

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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.

2023
 Open to Public Inspection

A For the 2023 calendar year, or tax year beginning _____ **and ending** _____

<p>B Check if applicable:</p> <p><input type="checkbox"/> Address change</p> <p><input type="checkbox"/> Name change</p> <p><input type="checkbox"/> Initial return</p> <p><input type="checkbox"/> Final return/terminated</p> <p><input type="checkbox"/> Amended return</p> <p><input type="checkbox"/> Application pending</p>	<p>C Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.</p> <p>Doing business as _____</p> <p>Number and street (or P.O. box if mail is not delivered to street address) Room/suite 120 WALL STREET, 19TH FLOOR</p> <p>City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10005-3904</p> <p>F Name and address of principal officer: AMANDA WYATT SAME AS C ABOVE</p>	<p>D Employer identification number 23-7395681</p> <p>E Telephone number 212-809-8585</p> <p>G Gross receipts \$ 60,762,989.</p> <p>H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions</p> <p>H(c) Group exemption number _____</p>
<p>I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527</p>		
<p>J Website: WWW.LAMBDALLEGAL.ORG</p>		
<p>K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other</p>		
		<p>L Year of formation: 1973 M State of legal domicile: NY</p>

Part I Summary

1	Briefly describe the organization's mission or most significant activities: THE LAMBDA LEGAL DEFENSE AND EDUCATION FUND, INC. ("LAMBDA LEGAL") IS A NATIONAL ORGANIZATION		
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	32
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	32
5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	150
6	Total number of volunteers (estimate if necessary)	6	32
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
9	Program service revenue (Part VIII, line 2g)	23,627,425.	31,514,240.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	569,675.	139,534.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-2,073,688.	4,310,313.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-188,881.	-599,518.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	21,934,531.	35,364,569.
14	Benefits paid to or for members (Part IX, column (A), line 4)	5,000.	5,000.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	14,525,745.	15,109,086.
b	Total fundraising expenses (Part IX, column (D), line 25)	294,615.	786,635.
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,005,003.	10,347,419.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	10,347,419.	9,817,082.
19	Revenue less expenses. Subtract line 18 from line 12	25,172,779.	25,717,803.
20	Total assets (Part X, line 16)	-3,238,248.	9,646,766.
21	Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
22	Net assets or fund balances. Subtract line 21 from line 20	44,443,289.	54,041,188.
		8,896,652.	9,646,688.
		35,546,637.	44,394,500.

Part II Signature Block

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

Sign Here	Signature of officer AMANDA WYATT, CFO	Date 10/10/2024
	Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name MAGDALENA CZERNIAWSKI	Preparer's signature MAGDALENA CZERNIAWSKI	Date 09/25/24	Check if self-employed <input type="checkbox"/>	PTIN P00535099
	Firm's name CBIZ MARKS PANETH LLC	Firm's EIN 87-3707167		Phone no. 212-503-8800	
	Firm's address 685 THIRD AVENUE NEW YORK, NY 10017				

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: 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? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 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 AND HAD TO FILE SUITS RAPIDLY TO COUNTER THESE NEW LAWS, WITH OUR CASE

4b (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.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
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? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		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 of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		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? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b 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? <i>If "Yes," complete Schedule D, Part VII</i>		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 16? <i>If "Yes," complete Schedule D, Part VIII</i>		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 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware 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-EZ? <i>If "Yes," complete Schedule L, Part I</i>		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 family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		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 "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		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 "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		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 "Yes," complete Schedule R, Part VI</i>		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	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
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		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part 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		150
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
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?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
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?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
	10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
	11a		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		
	11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
	12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
	13a		
b	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		
	13b		
c	Enter the amount of reserves on hand		
	13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>		
	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X
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? If "Yes," complete Form 6069.		
	17		

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

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

Section 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 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.		
	1a 32		
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 with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization	X	
	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 arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed AK, AL, AR, AZ, CA, CO, CT, FL, GA, IL, KS, KY
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
AMANDA WYATT, CFO - 212-809-8585
120 WALL STREET, 19TH FLOOR, NEW YORK, NY 10005-3919

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) KEVIN JENNINGS CEO	40.00			X			451,542.	0.	66,840.	
(2) JOSHUA PUSHKIN CDO	40.00				X		350,278.	0.	41,284.	
(3) JENNIFER CAROL PIZER CHIEF LEGAL OFFICER	40.00				X		271,376.	0.	39,413.	
(4) JOHN E. ROANE COO	40.00			X			251,578.	0.	40,147.	
(5) GILLIAN M. POWER CTO	40.00				X		207,063.	0.	81,407.	
(6) CAMILLA TAYLOR DIR. FOR LITIGATION	40.00					X	218,957.	0.	44,612.	
(7) AMANDA WYATT CFO	40.00			X			211,005.	0.	35,427.	
(8) KAREN LOEWY SR COUNSEL, DIR CONST LAW PRAC	40.00					X	175,857.	0.	66,371.	
(9) KRISTINE ANDREA KIPPINS DIR. FOR POLICY	40.00					X	205,750.	0.	35,418.	
(10) CRYSTAL COSTELLO CHIEF OF PEOPLE AND CULTURE	40.00				X		164,843.	0.	67,370.	
(11) MARCO CHAN CHIEF OF PLAN & PROG MGMT	40.00				X		193,239.	0.	34,804.	
(12) WILLARD L. DUMAS III DIR. OF LEADERSHIP GIFTS	40.00					X	185,703.	0.	34,535.	
(13) GREG NEVINS SR COUNSEL	40.00					X	177,128.	0.	23,269.	
(14) ADONICA WADA DIRECTOR	2.00	X					0.	0.	0.	
(15) ALAN YORK DIRECTOR	2.00	X					0.	0.	0.	
(16) AMBER WHITTINGTON DIRECTOR	2.00	X					0.	0.	0.	
(17) ANGEL BURGOS DIRECTOR (OUTGOING)	2.00	X					0.	0.	0.	

LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ANGELA LIM DIRECTOR	2.00	X						0.	0.	0.
(19) ANNE WHITE DIRECTOR	2.00	X						0.	0.	0.
(20) BECK FINEMAN DIRECTOR (OUTGOING)	2.00	X						0.	0.	0.
(21) BETH MEYERSON DIRECTOR (OUTGOING)	2.00	X						0.	0.	0.
(22) BETSY BERNARD DIRECTOR	2.00	X						0.	0.	0.
(23) CARL JONES JR. DIRECTOR (OUTGOING)	2.00	X						0.	0.	0.
(24) CONNIE MONTOYA DIRECTOR (OUTGOING)	2.00	X						0.	0.	0.
(25) CYNTHIA HILL DIRECTOR	2.00	X						0.	0.	0.
(26) DAVID ORTIZ DIRECTOR	2.00	X						0.	0.	0.
1b Subtotal								3,064,319.	0.	610,897.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								3,064,319.	0.	610,897.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 57

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
PROSKAUER ROSE LLP 11 TIMES SQUARE, NEW YORK, NY 10036	LEGAL FEES	1,034,122.
ALLEGIANCE GROUP PO BOX 9132, FARGO, ND 58106	CONSULTANT	553,658.
SV PRODUCTIONS LLC 10 HALLETTS PT APT 607, ASTORIA, NY 11102	EVENT CONSULTANT	351,252.
LIPTON STRATEGIES LLC, 949 LARRABEE STE 211, WEST HOLLYWOOD, CA 90069	CONSULTANT	313,747.
BDO USA LLP, 5300 PATTERSON AVE SE SUITE 100, GRAND RAPIDS, MI 49512	CONSULTANT	290,628.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 5

SEE PART VII, SECTION A CONTINUATION SHEETS

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

23-7395681

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) DEBORAH MCMURRAY DIRECTOR	2.00	X						0.	0.	0.
(28) DIANE BELL DIRECTOR	2.00	X						0.	0.	0.
(29) ERIC JOHNSON DIRECTOR	2.00	X						0.	0.	0.
(30) FRED SMITH VICE CHAIR	2.00	X		X				0.	0.	0.
(31) HEATHER STEARNS DIRECTOR	2.00	X						0.	0.	0.
(32) IAN TZENG DIRECTOR	2.00	X						0.	0.	0.
(33) JAMES DALE DIRECTOR	2.00	X						0.	0.	0.
(34) JOANNE HERMAN DIRECTOR	2.00	X						0.	0.	0.
(35) JOHN BLAZEK DIRECTOR	2.00	X						0.	0.	0.
(36) JOHN RICCARDI DIRECTOR	2.00	X						0.	0.	0.
(37) JORDAN HEINZ DIRECTOR	2.00	X						0.	0.	0.
(38) JULIUS CARTER DIRECTOR	2.00	X						0.	0.	0.
(39) KECIA REYNOLDS DIRECTOR	2.00	X						0.	0.	0.
(40) KELLEY CORNISH DIRECTOR	2.00	X						0.	0.	0.
(41) KEVIN HAGER DIRECTOR	2.00	X						0.	0.	0.
(42) LAUREN MUTTI CHAIR	2.00	X		X				0.	0.	0.
(43) LINDA ELLIOTT DIRECTOR	2.00	X						0.	0.	0.
(44) MADELEINE MCDONOUGH DIRECTOR	2.00	X						0.	0.	0.
(45) MAUREEN BENNETT DIRECTOR	2.00	X						0.	0.	0.
(46) MICHAEL ANGELO SECRETARY	2.00	X		X				0.	0.	0.
Total to Part VII, Section A, line 1c										

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Form 990 (2023)

23-7395681 Page 9

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	5,702,756.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	471,020.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	25,340,464.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 1,595,383.				
	h Total. Add lines 1a-1f			31,514,240.			
Program Service Revenue	2 a ATTORNEY FEES	Business Code					
		541100	139,534.	139,534.			
	b						
	c						
	d						
	e						
	f All other program service revenue						
g Total. Add lines 2a-2f			139,534.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		578,698.			578,698.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
				28,079,743.			
	b Less: cost or other basis and sales expenses	7b	24,348,128.				
	c Gain or (loss)	7c	3,731,615.				
d Net gain or (loss)			3,731,615.		3731615.		
8 a Gross income from fundraising events (not including \$ 5,702,756. of contributions reported on line 1c). See Part IV, line 18	8a		442,640.				
		b Less: direct expenses	8b	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 expenses	9b				
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					
Miscellaneous Revenue	11 a OTHER REVENUE	Business Code					
		900099	7,284.	7,284.			
	b SPEAKER REVENUE	900099	850.	850.			
	c						
	d All other revenue						
e Total. Add lines 11a-11d			8,134.				
12 Total revenue. See instructions			35,364,569.	147,668.	0.	3702661.	

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Form 990 (2023)

23-7395681 Page 10

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	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.
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):				
a Management				
b Legal	1,126,660.	1,126,660.		
c Accounting				
d Lobbying	5,702.	5,702.		
e 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 O.)	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 O.)				
a SPECIAL EVENT EXPENSES	830,107.			830,107.
b BAD DEBT EXPENSE	370,100.		370,100.	
c DUES AND SUBSCRIPTIONS	302,912.	253,485.	16,129.	33,298.
d DIRECT CASE EXPENSES	274,869.	274,042.		827.
e 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 <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Form 990 (2023)

23-7395681 Page 11

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	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	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	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.	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.	
Liabilities	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	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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.
	26	Total liabilities. Add lines 17 through 25	8,896,652.	26	9,646,688.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27	Net assets without donor restrictions	28,698,362.	27	30,018,405.
	28	Net assets with donor restrictions	6,848,275.	28	14,376,095.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	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)

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	35,364,569.
2	Total expenses (must equal Part IX, column (A), line 25)	2	25,717,803.
3	Revenue less expenses. Subtract line 2 from line 1	3	9,646,766.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	35,546,637.
5	Net unrealized gains (losses) on investments	5	-838,377.
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	39,474.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	44,394,500.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
2b	Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
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? _____		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 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 organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	15187411.	24661820.	35540607.	23627425.	31314240.	130331503
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						10621292.
6 Public support. Subtract line 5 from line 4.						119710211

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	15187411.	24661820.	35540607.	23627425.	31314240.	130331503
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	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.	2187232.
11 Total support. Add lines 7 through 10						134467715
12 Gross receipts from related activities, etc. (see instructions)					12	2,643,990.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	89.03	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	87.27	%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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

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

Section A. Public Support

Calendar 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.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization'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	(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 organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 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 organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
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)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b 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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a 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?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	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? <i>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.</i>		
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? <i>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.</i>		
1		
2		

Section 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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>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.</i>		
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? <i>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.</i>		
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? <i>If "Yes" or "No" provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
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	

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

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Schedule A (Form 990) 2023

23-7395681 Page 7

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2023		
a	From 2018		
b	From 2019		
c	From 2020		
d	From 2021		
e	From 2022		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2023 distributable amount		
i	Carryover from 2018 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2023 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2023 distributable amount		
c	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:		
a	Excess from 2019		
b	Excess from 2020		
c	Excess from 2021		
d	Excess from 2022		
e	Excess from 2023		

Schedule A (Form 990) 2023

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Schedule A (Form 990) 2023

23-7395681 Page 8

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS REV.

2019 AMOUNT: \$ 43,637.

2020 AMOUNT: \$ 13,607.

2021 AMOUNT: \$ 2,093.

2022 AMOUNT: \$ 17,256.

2023 AMOUNT: \$ 7,284.

FUNDRAISING EVENT INCOME

2019 AMOUNT: \$ 800,265.

2020 AMOUNT: \$ 2,550.

2022 AMOUNT: \$ 508,185.

2023 AMOUNT: \$ 642,640.

INSURANCE PROCEEDS

2019 AMOUNT: \$ 50,000.

SPEAKER REVENUE

2020 AMOUNT: \$ 8,675.

2021 AMOUNT: \$ 2,050.

2022 AMOUNT: \$ 15,300.

2023 AMOUNT: \$ 850.

ADVERTISING REFUND

2020 AMOUNT: \$ 72,840.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

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

2023

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
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Organization type (check one):

Filers of:

Section:

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

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

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

General Rule

- For 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

- 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)

Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
--	---

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ <u>1,075,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ <u>1,010,196.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ <u>766,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ <u>2,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ <u>652,900.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6		\$ <u>1,050,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ <u>1,225,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ <u>1,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
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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.)	(d) Date received
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____
	_____ _____ _____	\$ _____	_____

Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
 Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

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

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

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

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

Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number 23-7395681
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

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

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

Schedule C (Form 990) 2023

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	5,257.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)	445.													
c Total lobbying expenditures (add lines 1a and 1b)	5,702.													
d Other exempt purpose expenditures	25,712,101.													
e Total exempt purpose expenditures (add lines 1c and 1d)	25,717,803.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	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, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

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.

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 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?			
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?			
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)(5), or section 501(c)(6).

	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 prior year?	3	

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

1 Dues, assessments and similar amounts from members	1
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	
a Current year	2a
b Carryover from last year	2b
c Total	2c
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4
5 Taxable amount of lobbying and political expenditures. See instructions	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

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.

Multiple horizontal lines for supplemental information.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC. Employer identification number 23-7395681

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose(s) of conservation easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, and others), and questions about monitoring, expenses, and reporting requirements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting requirements for art and historical treasures, and a table for revenue and assets included.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) ASSETS HELD FOR GIFT ANNUITIES	2,486,520.
(2) BENEFICIAL INTEREST IN TRUSTS	1,263,008.
(3) SECURITY DEPOSITS	278,672.
(4) RIGHT OF USE ASSET	5,622,733.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	9,650,933.

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LIABILITES UNDER GIFT ANNUITIES	1,285,008.
(3) LEASE LIABILITY	6,190,772.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part 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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	43,453,582.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	-838,377.	
b	Donated services and use of facilities	2b	9,889,369.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	-830,107.	
e	Add lines 2a through 2d	2e		8,220,885.
3	Subtract line 2e from line 1	3		35,232,697.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	131,872.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		131,872.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		35,364,569.

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

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

1	Total expenses and losses per audited financial statements		1	34,645,193.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	9,889,369.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		9,889,369.
3	Subtract line 2e from line 1	3		24,755,824.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	131,872.	
b	Other (Describe in Part XIII.)	4b	830,107.	
c	Add lines 4a and 4b	4c		961,979.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		25,717,803.

Part XIII Supplemental Information

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

PART 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 IT 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.

Part XIII Supplemental Information *(continued)*

PART XI, LINE 2D - OTHER ADJUSTMENTS:

INDIRECT FUNDRAISING EXPENSES -830,107.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

INDIRECT FUNDRAISING EXPENSES 830,107.

LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.

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 AWARD	(b) Event #2 SF - BON FOSTER	(c) Other events 11	(d) Total events (add col. (a) through col. (c))
		(event type)	(event type)	(total number)	
Revenue	1	1,907,167.	747,099.	3,491,130.	6,145,396.
	2	1,775,077.	706,219.	3,221,460.	5,702,756.
	3	132,090.	40,880.	269,670.	442,640.
Direct Expenses	4				
	5				
	6	161,260.	27,869.	108,754.	297,883.
	7	201,508.	71,216.	371,761.	644,485.
	8				
	9	47,556.	3,425.	56,943.	107,924.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			
11	Net income summary. Subtract line 10 from line 3, column (d)				-607,652.

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))	
Revenue	1					
Direct Expenses	2					
	3					
	4					
	5					
	6	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No		
	7	Direct expense summary. Add lines 2 through 5 in column (d)				
	8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

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

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

LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.

- 11 Does the organization conduct gaming activities with nonmembers?
12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?
13 Indicate the percentage of gaming activity conducted in:
a The organization's facility
b An outside facility
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name

Address

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?
b If "Yes," enter the amount of gaming revenue received by the organization
c If "Yes," enter name 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:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year

Part 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:

411 EAST 83RD STREET, SUITE 3F, NEW YORK, NY 10028

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.** Employer identification number **23-7395681**

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a	X	
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2023

LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.

23-7395681

Schedule J (Form 990) 2023

Page 2

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) KEVIN JENNINGS CEO	(i)	394,227.	55,853.	1,462.	19,214.	47,626.	518,382.
	(ii)	0.	0.	0.	0.	0.	0.
(2) JOSHUA PUSHKIN CDO	(i)	305,513.	44,485.	280.	21,493.	19,791.	391,562.
	(ii)	0.	0.	0.	0.	0.	0.
(3) JENNIFER CAROL PIZER CHIEF LEGAL OFFICER	(i)	270,188.	0.	1,188.	21,984.	17,429.	310,789.
	(ii)	0.	0.	0.	0.	0.	0.
(4) JOHN E. ROANE COO	(i)	250,390.	0.	1,188.	20,298.	19,849.	291,725.
	(ii)	0.	0.	0.	0.	0.	0.
(5) GILLIAN M. POWER CTO	(i)	206,649.	0.	414.	11,154.	70,253.	288,470.
	(ii)	0.	0.	0.	0.	0.	0.
(6) CAMILLA TAYLOR DIR. FOR LITIGATION	(i)	218,543.	0.	414.	15,107.	29,505.	263,569.
	(ii)	0.	0.	0.	0.	0.	0.
(7) AMANDA WYATT CFO	(i)	210,843.	0.	162.	13,617.	21,810.	246,432.
	(ii)	0.	0.	0.	0.	0.	0.
(8) KAREN LOEWY SR COUNSEL, DIR CONST LAW PRAC	(i)	175,618.	0.	239.	3,816.	62,555.	242,228.
	(ii)	0.	0.	0.	0.	0.	0.
(9) KRISTINE ANDREA KIPPINS DIR. FOR POLICY	(i)	205,570.	0.	180.	13,352.	22,066.	241,168.
	(ii)	0.	0.	0.	0.	0.	0.
(10) CRYSTAL COSTELLO CHIEF OF PEOPLE AND CULTURE	(i)	164,723.	0.	120.	7,088.	60,282.	232,213.
	(ii)	0.	0.	0.	0.	0.	0.
(11) MARCO CHAN CHIEF OF PLAN & PROG MGMT	(i)	193,081.	0.	158.	14,836.	19,968.	228,043.
	(ii)	0.	0.	0.	0.	0.	0.
(12) WILLARD L. DUMAS III DIR. OF LEADERSHIP GIFTS	(i)	185,316.	0.	387.	10,153.	24,382.	220,238.
	(ii)	0.	0.	0.	0.	0.	0.
(13) GREG NEVINS SR COUNSEL	(i)	176,459.	0.	669.	3,720.	19,549.	200,397.
	(ii)	0.	0.	0.	0.	0.	0.
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							

Part III Supplemental Information

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.

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 BOARD 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,

Part III Supplemental Information

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.

SUCH AS HEALTH AND OTHER INSURANCE, AS WELL AS AMOUNTS SET ASIDE BY EMPLOYEES IN THE HEALTH AND/OR DEPENDENT CARE FLEXIBLE SPENDING PLANS WHICH HAVE BEEN ADDED BACK TO PROVIDE THE FULLEST PICTURE POSSIBLE OF TOTAL COMPENSATION; BECAUSE LAMBDA LEGAL OPERATES A PARTIALLY SELF-FUNDED HEALTH PLAN, HEALTH INSURANCE AMOUNTS ARE ESTIMATED AT THE EXPECTED RATE FOR EACH PLAN TYPE ELECTED BY THE EMPLOYEE, IF THEY ARE ENROLLED IN A LAMBDA LEGAL-SPONSORED HEALTH PLAN.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

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

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.** Employer identification number **23-7395681**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	10,626	1,595,383.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

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 exempt purposes for the entire holding period? **X**

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

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

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

b If "Yes," describe in Part II.

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

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2023

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Employer identification number
23-7395681

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

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

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 POLITICALLY MOTIVATED INVESTIGATION THAT COULD LEAD TO FAMILY SEPARATION OR AN INTERRUPTION OF LIFESAVING, GENDER-AFFIRMING CARE FOR AN ADOLESCENT, LAMBDA LEGAL HAS PURSUED LITIGATION AND SUPPORTED POLICY CHANGES TO PROTECT LGBTQ+ YOUTH AND THEIR FAMILIES.

IN STATE HOUSES AND COURT ROOMS AROUND THE COUNTRY, WE ADVOCATED FOR ACCESS TO GENDER-AFFIRMING HEALTHCARE, ACCURATE IDENTITY DOCUMENTS, EMPLOYMENT SECURITY, AND GENDER-APPROPRIATE RESTROOMS, ALL OF WHICH HAVE SIGNIFICANT IMPACT ON THE MENTAL WELL-BEING OF TRANSGENDER YOUTH AND ADULTS. WE FILED A LAWSUIT IN MONTANA STATE COURT CHALLENGING A BAN 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, PRIVACY, HEALTH, DIGNITY, SPEECH AND EXPRESSION, AND THE RIGHT OF PARENTS TO MAKE DECISIONS ABOUT THEIR CHILDREN'S HEALTH CARE THAT ARE CONSISTENT WITH THEIR CHILDREN'S WISHES AND MEDICAL STANDARDS OF CARE. WE CHALLENGED AN OKLAHOMA LAW BANNING MEDICALLY NECESSARY HEALTHCARE FOR TRANSGENDER YOUTH, IN WHICH WE ARGUED THAT THE BAN DISCRIMINATED AGAINST TRANSGENDER YOUTH BASED ON SEX AND TRANSGENDER STATUS, AND UNLAWFULLY INTERFERED WITH PARENTS' RIGHTS TO MAKE DECISIONS ABOUT THEIR CHILDREN'S HEALTH CARE THAT ARE CONSISTENT WITH THEIR CHILDREN'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; CRIMINALIZED THE PROVISION OF GENDER-AFFIRMING MEDICAL CARE FOR TRANS ADOLESCENTS;

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. THE LATTER TWO
HAVE BEEN FOUND UNCONSTITUTIONAL BY FEDERAL COURTS.

LAMBDA LEGAL INITIATED AND/OR SUPPORTED LITIGATION TO PROTECT THE
RIGHTS OF LGBTQ+ YOUTH IN YOUTH CARE SYSTEMS AND CHALLENGED 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 YOUTH.

ADDRESSING PERHAPS THE MOST EGREGIOUS INSTANCE OF STATE INTERFERENCE,
WE CONTINUED OUR SUCCESSFUL RESPONSE TO TEXAS GOVERNOR GREG ABBOTT'S
DIRECTIVE IN FEBRUARY 2022 DECLARING GENDER-AFFIRMING HEALTH 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 PROHIBITING
MEDICAID FROM COVERING GENDER AFFIRMING MEDICAL CARE, INCLUDING FOR
MINORS, AND THE JUDGE USED THE FINDINGS IN DEKKER AS PART OF HIS RULING
ENJOINING FLORIDA'S STATUTORY BAN ON GENDER AFFIRMING MEDICAL CARE.

MEANWHILE, LAMBDA LEGAL ASKED THE SUPREME COURT OF THE UNITED STATES TO
BLOCK A TENNESSEE LAW WHICH WOULD PROHIBIT MEDICAL PROVIDERS FROM
TREATING TRANSGENDER YOUTH WITH EVIDENCE-BASED GENDER-AFFIRMING MEDICAL
TREATMENT. CONCERNING DISCRIMINATORY EFFORTS TO CENSOR INFORMATION
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

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 SHOWS THE HARMFUL REPERCUSSIONS FOR STUDENTS IN THAT STATE. WE CONTINUED TO CREATE AND DEPLOY INNOVATIVE COMMUNICATIONS STRATEGIES TO EDUCATE AMERICANS ABOUT THE NEGATIVE CONSEQUENCES OF THIS TYPE OF DISCRIMINATORY LEGISLATION, 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

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. YOHCPC AND OUR FAIR COURTS PROJECT OFFERED TRAINING
WORKSHOPS TO NEARLY 3,000 JUDGES, ATTORNEYS, COURT PERSONNEL AND CHILD
WELFARE ADVOCATES TO SUPPORT THEIR WORK IN PROTECTING AND ADVANCING
LGBTQ+ YOUTH RIGHTS. THE UNITED STATES COURT OF APPEALS FOR THE FOURTH
CIRCUIT GRANTED A REQUEST TO STAY A LOWER COURT DECISION IN 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. ALTHOUGH, 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

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 COMPONENT OF OUR STRATEGY AND PROGRAM SERVICES. IT ALLOWS LAMBDA LEGAL TO EXPAND THE SCALE OF OUR ESSENTIAL, HIGH QUALITY LEGAL SERVICES NATIONWIDE WITH A MODEST STAFF, AND ENABLES US TO FOCUS OUR INTERNAL RESOURCES AS NEEDED TO A VARIETY OF BREAKING LEGAL ISSUES ACROSS THE COUNTRY. THIS WORK ALSO TRAINS AND EXPANDS THE POOL OF PRO BONO ATTORNEYS AVAILABLE AROUND THE COUNTRY TO ADVANCE THE WORK OF PROTECTING AND EXPANDING THE RIGHTS OF THE LGBTQ+ COMMUNICATION ON AN ON-GOING BASIS. THE VALUE OF THESE PRO BONO SERVICES IS INCLUDED IN OUR AUDITED FINANCIAL STATEMENTS AND WAS \$9,889,369 IN 2023. IN ACCORDANCE WITH APPLICABLE LAWS AND REGULATIONS, REVENUE AND EXPENSES ASSOCIATED WITH THIS IMPORTANT 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

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

Employer identification number
23-7395681

ANNUALLY AND ADVANCE OUR GOAL OF INCREASING AWARENESS OF THE CHALLENGES
LGBTQ+ PEOPLE FACE AND OUR WORK TO ALLEVIATE THOSE CHALLENGES, AS WELL
AS GREATER UNDERSTANDING WITHIN THE LGBTQ+ COMMUNITY OF THEIR 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.

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND,
INC.

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 PREPARED 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.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

Name of the organization	LAMBDA LEGAL DEFENSE & EDUCATION FUND, INC.	Employer identification number	23-7395681
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AK, AL, AR, AZ, CA, CO, CT, FL, GA, IL, KS, KY, LA, MA, HI, ID, IN, IA, ME, MD, 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 TRUST	103,124.
CHANGE IN VALUE OF GIFT ANNUITIES	-63,650.
TOTAL TO FORM 990, PART XI, LINE 9	39,474.

FORM 990, PART XII, LINE 2C:

THE PROCESS OF OVERSEEING THE AUDIT AND SELECTION OF INDEPENDENT ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR.