

**THE CONSORTIUM OF  
LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS  
ANNUAL REPORT & ACCOUNTS  
YEAR ENDED 31ST MARCH 2009**

**WATERMAN BROWN ASSOCIATES LTD**  
*Chartered Accountants & Registered Auditors*  
*Lyncombe Hill*  
*Bath*

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**A PRIVATE COMPANY LIMITED BY GUARANTEE  
WITHOUT SHARE CAPITAL**

Company Registration number 3534603

Charity Registration number 1105502

**DIRECTORS**

David Graham (appointed as Chair 9/5/08)

Denise Anderson	Ross Burgess (appointed 7/11/2008)
Tim Gutteridge (appointed 7/11/2008)	Tom Oldfield (appointed 31/01/09)
Kirsten Hearn	Rob Cookson (appointed 31/01/09)
David Henry (appointed 7/11/2008)	Jack Holroyd
Rita Hirani (appointed 7/11/2008)	

**CHIEF EXECUTIVE**

Mark St.John Reedman

**COMPANY SECRETARY & REGISTERED OFFICE**

Mark St.John Reedman  
J111 Tower Bridge Centre  
100 Clements Road  
London SE16 4DG

**AUDITORS**

Waterman Brown Associates Ltd  
Lyncombe Hill, Bath BA2 4PQ

**BANKERS**

Unity Trust Bank PLC

**DIRECTORS' REPORT**

The Directors present their report and the audited financial statements for the year ended 31st March 2009.

***Objectives***

The principal objectives for which the charitable company is formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual and transgendered people, and to promote good practice within member organisations. In furtherance of these objectives the company has the following aims:

- i) To publicise the work of lesbian, gay, bisexual and transgender organisations, and to encourage and assist the development of partnerships between them.
- ii) To assist lesbian, gay, bisexual and transgender organisations to develop their capacity to achieve their purpose more effectively.
- iii) To promote volunteering within the lesbian, gay, bisexual and transgender communities.
- iv) To promote good practice in the use and employment of volunteers in lesbian, gay, bisexual and transgender organisations.
- v) To work with other volunteer support agencies to promote awareness of lesbian, gay, bisexual and transgender issues.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**DIRECTORS' REPORT - CONTINUED**

**YEAR ENDED 31ST MARCH 2009**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998, and registered as a charity in 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations on 29th April 2006. The organisation was established under a memorandum of association, which sets out its objects and powers and is governed under its articles of association. The memorandum and articles of association were last updated on 11th April 2006.

**Appointment of trustee directors**

The company is managed by a Board of Trustee Directors, all of whom are unpaid. The Board must have a minimum of three and a maximum of fifteen members at any particular time. The existing Board has the power to appoint new members to fill casual vacancies as and when required. Board members are elected for a term of three years; with the option of standing on re-election for a second term of three years. In any one year, a third of existing Board members (those being the longest serving) will stand for re-appointment at the subsequent AGM to ensure appropriate rotation of serving directors. Any new appointees will be confirmed at the following AGM by the members. At present, the Board appointees can be elected from either the membership base (i.e. member organisations) or on recommendation/application from the general public.

**Trustee induction and training**

All new Board members are informally interviewed by the Chief Executive and the current Chair to ensure that they are briefed on the current position of the organisation (and its structures). All new Board members receive a Trustee pack which outlines the history, structure, roles, finance etc of the Consortium; and outlines the roles and responsibilities of the trustees themselves. All new Board members are then provided with an opportunity to meet all the current staff in order to get to know operational areas in which they may be able to provide specialist advice. Finally, Board members are provided with additional support and assistance by an existing Board member/Chair at the next strategy day, in order that they can contribute to the development of the organisation. The Consortium also sets aside a budget in order to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

**Organisation**

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the membership, and the broader LGBT community. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Board has the authority to appoint a Vice Chair, this role is currently vacant. The Company Secretary role is now performed by the Chief Executive.

The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. There are also two sub-committees that provide additional scrutiny and have delegated authority to undertake activities or decisions as described in their terms of reference on behalf of the full Board. The Finance and Funding sub-committee, chaired by the Treasurer, has responsibility for detailed management accounts scrutiny, reviewing and recommending financial procedures, and setting the annual budgets. The Human Resources sub-committee is responsible for reviewing and recommending personnel policies in light of regulatory or legal changes, identifying appropriate staffing structures and overseeing the staff recruitment process. Both sub-groups meet quarterly as a minimum, or as required dependent upon the external environment or other major legal/regulatory changes that could have organisational liabilities.

Operational day to day management of the organisation is delegated by the Board to the Chief Executive. Delivery of organisational activities (in line with the aims and objectives of the Consortium) is undertaken by the staff employed for such purposes.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**DIRECTORS' REPORT - CONTINUED**

**YEAR ENDED 31ST MARCH 2009**

**Related parties**

The Consortium has entered into a partnership with Birmingham LGBT Community Trust as part of a Capacity Builders Improving Reach grant to develop LGBT groups and organisations in the West Midlands, as set out by a partnership agreement. Currently the Consortium holds liability for the office space in Birmingham which accommodates both organisations.

**Risk Management**

The Board of Trustee Directors has assessed the major risks to which the charity is exposed, and is satisfied that policies and systems are in place to mitigate any exposure to major risks. All policies that impact upon risk management continue to be regularly reviewed as required by the Board to ensure that the organisation has the appropriate operational framework in which to function. All project funding is scrutinised regularly by the Board in two ways. Outcome and key milestone monitoring of project delivery; and financial liability assessment and probity through additional analysis of expenditure and budgets. A risk management strategy is now in place, included in the strategic planning cycle, and reviewed annually as part of the governance mechanisms within the organisation.

Premises related risks have been examined in relation to the increase in lease costs for the new office space. These were considered minimal in relation to the lease terms, which provide a minimal 3 month notice period to quit on the part of the tenant, with small associated dilapidation charges for both London and Birmingham.

**OBJECTIVES AND ACTIVITIES**

In light of the previous year's sustained growth and improvement, and increased stability from longer term investment, the Consortium Board has ambitiously considered organisational objectives to help increase the capacity and presence of the organisation in 2008/09. Funding and internal capacity were primary objectives, understanding that a stronger umbrella body helps create a stronger LGBT sector.

The first year deliverables of the strategic plan were achieved, and the organisation has continued to balance the needs of members, funders and other interested stakeholders in fulfilling the Consortium's purpose and role. The new offices have proved to be beneficial in accommodating both new staff members for project delivery; and support to members requiring support.

New project management and financial management systems were put in place to ensure that the Consortium was better equipped to operate within the wider Third Sector. This supported by improved project planning methods has enabled the Consortium to complete more effectively organisational and funder outcomes.

Further reach for the Consortium was achieved through the success of funding for the West Midlands (in conjunction with Birmingham LGBT Community Trust). The Capacity Builders Grant has enabled the Consortium to provide infrastructure and support for the Trust development; and provided a regional based platform in order to better support local and regional LGBT groups and organisations. The office established in October 2008 helped provide human and physical resource to the members in that region.

The Consortium was also successful as a partner in the National Equality Partnership, funded through Capacity Builders, to support and develop equalities issues for third sector infrastructure. Led by the Women's Resource Centre, a number of events, research and project activity has been undertaken across England.

All other objectives for the Consortium during this period related to obligations and agreed outcomes from current funders. Further details on funding related objectives are covered in individual project work plans and funding agreements; and are too extensive to cover fully here.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**DIRECTORS' REPORT - CONTINUED**

**YEAR ENDED 31ST MARCH 2009**

**OBJECTIVES AND ACTIVITIES cont.**

**Activities to achieve objectives**

In relation to funder outcomes, membership needs and Consortium planned strategic growth; the Board has agreed a budget and staffing complement to support anticipated delivery and outcome achievement. Based on a revised structure, staffing roles were modified where possible during the year (as new posts were created or existing posts became vacant) to establish general development worker roles rather than project specific designations. This was agreed to encourage greater emphasis of work for funders/members across the staff team; and enable greater cover for funder projects due to absence or vacancies.

Core Support Services

- Chief Executive (General Fund incl. OTS) – core function
- Finance and Office Manager (General Fund incl. OTS) – core function
- Senior Management Assistant (General Fund incl. OTS) – core function
- Website Development Officer (General Fund incl. OTS) – website development

Programme Development – existing and new project development and delivery

- Director of Programme Development (funded through FCR of grants)
- Project Officer (Big Lottery) – LGBT youth leadership and engagement
- Development Officer x2 (Dept of Health, EHRC, London Councils, City Bridge, Comic Relief)

Membership Support – provide direct support delivery to LGBT organisations

- Membership Engagement Manager (funded through FCR of grants)
- Development Officer x3 (Dept of Health, London Councils, City Bridge, Comic Relief, Parenting Fund, RBS Transact)

West Midlands Regional Office – Capacity Building in Birmingham and west Midlands

- Regional Development Officer (CapacityBuilders)

Further posts were created during the year in response to further funding opportunities – either through redeployment of staff or temporary new recruitment

- West Midlands Co-ordinator (CapacityBuilders - 6 months)

Designing staff roles as more generalist “community development” functions (in line with the strategic plan) was implemented to help move the Consortium forward with respect to its core mission – supporting member organisations, groups and networks through the use of project related funding. Where funding was restricted to specific roles (such as Big Lottery Young Persons Fund) or regional functions (such as CapacityBuilders), job descriptions remained specific to the grant criteria.

The creation of the Membership Engagement Manager was essential in breaking down line management burdens across the organisation, and ensuring that appropriate levels of management support were available to delivery staff. This post also line managed the Regional staff posts based in Birmingham.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**DIRECTORS' REPORT - CONTINUED**

**YEAR ENDED 31ST MARCH 2009**

**Activities to achieve objectives cont.**

Major areas of activity in the year

- London Freestyle project was successfully brought to a close with the receipt of transitional funding. This included an evaluation and research on the inclusion of LGBT youth within borough Children and Young People's plans.
- The London LGBT Youth Council project (City Bridge/Comic Relief) has continued to develop, with active engagement with London LGBT youth. In order to help the Youth Council develop further, a piece of research in conjunction with the British Youth Council was undertaken and reported back on with respect to LGBT young people's needs and potential roles of the Youth Council to address these.
- The Step Up programme (Big Lottery/City Bridge) continued into its second year, with further training, support and placement of LGBT young people in other organisations. Successes included the development of 27 young people over a year; visits to a number of political and policy making bodies, engagement at London Pride and the development of a film about being a LGBT young person in London.
- With the support of transitional funding, The Parenting Project continued to work with Families Together to establish them as bigger and more sustainable support organisation for parents of LGBT young people. A new directory of services was produced, and funding for the FT website, publicity and resources enabled the organisation to move beyond the project end.
- The EHRC project undertook research and mapping of LGBT composite groups (for example BAME /LGBT groups) across the Capital, to identify the gaps in support services for these seldom heard networks. Resources and training were developed both to help these types of group; as well as guidance to mainstream providers on how to engage with such groups.
- The Department of Health collaboration project has reviewed current practice in health and social care links with LGBT groups and organisations in a number of regions and settings, resulting in a series of case studies on current practices across England. Further opportunities allowed for development of resources and a directory of local LiNKs to help support LGBT communities engage with community representation on health at the local level; and feed into commissioning mechanisms for addressing LGBT health inequalities.
- The West Midlands regional project was established through support from CapacityBuilders, and was able to secure premises in the region for both the Consortium and the Birmingham LGBT Community Trust. With direct capacity building from the Consortium the Birmingham Trust has developed from strength to strength, now established as a voice for LGBT issues within the Birmingham sub-region.
- The Volunteering Development programme has continued to produce resources to assist membership LGBT organisations in the volunteering development and help form inclusive policy around LGBT volunteering. This includes direct input into the Department of Health's Volunteering strategy for the country. The volunteer brokerage programme continues to promote LGBT inclusion with other external stakeholders. This was supported by a small grant from Goldstar to run two regional events on LGBT volunteering development (London and Birmingham).
- The Section 64 Mental Health project was successfully completed, with the production of a Mental Health Handbook for LGBT young people and those working with this group. A launch event of the resources was run to help distribute the findings and resources of the project to the wider LGBT community.
- Finally, in terms of representation, the staff and CEO have increased engagement with generic third sector organisations (NCVO, Volunteering England, NCVYS, and NAVCA etc.), statutory agencies (local authorities, PCTs, regional development agencies and police services) and government departments (Treasury, OTS, Department of Health, DCLG). This has involved policy representation and consultation, strategic input, research and other programme delivery areas.

**Details of voluntary help**

The Consortium is grateful for the voluntary help provided by supporters and volunteers. Thanks go to Charlie Parker and Irene Shin for their dedicated and regular support to the volunteering development programme. The Youth Council steering group have worked tirelessly to support the development of a functioning "voice" for LGBT young people in London.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS****DIRECTORS' REPORT - CONTINUED****YEAR ENDED 31ST MARCH 2009****ACHIEVEMENTS AND PERFORMANCE**

Building on the successes of the previous year, the Consortium continues to engage with membership in a more meaningful and supportive way – both listening and analysing needs whilst also providing a range of new programmes that deliver direct support or funding. The increase in awareness and engagement by members in the work of the Consortium continues to grow – which in turn leads to greater capacity to influence Government Departments, policy makers and funders about LGBT third sector needs. Despite the range and scope of infrastructure development needs for the LGBT sector compared to the capacity of the Consortium to address all of these issues, the success of the West Midlands regional project signals hope for increased support across other regions of the UK. By helping to develop local infrastructure, whilst reaching out to other members in a region is a positive step for the Consortium in addressing the needs of smaller groups. This is seen as a successful model to emulate in other regions, particularly those regions where additional help has been requested.

Building on previous years grant programmes and membership investment, this year a further programme was undertaken for LGBT History Month. Small grants to local LGBT groups and small organisations based in London and West Midlands regions increased the number of LGBT history month activities taking place. This was a huge success in helping raise profile of the groups, and the learning/experience was captured in order to provide guidance for other groups in the future. A further success relates to the direct support of Families Together, in terms of grants and funding applications. The Consortium was able to secure and pass on funding to help them move up a step in their development, as well as increase their profile regionally and nationally. Finally, through support from CapacityBuilders, the Consortium was able to resource the first paid member of staff and office address for the Birmingham LGBT Community Trust. This has facilitated rapid growth and recognition for the Trust; and enabled them to undertake a range of activities in support of smaller LGBT groups in Birmingham.

LGBT representation with other stakeholders continues to increase given the increased profile of the Consortium. This includes Government Departments and Non-departmental public bodies; regional and local statutory agencies; and other national third sector organisations. The number of policy consultations responded to has increased; and many more agencies now directly include LGBT as a group within their policy documentation. Further work is required to develop a more membership inclusive policy response methodology, but in the meantime LGBT inclusion is being increased at one level through the Consortium's engagement.

The Consortium has continued to represent LGBT issues on many Third Sector fora, helping to encourage mainstream third sector organisations to include local LGBT groups and organisations in their area of work. This year the Consortium maintained involvement with the London Regional Consortia and Regional Action West Midlands Equality fora, undertook work with the London Empowerment Network (as part of involvement with London Civic Forum), sat on the Children and Young Peoples London network (with VCS Engage), and started with the Women's Resource Centre, Voice for Change England and NAVCA the new National Equalities Partnership (a national support service funded by CapacityBuilders). Within the public sector, the Consortium sits within a number of departmental equality advisory groups such as the Department for Transport, the Home Office and DCLG, and remains a strategic stakeholder to EHRC and NICE.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS****DIRECTORS' REPORT - CONTINUED****YEAR ENDED 31ST MARCH 2009****ACHIEVEMENTS AND PERFORMANCE cont.**

Data and information remain an ongoing challenge for the Consortium, despite last year's review of membership information (and process) to help clarify both the state of the membership; and also the actual needs of members. Getting correct and up to date information back from members still proves to be challenging; both in terms of requests and also in terms of the information posted publicly on websites and other media. Data for the registered members is now being accessed through public bodies databases (Charity Commission and Companies House), but information about smaller groups remains dependent upon their engagement with the Consortium. The new website being developed will hopefully alleviate this challenge for future contact details updates.

Newsletter production has increased and established on a regular basis, including membership news through Outspoken, policy and funding updates and the Volunteering newsletter. Research reports and information leaflets have now been incorporated into a re-vamped website that members can access remotely.

Finally, greater engagement with other member organisations has been established through the development of new networks (Chief Executives Network and the London BAME Network) which help provide a platform for LGBT groups and organisations to both feed into the Consortium work and also plan collaboratively and strategically across the country. Greater links with other existing and emerging LGBT regional infrastructure (for example The Intercom Trust, the LGBT Excellence Centre Wales, and the Equity Partnership) have enabled the Consortium to provide support and information/resources and information to local groups through their brokerage. If the model in Birmingham can be replicated, the challenge of establishing more infrastructures in less well resourced areas will help increase the reach of the Consortium to greater numbers of the membership.

**FINANCIAL REVIEW**

During the financial year, the company made a surplus income of £71,567 and had reserves to carry forward totalling £201,194. Explained within the notes of the accounts, the surplus is split between restricted (project carry forward into next financial year) and unrestricted income, which can be included within reserves. Unrestricted income reserves as described in the accounts thus equate to £186,786 for this period.

**RESERVES POLICY**

The Company aims to ensure that it has sufficient reserves to continue in operational existence until the end of its grants' terms. It also aims to ensure that there are sufficient free reserves to wind up the organisation, should future funding not be available. This includes a reserve of funding for statutory redundancy payments for employees should the organisation close.

The Consortium has followed its financial policy to work towards building reserves (outside those relating to grant funded activities) to ensure that it has the working capital to survive for 3 months operations should it face closure. The contribution in 2008/09, in conjunction with smaller percentage increase in income levels, now means that the organisation has secured slightly in excess of the target of 3 months operating cost target (Based on estimated running costs for the organisation of £700,000 per annum, reserves are slightly higher by £11,786 of the quarterly amount).

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS****DIRECTORS' REPORT - CONTINUED****YEAR ENDED 31ST MARCH 2009****PLANS FOR FUTURE PERIODS**

Given the changing economic climate, success for the Consortium will be dependent upon the external funding programmes available and the grant income generated through successful applications. However, over the past three years the organisation is in its most healthy position, with reserves that should help any financial difficulties that might occur in the future.

Funding applications have focussed primarily on strategic and infrastructure development grants, in order to move away from the dominant project specific activity to more strategic development and support for members. This presents a slight risk in that income levels could drop slightly; but would increase the capacity for the Consortium to undertake more general support for members across a wider geography.

Taking some of the short term work forward, making use of the research and mapping undertaken on composite identity LGBT groups will help demonstrate needs for these groups; and assist in funding applications that can start to support such groups (both as existing or emerging organisations; and for the Consortium). Longer term work such as the Department of Health Collaboration project will help us to identify key barriers to local LGBT engagement with Health and social care agendas; and should provide evidence to support greater inclusion within PCT planning.

Regional work in the West Midlands will continue, with an emphasis on moving from Birmingham support to wider West Midlands engagement. The plan had always been to support the development of the Birmingham LGBT Community Trust first and move onto other counties once the Trust was established. Given the Trusts rapid growth and development, next year should see further reach planned.

With the closure of the Parenting Project, it is hoped that Families Together will be in a viable position to continue with less direct support from the Consortium, enabling them to work in partnership on new bids, campaigns and other activities. The end of the Mental Health for LGBT young people will also end, but it is hoped that a further 6 month evaluation of the project activities will be funded to help identify any gaps that could be further developed.

The National Equality Partnership will move into its second year of the infrastructure support programme, of which the Consortium will be active in delivering training, events and undertaking further research on the qualification skills needs of equality specialist development workers. Programmes of activities will be available for LGBT groups to engage with, which the Consortium will promote to members wherever possible.

Work with Government Departments and NDPB will continue, keeping LGBT community development issues high on the agenda; and ensuring that issues are fed into programme and policy design.

The Strategic Plan will provide both steer for the staff team, and a transparent account of activities by which members can measure achievement and meaningful impact. Based on membership needs and external environment analysis, the strategic plan provides a framework of support that members can hope for. This includes greater information and support around campaigning skills and local representation; composite group capacity building support; new network developments; and increased funding opportunities for the sector.

Finally, the Consortium will continue to review and take advantage of any funding opportunities that present themselves during the year. While the scale of infrastructure development needs for LGBT organisations and groups remains so high, taking advantage of grants and programmes that increase learning, support capacity building or help promote the LGBT sector will continue to be a fundamental part of the organisations activities.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY & COMMUNITY ORGANISATIONS**

**DIRECTORS' REPORT - CONTINUED**

**YEAR ENDED 31ST MARCH 2009**

**PLANS FOR FUTURE PERIODS cont.**

**Auditors**

The Consortium Board, through expediency and negotiation with the current Auditors (Waterman Brown), have arranged that the 2009/10 accounts are audited and prepared by the aforementioned, in line with the resolution approved by the membership at the 2009 AGM.

**Directors' Responsibilities**

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company's affairs and of the surplus or deficit of income for that period. In preparing those financial statements, the directors are required to:

- *select suitable accounting policies and then apply them consistently.*
- *make judgements and estimates that are reasonable and prudent.*
- *prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue to operate.*

The directors are responsible for maintain proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that financial statements comply with relevant statute. They are also responsible for safe-guarding the company's assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the Directors



M S J Reedman  
Company Secretary

19 Jan 2010

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF  
THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS  
YEAR ENDED 31ST MARCH 2009**

We have audited the financial statements of The Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations Ltd for the year ended 31 March 2009 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditors**

The trustees' (who are also the directors of The Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations Ltd for the purposes of company law) responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Directors' Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

**Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Opinion**

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities of the state of the charitable company's affairs as at 31 March 2009 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act ; and
- the information given in the Trustees' Annual Report is consistent with the financial statements.

*Waterman Brown Associates Ltd*

Waterman Brown Associates Ltd  
Registered Auditors

Date: 26 - 1 - 2010

Lyncombe Hill, Bath.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31ST MARCH 2009**

		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
	Notes	2009 £	2009 £	2009 £	2008 £
INCOMING RESOURCES					
<i>Incoming resources from charitable activities</i>					
Grants & contract income receivable	7	94,556	533,904	628,460	587,588
<i>Incoming resources from generated funds</i>					
Activities for generating funds	8	50,630	-	50,630	4,905
Investment income	9	4,731	-	4,731	4,596
<b>TOTAL INCOMING RESOURCES</b>		<b>149,917</b>	<b>533,904</b>	<b>683,821</b>	<b>597,089</b>
RESOURCES EXPENDED					
Costs of generating voluntary income	10	27,073	-	27,073	4,734
Charitable activities	10	42,545	527,571	570,116	495,829
Governance costs	11	7,313	7,752	15,065	16,226
<b>TOTAL RESOURCES EXPENDED</b>	10	<b>76,931</b>	<b>535,323</b>	<b>612,254</b>	<b>516,789</b>
<b>NET INCOMING RESOURCES FOR YEAR BEFORE TRANSFERS</b>		<b>72,986</b>	<b>(1,419)</b>	<b>71,567</b>	<b>80,300</b>
<b>TRANSFERS BETWEEN FUNDS</b>	12	<b>3,636</b>	<b>(3,636)</b>	<b>-</b>	<b>-</b>
<b>NET INCOMING/(OUTGOING) RESOURCES</b>		<b>76,622</b>	<b>(5,055)</b>	<b>71,567</b>	<b>80,300</b>
<b>FUND BALANCES BROUGHT FORWARD AT 1 APRIL</b>		<b>110,164</b>	<b>19,463</b>	<b>129,627</b>	<b>49,327</b>
<b>FUND BALANCES CARRIED FORWARD AT 31 MARCH</b>		<b>186,786</b>	<b>14,408</b>	<b>201,194</b>	<b>129,627</b>

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 12 to the financial statements.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**INCOME & EXPENDITURE ACCOUNT**

**YEAR ENDED 31ST MARCH 2009**

	Notes	Year ended 31st March 2009		Year ended 31st March 2008	
		£	£	£	£
<b>INCOME</b>					
Grants receivable	7		628,460		587,588
Income from generated funds	8		50,630		4,905
			<hr/>		<hr/>
<b>TOTAL INCOME</b>			679,090		592,493
<b>EXPENDITURE</b>					
Charitable activities	10	570,116		495,829	
Costs of generating voluntary income	10	27,073		4,734	
Governance costs	11	15,065		16,226	
			<hr/>	<hr/>	
			612,254		516,789
			<hr/>		<hr/>
<b>OPERATING SURPLUS/(DEFICIT)</b>			66,836		75,704
<b>INTEREST RECEIVABLE &amp; SIMILAR INCOME</b>	9		4,731		4,596
			<hr/>		<hr/>
<b>SURPLUS OF INCOME OVER EXPENDITURE</b> (Profit/(loss) for the year on ordinary activities before taxation)			71,567		80,300
<b>TAXATION OF PROFIT ON ORDINARY ACTIVITIES</b>	6		-		-
			<hr/>		<hr/>
<b>SURPLUS/(DEFICIT) FOR THE YEAR AFTER TAXATION</b>			71,567		80,300
			<hr/>		<hr/>

All the surplus relates to continuing operations.  
The charitable company has made no other gains or losses other than those shown above.

The notes on pages 14 to 21 form part of these financial statements.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**


**BALANCE SHEET**

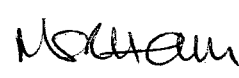
**AT 31ST MARCH 2009**

	Notes	2009		2008	
		£	£	£	£
FIXED ASSETS	15		21,936		8,099
CURRENT ASSETS					
Debtors & prepayments	16	65,113		68,524	
Cash at bank		231,909		170,871	
			<u>297,022</u>		<u>239,395</u>
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	17		117,764		116,877
			<u>179,258</u>		<u>122,518</u>
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>201,194</u>		<u>130,617</u>
PROVISIONS FOR LIABILITIES & CHARGES	18		-		990
TOTAL NET ASSETS			<u>£ 201,194</u>		<u>£ 129,627</u>
<i>Financed by:</i>					
UNRESTRICTED FUNDS	12		186,786		110,164
RESTRICTED FUNDS	12		14,408		19,463
TOTAL RESERVES			<u>£ 201,194</u>		<u>£ 129,627</u>

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

Approved by the Directors and signed on their behalf on 19 Jan 2010 by:

  
 \_\_\_\_\_  
 DIRECTOR

  
 \_\_\_\_\_  
 DIRECTOR

The notes on pages 14 to 21 form part of these financial statements.

## THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED VOLUNTARY AND COMMUNITY ORGANISATIONS

### NOTES TO THE ACCOUNTS

#### YEAR ENDED 31ST MARCH 2009

##### 1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

##### a) Basis of accounting

The financial statements have been prepared under the Historical Cost Convention. The effect of events relating to the year ended 31st March 2009 before the date of approval to the financial statements by the Board of Directors, have been included in the statements to the extent required to show a true and fair view of the state of affairs at 31st March 2009 and of the results for the year ended on that date.

The charity's financial statements are prepared in accordance with the Statement of Recommended Practice for Accounting by Charities, SORP 2005 and the Companies Act 1985.

##### b) Financial Reporting Standard Number 1

Exemption has been taken from preparing a cash flow statement on the grounds that the company qualifies as a small company.

##### c) Incoming Resources/ Income

Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

##### d) Fixed Assets & Depreciation

Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

##### e) Charitable activities expenditure

Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LGBT organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liaising with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities.

Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

##### f) Stocks of materials & literature

Stocks of materials and literature are written off as incurred.

##### g) Going concern basis

The accounts have been prepared on a going concern basis.

##### h) VAT

Where appropriate expenditure includes irrecoverable value added tax.

##### i) Fund Accounting

Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

# THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED VOLUNTARY AND COMMUNITY ORGANISATIONS

## NOTES TO THE ACCOUNTS

### YEAR ENDED 31ST MARCH 2009

#### 2) FUNDS & FUNDING

##### General unrestricted funds

The majority of the unrestricted funds are provided by the Office of the Third Sector, Cabinet Office. The grant from the Cabinet Office is given to provide a 'voice' in the development of the LGBT voluntary and community sector and in its representations to Government.

##### London Councils - Freestyle Fund

The Freestyle fund is a restricted fund, provided by London Councils, (formerly the Association of London Government). The funding was provided to develop and co-ordinate the Freestyle London Project - linking up all the LGBT young people's provision in London. The funding aims to establish a website for LGBT young Londoners, co-ordinate events, and facilitate other projects for LGBT young people in London.

##### London Councils - London Matters

These restricted funds are to increase participation and representation of LGBT voluntary and community organisations in the political, social and economic development of London. The project ultimately aims to increase access for LGBT Londoners to relevant services now and in the future.

##### Comic Relief Fund

This restricted funding was awarded to establish and develop the London LGBT Youth Council, as a voice of young people in London. The funding aims to provide support and resources for the creation of the Youth Council, as a representative body of the sector.

##### Section 64 Fund - Mental Health

The Department of Health Section 64 (Mental Health) grant was awarded to support and develop member organisations' awareness and skills around mental health issues for LGBT young people. The funding aims to develop resources, information and training for LGBT organisations to help them support their clients.

##### Capacity Builders

The Improving Reach Programme aims to extend and improve sector support services for frontline organisations. Acting as lead partner the Consortium is working with the Birmingham LGBT Community Trust to whom it transferred £17,740 during the year.

##### Parenting Fund

This funding was awarded to develop and pilot new areas of strategic work for parents of LGBT people - linking into the national FFLAG umbrella structure, and capacity building the London volunteer group. The funding aims to develop key learning and resources for other groups to use within the LGBT sector, and gather evidence around the needs and mechanisms of support that other LGBT organisations can provide.

##### Royal Bank of Scotland Innovate

This funding was awarded to enable the Consortium to consider how it could help client serving member organisations incorporate financial inclusion activities within their client activities. The funding aims to support six organisations develop the skills and resources to include this within their work; and consider new funding streams through the process.

##### Gold Star

Restricted funds for showcasing best practice around volunteering. The Consortium showcased our volunteer brokerage service and delivered training on including LGBT volunteers. The Training delivered to statutory and third sector organisations and groups focused on including LGBT BAME and disabled LGBT volunteers.

##### Equality & Human Rights Commission

This restricted funding was secured to consider barriers for small and hidden LGBT groups that are often less engaged with mainstream equalities and third sector agencies. The funding aims to review, research and develop information and support resources for LGBT composite identity groups (such as LGBT BAME groups, or LGBT youth groups) based in London and the South East; and guidance for mainstream agencies about how to support such groups.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

**2) FUNDS & FUNDING cont.**

Big Lottery Fund

This funding was awarded to design and deliver training to LGBT young people to ensure that they had the skills and confidence to be involved as trustees or community group leaders. The funding aims to help increase the numbers of skilled trustees and community leaders needed for the LGBT voluntary and community sector. This funding is London based.

Department of Health Section 64 Volunteering Fund

The funding was awarded under the organisational core grant criteria for the development of volunteering practice in health and social care settings (both third and public sector). The funding aims to improve the number of LGBT volunteers in LGBT health and social care activities; and to improve the practice of LGBT (and generalist) organisations in working with LGBT volunteers.

"V"

This grant provides funding for youth volunteering. Its aim is to match LGBT youth volunteers with suitable voluntary and community organisations to assist capacity at these organisations and to develop the skills and experience of the individual volunteers.

Department of Health Section 64 Collaboration

These restricted funds are to increase joint working between statutory health and social care providers and LGBT voluntary and community organisation that work in the field of health and social care. The intended outcome of this work is that health and social care provision is improved for LGBT people nationally through the involvement of the Consortium's membership.

Bridge House Trust

This grant income is provided to support the Youth Council

National Equality Partnership

This project is funded by Capacity Builders to support the third sector on equality and diversity issues.

**3) NET OPERATING SURPLUS/(DEFICIT)**

	<b>2009</b>	<b>2008</b>
The net operating surplus/(deficit) of income over expenditure is stated after charging:	<b>£</b>	<b>£</b>
Staff costs (note 4)	414,061	314,528
Depreciation of equipment & loss on disposal	7,523	2,700
Auditor's remuneration:		
- Other services	-	-
- As auditor	5,816	5,816
	<hr/>	<hr/>

**4) STAFF COSTS**

	<b>2009</b>	<b>2008</b>
Staff costs for the year were as follows:	<b>£</b>	<b>£</b>
Salaries	369,733	281,169
Social security costs	39,109	29,021
Pensions Costs	5,219	4,338
	<hr/>	<hr/>
	414,061	314,528

The average number of persons employed by the charitable company in the year was 13 persons (2008 - 10)  
No member of staff was paid more than £60,000.

**5) DIRECTORS' EXPENSES**

Directors received reimbursed expenses incurred on the charity's behalf totalling £4,270 (2008 - £7,158).  
These costs were predominantly for travel and subsistence to meetings. No director received any remuneration.

**6) TAXATION**

No corporation tax was due on the surplus or investment income in 2009 because the company has been established by charitable means and for the public benefit. It is a registered charity.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

7) ANALYSIS OF GRANTS	Grants	Deferred	TOTAL	
	2009	Income movement	2009	2008
	£	£	£	£
<b>GENERAL FUND</b>				
Office of the Third Sector, Cabinet Office	94,556	-	94,556	92,250
Safer London Foundation	-	-	-	9,876
NCVO - ICT Hub	-	-	-	50,000
Barking & Dagenham PCT	-	-	-	3,435
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>94,556</b>	<b>-</b>	<b>94,556</b>	<b>155,561</b>
<b>RESTRICTED FUNDS</b>				
Big Lottery fund	47,382	(4,167)	43,215	45,219
Bridge House Trust	26,550	(450)	26,100	-
Capacity Builders	89,550	-	89,550	-
Comic Relief	23,998	(344)	23,654	29,961
DOH Section 64 Collaboration	87,290	-	87,290	-
DOH Section 64 Mental Health fund	21,500	-	21,500	43,000
DOH Section 64 Volunteering fund	42,000	-	42,000	44,000
Equality and Human Rights Commission	35,000	(5,684)	29,316	-
Gold Star	2,568	-	2,568	-
Lloyds TSB Foundation	-	-	-	3,919
London Councils - London Matters	45,000	(247)	44,753	-
London Councils - Youth Council	-	-	-	17,500
London Councils - Freestyle fund	8,750	-	8,750	17,500
Parenting fund	102,208	-	102,208	92,944
Royal Bank of Scotland Innovate	-	-	-	16,034
V	13,000	-	13,000	117,000
Volunteering England - Needs & Engage't	-	-	-	4,950
<b>TOTAL RESTRICTED FUNDS</b>	<b>544,796</b>	<b>(10,892)</b>	<b>533,904</b>	<b>432,027</b>
<b>TOTAL RESTRICTED &amp; RESTRICTED</b>	<b>639,352</b>	<b>(10,892)</b>	<b>628,460</b>	<b>587,588</b>
<b>8) ACTIVITIES FOR GENERATING FUNDS</b>				
	Other Income	Deferred Income movement	TOTAL	
	£	£	2009	2008
	£	£	£	£
<b>UNRESTRICTED FUNDS</b>				
Advantage West Midlands	7,000	-	7,000	-
National Equality Partnership	48,356	(20,640)	27,716	-
Other Sources	15,914	-	15,914	4,655
<b>GENERAL FUND - unrestricted</b>	<b>71,270</b>	<b>(20,640)</b>	<b>50,630</b>	<b>4,655</b>
<b>RESTRICTED FUNDS</b>				
V	-	-	-	250
<b>TOTAL RESTRICTED FUNDS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>250</b>
<b>TOTAL RESTRICTED &amp; UNRESTRICTED</b>	<b>71,270</b>	<b>(20,640)</b>	<b>50,630</b>	<b>4,905</b>
<b>9) INTEREST RECEIVABLE</b>				
			2009	TOTAL 2008
			£	£
GENERAL FUND - unrestricted			4,731	4,596

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

<b>10) EXPENDITURE</b>	<b>Direct Salaries</b>	<b>Management Administration Premises</b>	<b>Operational Costs</b>	<b>Governance costs</b>	<b>Other Costs</b>	<b>TOTAL 2009</b>	<b>TOTAL 2008</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>GENERAL FUND</b>							
Costs of generating voluntary income		4,083	1,694	-	21,296	27,073	4,734
Unrestricted		22,377	9,978	7,313	10,190	49,858	132,284
	-	26,460	11,672	7,313	31,486	76,931	137,018
<b>RESTRICTED FUNDS</b>							
Big Lottery fund	33,086	8,441	1,043	522	123	43,215	43,570
Bridge House Trust	17,512	9,764	1,950	949	1,925	32,100	-
Capacity Builders	39,399	10,187	4,342	376	20,657	74,961	-
Comic Relief	15,574	6,607	-	123	3,753	26,057	20,091
DOH Section 64 Collaboration	57,666	25,030	2,925	1,607	62	87,290	-
DOH Section 64 Mental Health fund	16,543	4,664	1,814	290	1,289	24,600	41,267
DOH Section 64 Volunteering fund	33,086	8,537	975	536	184	43,318	-
Equality and Human Rights Commission	16,965	8,439	2,225	536	1,151	29,316	-
Gold Star	-	768	801	-	999	2,568	-
London Councils - London Matters	24,814	12,323	1,462	804	5,350	44,753	-
London Councils Freestyle fund	1,404	3,998	486	268	-	6,156	20,737
Parenting fund	66,172	25,143	3,008	1,652	6,016	101,991	96,969
V	2,757	1,508	163	89	14,481	18,998	104,916
Other Grants	-	-	-	-	-	-	52,221
<b>TOTAL RESTRICTED FUNDS</b>	<b>324,978</b>	<b>125,409</b>	<b>21,194</b>	<b>7,752</b>	<b>55,990</b>	<b>535,323</b>	<b>379,771</b>
<b>TOTAL UNRESTRICTED &amp; RESTRICTED</b>	<b>324,978</b>	<b>151,869</b>	<b>32,866</b>	<b>15,065</b>	<b>87,476</b>	<b>612,254</b>	<b>516,789</b>

All indirect costs are applied using budget based full cost recovery.

**11) GOVERNANCE COSTS**

	<b>2009</b>	<b>2008</b>
Board Accommodation	4,266	3,621
Board Subsistence	685	955
Board Travel	3,436	2,113
Audit Fee	5,816	5,816
Other Board Expenses	862	3,721
	<b>15,065</b>	<b>16,226</b>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

**12) MOVEMENT ON FUNDS IN YEAR**

	Opening Balance 1 April 2008	Income	Expenditure	Transfers	Closing Balance 31 March 2009
	£	£	£	£	£
<b>UNRESTRICTED FUNDS</b>					
GENERAL FUND	100,970	94,556	76,931	(1,314)	117,281
STAFF CONTINGENCY RESERVE	9,194	-	-	4,950	14,144
Activities for generating funds	-	50,630	-	-	50,630
Bank Interest	-	4,731	-	-	4,731
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>110,164</b>	<b>149,917</b>	<b>76,931</b>	<b>3,636</b>	<b>186,786</b>
<b>RESTRICTED FUNDS</b>					
Big Lottery fund	-	43,215	43,215	-	-
Bridge House Trust	-	26,100	32,100	6,000	-
Capacity Builders	-	89,550	74,961	(3,638)	10,951
Comic Relief	4,775	23,654	26,057	2,403	4,775
DOH Section 64 - Collaboration	-	87,290	87,290	-	-
DOH Section 64 - Mental Health fund	3,100	21,500	24,600	-	-
DOH Section 64 - Volunteering fund	-	42,000	43,318	-	(1,318)
Equality and Human Rights Commission	-	29,316	29,316	-	-
Gold Star	-	2,568	2,568	-	-
London Councils - London Matters	-	44,753	44,753	-	-
London Councils - Freestyle fund	(191)	8,750	6,156	(2,403)	-
Parenting fund	(217)	102,208	101,991	-	-
V	11,998	13,000	18,998	(6,000)	-
Other Grants	(2)	-	-	2	-
<b>TOTAL RESTRICTED FUNDS</b>	<b>19,463</b>	<b>533,904</b>	<b>535,323</b>	<b>(3,636)</b>	<b>14,408</b>
<b>TOTAL UNRESTRICITED &amp; RESTRICTED</b>	<b>129,627</b>	<b>683,821</b>	<b>612,254</b>	<b>-</b>	<b>201,194</b>

**13) DEFERRED INCOME**

	Opening Balance 1 April 2008	Amounts released	In Year funding deferred	Closing Balance 31 March 2009
	£	£	£	£
<b>UNRESTRICTED FUNDS</b>				
National Equality Partnership	-	-	20,640	20,640
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>-</b>	<b>-</b>	<b>20,640</b>	<b>20,640</b>
<b>RESTRICTED FUNDS</b>				
Big Lottery fund	3,995	-	4,167	8,162
Bridge House Trust	16,500	-	450	16,950
Comic Relief	-	-	344	344
Equality and Human Rights Commission	-	-	5,684	5,684
London Councils - London Matters	-	-	247	247
Royal Bank of Scotland Innovate	12,317	-	-	12,317
<b>TOTAL RESTRICTED FUNDS</b>	<b>32,812</b>	<b>-</b>	<b>10,892</b>	<b>43,704</b>
<b>TOTAL UNRESTRICITED &amp; RESTRICTED</b>	<b>32,812</b>	<b>-</b>	<b>31,532</b>	<b>64,344</b>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

**14) STAFF CONTINGENCY RESERVE**

	Opening Balance at 1/4/2008 £	Net Movement on reserve £	Closing Balance at 31/3/2009 £
Staff Contingency Reserve	9,194	4,950	14,144

The Staff contingency reserve is an unrestricted reserve for ongoing staff welfare and will be used to fund costs incurred during periods of long term sickness, paternity or maternity leave.

**15) FIXED ASSETS**

	Office Equipment		TOTAL
	General Fund £	Capacity Builders £	£
<i>Cost</i>			
Brought forward	15,538	-	15,538
Additions	6,810	14,550	21,360
Disposals	-	-	-
As at 31st March 2009	22,348	14,550	36,898
<i>Depreciation</i>			
Brought forward	7,439	-	7,439
Charge for year	3,885	3,638	7,523
On disposals	-	-	-
Transfers between funds	-	-	-
As at 31st March 2009	11,324	3,638	14,962
<i>Net Book Value</i>			
As at 31st March 2009	11,024	10,912	21,936
As at 31st March 2008	8,099	-	8,099

**16) DEBTORS, amounts falling due within one year**

	2009 £	2008 £
Grants receivable	49,771	50,589
Other debtors & prepayments	15,342	17,935
	65,113	68,524

**17) CREDITORS, amounts falling due within one year**

	2009 £	2008 £
Trade creditors	40,571	73,366
Other taxation & social security	-	18
Deferred income	64,344	32,812
Other creditors & accruals	12,849	10,681
	117,764	116,877

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDERED  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2009**

<b>18) PROVISIONS FOR LIABILITIES &amp; CHARGES</b>	<b>2009</b>	<b>2008</b>
	<b>£</b>	<b>£</b>
Redundancy provision		990
	<u>-</u>	<u>990</u>

The Redundancy provision represented the estimated costs that may be incurred by the Charity in the event of it not being possible to redeploy employees between the Charity's funded activities. Provisions for this area are now considered as part of the overall reserves policy.

**19) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS**

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

**20) GOING CONCERN & FUTURE FUNDING**

The Charity is dependent on the continued support of statutory funders which are its main sources of income.

**21) ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible Fixed Assets	10,912	11,024	21,936
Current Assets	28,028	268,994	297,022
Interfund balance	19,173	(19,173)	-
Creditors	(43,705)	(74,059)	(117,764)
	<u>14,408</u>	<u>186,786</u>	<u>201,194</u>