X 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If</i> "Yes," <i>complete Schedule R, Part VI</i> . 37 X 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O 38 X <td>31</td> <td></td> <td>31</td> <td></td> <td>X</td>	31		31		X
Schedule N, Part II 32 X 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? // ff "Yes," complete Schedule R, Part I 33 X 34 Was the organization related to any tax-exempt or taxable entity? // ff "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 X 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a X b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35a X 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 X 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 37 X 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 X	32				
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Part V, line 1 34 X 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a X b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? 35a X 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? 36 X 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 37 X 38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? 38 X	34				
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 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," complete Schedule R, Part V, line 2	~		35b		
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 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>			36		x
and that is treated as a partnership for federal income tax purposes?If "Yes," complete Schedule R, Part VI37X38Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?58XNote: All Form 990 filers are required to complete Schedule O38X	37				
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	07		37		x
Note: All Form 990 filers are required to complete Schedule O	38				
	00		38	x	
	Par		30	- 23	<u> </u>
Check if Schedule O contains a response or note to any line in this Part V					
				Yee	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 121	1a	Enter the number reported in box 3 of Form 1096 Enter -0- if not applicable			
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0					
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming					
(gambling) winnings to prize winners? 1c X	Ū	(compling) wippings to prize wippore?	1c	Х	

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Form	990 (2023) INC. 23-73	395681	Р	age 5					
Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)								
			Yes	No					
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,								
	filed for the calendar year ending with or within the year covered by this return 2a 2	.50							
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х						
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X					
b	b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O								
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a								
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X					
b	If "Yes," enter the name of the foreign country	_							
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).								
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X					
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X					
с	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c							
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit								
	any contributions that were not tax deductible as charitable contributions?	6a		X					
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts								
	were not tax deductible?	6b							
7	Organizations that may receive deductible contributions under section 170(c).								
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the pay	/or? 7a	Х						
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Х						
с	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required								
	to file Form 8282?	7c		X					
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d								
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X X					
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X					
g	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?								
h	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?								
8	8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the								
	sponsoring organization have excess business holdings at any time during the year?	8							
9	Sponsoring organizations maintaining donor advised funds.								
	Did the sponsoring organization make any taxable distributions under section 4966?	<u>9a</u>		<u> </u>					
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<u>9b</u>							
10	Section 501(c)(7) organizations. Enter:								
	Initiation fees and capital contributions included on Part VIII, line 12	_							
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b	_							
11	Section 501(c)(12) organizations. Enter:								
	Gross income from members or shareholders	_							
b	Gross income from other sources. (Do not net amounts due or paid to other sources against								
40	amounts due or received from them.)								
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a							
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year								
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	10-							
а	Is the organization licensed to issue qualified health plans in more than one state?	<u>13a</u>							
	Note: See the instructions for additional information the organization must report on Schedule O.								
a	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans								
		_							
	Enter the amount of reserves on hand	44-		x					
14a h									
р 15	If "Yes," has it filed a Form 720 to report these payments? <i>If</i> " <i>No</i> ," <i>provide an explanation on Schedule O</i>			<u> </u>					
		15		x					
	excess parachute payment(s) during the year?	15							
16		16		x					
15	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?								
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities								
••	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		1					
	If "Yes," complete Form 6069.	17							

LAMBDA	LEGAL	DEFENSE	&	EDUCATION	FUND ,
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23-7305681

Form	990 (2023) INC.		23-7395	581	Р	age 6
Par		hrouah	7b below. and for a	"No" r	espon	ise
	to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O	. See ii	nstructions.			
	Check if Schedule O contains a response or note to any line in this Part VI					X
Sec	tion A. Governing Body and Management					
					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	32			
	If there are material differences in voting rights among members of the governing body, or if the governing					
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.					
b	Enter the number of voting members included on line 1a, above, who are independent	1b	32			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship	o with a	any other			
	officer, director, trustee, or key employee?			2		X
3	Did the organization delegate control over management duties customarily performed by or under the	e direct	supervision			
	of officers, directors, trustees, or key employees to a management company or other person?			3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 9		s filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's ass	ets?		5		X
6	Did the organization have members or stockholders?			6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap					
_	more members of the governing body?			7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, st	tockho	ders, or			
-	persons other than the governing body?			7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year	-	-	0	X	
	The governing body?			8a	X	
-	Each committee with authority to act on behalf of the governing body?			8b		
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be rear organization's mailing address? <i>If "Yes," provide the names and addresses on Schedule O</i>			9		x
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re		Cadal	5		
		venue	Code.)		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?			10a		X
	If "Yes," did the organization have written policies and procedures governing the activities of such ch			104		
	and branches to ensure their operations are consistent with the organization's exempt purposes?		,,	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body	y befor	e filing the form?	11a	Х	
	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		C			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13			12a	Х	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise			12b	Х	
с	Did the organization regularly and consistently monitor and enforce compliance with the policy? // "	/es," d	escribe			
	on Schedule O how this was done	, ,		12c	Х	
13	Did the organization have a written whistleblower policy?			13	Х	
14	Did the organization have a written document retention and destruction policy?			14	Х	
15	Did the process for determining compensation of the following persons include a review and approva	ıl by ind	dependent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?					
	The organization's CEO, Executive Director, or top management official			15a	<u>X</u>	
b	Other officers or key employees of the organization			15b	Х	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.					
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arranger					37
_	taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluat		-			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ			401		
Sec	exempt status with respect to such arrangements?			16b		
17	List the states with which a copy of this Form 990 is required to be filed $_AK, AL, AR, AZ, C$		O.CT.FI. GA	TT.	KS	. KY
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, ar					
	for public inspection. Indicate how you made these available. Check all that apply.			Jy)		
	X Own website Another's website X Upon request Other (explain	n on Sr	hedule ()			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co		,	financ	ial	
	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 boo	oks and	l records			
	AMANDA WYATT, CFO - 212-809-8585					
	120 WALL STREET 19TH FLOOR NEW YORK NY 10005-39	919				

SEE SCHEDULE O FOR FULL LIST OF STATES

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Form 990 (2023) INC .

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)	(B)			(0				(D)	(E)	(F)
Name and title	Average	(do	Position (do not check more than one		ne	Reportable	Reportable	Estimated		
	hours per	box	x, unless person is b ficer and a director/t				n an	compensation	compensation	amount of
	week		cer an	ia a di	recto	or/trus	tee)	from	from related	other
	(list any	recto						the	organizations	compensation
	hours for	or di	66			sated		organization	(W-2/1099-MISC/	from the
	related organizations	ustee	trust		ee	bens		(W-2/1099-MISC/ 1099-NEC)	1099-NEC)	organization and related
	below	lual tr	tional		nploy	st con yee		1033-1120)		organizations
	line)	ndividual trustee or director	nstitutional trustee	Officer	ƙey employee	Highest compensated employee	Former			organizationo
(1) KEVIN JENNINGS	40.00	-	-		-					
CEO		1		x				451,542.	0.	66,840.
(2) JOSHUA PUSHKIN	40.00									· · · ·
CDO		1			х			350,278.	Ο.	41,284.
(3) JENNIFER CAROL PIZER	40.00									
CHIEF LEGAL OFFICER					Х			271,376.	0.	39,413.
(4) JOHN E. ROANE	40.00									
<u>coo</u>				Х				251,578.	0.	40,147.
(5) GILLIAN M. POWER	40.00									
СТО					Х			207,063.	0.	81,407.
(6) CAMILLA TAYLOR	40.00									
DIR. FOR LITIGATION						X		218,957.	0.	44,612.
(7) AMANDA WYATT	40.00									
CFO				Х				211,005.	0.	35,427.
(8) KAREN LOEWY	40.00									
SR COUNSEL, DIR CONST LAW PRAC						X		175,857.	0.	66,371.
(9) KRISTINE ANDREA KIPPINS	40.00									
DIR. FOR POLICY						X		205,750.	0.	35,418.
(10) CRYSTAL COSTELLO	40.00									
CHIEF OF PEOPLE AND CULTURE					Х			164,843.	0.	67,370.
(11) MARCO CHAN	40.00									
CHIEF OF PLAN & PROG MGMT					Х			193,239.	0.	34,804.
(12) WILLARD L. DUMAS III	40.00									
DIR. OF LEADERSHIP GIFTS						X		185,703.	0.	34,535.
(13) GREG NEVINS	40.00									
SR COUNSEL						X		177,128.	0.	23,269.
(14) ADONICA WADA	2.00									-
DIRECTOR		Х						0.	0.	0.
(15) ALAN YORK	2.00									•
DIRECTOR		X						0.	0.	0.
(16) AMBER WHITTINGTON	2.00								•	•
DIRECTOR	0.00	X						0.	0.	0.
(17) ANGEL BURGOS	2.00								•	•
DIRECTOR (OUTGOING)		Х						0.	0.	0.

INC.

Form 990 (2023)

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Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)											
(A)	(A) (B) (C)				(D)	(E)	(F)			
Name and title	Average	(do	F not ch		itior more		one	Reportable	Reportable	Estin	nated
	hours per	box	unles: cer and	s per	rson i	is both	n an	compensation	compensation		unt of
	week (list any			u a ui		1/1/1/1/1/1/1		from the	from related		her
	hours for	· director				5		organization	organizations (W-2/1099-MISC/		ensation n the
	related	trustee or i	stee			nsater		(W-2/1099-MISC/	1099-NEC)		ization
	organizations	trust	al tru		oyee	ompe		1099-NEC)			elated
	below	Individual t	nstitutional trustee	cer	Key employee	Highest compensated employee	Former			organi	zations
	line)	Indi	Inst	Officer	Key	Em	For				
(18) ANGELA LIM	2.00	37						0	0		0
DIRECTOR (19) ANNE WHITE	2.00	Х						0.	0	·	0.
DIRECTOR	2.00	х						0.	0		0.
(20) BECK FINEMAN	2.00	21							0	<u>'</u>	
DIRECTOR (OUTGOING)		х						0.	0		0.
(21) BETH MEYERSON	2.00									-	
DIRECTOR (OUTGOING)		х						0.	0	.	Ο.
(22) BETSY BERNARD	2.00										
DIRECTOR		Х						0.	0	,	0.
(23) CARL JONES JR.	2.00										
DIRECTOR (OUTGOING)		Х						0.	0	•	0.
(24) CONNIE MONTOYA	2.00								0		•
DIRECTOR (OUTGOING)	2.00	Х				-		0.	0	•	0.
(25) CYNTHIA HILL DIRECTOR	2.00	х						0.	0		0.
(26) DAVID ORTIZ	2.00	Λ						0.	0	<u>}</u>	
DIRECTOR	2.00	х						0.	0		Ο.
1b Subtotal								3,064,319.	0		,897.
c Total from continuation sheets to Part VI								0.	0		0.
d Total (add lines 1b and 1c)								3,064,319.	0	. 610	,897.
2 Total number of individuals (including but n								eceived more than \$100,0	000 of reportable		
compensation from the organization											57
											es No
3 Did the organization list any former officer,	-		-	•	•			• •	•		
line 1a? If "Yes," complete Schedule J for s										3	<u> </u>
4 For any individual listed on line 1a, is the su											x
and related organizations greater than \$1505 Did any person listed on line 1a receive or a										4 2	<u>~</u>
rendered to the organization? If "Yes." com	•				-		Jac	ed organization or individ	ual for services	5	X
Section B. Independent Contractors		; , 10	JE SU	cn į	Jers	011.					
1 Complete this table for your five highest co	mpensated ind	epe	nden	t cc	ontra	actor	rs th	nat received more than \$	100,000 of compens	ation from	
the organization. Report compensation for	-	-									
(A)								(B)		(C)	
Name and business	address							Description of se	ervices	Compensa	ation
PROSKAUER ROSE LLP			_								
11 TIMES SQUARE, NEW YORK	<u>, NY 10</u>	03	6					LEGAL FEES		1,034	<u>,122.</u>
ALLEGIANCE GROUP	100									FF2	650
PO BOX 9132, FARGO, ND 58 SV PRODUCTIONS LLC	106						_	CONSULTANT		553	<u>,658.</u>
10 HALLETTS PT APT 607, A	CTOP T 2	м	v 1	11	10	2		EVENT CONSULT	ר א אדיי	351	,252.
LIPTON STRATEGIES LLC, 94						4	-	EVENT CONSOLI			, 252.
211, WEST HOLLYWOOD, CA 9								CONSULTANT		313	,747.
BDO USA LLP, 5300 PATTERS		SE	St	JI	ΤE			···· · · · · · · · · · · · · · · · · ·			<u> </u>
100, GRAND RAPIDS, MI 495								CONSULTANT		290	,628.
2 Total number of independent contractors (in		ot lin	nited	to t	thos	se lis	ted	above) who received mo	ore than		
\$100,000 of componentian from the ergening	ation				F	5					

INC.

Form 990

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Part VII Section A. Officers, Directors,		npic	yee			ligno	est		· ,	<i>(</i>)
(A)	(B)	(C) Position						(D)	(E)	(F)
Name and title	Average hours	(0)	heck				6.0	Reportable compensation	Reportable compensation	Estimated amount of
	per	(C	Песк		Inal	app I	iy)	from	from related	other
	week					ee		the	organizations	compensation
	(list any	ector				nploy		organization	(W-2/1099-MISC)	from the
	hours for	or dire	e			ted er		(W-2/1099-MISC)		organization
	related	Istee	truste		æ	pensa				and related
	organizations below	ual tri	tional		nploye	t com	~			organizations
	line)	Individual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) DEBORAH MCMURRAY	2.00	-	_	0	×	-	ш			
DIRECTOR	2.00	x						0.	0.	0.
(28) DIANE BELL	2.00							0.	0.	0.
DIRECTOR	2.00	x						0.	0.	0.
(29) ERIC JOHNSON	2.00									
DIRECTOR	2.00	x						0.	0.	0.
(30) FRED SMITH	2.00									
VICE CHAIR	2.00	x		х				0.	0.	0.
(31) HEATHER STEARNS	2.00									
DIRECTOR		x						0.	0.	0.
(32) IAN TZENG	2.00									
DIRECTOR		x						0.	Ο.	0.
(33) JAMES DALE	2.00									
DIRECTOR		x						0.	0.	0.
(34) JOANNE HERMAN	2.00									
DIRECTOR		х						0.	0.	0.
(35) JOHN BLAZEK	2.00									
DIRECTOR		x						0.	Ο.	0.
(36) JOHN RICCARDI	2.00									
DIRECTOR		X						0.	Ο.	0.
(37) JORDAN HEINZ	2.00									
DIRECTOR		Х						0.	0.	0.
(38) JULIUS CARTER	2.00									
DIRECTOR		Х						0.	0.	0.
(39) KECIA REYNOLDS	2.00									
DIRECTOR		Х						0.	0.	0.
(40) KELLEY CORNISH	2.00									
DIRECTOR		Х						0.	0.	0.
(41) KEVIN HAGER	2.00									
DIRECTOR		Х						0.	0.	0.
(42) LAUREN MUTTI	2.00									
CHAIR		х		Х				0.	0.	0.
(43) LINDA ELLIOTT	2.00									-
DIRECTOR		Х						0.	0.	0.
(44) MADELEINE MCDONOUGH	2.00								•	_
DIRECTOR		X						0.	0.	0.
(45) MAUREEN BENNETT	2.00								•	_
DIRECTOR		X						0.	0.	0.
(46) MICHAEL ANGELO	2.00			.,					•	^
SECRETARY		х	1	Х				0.	0.	0.

INC.

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(A) Name and title	(B) Average hours per week (list any	(cl		Pos	C) ition that			(D) Reportable	(E) Reportable	(F) Estimated
iname and title	hours per week (list any	(cl						neportable	neportable	Estimated
	per week (list any		I			(check all that apply)		compensation	compensation	amount of
	week (list any					app I	y)	from	from related	other
	(list any					ee		the	organizations	compensatior
		ctor				yolqr		organization	(W-2/1099-MISC)	from the
	hours for	direc				ed en		(W-2/1099-MISC)		organization
	related	tee or	ustee			ensate		· · · · · ·		and related
	organizations	trus	nal tri		oyee	0 mb				organizations
	below	Individual trustee or director	Institutional trustee	er	Key employee	Highest compensated employee	ıer			
	line)	Indiv	Insti	Officer	Key	High	Former			
(47) MICHELLE RILEY	2.00									
/ICE-CHAIR		x		x				0.	Ο.	0
(48) NADIA DUGAL	2.00							••	•••	
DIRECTOR	2.00	x						0.	0.	0
(49) PATRICK O'KEEFFE	2.00	~						0.	0.	0
	2.00							0	0	•
DIRECTOR (OUTGOING)		Х						0.	0.	0
(50) RICHARD WESTER	2.00								•	-
DIRECTOR		х						0.	0.	0
(51) ROBERT GARCIA	2.00									
DIRECTOR		Х						0.	0.	0
(52) STEVE THORNTON	2.00									
TREASURER		X		х				0.	Ο.	0
(53) WANDA FRENCH-BROWN	2.00									
DIRECTOR		x						0.	0.	0
(54) WILLIAM HARDIN	2.00							• •		
DIRECTOR		x						0.	Ο.	0
(55) YEMI A. ADEGBONMIRE	2.00									0
DIRECTOR (OUTGOING)	2.00	x						0.	0.	0
/IRECIOR (OUTGOING)		~						0.	0.	0
		1								
	1									
		I								

Pa	πνι						
		Check if Schedule O contains a response of	or note to any lin	((B)	(C)	
				(A) Total revenue	Related or exempt		(D) Revenue excluded
				i otal i ovondo	function revenue	business revenue	from tax under
							sections 512 - 514
nts nts	1 a	Federated campaigns 1a					
3ra oui	b	Membership dues 1b					
s, C Am	c	Fundraising events 1c	5,702,756.				
Gift	c	Related organizations 11					
is, (e	Government grants (contributions) 1e	471,020.				
tior sr S	f	All other contributions, gifts, grants, and					
ibu		similar amounts not included above 1f	25,340,464.				
Contributions, Gifts, Grants and Other Similar Amounts	ç	Noncash contributions included in lines 1a-1f	1,595,383.				
Co an	h	Total. Add lines 1a-1f		31,514,240.			
			Business Code				
e	2 a	ATTORNEY FEES	541100	139,534.	139,534.		
e vic	b						
Se	c						
am	c						
Program Service Revenue	e						
Pr	f	All other program service revenue					
	ç	Total. Add lines 2a-2f		139,534.			
	3	Investment income (including dividends, interest	st, and				
		other similar amounts)		578,698.			578,698.
	4	Income from investment of tax-exempt bond pr	roceeds				
	5	Royalties					
		(i) Real	(ii) Personal				
	6 a	Gross rents 6a					
	b	Less: rental expenses 6b					
	c	Rental income or (loss) 6c					
	c	Net rental income or (loss)					
	7 a	Gross amount from sales of (i) Securities	(ii) Other				
		assets other than inventory 7a 28,079,743.					
	b	Less: cost or other basis					
ne		and sales expenses					
Revenue	c	Gain or (loss) 7c 3,731,615.					
	c	Net gain or (loss)		3,731,615.			3731615.
her	8 a	Gross income from fundraising events (not					
Oth		including \$ 5,702,756. of					
		contributions reported on line 1c). See					
		Part IV, line 18	442,640.				
	b	Less: direct expenses8b	1,050,292.				
	c	Net income or (loss) from fundraising events		-607,652.			-607,652.
	9 a	Gross income from gaming activities. See					
		Part IV, line 19 9a					
	b	Less: direct expenses9b					
	c	Net income or (loss) from gaming activities					
	10 a	Gross sales of inventory, less returns					
		and allowances 10a					
	b	Less: cost of goods sold 10b					
	c	Net income or (loss) from sales of inventory					
s			Business Code				
Miscellaneous Revenue	11 a		900099	7,284.	7,284.		
ane	b	SPEAKER REVENUE	900099	850.	850.		
cell teve	c						
Mis. F	c	All other revenue					
	e	Total. Add lines 11a-11d		8,134.			
	12	Total revenue. See instructions		35,364,569.	147,668.	0.	3702661.

Form 990 (2023)

Form 990 (2023)

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

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 respon		0		
Dou	not include amounts reported on lines 6b,	(A)	(B)	(C)	(D) Fundraising
	8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations		· · · · ·		•
	and domestic governments. See Part IV, line 21	5,000.	5,000.		
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	2,597,181.	965,375.	1,292,974.	338,832.
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	9,254,073.	6,144,280.	922,577.	2,187,216.
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	383,347.	261,307.	12,820.	109,220. 539,868.
9	Other employee benefits	1,972,636.	1,285,394.	147,374.	539,868.
10	Payroll taxes	901,849.	543,300.	135,573.	222,976.
11	Fees for services (nonemployees):				
а	Management				
	Legal	1,126,660.	1,126,660.		
	Accounting				
	Lobbying	5,702.	5,702.		
	Professional fundraising services. See Part IV, line 17	786,635.			786,635.
f	Investment management fees	131,872.		131,872.	
g	Other. (If line 11g amount exceeds 10% of line 25,				
	column (A), amount, list line 11g expenses on Sch 0.)	1,310,122.	1,074,546.	235,576.	
12	Advertising and promotion				
13	Office expenses	2,425,196.	1,934,713.	191,380.	299,103.
14	Information technology				
15	Royalties				
16	Occupancy	1,558,521.	1,019,652.	189,711.	349,158.
17	Travel	1,009,070.	750,008.	53,926.	205,136.
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	10,976.	8,158.	587.	2,231.
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	197,360.	129,035.	24,061.	44,264.
23	Insurance	107,100.	70,023.	13,056.	24,021.
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 0.)				
а	SPECIAL EVENT EXPENSES	830,107.			830,107.
b	BAD DEBT EXPENSE	370,100.		370,100.	
С	DUES AND SUBSCRIPTIONS	302,912.	253,485.	16,129.	33,298.
d	DIRECT CASE EXPENSES	274,869.	274,042.		827.
е	All other expenses	156,515.	86,316.	38,088.	32,111.
25	Total functional expenses. Add lines 1 through 24e	25,717,803.	15,936,996.	3,775,804.	6,005,003.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here X if following SOP 98-2 (ASC 958-720)				
	10.01.02				Form 990 (2023)

	990 (2 t X	Balance Sheet		43-	7395681 Page 11
		Check if Schedule O contains a response or note to any line in this Part X			
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	6,139,284.	1	7,298,272.
	2	Savings and temporary cash investments	2,924,173.	2	5,850,718.
	3	Pledges and grants receivable, net	4,257,166.	3	8,626,238.
	4	Accounts receivable, net	404,940.	4	13,402.
	5	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		5	
	6	Loans and other receivables from other disqualified persons (as defined			
		under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
s	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use		8	
As	9	Prepaid expenses and deferred charges	428,481.	9	642,154.
	10a	Land, buildings, and equipment: cost or other			
		basis. Complete Part VI of Schedule D 10a 2, 499, 609.			
	b	Less: accumulated depreciation 10b 1,265,459.	990,120.	10c	1,234,150.
	11	Investments - publicly traded securities	20,950,927.	11	20,689,770.
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	35,551.
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	8,348,198.	15	9,650,933.
	16	Total assets. Add lines 1 through 15 (must equal line 33)	44,443,289.	16	54,041,188.
	17	Accounts payable and accrued expenses	2,183,088.	17	2,127,458.
	18	Grants payable		18	
	19	Deferred revenue	25,375.	19	43,450.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
ŝ	22	Loans and other payables to any current or former officer, director,			
liti		trustee, key employee, creator or founder, substantial contributor, or 35%			
Liabilities		controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third			
		parties, and other liabilities not included on lines 17-24). Complete Part X			_ /
		of Schedule D	6,688,189.	25	7,475,780. 9,646,688.
	26	Total liabilities. Add lines 17 through 25	8,896,652.	26	9,646,688.
<i>"</i>		Organizations that follow FASB ASC 958, check here			
Se		and complete lines 27, 28, 32, and 33.			20 010 405
alan	27	Net assets without donor restrictions	28,698,362.	27	30,018,405.
l B	28	Net assets with donor restrictions	6,848,275.	28	14,376,095.
un		Organizations that do not follow FASB ASC 958, check here			
Net Assets or Fund Balances		and complete lines 29 through 33.			
ţs	29	Capital stock or trust principal, or current funds		29	
sse	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
ΪÄ	31	Retained earnings, endowment, accumulated income, or other funds		31	
e Z	32	Total net assets or fund balances	35,546,637.	32	44,394,500.
	33	Total liabilities and net assets/fund balances	44,443,289.	33	54,041,188. Form 990 (2023

LAMBDA LEGAL DEFENSE & EDUCATION 1	FUND,
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Form	rm 990 (2023) INC. 23-73						
Pa	rt XI Reconciliation of Net Assets						
	Check if Schedule O contains a response or note to any line in this Part XI					X	
1	Total revenue (must equal Part VIII, column (A), line 12)	1		,364			
2	Total expenses (must equal Part IX, column (A), line 25)	2		<u>,717</u>			
3	Revenue less expenses. Subtract line 2 from line 1	3		<u>,646</u>			
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		<u>,546</u>			
5	Net unrealized gains (losses) on investments	5		<u>-838</u>	; <u>,3</u>	77.	
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		39	,4	74.	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,						
	column (B))	10	44	<u>,394</u>	.,50)0.	
Pa	rt XII Financial Statements and Reporting						
	Check if Schedule O contains a response or note to any line in this Part XII			<u></u>		X	
			r		Yes	No	
1	Accounting method used to prepare the Form 990: Cash X Accrual Other						
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	0.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		X	
	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?			2b	Х		
	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:						
	X Separate basis Consolidated basis Both consolidated and separate basis						
с	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?			2c	X		
	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?			3a		X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ed aud	it				
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits			3b			

Form **990** (2023)

(Form 99) Department of Internal Reve	of the Treasury nue Service	Co	Public Cha omplete if the organ 494 At Go to www.irs.gov/		OMB No. 1545-0047						
Name of	the organizati		DA LEGAL D	EFENSE & EDU	CATION	I FUNI),		identification number		
Part I	Passon	INC.	Charity Statue	(All		·:		2	3-7395681		
				(All organizations must c			ee instruction	IS.			
1 2 2 3 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	A church, co A school des A hospital or	nvention of ch cribed in sect a cooperative search organiz	urches, or associatio ion 170(b)(1)(A)(ii). (hospital service orga	For lines 1 through 12, cl on of churches described Attach Schedule E (Form anization described in se njunction with a hospital	in sectio 1 990).) ection 170	n 170(b)(1 (b)(1)(A)(ii	ii).)(iii). Enter	the hospital's name,		
5	An organizati	on operated fo	or the benefit of a col Complete Part II.)	llege or university owned	or operate	ed by a go	overnmental u	nit describe	ed in		
6				nental unit described in	section 17	70(b)(1)(A)	(v).				
7 X	-		•	ntial part of its support fr			. ,	ne general p	oublic described in		
	section 170(b)(1)(A)(vi). (C	omplete Part II.)								
8	A community	trust describe	ed in section 170(b)	(1)(A)(vi). (Complete Par	t II.)						
9				in section 170(b)(1)(A) (i ulture (see instructions).							
10		on that norma	Ily receives (1) more	than 33 1/3% of its supp	ort from c	ontributior	ns, membersh	ip fees, and	d gross receipts from		
	activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment										
	income and ι	inrelated busir	ness taxable income	(less section 511 tax) fro	m busines	ses acqui	red by the org	anization a	Ifter June 30, 1975.		
			mplete Part III.)		_						
	-	•	-	vely to test for public sat	•						
12	-	-		vely for the benefit of, to				-			
				d in section 509(a)(1) o					check the box on		
	-	-	• •	f supporting organization				-			
a 🔄				upervised, or controlled	• • • •	-					
		0	., .	gularly appoint or elect a	majority o	it the alrea	tors or truste	es of the st	ipporting		
b	¬ -		complete Part IV, Se	or controlled in connect	ion with its		d organizatio	n(c) by boy	ina		
D _			-	anization vested in the sa			-		-		
		0	t complete Part IV,		ane perso	ns that co		ge the supp	Joned		
c	-			g organization operated	in connect	ion with	and functional	llv integrate	od with		
• _		-). You must complete F				iy intograte			
d	¬ ··	0		porting organization oper		-	-	ted organiz	zation(s)		
		-	•	ation generally must sat				•			
	requiremen	t (see instructi	ions). You must con	nplete Part IV, Sections	A and D,	and Part	V.				
e	Check this	box if the orga	anization received a v	written determination from	m the IRS	that it is a	Туре I, Туре	II, Type III			
	functionally	integrated, or	r Type III non-function	nally integrated supportin	ng organiz	ation.					
	er the number		•								
			n about the supporte		(iv) to the orga	inization listed	(.) (· · · · · · · · · · · · · · · · · · ·			
	 (i) Name of supp organizatior 		(ii) EIN	(iii) Type of organization (described on lines 1-10	in your governi	ng document?	(v) Amount o support (see ir	-	(vi) Amount of other support (see instructions)		
	5			above (see instructions))	Yes	No		,			
Total											

23-7395681 Page 2

Schedule A	(Form 990) 2023 INC •	<u>23-7395681 _{Ра}</u>
Part II	Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) a	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 qual	ify under Part III. If the organization

fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	15187411.	24661820.	35540607.	23627425.	31314240.	130331503
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
-	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	15187411.	24661820.	35540607.	23627425.	31314240.	130331503
	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,						
							10621292.
_	column (f)						119710211
	Public support. Subtract line 5 from line 4.						<u>штэ/тогтт</u>
						<u> </u>	
	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020		(d) 2022	(e) 2023	(f) Total
	Amounts from line 4	<u>1518/411.</u>	24661820.	35540607.	2362/425.	31314240.	<u> </u>
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources \dots	384,397.	237,256.	359,843.	388,786.	578,698.	1948980.
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)	893,902.	97,672.	4,143.	540,741.	650,774.	
11	Total support. Add lines 7 through 10						134467715
12	Gross receipts from related activities,	etc. (see instructio	ons)			12 2	,643,990.
13	First 5 years. If the Form 990 is for th	ne organization's fi	rst, second, third,	fourth, or fifth tax	year as a section 5	01(c)(3)	
	organization, check this box and stop	phere			-		
Sec	ction C. Computation of Publi	ic Support Per	centage				
14	Public support percentage for 2023 (I	ine 6, column (f), d	livided by line 11, o	column (f))		14	89.03 %
	Public support percentage from 2022					15	87.27 %
	33 1/3% support test - 2023. If the o					ore, check this bo	x and
	stop here. The organization qualifies					, 	V
b	33 1/3% support test - 2022. If the o		-				
	and stop here. The organization qual					,	
17a	10% -facts-and-circumstances test						
	and if the organization meets the fact						
	meets the facts-and-circumstances te			-		-	
Ŀ	10% -facts-and-circumstances test	•	•		•	17a and line 15 is	
CI							
	more, and if the organization meets the					- otion	
40	organization meets the facts-and-circu						
18	Private foundation. If the organization	on dia not check a	box on line 13, 16	a, 160, 1/a, or 1/b	D, CHECK THIS DOX A	na see instructions	š

Schedule A (Form 990) 2023

LAMBDA LEGA	AL DEFENSE	&	EDUCATION	FUND

Schedule A (Form 990) 2023

INC. 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

ocouon A. I unio oupport							
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e	e) 2023	(f) Total
1 Gifts, grants, contributions, and							
membership fees received. (Do not							
include any "unusual grants.")							
2 Gross receipts from admissions, merchandise sold or services per- formed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose							
 Gross receipts from activities that are not an unrelated trade or bus- iness under section 513 							
 4 Tax revenues levied for the organ- ization's benefit and either paid to or expended on its behalf 							
5 The value of services or facilities furnished by a governmental unit to the organization without charge							
6 Total. Add lines 1 through 5							
7a Amounts included on lines 1, 2, and							
3 received from disqualified persons							
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year							
c Add lines 7a and 7b							
8 Public support. (Subtract line 7c from line 6.)							
Section B. Total Support							
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(6	e) 2023	(f) Total
 9 Amounts from line 6 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources 							
b Unrelated business taxable income (less section 511 taxes) from businesses							
acquired after June 30, 1975							
 c Add lines 10a and 10b 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on 							
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)							
13 Total support. (Add lines 9, 10c, 11, and 12.)							
14 First 5 years. If the Form 990 is for the	e organization's fi	rst, second, third, t	fourth, or fifth tax	year as a section 5	01(c)(3) organizatic	on,
check this box and stop here						<u></u>	
Section C. Computation of Publi	<u>c Support Per</u>	centage					
15 Public support percentage for 2023 (li	ine 8, column (f), d	livided by line 13, o	olumn (f))		15		%
16 Public support percentage from 2022					16		%
Section D. Computation of Inves	tment Income	e Percentage					
17 Investment income percentage for 20	123 (line 10c, colur	mn (f), divided by li	ne 13, column (f))		17		%
18 Investment income percentage from	2022 Schedule A,	Part III, line 17			18		%
19a 33 1/3% support tests - 2023. If the					3 1/3%	, and line 17	7 is not
more than 33 1/3%, check this box ar							
b 33 1/3% support tests - 2022. If the	-	•				ı 33 1/3%, a	nd
line 18 is not more than 33 1/3%, che							
20 Private foundation. If the organizatio							

Schedule A (Form 990) 2023

Yes

No

Part IV Supporting Organizations

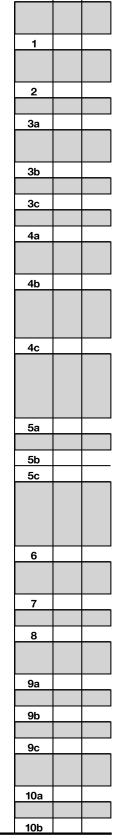
(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and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

Section A. All Supporting Organizations

1 Are all of the organization's supported organizations listed by name in the organization's governing documents? 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.

INC.

- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **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)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*
- **c** 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)? *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.*
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? 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).
- **b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 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? *If "Yes," provide detail in* **Part VI.**
- 7 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? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*
- **9a** 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))? If "Yes," provide detail in **Part VI.**
- **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? *If* "Yes," *provide detail in* **Part VI.**
- c 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? If "Yes," provide detail in **Part VI.**
- **10a** 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)? *If* "Yes," *answer line 10b below.*
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)



	LAMBDA LEGAL DEFENSE & EDUCATION FUND,			
	dule A (Form 990) 2023 INC. 23-7	39568	1 Pa	age 5
Par	t IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
Ū	detail in Part VI.	11c		
Sec	tion B. Type I Supporting Organizations		1	
			Vee	Na
			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers,			
	directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
	effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported			
	organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the			
	supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
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? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated.			
	supervised, or controlled the supporting organization.	2		
Sec	tion C. Type II Supporting Organizations			
			Yes	No
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)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
800	the supported organization(s). tion D. All Type III Supporting Organizations	1		
Jec				
			Yes	No
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, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
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 of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a			
Ū	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's	•		
Sec	supported organizations played in this regard. tion E. Type III Functionally Integrated Supporting Organizations	3		
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruction	is).		
a	The organization satisfied the Activities Test. <i>Complete</i> line 2 <i>below.</i>			
b	The organization is the parent of each of its supported organizations. <i>Complete</i> line 3 <i>below</i> .			
с	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see	instructior	1 <u>s).</u>	
2	Activities Test. Answer lines 2a and 2b below.		Yes	No
а	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? If "Yes," then in Part VI identify			

- those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- 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? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 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? If "Yes" or "No" provide details in Part VI.
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

<u>2a</u>

2b

3a

LAMBDA LEGAL DEFENSE & EDUCATION FUND	,
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	dule A (Form 990) 2023 INC •			23-7395681 Page 6
Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	g Organ	izations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	g trust on l	Nov. 20, 1970 (<i>explain in</i>	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations must	complete	Sections A through E.	
Sect	ion 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	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion 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):			
<u>a</u>	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
C	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount 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	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion 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	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Schedule A (Form 990) 2023

Sche	dule A (Form 990) 2023 INC •			2	3-7395681 Page 7
Par	t V Type III Non-Functionally Integrated 509(a)(3) Supporting Orga	nizations _{(continu}	ied)	
Secti	on D - Distributions				Current Year
_1	Amounts paid to supported organizations to accomplish exer	1			
2	Amounts paid to perform activity that directly furthers exemp				
	organizations, in excess of income from activity			2	
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations		3	
_4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5	
6	Other distributions (<i>describe in</i> Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which the	e organization is responsive			
	(provide details in Part VI). See instructions.			8 9	
9	Distributable amount for 2023 from Section C, line 6 Line 8 amount divided by line 9 amount			9 10	
10		(i)	(ii)	10	(iii)
Secti	on E - Distribution Allocations (see instructions)	() Excess Distributions	Underdistribution Pre-2023	าร	Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2023 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2023				
	From 2018				
	From 2019				
	From 2020				
	From 2021				
	From 2022				
	Total of lines 3a through 3e				
	Applied to underdistributions of prior years				
	Applied to 2023 distributable amount Carryover from 2018 not applied (see instructions)				
<u></u>	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2023 from Section D,				
	line 7: \$				
а	Applied to underdistributions of prior years				
	Applied to 2023 distributable amount				
с	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2023, 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 2023. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2024. Add lines 3j				
	and 4c.				
8	Breakdown of line 7:				
	Excess from 2019				
	Excess from 2020				
	Excess from 2021				
	Excess from 2022				
е	Excess from 2023				

Schedule A (Form 990) 2023

Part IV, Section A, lines line 1; Part IV, Section I	LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC. Ormation. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; s 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, 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, nd 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
SCHEDULE A, PART I	I, LINE 10, EXPLANATION FOR OTHER INCOME:
MISCELLANEOUS REV.	
2019 AMOUNT: \$ 4	3,637.
2020 AMOUNT: \$ 1	3,607.
2021 AMOUNT: \$ 2	,093.
2022 AMOUNT: \$ 1	7,256.
2023 AMOUNT: \$ 7	,284.
FUNDRAISING EVENT	INCOME
2019 AMOUNT: \$ 8	00,265.
2020 AMOUNT: \$ 2	,550.
2022 AMOUNT: \$ 5	08,185.
2023 AMOUNT: \$ 64	42,640.
INSURANCE PROCEEDS	
2019 AMOUNT: \$ 50	0,000.
SPEAKER REVENUE	
2020 AMOUNT: \$ 8	,675.
	,050.
	5,300.
	50.
ADVERTISING REFUND	
2020 AMOUNT: \$ 72	2,840.

* *	PUBLIC	DISCLOSURE	COPY	* *
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Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF. Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

Employer identification number

Internal Revenue Service
Name of the organization

Schedule B

Department of the Treasury

(Form 990)

LAMBDA	LEGAL	DEFENSE	&	EDUCATION	FUND
INC.					

,

23-7395681

Organization	type	(check one)	:

Filers of:	Section:
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization
	4947(a)(1) nonexempt charitable trust not treated as a private foundation
	527 political organization
Form 990-PF	501(c)(3) exempt private foundation
	4947(a)(1) nonexempt charitable trust treated as a private foundation
	501(c)(3) taxable private foundation

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

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

General Rule

📙 For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year

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

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

Schedule B	(Form 990) (2023)			Page 2
Name of or			Emplo	yer identification number
	LEGAL DEFENSE & EDUCATION FUND,			
INC.			23	-7395681
Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	l space is needed.		
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
<u> 1</u>		\$ <u>1,075,0</u>	<u>00.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
2		\$ <u>1,010,1</u>	<u>96.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
3		\$766,0	00.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
4		\$2,000,0	00.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
5		\$652,9		Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
<u> </u>		\$1,050,0		Person X Payroll Noncash (Complete Part II for noncash contributions.)

	(Form 990) (2023)			Page 2
Name of or			Emplo	yer identification number
	LEGAL DEFENSE & EDUCATION FUND,			
INC.			23	-7395681
Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	al space is needed.		
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
7_		\$1,225,0	00.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
8		\$1,000,0	00.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)		(d)
No.	Name, address, and ZIP + 4	Total contributio	ns	Type of contribution
		\$		Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
		\$		Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
		\$		Person Payroll Noncash Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributio	ns	(d) Type of contribution
_		\$		Person Payroll Noncash (Complete Part II for noncash contributions.)

Schedule B (Form 990) (2023)

	(Form 990) (2023)		Page 3
Name of or			Employer identification number
LAMBDA	LEGAL DEFENSE & EDUCATION FUND,		23-7395681
	Namaada Daamaada ahaa ku		
Part II	Noncash Property (see instructions). Use duplicate copies of Part II	if additional space is needed	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate (See instructions.	
		\$	
(a) No.	(b)	(c) FMV (or estimate	(d)
from Part I	Description of noncash property given	(See instructions.	
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate (See instructions.	
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate (See instructions.	
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate (See instructions.	
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate (See instructions.	
		 \$	

Schedule E	B (Form 990) (2023)				Page 4
Name of or	rganization				Employer identification number
LAMBDA	A LEGAL DEFENSE & EDUCAT	FION FUND,			
INC.					23-7395681
Part III	Exclusively religious, charitable, etc., contributi	ons to organizations described	l in section 50	1(c)(7), (8), or (10) th	hat total more than \$1,000 for the year
	from any one contributor. Complete columns (a) completing Part III, enter the total of exclusively religious, completing Part III.	through (e) and the following line the second secon	ne entry. For or 00 or less for the	ganizations e vear (Enter this info	once) \$
	Use duplicate copies of Part III if additional s	space is needed.			
(a) No.				(N =	
from Part I	(b) Purpose of gift	(c) Use of gift		(d) Des	cription of how gift is held
		(e) Transfer	of gift		
	Transferee's name, address, a	nd ZIP + 4	Re	elationship of tra	ansferor to transferee
(a) No. from	(b) Purpose of gift	(c) Use of gift		(d) Des	cription of how gift is held
Part I				(d) Des	cription of new girt is new
-					
		(e) Transfer	of gift		
-	Transferee's name, address, a	nd ZIP + 4	Re	elationship of tra	ansferor to transferee
		_			
		_			
		_			
(a) No.					
from	(b) Purpose of gift	(c) Use of gift		(d) Des	cription of how gift is held
Part I					
-		(e) Transfer	of gift		
			orgin		
	Transferee's name, address, a	nd 7IP + 4	R	elationshin of tra	ansferor to transferee
	Transfer de le harre, adarece, a				
(a) No.		()))		(
from Part I	(b) Purpose of gift	(c) Use of gift		(d) Des	cription of how gift is held
		(e) Transfer	of gift		
	Transferee's name, address, a	nd ZIP + 4	Re	elationship of tra	ansferor to transferee
		[_			
		_			
		_			

Department of the Treasury Internal Revenue Service	-	e if the organization is described to www.irs.gov/Form990 for ins			Open to Public Inspection
If the organization answ	vered "Yes" on	Form 990, Part IV, line 3, or Form	n 990-EZ, Part V, lin	e 46 (Political Campaign A	ctivities), then:
 Section 501(c)(3) org 	anizations: Com	plete Parts I-A and B. Do not com	plete Part I-C.		
 Section 501(c) (other 	than section 50	1(c)(3)) organizations: Complete P	arts I-A and C below.	Do not complete Part I-B.	
 Section 527 organiza 	ations: Complete	e Part I-A only.			
If the organization answ	vered "Yes" on	Form 990, Part IV, line 4, or Form	n 990-EZ, Part VI, lir	ne 47 (Lobbying Activities),	then:
 Section 501(c)(3) org 	anizations that h	nave filed Form 5768 (election und	er section 501(h)): Co	omplete Part II-A. Do not con	nplete Part II-B.
 Section 501(c)(3) org 	anizations that h	nave NOT filed Form 5768 (electior	n under section 501(h)): Complete Part II-B. Do no	ot complete Part II-A.
If the organization answ	vered "Yes" on	Form 990, Part IV, line 5 (Proxy 7	Гах) (see separate in	structions) or Form 990-E	Z, Part V, line 35c (Proxy
Tax) (see separate instr					
 Section 501(c)(4), (5) 		-		 -	
Name of organization		LEGAL DEFENSE & E	DUCATION FU	JND, Empl	oyer identification number
	INC.				23-7395681
Part I-A Comple	ete if the org	anization is exempt under	section 501(c)	or is a section 527 org	ganization.
1 Provide a description	on of the organiz	ation's direct and indirect political	campaign activities in	n Part IV.	
2 Political campaign a					
3 Volunteer hours for	political campai	gn activities			
				21	
		anization is exempt under			
		incurred by the organization under		\$	
		incurred by organization managers		\$	
0		n 4955 tax, did it file Form 4720 fo	,		
4a Was a correction ma					Yes No
b If "Yes," describe in			contine EQ1(a)	averation FO1/a	(0)
-		anization is exempt under			(3).
		I by the filing organization for secti			
		ization's funds contributed to othe			
		. Add lines 1 and 2. Enter here and	,		
		1120-POL for this year?			
		nployer identification number (EIN)			
		tion listed, enter the amount paid f			
	•	omptly and directly delivered to a s additional space is needed, provid		· ·	e segregated fund or a
•	. ,		1		
(a) Name	•	(b) Address	(c) EIN	(d) Amount paid from	(e) Amount of political
				filing organization's funds. If none, enter -0	contributions received and promptly and directly
					delivered to a separate
					political organization.
					If none, enter -0

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

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

SCHEDULE C

(Form 990)



OMB No. 1545-0047

Sche	dule C (Form 990) 2023 INC .	A DIGAL DITENDE & DOCATION .	•	395681 Page 2
		n is exempt under section 501(c)(3) and file		
	expenses, and share of exces	gs to an affiliated group (and list in Part IV each affiliated s lobbying expenditures). ed box A and "limited control" provisions apply.	group member's name	e, address, EIN,
		oying Expenditures eans amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a	Total lobbying expenditures to influence publ	ic opinion (grassroots lobbying)	5,257.	
b	Total lobbying expenditures to influence a leg	, , , , , , , , , , , , , , , , , , , ,	445.	
С	Total lobbying expenditures (add lines 1a and	11b)	5,702.	
d	Other exempt purpose expenditures		25,712,101.	
е	Total exempt purpose expenditures (add line	s 1c and 1d)	25,717,803.	
	Lobbying nontaxable amount. Enter the amount		1,000,000.	
	If the amount on line 1e, column (a) or (b) is:	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.		
g	Grassroots nontaxable amount (enter 25% of	line 1f)	250,000.	
h	Subtract line 1g from line 1a. If zero or less, e	enter -0-	0.	
i	Subtract line 1f from line 1c. If zero or less, en		0.	
i	If there is an amount other than zero on eithe	r line 1h or line 1i, did the organization file Form 4720		
•	and the section 1011 have for this second	, J		Yes 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.)

Lobbying Expenditures During 4-Year Averaging Period							
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total		
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.		
 b Lobbying ceiling amount (150% of line 2a, column(e)) 					6,000,000.		
c Total lobbying expenditures	4,366.	456,021.	5,806.	5,702.	471,895.		
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.		
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.		
f Grassroots lobbying expenditures	3,484.	5,611.	2,701.	5,257.	17,053.		

Schedule C (Form 990) 2023

chedule C (Form 990) 2023 INC . Part II-B Complete if the organization is exempt under section 501(c)(3) and has (election under section 501(h)).	s NOT file		95681 5768	Pag
or each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description	(a	ı)	(t	o)
f the lobbying activity.	Yes	No	Amo	ount
 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of: a Volunteers? 				
 a Volunteers? b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? c Media advertisements? 				
 d Mailings to members, legislators, or the public? e Publications, or published or broadcast statements? 				
 f Grants to other organizations for lobbying purposes? g Direct contact with legislators, their staffs, government officials, or a legislative body? h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? i Other activities? 				
 i Other activities? j Total. Add lines 1c through 1i 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)? 				
 b If "Yes," enter the amount of any tax incurred under section 4912 c If "Yes," enter the amount of any tax incurred by organization managers under section 4912 		-		
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	n 501(c)(5), or sect	ion	
301(0)(0).			Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?		1		
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?		2		
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the				
Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered 'answered "Yes."				3, is
1 Dues, assessments and similar amounts from members		1		
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of politic expenses for which the section 527(f) tax was paid).	al			
a Current year		2a		
b Carryover from last year				
c Total				

does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year? Taxable amount of lobbying and political expenditures. See instructions 4 5 5

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 II-A LINE 1 AND 2:

DIRECT: OUR DIRECT LOBBYING INVOLVES COMMUNICATION DIRECTLY WITH A
LEGISLATOR THAT EXPRESSES A VIEW ABOUT SPECIFIC NOMINATION OR ABOUT
SPECIFIC LEGISLATION. FOR EXAMPLE, WE MEET WITH SENATE OFFICES TO EXPRESS
OUR VIEW ABOUT JUDICIAL NOMINEES AND WITH CONGRESS AND STATE LEGISLATURES
MORE GENERALLY ABOUT LEGISLATION. THE HOURS THAT ARE SPENT IN PREPARING

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
Schedule C (Form 990) 2023 INC. 23-7395681 Page 4
Part IV Supplemental Information (continued)
FOR THIS COMMUNICATION ARE COUNTED AND INCLUDED, BUT ARE NOT LIMITED TO,
STAFF TIME SPENT ON MEETINGS TO DISCUSS STRATEGY, RESEARCH AND WRITING, AS
WELL AS THE TIME THAT ACTUALLY GOES INTO THE CONVERSATION/EMAIL/PHONE CALL
OR OTHER FORM OF COMMUNICATION.
GRASSROOTS: OUR GRASSROOTS LOBBYING CONSISTS OF A COMMUNICATION WITH THE
PUBLIC THAT EXPRESSES A VIEW ABOUT A SPECIFIC NOMINATION OR LEGISLATION
AND THAT INCLUDES A CALL TO ACTION. AS PART OF THAT WORK, WE HAVE TO
PREPARE FOR THE MEETING, SPEND STAFF TIME ON STRATEGY MEETINGS, RESEARCH,
WRITING, CREATING, AS WELL AS THE TIME THAT ACTUALLY GOES INTO THE
TRANSMISSION OF THE COMMUNICATION TO THE PUBLIC.
NOTE: "COMMUNICATION" MEANS A CONVERSATION IN PERSON, PHONE, LETTER,
SOCIAL MEDIA OR OTHER MEDIUM TO CONVEY A MESSAGE.

SCHEDULE D Supplemental Financial Statements			OMB No. 1545-0047			
	n 990)		nization answered "Yes" on Form 990,		2023	
•		Part IV, line 6, 7, 8, 9, 10	, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ttach to Form 990.		Open to Public	
	ment of the Treasury I Revenue Service		0 for instructions and the latest information	1.	Inspection	
Nam	e of the organizati	INC.	SE & EDUCATION FUND,	-	bloyer identification number 23-7395681	
Pa		-	d Funds or Other Similar Funds or	Accour	Its. Complete if the	
	organizatio	n answered "Yes" on Form 990, Part IV, lin		(1) =		
			(a) Donor advised funds	(b) Fun	ds and other accounts	
1		nd of year				
2		f contributions to (during year)				
3		f grants from (during year)				
4		t end of year				
5	-		writing that the assets held in donor advised f			
6			exclusive legal control?		Yes No	
6	•	c	dvisors in writing that grant funds can be use r donor advisor, or for any other purpose cont			
			, , , , ,	U		
Pa	impermissible priver		ganization answered "Yes" on Form 990, Part			
1		servation easements held by the organization		iv, inte 7.		
		, ,	· · · ·	interioally	important land area	
		n of land for public use (for example, recrea f natural habitat	Preservation of a c		important land area	
		of open space		entineu ris	stone structure	
2			ied conservation contribution in the form of a	000000000	tion accoment on the last	
2	day of the tax year	. .	red conservation contribution in the form of a	Conserva	Held at the End of the Tax Year	
•				2a		
a h						
b	0	ricted by conservation easements	icture included on line 2a			
с А		vation easements included on line 2c acqu				
u		•		2d		
3			eased, extinguished, or terminated by the org		during the tax	
3	year	valion easements modified, transferred, rei	eased, extinguished, or terminated by the org	anization	during the tax	
4		 where property subject to conservation eas	sement is located			
5		tion have a written policy regarding the per				
Ŭ		orcement of the conservation easements it			Yes No	
6			handling of violations, and enforcing conserva			
Ŭ						
7	Amount of expens	es incurred in monitoring inspecting hand	lling of violations, and enforcing conservation	easement	ts during the year	
•	, and and a support			cucomon	ie dannig the year	
8	Does each conser	 vation easement reported on line 2d above	satisfy the requirements of section 170(h)(4)(l	B)(i)		
	and section 170(h)				Yes No	
9			on easements in its revenue and expense stat			
		•	ote to the organization's financial statements			
	organization's acc	ounting for conservation easements.	-			
Pa	t III Organiza	ations Maintaining Collections of	Art, Historical Treasures, or Other	r Simila	r Assets.	
	Complete if	the organization answered "Yes" on Form	990, Part IV, line 8.			
1a	If the organization	elected, as permitted under FASB ASC 95	8, not to report in its revenue statement and b	balance sh	neet works	
	of art, historical tre	easures, or other similar assets held for pub	lic exhibition, education, or research in furthe	erance of p	public	
	service, provide in	Part XIII the text of the footnote to its finar	ncial statements that describes these items.			
b	If the organization	elected, as permitted under FASB ASC 95	8, to report in its revenue statement and bala	nce sheet	works of	
	art, historical treas	ures, or other similar assets held for public	exhibition, education, or research in furthera	nce of put	olic service,	
	provide the following amounts relating to these items.					
	(i) Revenue inclu	ded on Form 990, Part VIII, line 1			\$	
					\$	
2	If the organization	received or held works of art, historical trea	asures, or other similar assets for financial gai	n, provide)	
	the following amou	unts required to be reported under FASB A	SC 958 relating to these items:			
а	Revenue included	on Form 990, Part VIII, line 1	-		\$	
	Assets included in				\$	
LHA	For Paperwork R	eduction Act Notice, see the Instructions	s for Form 990.		Schedule D (Form 990) 2023	

332051 09-28-23

LAMBDA	LEGAL	DEFENSE	&	EDUCATION	FUND,

Caba		LEGAL DEFER	NSE & EDUCA	ATION FOND	•	7395681 Page 2						
	dule D (Form 990) 2023 INC . t III Organizations Maintaining C	ollections of Art	Historical Tre	asures, or Othe								
3				-		(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)											
а	collection items (check all that apply).											
a b												
c		e										
4	Preservation for future generations											
- 5												
5	to be sold to raise funds rather than to be maintained as part of the organization's collection?											
Par	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, Pa				r on 000, r ar							
1a	Is the organization an agent, trustee, custodi		liary for contribution	s or other assets no	t included							
iu	on Form 990, Part X?		•			Yes No						
b	If "Yes," explain the arrangement in Part XIII											
			lowing table.			Amount						
c	Beginning balance				1c							
	Additions during the year											
	Distributions during the year											
f	Ending balance				1f							
2a	Did the organization include an amount on Fe					Yes No						
	If "Yes," explain the arrangement in Part XIII.											
Par		the organization ans	wered "Yes" on For	m 990, Part IV, line	10.							
		(a) Current year	(b) Prior year	(c) Two years back	(d) Three years b	oack (e) Four years back						
1a	Beginning of year balance	8,740,901.	11,171,088.	9,318,489.	8,345,5	47. 10,004,390.						
	Contributions	1,861,740.	106,900.									
	Net investment earnings, gains, and losses	-7,322,346.	-2,537,087.	1,852,599.	972,9	42. 1,415,171.						
	Grants or scholarships					3,074,014.						
	Other expenditures for facilities											
	and programs											
f	Administrative expenses											
g	End of year balance	3,280,295.	8,740,901.	11,171,088.	9,318,4	89. 8,345,547.						
2	Provide the estimated percentage of the curr	ent year end balance	e (line 1g, column (a)) held as:								
а	Board designated or quasi-endowment	20.0400	%	-								
b	Permanent endowment 22.2700	%	_									
с	Term endowment 57.6900	%										
	The percentages on lines 2a, 2b, and 2c sho	uld equal 100%.										
3a	Are there endowment funds not in the posse	ssion of the organiza	tion that are held ar	d administered for	he							
	organization by:					Yes No						
	(i) Unrelated organizations?					3a(i) X						
	(ii) Related organizations?					3a(ii) X						
b	If "Yes" on line 3a(ii), are the related organization	tions listed as require	ed on Schedule R?			3b						
4	Describe in Part XIII the intended uses of the	organization's endov	wment funds.									
Par	t VI Land, Buildings, and Equipm											
	Complete if the organization answere	d "Yes" on Form 990	, Part IV, line 11a. S	ee Form 990, Part >	(, line 10.	•						
	Description of property	(a) Cost or of			Accumulated	(d) Book value						
		basis (investr	nent) basis	(other) d	epreciation							
1a	Land											
	Buildings											
	Leasehold improvements		73	6,597.	491,537.	245,060.						
d	Equipment			2,113.	598,508.	93,605.						
e	Other		1,07	0,899.	175,414.	895,485.						
Total	Add lines 1a through 1e. (Column (d) must e	qual Form 990 Part	X line 10c column	(B))		1,234,150.						

Schedule D (Form 990) 2023

INC.

Schedule D (Form 990) 2023

Part VII Investments - Other Se		- Form 000 Port IV line	11b Cas Form 000 Dart V line 10	
(a) Description of security or category (including		(b) Book value	e 11b. See Form 990, Part X, line 12.	end-of-vear market value
(4) Fire and all all shorts at the set				ond of your manter value
(1) Financial derivatives				
(3) Other				
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
Total. (Col. (b) must equal Form 990, Part X, line				
Part VIII Investments - Program		- Faure 000 Davit IV (line	11. Cas Faure 000 Dart V line 10	
(a) Description of investment			e 11c. See Form 990, Part X, line 13.	
		(b) Book value	(c) Method of valuation: Cost or	end-oi-year market value
<u>(1)</u>				
(2)				
(3)				
(4) (5)				
(6)				
(7)				
(8)				
(9)				
Total. (Col. (b) must equal Form 990, Part X, line	13. col. (B))			
Part IX Other Assets				
Complete if the organization a	nswered "Yes" or	n Form 990, Part IV, line	e 11d. See Form 990, Part X, line 15.	
	(a) D	escription		(b) Book value
(1) ASSETS HELD FOR GI	FT ANNUI	FIES		2,486,520.
(2) BENEFICIAL INTERES	T IN TRUS	STS		1,263,008.
(3) SECURITY DEPOSITS				278,672.
(4) RIGHT OF USE ASSET	I			5,622,733.
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Column (b) must equal Form 990, Pa Part X Other Liabilities	r <u>t X, line 15, col. (</u>	<i>(</i> B))		9,650,933.
	nswered "Yes" or	n Form 990. Part IV. line	e 11e or 11f. See Form 990, Part X, line	25.
1. (a) Description of				(b) Book value
(1) Federal income taxes				(
(2) LIABILITES UNDER G	TET ANNU	TTTES		1,285,008.
(3) LEASE LIABILITY				6,190,772.
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Column (b) must equal Form 990, Pa	rt X. line 25. col	(B))		7,475,780.

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 ... X

Sche	dule D	(Form 990) 2023	INC.							7395681	Page 4
Pa	rt XI	Reconciliation o	of Revenue	per Audited Fina	ancial Stateme	ents Wit	h Revenu	e per Re	turn		
		Complete if the organ	nization answe	ered "Yes" on Form 99	0, Part IV, line 12a	1.					
1	Total	revenue, gains, and oth	her support p	er audited financial sta	tements				1	43,453	<u>,582.</u>
2	Amou	Amounts included on line 1 but not on Form 990, Part VIII, line 12:									
а	Net u	nrealized gains (losses)) on investmei	nts		2a		3,377.			
b	Dona	ted services and use of	f facilities			2b	9,889	9,369.			
С	Reco	veries of prior year gran	nts			2c					
d	Other	r (Describe in Part XIII.)				2d	-830),107.			
е	Add I	ines 2a through 2d							2e	8,220	
3	Subtr	ract line 2e from line 1							3	35,232	<u>,697.</u>
4		unts included on Form 9									
а	Inves	tment expenses not inc	cluded on For	m 990, Part VIII, line 71	o	. 4a	132	L,872.			
b	Other	r (Describe in Part XIII.)				4b					
с	Add I	ines 4a and 4b							4c	131	<u>,872.</u>
5	Total	revenue. Add lines 3 ar	nd 4c. <i>(This n</i>	nust equal Form 990, P	Part I, line 12.)				5	35,364	<u>,569.</u>
Ра	πΧΙΙ	Reconciliation o	of Expense	s per Audited Fin	ancial Statem	ents wi	th Expension	ses per H	leturi	n	
Ра	ת אוו	-	-	s per Audited Fin ered "Yes" on Form 99			th Expension	ses per H	leturi		
1 1		-	nization answe	ered "Yes" on Form 99	0, Part IV, line 12a	1.	•	•	leturi	n 34,645	,193.
	Total	Complete if the organ	nization answe	ered "Yes" on Form 99 ancial statements	0, Part IV, line 12a	1.	-				,193.
1	Total Amou	Complete if the organ expenses and losses p	nization answe per audited fin but not on Fo	ered "Yes" on Form 99 ancial statements rm 990, Part IX, line 25	0, Part IV, line 12a	1. 	-	•			,193.
1 2	Total Amou Dona	Complete if the organ expenses and losses p unts included on line 1 t	nization answe per audited fin but not on Fo f facilities	ered "Yes" on Form 99 ancial statements rm 990, Part IX, line 25	0, Part IV, line 12a	a. 2a	-				<u>,193.</u>
1 2 a	Total Amou Dona Prior	Complete if the organ expenses and losses p unts included on line 1 t ted services and use of year adjustments	nization answe per audited fin but not on Fo f facilities	ered "Yes" on Form 99 ancial statements rm 990, Part IX, line 25	0, Part IV, line 12a	a. 2a 2b	-				<u>,193.</u>
1 2 a	Total Amou Dona Prior Other	Complete if the organ expenses and losses p unts included on line 1 t ted services and use of year adjustments	nization answe er audited fin but not on Fo f facilities	red "Yes" on Form 99 ancial statements m 990, Part IX, line 25	0, Part IV, line 12a	2a 2b 2c	-			34,645	
1 2 a	Total Amou Dona Prior Other Other	Complete if the organ expenses and losses p unts included on line 1 t ted services and use of year adjustments	nization answe er audited fin but not on Fo f facilities	red "Yes" on Form 99 ancial statements m 990, Part IX, line 25	0, Part IV, line 12a	2a 2b 2c 2d	9,889	9,369.		<u>34,645</u> 9,889	,369.
1 2 b c d	Total Amou Dona Prior Other Other Add li	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d	nization answe er audited fin but not on Fo f facilities	red "Yes" on Form 99 ancial statements m 990, Part IX, line 25	0, Part IV, line 12a	. 2a 2b 2c 2d	9,889	9,369.	1	34,645	,369.
1 2 b c d e	Total Amou Dona Prior Other Other Add I Subtr	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d	nization answe er audited fin but not on Fo f facilities	red "Yes" on Form 99 ancial statements m 990, Part IX, line 25	0, Part IV, line 12a	. 2a 2b 2c 2d	9,889	9,369.	1 2e	<u>34,645</u> 9,889	,369.
1 2 b c d e 3	Total Amou Dona Prior Other Other Add li Subtr Amou	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d cract line 2e from line 1	nization answe er audited fin but not on Fo f facilities	ne 25, but not on line	0, Part IV, line 12a	1. 2a 2b 2c 2d	9,889	9,369. 1,872.	1 2e	<u>34,645</u> 9,889	,369.
1 2 b c d 3 4	Total Amou Dona Prior Other Other Add I Subtr Amou Inves	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d mart line 2e from line 1 unts included on Form S	nization answe er audited fin but not on Fo f facilities	ne 25, but not on line	0, Part IV, line 12a 5: 1:	2a 2b 2c 2d	9,889	9,369.	1 2e	34,645 9,889 24,755	,369. ,824.
1 2 b c d 3 4 a	Total Amou Dona Prior Other Other Add li Subtr Amou Inves Other	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d mact line 2e from line 1 unts included on Form S tment expenses not inco r (Describe in Part XIII.)	nization answe er audited fin but not on Fo f facilities 990, Part IX, li cluded on For	ne 25, but not on line m 990, Part VIII, line 7	0, Part IV, line 12a 5: 1:	2a 2b 2c 2d 2d	9,889	9,369. 1,872. 1,872.	1 2e	34,645 9,889 24,755 961	<u>,369.</u> ,824.
1 2 d 6 3 4 a b 5	Total Amou Dona Prior Other Other Add li Subtr Amou Inves Other Add li Total	Complete if the organ expenses and losses p unts included on line 1 to ted services and use of year adjustments r losses r (Describe in Part XIII.) ines 2a through 2d mact line 2e from line 1 unts included on Form S tment expenses not inco r (Describe in Part XIII.)	nization answe er audited fin but not on Fo f facilities 990, Part IX, li cluded on For and 4c. (This	ne 25, but not on line m 990, Part VIII, line 71	0, Part IV, line 12a 5: 1: 5	2a 2b 2c 2d 2d 4a 4b	9,889	9,369. 1,872. 1,872.	1 2e 3	34,645 9,889 24,755	<u>,369.</u> ,824.

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 V, LINE 4:

EARNINGS HAVE BEEN RETAINED IN THE ENDOWMENT TO ALLOW THE BALANCE TO GROW.

THE ORGANIZATION PLANS ON USING EARNINGS FOR PROGRAMMATIC PURPOSES IN THE

FUTURE.

PART X, LINE 2:

LAMBDA	LEGAL	BELIEVES	IΤ	HAS	NO	UNCERTAIN	INCOME	TAX	POSITIONS	AS	OF
--------	-------	----------	----	-----	----	-----------	--------	-----	-----------	----	----

DECEMBER 31, 2023 AND 2022, IN ACCORDANCE WITH ACCOUNTING STANDARDS

CODIFICATION ("ASC") TOPIC 740 ("INCOME TAXES"), WHICH PROVIDES STANDARDS

FOR ESTABLISHING AND CLASSIFYING ANY TAX PROVISIONS FOR UNCERTAIN TAX

POSITIONS.

Schedule D (Form 990) 2023			& EDUCATION	23-7395681 Page 5
Schedule D (Form 990) 2023 Part XIII Supplemental Infor	mation (continued)			
PART XI, LINE 2D - (
INDIRECT FUNDRAISIN	G EXPENSES			-830,107.
PART XII, LINE 4B -	OTHER ADJUS	STMENTS:		
INDIRECT FUNDRAISING	2 FYDFNGFG			830,107.
INDIKECI FONDARIDIN	G EXTENDED			050,107.

SCHEDULE G	Suppleme	ental Inform	nation Regar	rding F	Fund	raisi	ng or Gaming A	ctiv	ities	OMB No. 1545-0047
(Form 990)							art IV, line 17, 18, o m 990-EZ, line 6a.	or 19,	or if the	2023
Department of the Treasury			Attach to Form	n 990 or	r Forn	n 990 -	·EZ.			Open to Public
Internal Revenue Service	Got	to www.irs.go	ov/Form990 for	instruct	tions	and th	ne latest information	n.		Inspection
Name of the organization	LAMBDA	LEGAL I	DEFENSE &	EDU	ICAJ	IOL	I FUND,		Employer id	lentification number
	INC.								23-739	5681
	complete this par		the organization	answer	ed "Y	es" or	i Form 990, Part IV, I	ine 1	7. Form 990-E	EZ filers are not
c X Phone solici d X In-person so 2 a Did the organization	ions email solicitations tations licitations on have a written o ed in Form 990, P	s or oral agreem Part VII) or enti	e X s f S g X s nent with any ind	Solicitati Solicitati Special f lividual (i with pro	on of on of undra includ	non-go govern iising e ling of onal fu	overnment grants nment grants events ficers, directors, trus indraising services?	tees,	XY	
compensated at le) pursua		agreer	nents under which ti		iuraiser is to	
(i) Name and addres or entity (func			(ii) Activity		(iii) fundr have cr or con contribu	aiser ustody trol of	(iv) Gross receipts from activity	tò (c	Amount paid or retained by fundraiser ted in col. (i)	
ALLEGIANCE FUNDRAIS	SING - 4840	MEMBERSHIP	e & DIRECT MA	IL	Yes	No				
AMBER VALLEY PKWY	S STE. C,	CONSULTING	5			х	2,189,396.		553,658	1,635,739.
EVENT MANAGEMENT G	ROUP INC -									
411 EAST 83RD STREE	ET, SUITE	SPECIAL EV	VENT FUNDRAIS	ING		х	1,907,167.		186,977	1,720,190.
RISING TIDE DIRECT	- 233	MEMBERSHIP	% & DIRECT MA	IL						
NEEDHAM ST, NEWTON	, MA 02464	CONSULTING	5			Х	907,215.		46,000	861,215.
Total 3 List all states in whi	ch the organizatio	on is registere	d or licensed to s	solicit co	ontrib	utions	5,003,778. or has been notified	it is 4	786,635 exempt from	

or licensing.

AK, AL, AR, AZ, CA, CO, CT, FL, GA, IL, KS, KY, LA, MA, MD, ME, MI, MN, MS, NC, ND, NH, NJ, NM, NY OK, OH, OR, PA, RI, SC, TN, UT, VA, WA, WI, WV, HI, DC, NV Schedule G (Form 990) 2023

INC.

23-7395681 Page 2

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 NY LIBERTY	(b) Event #2 SF - BON	(c) Other events	(d) Total events
			FOSTER	11	(add col. (a) through
		(event type)	(event type)	(total number)	- col. (c))
1 Gross	eceipts	1,907,167.	747,099.	3,491,130.	6,145,396
2 Less: C	Contributions	1,775,077.	706,219.	3,221,460.	5,702,756
3 Gross i	ncome (line 1 minus line 2)	132,090.	40,880.	269,670.	442,640
4 Cash p	rizes				
5 Noncas	sh prizes				
6 Rent/fa	cility costs	161,260.	27,869.	108,754.	297,883
7 Food a	nd beverages	201,508.	71,216.	371,761.	644,485
8 Enterta	inment				
9 Other of	lirect expenses	47,556.	3,425.	56,943.	107,924
		-			<u>1,050,292</u> -607,652
1 Gross	evenue	(a) Bingo	bingo/progressive bingo		col. (a) through col. (e
3 Noncas	sh prizes				
4 Rent/fa	cility costs				
	cility costs				
	lirect expenses	Yes%	└────────────────────────────────────	☐ Yes% No	
5 Other of 6 Volunte	lirect expenses	Yes%		No	
 <u>5</u> Other of 6 Volunte 7 Direct of 	lirect expenses	Yes %	No No	No	
 5 Other of 6 Volunte 7 Direct of 8 Net gar 	lirect expenses eer labor expense summary. Add lines 2 thre	Yes % No bugh 5 in column (d) ne 7 from line 1, column (d)	No No	No	
	 Less: C Gross i Cash p Noncas Rent/fa Rent/fa Rent/fa Food a Enterta Other control Direct of Net incontrol Net incontrol Net incontrol Terta Gross r Cash p 	 2 Less: Contributions 3 Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes 6 Rent/facility costs 7 Food and beverages 8 Entertainment 9 Other direct expenses 10 Direct expense summary. Add lines 4 through the income summary. Subtract line 10 from the income summary. Subtract line 10 from \$15,000 on Form 990-EZ, line 6a. 1 Gross revenue 2 Cash prizes 	AWARD (event type) 1 Gross receipts 1,907,167. 2 Less: Contributions 1,775,077. 3 Gross income (line 1 minus line 2) 132,090. 4 Cash prizes 1 5 Noncash prizes 161,260. 6 Rent/facility costs 161,260. 7 Food and beverages 201,508. 8 Entertainment 201,508. 9 Other direct expenses 47,556. 10 Direct expense summary. Add lines 4 through 9 in column (d) 1 11 Net income summary. Subtract line 10 from line 3, column (d) 1 11 Net income summary. Subtract line 10 from line 3, column (d) 1 11 Net income summary. Subtract line 10 from line 3, column (d) 1 11 Gross revenue (a) Bingo	AWARD FOSTER (event type) (event type) 1 Gross receipts 1,907,167. 747,099. 2 Less: Contributions 1,775,077. 706,219. 3 Gross income (line 1 minus line 2) 132,090. 40,880. 4 Cash prizes 1 40,880. 5 Noncash prizes 1 161,260. 27,869. 6 Rent/facility costs 161,260. 27,869. 7 Food and beverages 201,508. 71,216. 8 Entertainment 8 10 10 9 Other direct expenses 47,556. 3,425. 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 14 1 Net income summary. Subtract line 10 from line 3, column (d) 15,000 on Form 990-EZ, line 6a. (a) Bingo (b) Pull tabs/instant bingo/progressive bingo 1 Gross revenue 1 2 Cash prizes 1 2	AWARD FOSTER 11 (event type) (event type) (total number) 1 Gross receipts 1,907,167. 747,099. 3,491,130. 2 Less: Contributions 1,775,077. 706,219. 3,221,460. 3 Gross income (line 1 minus line 2) 132,090. 40,880. 269,670. 4 Cash prizes

b If "Yes," explain:

332082 09-13-23

Schedule G (Form 990) 2023

	LAMBDA LEGA	L DEFENSE	& EDUCATION	FUND,		
Schedule G (Form 990) 2023	INC.			23-	7395681	Page 3
11 Does the organization conduct g	aming activities with non	nembers?			Yes	No
12 Is the organization a grantor, ber						
to administer charitable gaming?					Yes	No No
13 Indicate the percentage of gamin						
a The organization's facility					13a	%
b An outside facility					13b	%
14 Enter the name and address of the						
Name						
Address						
15a Does the organization have a cor	ntract with a third party fr	om whom the organ	ization receives gaming	g revenue?	🗌 Yes	No No

ł	b If "Yes," enter the amount of gaming revenue received by the organization \$ and the amount
	of gaming revenue retained by the third party \$ c If "Yes," enter name and address of the third party:
	c in res, entername and address of the third party.
	Name
	Address
16	Gaming manager information:
	Name
	Gaming manager compensation \$
	Description of services provided
	Director/officer Employee Independent contractor
17	Mandatory distributions:
á	a Is the organization required under state law to make charitable distributions from the gaming proceeds to
	retain the state gaming license? Yes L No
ł	b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the
_	organization's own exempt activities during the tax year \$
Pa	art IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b,
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

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

(I) NAME OF FUNDRAISER: ALLEGIANCE FUNDRAISING

(I) ADDRESS OF FUNDRAISER:

4840 AMBER VALLEY PKWY S STE. C, FARGO, ND 58104

(I) NAME OF FUNDRAISER: EVENT MANAGEMENT GROUP INC

(I) ADDRESS OF FUNDRAISER:

10028 411 EAST 83RD STREET, SUITE ЗF, NEW YORK, NY

%

%

		LAMBDA	LEGAL	DEFENSE	&	EDUCATION	FUND,		
Schedule G	(Form 990) Supplemental Inform	INC.						23-7395681	Page 4
Tarriv	Supplementarimon	(con	tinued)						

SC	HEDULE J	Compensation Information	1	OMB No. 1	545-004	17
(Fo	rm 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest		2023		2
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.	L	20	<u>Z</u> J)
Depar	tment of the Treasury	Attach to Form 990.		Open to		ic
	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.	<u> </u>	Inspe		
Nam	e of the organizatio		Employer i			nber
Pa		INC. s Regarding Compensation	23-1	39568	L	
Гa	uestion				Vee	
10	Chook the energy	into hav/aa) if the arganization provided any of the following to ar for a parson listed on Form	000		Yes	No
a		iate box(es) if the organization provided any of the following to or for a person listed on Form line 1a. Complete Part III to provide any relevant information regarding these items.	990,			
	First-class or		معاداده			
	Travel for con					
		cation and gross-up payments Health or social club dues or initiation fee				
	Discretionary	ur, chef)				
	,	,,				
b	If any of the boxes	on line 1a are checked, did the organization follow a written policy regarding payment or				
	•	provision of all of the expenses described above? If "No," complete Part III to explain		1b		
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,				
	trustees, and office	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2		
3	Indicate which, if a	ny, of the following the organization used to establish the compensation of the organization's	i			
	CEO/Executive Dir	ector. Check all that apply. Do not check any boxes for methods used by a related organization	on to			
	establish compens	ation of the CEO/Executive Director, but explain in Part III.				
	Compensatio	n committee				
		compensation consultant Compensation survey or study				
	Form 990 of c	ther organizations X Approval by the board or compensation c	ommittee			
4		d any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing				
-	-	elated organization:		10		X
a b		e payment or change-of-control payment? ceive payment from a supplemental nonqualified retirement plan?				X
		in a second form on the based of the second second bins and the second				X
U		hes 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		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n			
	contingent on the i					
а	The organization?				Х	
		ration?				X
		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 compensatio	'n			
	contingent on the	net earnings of:				
а	The organization?			6a		X
b		ation?		6 b		X
_		or 6b, describe in Part III.				
7		on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments			37	
-		nes 5 and 6? If "Yes," describe in Part III		7	X	
8	-	reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to th	ie			v
~				8		X
9		id the organization also follow the rebuttable presumption procedure described in				
Fer	Regulations section			9		2000
POL	aper work Reduct	ion Act Notice, see the Instructions for Form 990.	Sched	ule J (Forn	1 390)	2023

Schedule J (Form 990) 2023 INC •	1				23-739568	681		Page 2
Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.	mplo	yees, and Highest C	compensated Emple		Use duplicate copies if additional space is needed	pace 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.	be re orm	ported on Schedule J 990, Part VII.	l, report compensati	on from the organize	ttion on row (i) and fror	n related organization:	s, described in the instr	uctions, on row (ii).
Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total	in in	dividual must equal th		orm 990, Part VII, Se	ction A, line 1a, applic	able column (D) and (E	amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual	vidual.
		(B) Breakdown of W-2 and com	'-2 and/or 1099-MISC compensation	/or 1099-MISC and/or 1099-NEC pensation	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) KEVIN JENNINGS	()	394,227.	55,853.	1,462.	19,214.	47,626.	518,382.	•0
CEO				.0	• 0	.0	.0	.0
(2) JOSHUA PUSHKIN	(i)	305,51	44,485.	280.	21,493.	19,791.	391,562.	•0
	(ii)	,	•0	.0				•0
JENNIFE	Ξ	270,18	.00	1,188.	21,984.	17,429.	310,789.	.00
EF LEGAL C	(i)	C L C						.0
(4) JOHN E. ROANE COO	Ξ	250,390.	0.0	1,188. 0.	20,298.	<u>19,849.</u> 0.	291,725.	000
(5) GILLIAN M. POWER		206 64		414.	11_154.	70 253	288 470	
		1000	.0	<u> </u>	# 0 7 + 1 +	0.	•0 • 0 • 0	.0
(6) CAMILLA TAYLOR	9	218,54	•0	414.	15,107.	29,505.	263,569.	.0
DIR. FOR LITIGATION	: ()		.0	0.	• 0			.0
(7) AMANDA WYATT	(i)	210,843.	.0	162.	13,617.	21,810.	246,432.	0.
CFO	(ii)	• 0	• 0	• 0	0.			• 0
(8) KAREN LOEWY	(i)	175,61	• 0	239.	3,816.	62,555.	242,228.	.0
SR COUNSEL, DIR CONST LAW PRAC	(ii)		• 0	0.	0.		• 0	0.
(9) KRISTINE ANDREA KIPPINS	(i)	205,5	• 0	180.	13,352.	22,066.	241,168.	.0
DIR. FOR POLICY	(ii)		.0	0.	0.			0.
(10) CRYSTAL COSTELLO	(i)	164,7	.0	120.	7,088.	60,282.	232,213.	0.
CHIEF OF PEOPLE AND CULTURE	(ii)		0.	0.				0.
	Ξ	193,08	0.	158.	14,836.	19,968.	228,043.	0.
	(ii)		.0	0.			.0	0.
	Ξ	185,	•0	387.	10,153.	24,382.	220,238.	.0
DIR. OF LEADERSHIP GIFTS	(ii)		.0	0.			.0	0.
(13) GREG NEVINS	Ξ	176,	0.	669.	3,720.	19,549.	200,397.	0.
SR COUNSEL	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	Ξ							
	(ii)							
	Ξ							
	0							
							Schedu	Schedule J (Form 990) 2023

332112 11-06-23

LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.

LAMBDA LEGAL DEFENSE & EDUCATION FUND,	03_7305681 Dave 0
	y additional information.
PART I, LINE 5:	
THE BONUS STRUCTURE FOR THE CHIEF DEVELOPMENT OFFICER INCLUDES A TARGET FOR	
REVENUE METRICS.	
PART I, LINE 7:	
BONUSES ARE SUBMITTED BY THE EXECUTIVE TEAM (EACH DEPT. HEAD) TO THE CEO.	
THE CEO APPROVES BONUSES. THE CEO'S BONUS IS REVIEWED AND APPROVED BY THE	
ND OR A BOARD COMMITTEE.	
PART II:	
COLUMN B(I) INCLUDES BASE COMPENSATION, COLUMN B(II) INCLUDES BONUS	
COMPENSATION, COLUMN B(III) INCLUDES ALL OTHER REPORTABLE COMPENSATION,	
INCLUDING ANY REDUCTIONS TO TAXABLE COMPENSATION RELATED TO	
PARTICIPATION IN HEALTH OR DEPENDENT SPENDING ACCOUNTS, IF/AS	
APPLICABLE. COLUMN C INCLUDES EMPLOYER CONTRIBUTIONS TO THE DEFINED	
BENEFIT PENSION PLAN AND THE MATCHING CONTRIBUTIONS IF/AS APPLICABLE;	
THE TOTALS SHOWN REFLECT AMOUNTS EARNED DURING THE YEAR, WHETHER OR NOT	
THE EMPLOYEE IS FULLY VESTED. COLUMN D INCLUDES NON-TAXABLE BENEFITS,	
	Schedule J (Form 990) 2023

LAMBDA LEGAL DEFENSE & EDUCATION FUND,	03-7305681 D	c
		2
Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.	for any additional information.	1
SUCH AS HEALTH AND OTHER INSURANCE, AS WELL AS AMOUNTS SET ASIDE BY		
EMPLOYEES IN THE HEALTH AND/OR DEPENDENT CARE FLEXIBLE SPENDING PLANS		1
WHICH HAVE BEEN ADDED BACK TO PROVIDE THE FULLEST PICTURE POSSIBLE OF		1
TOTAL COMPENSATION; BECAUSE LAMBDA LEGAL OPERATES A PARTIALLY		1
SELF-FUNDED HEALTH PLAN, HEALTH INSURANCE AMOUNTS ARE ESTIMATED AT THE		1
EXPECTED RATE FOR EACH PLAN TYPE ELECTED BY THE EMPLOYEE, IF THEY ARE		1
ENROLLED IN A LAMBDA LEGAL-SPONSORED HEALTH PLAN.		
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	Schedule J (Form 990) 2023	ខ្ល

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Other

Other

Other

Other

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b If "Yes," describe in Part II.

describe in Part II.

Qualified conservation contribution - Other Real estate - Residential

Real estate - Commercial

Real estate - Other

Collectibles Food inventory

Drugs and medical supplies

Taxidermy

Historical artifacts

Scientific specimens

Archeological artifacts

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

)

)

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

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash

30a During the year, did the organization receive by contribution any property reported in 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

Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,

exempt purposes for the entire holding period?

contributions?

____)

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

			OMB No. 1545-0047					
Depar Interna	tment of the Treasury al Revenue Service	Go	to www.irs	s.gov/Forms	answered "Yes" o Attach to Form 9 990 for instruction	2023 Open to Public Inspection		
Name of the organization LAMBDA LEGAL INC.				DEFEN	SE & EDUCA	ATION FUND,		identification number
Pa	rt I Types of	Property					Z	3-7395681
				(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g		(d) d of determining ontribution amounts
1	Art - Works of art							
2	Art - Historical trea	asures						
3	Art - Fractional inte	erests						
4	Books and publica	ations						
5	Clothing and hous	ehold goods						
6	Cars and other vel							
7	Boats and planes							
8	Intellectual proper							
9	Securities - Public	ly traded		Х	10,626	1,595,383.	FAIR MAR	KET VALUE
10	Securities - Closel							
11	Securities - Partne							
	trust interests							
12	Securities - Miscel	laneous						
13	Qualified conserva							
	Historic structures							

LHA	332141	09-11-23

Schedule M (Form 990) 2023

30a

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32a

Yes No

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					EGAL	DEFEN	ISE &	EDUCAT	ION	FUND,		
Schedule N			INC								23-7395681	Page 2
Part II	is repor	ementa ing in Par for any a	t I, colun	nn (b), th	ie numbe	e the inform r of contribu	ation requ utions, the	uired by Part e number of i	I, lines 3 items rec	80b, 32b, and 3 ceived, or a co	33, and whether the organiz mbination of both. Also com	ation Iplete
SCHEDU	JLE M,	PAR	ΓI,	COLU	MIN (1	B):						
THE NU	JMBER	IN CO	OLUMN	(В)	REPI	RESENT	S THE	NUMBE	R OF	SHARES	CONTRIBUTED.	

OMB No. 1545-0047 Supplemental Information to Form 990 or 990-EZ SCHEDULE O Complete to provide information for responses to specific questions on (Form 990) Form 990 or 990-EZ or to provide any additional information. **Open to Public** Attach to Form 990 or Form 990-EZ Department of the Treasury Inspection Go to www.irs.gov/Form990 for the latest information Internal Revenue Service LAMBDA LEGAL DEFENSE & EDUCATION FUND. Name of the organization Employer identification number 23-7395681 INC FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: COMMITTED TO ACHIEVING FULL RECOGNITION OF THE CIVIL RIGHTS OF LESBIANS, GAY MEN, BISEXUALS, TRANSGENDER PEOPLE AND ANYONE WITH HIV THROUGH IMPACT LITIGATION, EDUCATION AND PUBLIC POLICY WORK. FORM 990. PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: WORK. FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: LOAD RISING TO 77 CASES IN 29 STATES BY DECEMBER 2023. ALMOST EXACTLY HALF OF THESE CASES (39) INVOLVE DEFENDING THE RIGHTS OF YOUNG PEOPLE

CONSISTENT WITH LAMBDA LEGAL'S STRATEGIC PLAN PRIORITIES. OUR 2023

LITIGATION AND POLICY WORK CONTINUED TO ALIGN WITH THE TWO TOP

PROGRAMMATIC PRIORITIES OF OUR 5-YEAR STRATEGIC PLAN: (1) WINNING NEW

PROTECTIONS FOR THE MOST VULNERABLE IN OUR COMMUNITY TO SECURE FULL

LEGAL AND LIVED EQUALITY, AND (2) DEFENDING OUR COMMUNITY FROM ATTACKS

DESIGNED TO ROLL BACK OUR RIGHTS.

THESE ATTACKS ON THE LGBTQ+ COMMUNITY STRETCH THE IMAGINATION IN THEIR CRUELTY. STATE LEGISLATION TARGETING TRANSGENDER AND NONBINARY PEOPLE FOR DISCRIMINATION EXPLODED: PROPOSALS TO INVESTIGATE FAMILIES OF TRANSGENDER CHILDREN, EFFORTS TO BAR OR CRIMINALIZE HEALTHCARE FOR TRANSGENDER YOUTH, PROHIBIT ACCESS TO GENDER-APPROPRIATE FACILITIES LIKE RESTROOMS, RESTRICT TRANSGENDER STUDENTS' ABILITY TO FULLY PARTICIPATE IN SCHOOL AND SPORTS, OR TO PUT MORE ROADBLOCKS IN PLACE FOR TRANSGENDER PEOPLE SEEKING IDENTITY DOCUMENTS WITH THEIR CORRECT For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990) 2023

Schedule O (Form 990) 2023 Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Page 2 Employer identification number 23-7395681						
NAME AND GENDER. BECAUSE WE BELIEVE THAT NO FAMILY SHOULD FEAR A KNOCK							
AT THEIR DOOR BY CHILD PROTECTIVE SERVICES FOR LOVING AND	SUPPORTING A						
TRANSGENDER OR NONBINARY CHILD, MUCH LESS ENDURE A POLITIC	CALLY						
MOTIVATED INVESTIGATION THAT COULD LEAD TO FAMILY SEPARATI	ON OR AN						
INTERRUPTION OF LIFESAVING, GENDER-AFFIRMING CARE FOR AN A	DOLESCENT ,						
LAMBDA LEGAL HAS PURSUED LITIGATION AND SUPPORTED POLICY C	CHANGES TO						
PROTECT LGBTQ+ YOUTH AND THEIR FAMILIES.							
IN STATE HOUSES AND COURT ROOMS AROUND THE COUNTRY, WE ADV	OCATED FOR						
ACCESS TO GENDER-AFFIRMING HEALTHCARE, ACCURATE IDENTITY D	OCUMENTS,						
EMPLOYMENT SECURITY, AND GENDER-APPROPRIATE RESTROOMS, ALL	OF WHICH						
HAVE SIGNIFICANT IMPACT ON THE MENTAL WELL-BEING OF TRANSO	ENDER YOUTH						
AND ADULTS. WE FILED A LAWSUIT IN MONTANA STATE COURT CHAI	LENGING A BAN						
ON TRANSGENDER YOUTH ACCESSING GENDER-AFFIRMING CARE, IN W	ON TRANSGENDER YOUTH ACCESSING GENDER-AFFIRMING CARE, IN WHICH WE						
ASSERTED THAT THE LAW VIOLATES PLAINTIFFS' RIGHTS UNDER THE MONTANA							
CONSTITUTION, INCLUDING THE RIGHT TO EQUAL PROTECTION, PRI	CONSTITUTION, INCLUDING THE RIGHT TO EQUAL PROTECTION, PRIVACY, HEALTH,						
DIGNITY, SPEECH AND EXPRESSION, AND THE RIGHT OF PARENTS TO MAKE							
DECISIONS ABOUT THEIR CHILDREN'S HEALTH CARE THAT ARE CONS	SISTENT WITH						
THEIR CHILDREN'S WISHES AND MEDICAL STANDARDS OF CARE. WE	CHALLENGED AN						
OKLAHOMA LAW BANNING MEDICALLY NECESSARY HEALTHCARE FOR TR	ANSGENDER						
YOUTH, IN WHICH WE ARGUED THAT THE BAN DISCRIMINATED AGAIN	IST						
TRANSGENDER YOUTH BASED ON SEX AND TRANSGENDER STATUS, AND	UNLAWFULLY						
INTERFERED WITH PARENTS' RIGHTS TO MAKE DECISIONS ABOUT TH	IEIR						
CHILDREN'S HEALTH CARE THAT ARE CONSISTENT WITH THEIR CHIL	DREN'S WISHES						
AND MEDICAL STANDARDS OF CARE. THE TENNESSEE LEGISLATURE ENACTED A RAFT							
OF ANTI-TRANSGENDER BILLS SIGNED INTO LAW BY GOVERNOR BILL LEE THAT							
BANNED TRANSGENDER YOUTH FROM PARTICIPATING IN SPORTS; CRI	MINALIZED THE						
PROVISION OF GENDER-AFFIRMING MEDICAL CARE FOR TRANS ADOLE	Schedule Q (Form 990) 2023						

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681					
BANNED DRAG PERFORMANCES; AND REQUIRED BUSINESSES TO POST	SIGNS IF THEY					
ALLOW TRANSGENDER PEOPLE TO USE THE CORRECT BATHROOMS. TH	E LATTER TWO					
HAVE BEEN FOUND UNCONSTITUTIONAL BY FEDERAL COURTS.						
LAMBDA LEGAL INITIATED AND/OR SUPPORTED LITIGATION TO PRO	TECT THE					
RIGHTS OF LGBTQ+ YOUTH IN YOUTH CARE SYSTEMS AND CHALLENG	ED LAWS THAT					
TARGET LGBTQ+ AND TGNC YOUTH. WE SUED THE STATE OF NORTH	CAROLINA TO					
BLOCK IMPLEMENTATION OF A DISCRIMINATORY LAW BANNING THE	PROVISION OF					
MEDICALLY NECESSARY CARE FOR TRANSGENDER NORTH CAROLINA Y	OUTH.					
ADDRESSING PERHAPS THE MOST EGREGIOUS INSTANCE OF STATE I	NTERFERENCE ,					
WE CONTINUED OUR SUCCESSFUL RESPONSE TO TEXAS GOVERNOR GR	EG ABBOTT'S					
DIRECTIVE IN FEBRUARY 2022 DECLARING GENDER-AFFIRMING HEA	LTH CARE TO BE					
"CHILD ABUSE" AND DIRECTING THE TEXAS DEPARTMENT OF FAMILY AND						
PROTECTIVE SERVICES (DFPS) TO INVESTIGATE THE PROVISION OF MEDICALLY						
NECESSARY LIFESAVING HEALTH CARE FOR TRANSGENDER YOUTH AS CHILD ABUSE;						
DURING 2023, WE PROTECTED IMPACTED FAMILIES WITH MULTIPLE LAWSUITS AND						
OTHER ESSENTIAL SUPPORT. IN FLORIDA, WE PREVAILED IN OUR LAWSUIT,						
DEKKER, ET AL., V. WEIDA, ET AL., CHALLENGING A RULE PROH	IBITING					
MEDICAID FROM COVERING GENDER AFFIRMING MEDICAL CARE, INC	LUDING FOR					
MINORS, AND THE JUDGE USED THE FINDINGS IN DEKKER AS PART	OF HIS RULING					
ENJOINING FLORIDA'S STATUTORY BAN ON GENDER AFFIRMING MED	ICAL CARE.					
MEANWHILE, LAMBDA LEGAL ASKED THE SUPREME COURT OF THE UN	ITED STATES TO					
BLOCK A TENNESSEE LAW WHICH WOULD PROHIBIT MEDICAL PROVID	ERS FROM					
TREATING TRANSGENDER YOUTH WITH EVIDENCE-BASED GENDER-AFF	IRMING MEDICAL					
TREATMENT. CONCERNING DISCRIMINATORY EFFORTS TO CENSOR IN	FORMATION					
ABOUT LGBTQ+ PEOPLE IN EDUCATION SETTINGS, OUR CHALLENGE	TO IOWA'S					
SO-CALLED "DON'T SAY GAY OR TRANS" LAW, IOWA SAFE SCHOOLS V. REYNOLDS,						
SECURED A PRELIMINARY INJUNCTION BLOCKING IMPLEMENTATION	OF MUCH OF Schedule Q (Form 990) 2023					

Schedule O (Form 990) 2023	Page 2
Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
THAT LAW WHILE THE CASE CONTINUES, AND OUR LEGAL TEAM SHOW	S THE HARMFUL
REPERCUSSIONS FOR STUDENTS IN THAT STATE. WE CONTINUED TO	CREATE AND
DEPLOY INNOVATIVE COMMUNICATIONS STRATEGIES TO EDUCATE AME	RICANS ABOUT
THE NEGATIVE CONSEQUENCES OF THIS TYPE OF DISCRIMINATORY L	EGISLATION,
SO THAT WE CAN REACH IMPACTED STUDENTS AND THEIR FAMILIES.	

WE CONTINUED OUR ONGOING FIGHT TO ENSURE THAT TRANSGENDER AND NONBINARY PEOPLE CAN OBTAIN GOVERNMENT IDENTITY DOCUMENTS WITH ACCURATE GENDER MARKERS, BUT WE FACED SOME HEADWINDS. LAMBDA LEGAL URGED THE U.S. COURT OF APPEALS FOR THE SIXTH CIRCUIT TO REVERSE A DISTRICT COURT RULING UPHOLDING TENNESSEE'S DISCRIMINATORY BIRTH CERTIFICATE POLICY, WHICH DOES NOT ALLOW TRANSGENDER PEOPLE BORN IN TENNESSEE TO CORRECT THE GENDER MARKER ON THEIR BIRTH CERTIFICATES, LEAVING THEM GRAPPLING WITH INCONSISTENT GOVERNMENT IDENTITY DOCUMENTS AND FORCIBLY DISCLOSING THEIR TRANSGENDER STATUS. TENNESSEE IS ONE OF ONLY A HANDFUL OF STATES LEFT IN THE COUNTRY THAT STILL CATEGORICALLY PROHIBIT TRANSGENDER PEOPLE FROM CORRECTING THEIR BIRTH CERTIFICATES TO ACCURATELY REFLECT THEIR IDENTITY. IN A RELATED DEVELOPMENT, IN AUGUST 2023, A FEDERAL JUDGE GRANTED KANSAS ATTORNEY GENERAL KOBACH'S REQUEST TO MODIFY A CONSENT JUDGMENT SECURED BY LAMBDA LEGAL IN 2019 THAT ALLOWED TRANSGENDER PEOPLE TO CORRECT THE GENDER MARKERS ON THEIR BIRTH CERTIFICATES.

OUR YOUTH IN OUT-OF-HOME CARE PROJECT (YOHCP) CONTINUED PREPARATIONS FOR THE 2024 RELEASE OF OUR SAFE HAVENS REPORT, WHICH WILL OFFER A COMPREHENSIVE ARRAY OF RESOURCES ACROSS MULTIPLE MEDIA FORMATS AND PLATFORMS, OFFERING ADVOCATES, POLICYMAKERS, AND PROVIDERS THE INFORMATION AND STRATEGIES NECESSARY TO PROMOTE WELL-BEING FOR TGNB

Schedule O (Form 990) 2023	Page 2				
Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681				
YOUTH IN CHILD WELFARE, JUVENILE JUSTICE, AND HOMELESS SYSTEMS					
NATIONWIDE. YOHCP AND OUR FAIR COURTS PROJECT OFFERED TRAI	NING				
WORKSHOPS TO NEARLY 3,000 JUDGES, ATTORNEYS, COURT PERSONN	EL AND CHILD				
WELFARE ADVOCATES TO SUPPORT THEIR WORK IN PROTECTING AND	ADVANCING				
LGBTQ+ YOUTH RIGHTS. THE UNITED STATES COURT OF APPEALS FO	R THE FOURTH				
CIRCUIT GRANTED A REQUEST TO STAY A LOWER COURT DECISION I	N A CASE				
CHALLENGING WEST VIRGINIA'S CRUEL AND DISCRIMINATORY BAN ON YOUNG					
TRANSGENDER ATHLETES, WHICH ALLOWED OUR CLIENT BECKY PEPPER-JACKSON TO					
TRY OUT FOR HER SCHOOL'S SPRING TRACK AND FIELD TEAM. ALTH	OUGH, THE WV				
ATTORNEY GENERAL PURSUED U.S. SUPREME COURT REVIEW OF THE U.S. COURT OF					
APPEALS RULING, THE SUPREME COURT REJECTED THAT EFFORT TO	BLOCK THIS				
12-YEAR-OLD TRANSGENDER GIRL FROM CONTINUING TO PARTICIPATE IN SCHOOL					
SPORTS WITH HER PEERS ALONG A 7-2 VOTE.					

LAMBDA LEGAL'S HIV PROJECT CONTINUED TO FOCUS ON REFORMING OUTDATED AND UNFAIR HIV CRIMINALIZATION LAWS; ADVANCING SCIENCE OVER STIGMA IN WORKPLACE DISCRIMINATION THROUGH CONTINUED LITIGATION ON BEHALF OF PLWH UNFAIRLY DENIED A JOB BASED ON THEIR HIV STATUS; AND IMPROVING ACCESS TO AND HEALTHCARE EQUITY FOR PLWH. WE LED STATE AND FEDERAL COALITIONS WITH THE GOAL OF REFORMING CRIMINAL LAWS BY REPEALING OR MODERNIZING HIV CRIMINAL STATUTES. RATHER THAN PREVENTING THE SPREAD OF HIV, THESE LAWS DO THE OPPOSITE BY STIGMATIZING HIV, DISCOURAGES INDIVIDUALS FROM KNOWING THEIR STATUS AND ACCESSING MEDICAL TREATMENT.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE: TO EXPAND THE REACH AND SCALE OF ITS LITIGATION AND POLICY WORK, AND LEVERAGE THE EXPERTISE OF ITS INTERNAL SUBJECT MATTER EXPERTS, LAMBDA LEGAL RECRUITS, ORGANIZES AND OVERSEES THE WORK OF A LARGE NETWORK OF 332212 11-14-23 Schedule O (Form 990) 2023

Schedule O (Form 990) 2023	Page 2				
Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681				
PRO BONO LAWYERS AND LAW FIRMS AROUND THE COUNTRY TO HELP	IN OUR WORK.				
ASSEMBLING AND MANAGING THESE PRO BONO SERVICES IS A KEY C	COMPONENT OF				
OUR STRATEGY AND PROGRAM SERVICES. IT ALLOWS LAMBDA LEGAL	TO EXPAND THE				
SCALE OF OUR ESSENTIAL, HIGH QUALITY LEGAL SERVICES NATION	WIDE WITH A				
MODEST STAFF, AND ENABLES US TO FOCUS OUR INTERNAL RESOURC	ES AS NEEDED				
TO A VARIETY OF BREAKING LEGAL ISSUES ACROSS THE COUNTRY.	THIS WORK				
ALSO TRAINS AND EXPANDS THE POOL OF PRO BONO ATTORNEYS AVA	ILABLE AROUND				
THE COUNTRY TO ADVANCE THE WORK OF PROTECTING AND EXPANDIN	IG THE RIGHTS				
OF THE LGBTQ+ COMMUNICATION ON AN ON-GOING BASIS. THE VALU	IE OF THESE				
PRO BONO SERVICES IS INCLUDED IN OUR AUDITED FINANCIAL STA	TEMENTS AND				
WAS \$9,889,369 IN 2023. IN ACCORDANCE WITH APPLICABLE LAWS AND					
REGULATIONS, REVENUE AND EXPENSES ASSOCIATED WITH THIS IMP	ORTANT				
COMPONENT OF OUR PROGRAM SERVICES ARE NOT REFLECTED IN THE REVENUE AND					
EXPENSES SET FORTH IN PART IX STATEMENT OF FUNCTIONAL EXPENSES OF THE					
990. NEVERTHELESS, WE BELIEVE IT IS IMPORTANT FOR LAMBDA LEGAL					
CONSTITUENTS TO BE INFORMED OF THIS WORK AND ITS IMPACT.					
IN 2023, THE STATEMENT OF FUNCTIONAL EXPENSES REPORTED IN LAMBDA					
LEGAL'S AUDITED FINANCIAL REPORTS, WHICH ARE PREPARED IN ACCORDANCE					
WITH GENERALLY ACCEPTED ACCOUNTING PRINCIPLES AND MADE AVAILABLE ON					
LAMBDA LEGAL'S WEBSITE, INCLUDES \$9,889,369 OF PRO BONO SERVICES AS					
PROGRAM EXPENSES. THIS COMPUTES TO A PROGRAM RATIO OF 71%.					

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: THESE PLATFORMS, LAMBDA LEGAL HAS PUBLISHED HUNDREDS OF PIECES OF CONTENT THAT CAN REACH OVER A MILLION OR MORE PEOPLE EVERY WEEK.

THESE COMBINED EFFORTS GENERATE TENS OF THOUSANDS OF NEWS STORIES

Schedule O (Form 990) 2023	Page 2
Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
ANNUALLY AND ADVANCE OUR GOAL OF INCREASING AWARENESS OF I	HE CHALLENGES
LGBTQ+ PEOPLE FACE AND OUR WORK TO ALLEVIATE THOSE CHALLEN	IGES, AS WELL
AS GREATER UNDERSTANDING WITHIN THE LGBTQ+ COMMUNITY OF TH	IEIR LEGAL
RIGHTS.	

WHERE POSSIBLE, WE USE ATTENTION AROUND OUR LITIGATION AND POLICY EFFORTS TO PROMOTE BROADER PUBLIC EDUCATION ON IMPORTANT ISSUES. FOR EXAMPLE, OUR HIV WORK PROMOTES OUR LARGER EFFORT TO DRIVE POLICY INFORMED BY "SCIENCE, NOT STIGMA." WE DO PUBLIC EDUCATION BUILDING ON OUR CASES ON BEHALF OF TRANSGENDER YOUTH AND THEIR FAMILIES TO SUPPORT GREATER UNDERSTANDING AND EMPATHY FOR THIS VULNERABLE POPULATION. OUR CASES CHALLENGING EFFORTS TO DILUTE NONDISCRIMINATION PROTECTIONS AGAINST ANTI-LGBTQ+ DISCRIMINATION THROUGH THE USE OF RELIGION AND SPEECH-BASED ARGUMENTS CONTRIBUTE TO A LARGER EFFORT TO PROMOTE AWARENESS OF THE ONGOING PROBLEM OF DISCRIMINATION AND THE NEED FOR ROBUST PROTECTIONS AT ALL LEVELS OF GOVERNMENT. LAMBDA LEGAL'S ATTORNEYS AND OTHER STAFF ATTEND AND SPEAK FREQUENTLY AT LOCAL, REGIONAL, AND NATIONAL CONFERENCES AND OTHER PUBLIC EVENTS, IN ADDITION TO VIRTUAL PARTICIPATION VIA PLATFORMS CREATED BY LAMBDA LEGAL ON OUR SOCIAL MEDIA CHANNELS TO ENSURE CONTINUITY IN OUR PUBLIC EDUCATION EFFORTS.

FORM 990, PART VI, SECTION B, LINE 11B: THE RETURN IS PREPARED BY AN INDEPENDANT ACCOUNTANT. A DRAFT OF THE RETURN IS REVIEWED BY THE AUDIT COMMITTEE. THE FINAL DRAFT IS THEN SENT TO THE FULL BOARD FOR A COMMENT PERIOD OF AT LEAST FIVE DAYS PRIOR TO FILING WITH THE IRS.

Schedule O (Form 990) 20	23						Page 2
Name of the organization	LAMBDA INC.	LEGAL	DEFENSE	&	EDUCATION	FUND,	Employer identification number 23-7395681

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

THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT TEAM ANNUALLY SIGNS AND

DISCLOSES ANY POTENTIAL CONFLICTS OF INTEREST. DURING NEW HIRE ORIENTATION

ALL EMPLOYEES ARE INTRODUCED TO LAMBDA LEGAL'S EMPLOYEE HANDBOOK WHICH

INCLUDES A POLICY THAT DEFINES CONFLICTS OF INTEREST AND REQUIRES STAFF TO AVOID ANY CONFLICTS OF INTEREST AND NOTIFY THEIR DIRECTOR IF A POTENTIAL

CONFLICT EXISTS.

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

THE BOARD OF DIRECTORS REVIEWS CEO PERFORMANCE ANNUALLY. THE CEO CONTRACT IS REVIEWED PRIOR TO ITS EXPIRATION, AND COMPENSATION MAY BE REVISED AT SUCH TIME. THE BOARD OF DIRECTORS DETERMINES COMPENSATION USING ANNUAL PERFORMANCE RECORDS, INDUSTRY-BASED COMPENSATION BENCHMARKS, AND A VARIETY OF RELEVANT COMPENSATION FACTORS. THE BOARD APPROVES THE CEO CONTRACT, INCLUDING COMPENSATION, IN AN EXECUTIVE SESSION DURING A SCHEDULED BOARD MEETING.

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

WHEN OFFICERS AND KEY EMPLOYEES ARE RECRUITED TO THE ORGANIZATION, LAMBDA LEGAL MAY WORK WITH RECRUITING FIRMS THAT BRING COMPARABLE COMPENSATION DATA AS PART OF THE SEARCH PROCESS, OR LAMBDA LEGAL MAY USE BENCHMARKS PREPRED BY A PROFESSIONAL COMPENSATION CONSULTANT FOR ROLES NOT FILLED BY AN EXTERNAL RECRUITER. DETERMINATION OF COMPENSATION FOR OFFICERS AND KEY EMPLOYEES ARE SUBSTANTIATED BY THESE BENCHMARKS. LAMBDA LEGAL TASKED A PROFESSIONAL COMPENSATION CONSULTANT TO REVIEW ALL POSITIONS AND PROVIDE UPDATED BENCHMARKS DURING 2023.

Schedule O (Form 990) 202	23							Page 2
Name of the organization	LAMBDA I INC.	LEGAL I	DEFENSE	&	EDUCATION	FUND	,	Employer identification number 23-7395681
AK, AL, AR, AZ, CA	A,CO,CT,F	L,GA,I	L,KS,KY	, L	A,MA,HI,I	D,IN,	IA, ME, MI	O, MI, MN, MS, MO, MT

NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

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

THE ORGANIZATION MAKES ITS FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC

THROUGH ITS WEBSITE. THE CONFLICT OF INTEREST POLICY AND GOVERNING

DOCUMENTS ARE MADE AVAILABLE BY REQUEST, WHICH CAN BE MADE THROUGH THE

WEBSITE'S CONTACT US PAGE.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:CHANGE IN VALUE OF BENEFICIAL INTEREST IN TRUST103,124.CHANGE IN VALUE OF GIFT ANNUITIES-63,650.TOTAL TO FORM 990, PART XI, LINE 939,474.

FORM 990, PART XII, LINE 2C:

THE PROCESS OF OVERSEEING THE AUDIT AND SELECTION OF INDEPENDENT

ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR.