

THE LESBIAN AND GAY FOUNDATION LIMITED
(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 March 2009

Registered Charity No. 1070904
Company No. 03476576

Our Objects

To preserve and promote the good health, and in particular the physical, sexual and mental health of:

- Persons who are lesbian, gay or bisexual
- Persons in doubt of their sexual identity
- Persons diagnosed with HIV and related illnesses
- Any persons who may be affected or involved with any of the above, particularly partners and families

And to provide relief for such people in need thereof at times of mental and emotional stress.

Our Mission

Ending Homophobia, Empowering People

Our Vision

We believe in a fair and equal society where all lesbian, gay and bisexual people can achieve their full potential

Our Aims

Supporting Individuals -The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being.

Strengthening Communities - The LGF will work in partnership to build a strong, cohesive and influential lesbian, gay and bisexual community sector.

Promoting Equality - The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.

Developing Excellence - The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries

Our Values

Innovation Diversity Excellence Fairness Integrity

The Lesbian and Gay Foundation

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Annual Report and Financial Statements

For the year ended 31 March 2009

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Report of the Board of Trustees For the year ending 31 March 2009

The Board of Trustees presents the report and audited financial statements of The Lesbian and Gay Foundation for the year ended 31 March 2009. The statements appear in the format required by the Statement of Recommended Practice for Accounting and Reporting by Charities (revised March 2005). The report and statements also comply with the Companies Act 1985 as The Lesbian and Gay Foundation was incorporated by guarantee on 1 December 1997. It has no share capital and is a registered charity. The guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

Structure, Governance and Management

The Lesbian and Gay Foundation is governed by a Board of Trustees who also serve as Directors of the Company. Trustees are elected by the membership of the LGF at the Annual General Meeting. Trustees are sought in a variety of ways including external advertising, recruitment from amongst the LGF's membership as well as recommendations from existing trustees and volunteers. All new trustees are required to undertake an induction and training programme. Trustee training needs are assessed and a programme of internal and external training arranged on an annual basis to meet these needs.

Full Board of Trustee meetings are held four times per year. One of these meetings is extended over two days to discuss major strategic issues. Responsibility for reviewing key areas of activity and policy are delegated to committees that report back to the quarterly Board meetings. The committees operate under agreed terms of reference and include both Trustees and members of the Senior Management Team as well as staff and at times key external specialists. These committees monitor and scrutinise the work of the LGF. The day-to-day running of the LGF is delegated to the Chief Executive and his Senior Management Team.

The current Board committees are:

- **Governance & Membership Sub-Committee** – maintains a scrutiny and review role to ensure effective governance structures are in place across the organisation.
- **Finance Sub-Committee** – maintains a scrutiny and review role to ensure effective financial management across the organisation.
- **Fundraising Sub-Committee** - ensures an effective overview and performance management system in relation to fundraising activity
- **Service Improvement Sub-Committee** – works to enhance and improve performance systems and maximise the benefits of external accreditation systems

Statement of Trustee Responsibilities in Relation to Financial Statements

Company law requires the Trustees to prepare financial statements for the financial year which give a true and fair view of the state of affairs of the company and the income and expenditure of the charitable company for the year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable it to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, as well as exercising proper financial controls.

Members of the Board of Trustees, who are Directors for the purposes of company law, and Trustees for the purposes of charity law, who served during the year and up to the date of this report are set out on page 13.

In accordance with company law, as the company's Directors, each of the Board of Trustees certify that:

- So far as they are aware, there is no relevant information of which the auditors are unaware;
- As Directors of the company they have taken the necessary steps to be aware of the information which would be relevant for audit purposes and have communicated them to the auditors.

Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that the systems are in place to mitigate our exposure to the major risks. Risks are identified through a number of routes including output from Board of Trustee meetings and Committee meetings via the regular cycle of Senior Management Team meetings and through the annual planning cycle. Risks are recorded on the Risk Register which identifies, for each risk, the steps required to mitigate the risk and the Trustee or member of the Senior Management Team responsible. The Risk Register is a standing Agenda item on the Finance Sub-committee and is reviewed at that monthly meeting. Discussion and review of the Risk register also forms part of the quarterly Board Meetings.

Subsidiary Companies

As at 31 March 2009 The Lesbian and Gay Foundation has two wholly owned subsidiaries both of which were dormant for the year ended 31 March 2009. These companies are Manchester Lesbian and Gay Switchboard Services Limited and the Lesbian and Gay Foundation Trading Company Limited.

Objectives and principal activities

All our principal activities support our objects, mission and vision. The four major areas of activity are supporting individuals, strengthening communities, promoting equality and developing excellence.

Our services include a wide range of community, health and support services. A broad community programme incorporates a number of groups that are run by our staff and volunteers at Princess House. Including men's groups, lesbian groups and a black LGB group. These groups support an increasing number of lesbian, gay and bisexual people. Health services continue to have a strong focus around HIV prevention and sexual health through our Condom and Lube Distribution Scheme, the outreach clinic and information, education and training. Other health and support services include a counselling service, helpline advice service, substance misuse project and sex workers project. During the year, two of our major projects have continued to be successful; Exceeding Expectations, a multi-agency schools project running across Manchester secondary schools and The Rainbow Partnership, a coalition of LGB&T groups across the North West of England.

A wide variety of information and advice services support and reinforce our objectives. These include a free monthly magazine, distributed throughout the North West, which addresses a wide range of health, community and other issues. Our website and numerous information resources, including sexual health guides, legal rights guides and a civil partnership guide provide relevant and up to date information and advice to lesbian, gay and bisexual people and their families and friends. Internal and external training courses also reach a wide variety of people and organisations.

To ensure lesbian, gay and bisexual people's voices are heard the LGF is represented on a number of local, regional and national bodies including the North West Equality and Diversity Group, Greater Manchester Sexual Health Network and the Greater Manchester Voluntary Sector Consortium, amongst many others.

To deliver these activities the LGF is reliant on the support and enthusiasm of our volunteers. We currently have over 200 dedicated volunteers, many of whom are members of the LGF, who provide over 6,000 hours of vital volunteering across all our services.

Principal achievements for the year

Operations

The Operations Team continues to deliver a growing range of high quality services. Key achievements against objectives include:

- The research for and publication of "Breaking the Cycle", a landmark strategy for the LGB sector in the north west, which has attracted national interest.
- The launch of the Helping Hand campaign enabling 31 diverse organisations to promote good sexual health.
- The production of the Sex Education and Sex Bomb resources to support our sexual health work.
- The successful continuation of the outreach sexual health clinic reached over 160 men.
- The launch of "Part of the Picture", a major national five year project funded by the Big Lottery, to research the drug and alcohol usage of LGB people, undertaken in partnership with the University of Central Lancashire.
- The counselling team has continued to grow and diversify in terms of its skill's base and the diversity of its volunteers and last year served over 500 clients in almost 1,000 sessions.
- The introduction of a Comic Relief funded young people's mental health project.
- The Helpline currently has 60 operators and continues to provide information and support to the LGB communities across the North West and beyond.
- Exceeding Expectations has produced a play for young people in schools, which has been seen by over 3,000 school children, and a total of 8 newsletters that have reached every adult working in secondary and primary schools across Manchester.
- The continued success of our three advice surgeries which served over 100 people last year (Police – 50, Housing – 45 and Legal – 24).
- The Rainbow Partnership has grown by over a third during the last financial year and now has over 310 members, enabling the LGF to work in partnership across new areas and to offer information, advice and support to the LGB&T voluntary and community sector across the region

Communications

The Communications Team plays an essential role in making sure that our LGB communities remain informed and up to date on key issues affecting them, as well as ensuring people know about the services that the LGF and other organisations can offer them. Key achievements against objectives included:

- The LGF's website (www.lgf.org.uk), continued to be an increasingly significant resource, providing news, information and advice to people not only regionally, but indeed nationally and internationally. With content developed on a daily basis, the number of unique users more than doubled during the year to over 138,000.
- A range of new printed resources were produced throughout the year for distribution across the region, including: (i) Sex Bomb – focusing on HIV and AIDs (ii) Girls on Pop – aimed at reducing alcohol consumption amongst lesbian and bisexual women (iii) Pocket Village – a 3D Map of Manchester's Gay Village; (iv) Thanks for the Mammaries – celebrating women's breasts and raising awareness of breast cancer ; (v) Sex Education – including vital information on sexual health and all the major STIs; (vi) We are Family – considering the range of parenting options for LGB people ; and (vii) a reprint produced of 'Beating about the Bush', providing essential information on sexual wellbeing for lesbian and bisexual women.
- We continued our focus on sexual health, including specific campaigns on syphilis and chlamydia, joint work with the Bears and Skins community groups, and a redesign of our men's CLDS scheme as well as our new women's sexual health packs.
- Our regional community magazine (outnorthwest) continued to highlight issues affecting LGB people, including personal stories on sexism, body image, serving in the armed forces, breast cancer, domestic abuse, and celebrating being black. A new regular feature on physical health, sports and LGB sporting groups was also included.
- A special, one-off booklet about the LGF called *Impact* was produced to update our key stakeholders on the LGF's work programmes. Other key productions included 'Exceeding Expectations' newsletters for teachers across Manchester Schools; and 'Foundation' for LGF staff and volunteers.
- With support from the EHRC, our sexual orientation roadshow exceeded its target of attending twelve functions, with LGF staff attending nearly 50 different events either to present, be consulted, advise or hand out resources.
- Recognising the diversity within our own community, the LGF held four key events throughout the year, including (i) 'Celebrate' for people of faith in partnership with Manchester Cathedral; (ii) 'Through the Ages' to bring together LGB across the generations; (iii) 'Where We Live' for BME people in partnership with the rukus Federation; and (iv) 'Sugar & Spice III', the UK's premier health and wellbeing event for Lesbian and Bisexual women. Sexuality Awareness training sessions were also provided for staff working with disabled people.

- Following a spate of homophobic incidences and attacks, we instigated the start of our 'Enough is Enough' campaign, engaging with the local community to collect their experiences of discrimination and hate crime. A survey of over 200 residents was also undertaken in partnership with Greater Manchester Police.
- Focused on six key areas of the LGF's service provision, our central campaign for the year (*We can't do it without you!*), centred on the contribution that individuals in our community make to our work, both through volunteering and donations.
- Our reach across the North West region was considerably expanded, with the number of distribution points (including colleges, GPs, bars and clubs, libraries, clinics, youth clubs and other venues), increasing by 26% to 465 venues.
- We continued to provide articles for other publications, including the national LGB 'Pink Paper' and the Manchester based 'Hot Village'.
- We launched 'LGF Design', extending our design services to a range of other organisations, including George House Trust, Healthy Schools Manchester, Brook, and Jigsaw (Stonewall Housing).

Funding and Fundraising

Following initial establishment of a fundraising programme in 2007/08, the organisation joined the Fundraising Standards Board (FRSB) and the team was joined mid-year by a new 'Trusts & Foundations Co-ordinator'. Notable achievements for 2008/09 were:

- Continued support from key venues throughout Manchester's Gay Village as part of the LGF's 'Bar and Club Scheme', with ongoing fundraising at Essential, Queer, Cruz 101, Baa Bar and Manto. Other events were also held in partnership with Vanilla, Via, Poptastic and Legends.
- Our key Charity Challenges for the year included the 10k Manchester Run and the Manchester to Blackpool Bike Ride. Individual sponsorship was further bolstered by a charitable donation from 'Jagger & Associates'. Other individual undertakings included a 'slimathon' and a trek up Everest!
- In conjunction with our new main campaign for the year ("We can't do it without you!"), we continued to promote the LGF's Donor Scheme, encouraging the LGB community to financially help support the LGF's services.
- A wide variety of special events such as the 'July White Weekend', 'Halloween Hog Roast', 'Speed Dating', 'Cheese & Wine evenings', 'Gay City Rollers' and 'Pretty in Pink' raised unrestricted income whilst also providing a fun mix of social opportunities. Other notable partners who helped raise money for the LGF through their own activities included the Great British Bears Bash, the Skins Weekend, GMP's LAGSA, and Manchester Metropolitan University.
- We launched the LGF's 'Walk Against Homophobia', with over 200 people marching through the streets of Manchester to raise awareness and funds to end the discrimination faced by LGB people. Additional sponsorship was kindly received from NHS Manchester and the North West Development Agency.

- Continuing to support the charity Manchester Pride through operating the wristband-exchange offices, and fundraising throughout the parade and vigil. This successfully raised £26,000 towards our free Condom and Lube Distribution Scheme (CLDS). In our own right, we also received sponsorship from NHS NW towards support of the LGF's Pride activities.
- We led on Manchester's World AIDS Day Partnership, successfully raising awareness across the city about HIV and AIDS, and supported by successful World AIDS Day collections.
- We continued to submit applications to both statutory sources and Trusts and Foundations. Funders for projects in 2008/09 included the Equalities and Human Rights Commission, CapacityBuilders, Greater Manchester Police Authority, Breathing Places, Big Lottery's Research Programme, Comic Relief, Association of Greater Manchester Authorities, Manchester City Council, North West Improvement and Efficiency Partnership / Celebr8 and the Department of Health's new LGB&T Advisory Group.
- Building on our legacy awareness raising campaign for LGB charities last year, we launched 'Be a Gay Icon', considering the contribution that can be made beyond a person's lifetime.

The Business Support Unit

The Business Support Unit manages and delivers a wide range of strategic and other activities which support the work of the operations, communications and fundraising teams. Its role involves the delivery of the following services: administration, human resources, performance management, business planning, facilities management, health and safety, risk management, IT, internal communications and learning and development. Key developments included:

- The significant development of our financial control and other systems, including their consolidation into a Finance Operating Manual.
- The recruitment and induction of additional staff, increasing the LGF's staff complement by 50%.
- The launch of a Balanced Scorecard as an integral part of our performance management framework.
- The introduction of a new monthly newsletter for volunteers to improve our communication with this key group of stakeholders.
- Significant changes to our people management processes, inspired by our Investors in People preparation programme.
- A successful exercise to significantly reduce the level of aged debtors.

Our impact in Brief

- 379,015 people accessed the LGF via our services, resources, magazine and other printed resources (excluding safer sex packs).
- Through providing safer sex packs, we enabled people to have safer sex over 540,000 times last year within Greater Manchester.
- We produced and distributed over 180,000 copies of outnorthwest and a further 192,831 resources informing and advising LGB people and their supporters – including vital information on local services, sexual health, mental health and drug and alcohol related issues.
- Through our Helpline and email support over 2,000 people were supported and informed.
- We provided almost 1,000 hours of counselling; helping to improve the mental health of LGB people across Greater Manchester and into the North West.
- During 1,422 visits to groupwork sessions, people were able to explore coming out, meet others and gain vital support and information in a safe and supportive environment.
- We helped the campaign to reduce sexually transmitted diseases and HIV infection by opening the doors to our unique, community based outreach sexual health clinic to 167 men.
- Our website took over 13 million hits to make a significant contribution to increasing access to information and services to LGBT people who were unable or chose not to visit us in person.
- Almost 3,000 people walked through our doors to receive crisis intervention, work in partnership or simply to ask for information, advice or training. Continuing to develop on our growth in venue hire, we generated over £25,000 of income.

Without the dedicated trustees, volunteers and staff of the Lesbian & Gay Foundation, none of this work would happen.

Financial review and results for the year

The result for the year shows total incoming resources at £1,427,053. As with previous years the Primary Care Trusts in Greater Manchester continue to be a substantial source of income, however we continue to diversify our income base and the year generated some new funding sources and increased income from a number of our activities for generating funds. Our income across all sources increased by 9% during the year. We have analysed costs in line with our major activities, namely **Services**

(Health, Therapeutic, Advice and Community Services and the Condom and Lube Distribution Scheme), **Information** (Magazine, Website and other Information Resources) and **Research**. In line with our activities, expenditure on **Services** accounts for approximately 44% of our expenditure and **Information** approximately 38%.

The net increase in funds as at end of March was £8,100 resulting in total funds carried forward of £166,251. As a result, free unrestricted reserves at the end of the year are £166,251.

Reserves Policy

The Trustees have established a policy whereby the unrestricted funds not committed to project activity or invested in tangible fixed assets held by the LGF should be built up to between a minimum of 3 months and a maximum of 9 months running costs at any one time (as recommended by the Charities Commission). At this level the Board of Trustees believe they would be able to continue the current activities of the charity in the event of a significant drop or change in the nature of funding. Given this situation it would be necessary to look at what funding is generated and the level of project activity carried out by the LGF and risk planning exercises have been carried out by the Board of Trustees. At the 31st March 2009 unrestricted reserves amounted to approximately 1.5 months of running costs and therefore do not reach the minimum target level. The LGF will continue to look at new funding streams that will contribute to additional increases in free unrestricted reserves in the future. The Board is aware of its requirement to increase unrestricted reserves and continually looks at the financial position of the Charity.

Future Plans

The next five years will see continued growth of the work and influence of the LGF. Our revised business planning process has been led by the establishment of our four strategic goals which, linked to our Vision, Mission and Values will drive forward the LGF's agenda and priorities for the medium to long term from 2008/09.

The four strategic goals are:

1. Supporting Individuals

The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being.

2. Strengthening Communities

The LGF will work in partnership to build a strong, cohesive and influential lesbian, gay and bisexual community sector.

3. Promoting Equality

The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.

4. Developing Excellence

The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries

Our operational plan for 2009/10 includes the development of a number of new initiatives and a comprehensive review and development plan to increase the quality, delivery and reach of a number of our existing services. Highlights from our plan include:

- Following on from a year of securing significant new bids by delivering a wide range of new services for the LGB communities of the region.
- Supporting the broader LGB&T voluntary community sector in the North West.
- Championing the rights of LGB people, especially as the Single Equality Bill is debated in Parliament.
- Developing new and consolidating existing income streams to ensure a financially sustainable future for the LGF.
- The launch of a radically transformed first point of call service for our service users.
- Launching the "Caring with Confidence" project, a major regional initiative to support the needs of LGB&T carers in the region, delivered with partner organisations, Armistead in Liverpool and Shiver in Blackpool.
- Continue to seek funding to support and develop our work with lesbians and bisexual women.
- Promoting the adoption of "Breaking the Cycle", the North West's LGBT strategy.
- Securing sources of funding for our ever-growing engagement and consultation work.
- Promoting our "blocked email" campaign to root out homophobic email and internet use policies in the workplace.
- Promoting sexual orientation monitoring as a key requirement for statutory and other services.
- Developing our new consultancy and training activities to meet the growing need of statutory, voluntary and other organisations to be at the forefront of good practice in providing positive workplaces and customer experiences for LGB people.
- Securing Investors in People accreditation to recognise the work done to enhance and develop our people management systems.
- Developing our financial systems and reporting to ensure that managers and Trustees have the information they need to make best use of our finite resources.
- Producing a three year strategic and financial plan enshrining our Vision for the future of the LGF.

We will be increasing our staffing base from it's current level of 35, potentially to over 40 members of staff, if the LGF's funding continues to increase. We will continue to seek funding from a wide and diverse range of sources to enable us to continue to

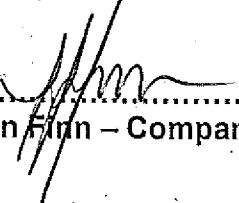
deliver new and innovative services for LGB communities and ensure that the voices of our communities continues to be heard.

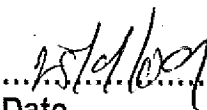
Auditors

Beever and Struthers were elected as auditors for the year at the Annual General Meeting.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985.

By order of the Management Committee


.....
John Finn – Company Secretary


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Date

Trustees, Officers and Advisors

Status

A registered Charity established as a Company limited by guarantee.
Registered as a Company on 1 December 1997
Registered as a Charity on 7 August 1998
Registered Company Number: 3476576
Registered Charity Number: 1070904

Trustees

David McGovern (Chair)
Sarah Holden (Deputy Chair)
Glyn Jenkins (Treasurer)
James Barnard (Vice Treasurer)
Ben Amponsah (resigned 3rd October 2008)
Edward Cox
Maxine Dixon (from 3rd October 2008)
John Finn
Gary Hardman
Moneeza Iqbal (resigned 3rd October 2008)
Julie Ledger (from 3rd October 2008)
Gwyn Starkey
Tamsin Deasey
John Goldring
David Rogerson

Company Secretary

John Finn

Senior Management Team

Paul Martin (Chief Executive)
Judith Greenhalgh (Deputy Chief Executive) – left November 2008
Matt Harby (Director of Fundraising & Marketing)
Rob Cookson (Director of Operations)
Darren Watmough (Director of Finance) – from December 2008

Head Office and Registered Office

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Auditors

Beevers & Struthers
St George's House
215-219 Chester Road
Manchester
M15 4JE

Bankers

Barclays Bank plc
876 Stockport Road
Levenshulme
Manchester
M19 3BP

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

**Independent Auditors' Report to the members of The Lesbian & Gay Foundation Limited
For the year ended 31 March 2009**

We have audited the financial statements of The Lesbian & Gay Foundation Limited for the year ended 31 March 2009, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein, the historical cost convention, 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of management committee and auditors

As described in the Statement of Director's Responsibilities, the charitable company's trustees, who are also directors of The Lesbian & Gay Foundation Limited, are responsible for the preparation of the report of the board of trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 and whether the report of the board of trustees is consistent with the financial statements. We also report to you if, in our opinion, the charitable company 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 other information contained in the report of the board of trustees and consider whether it is consistent with the audited financial statements. This other information comprises only the report of the board of trustees. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information beyond that referred to in this paragraph.

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 the 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 for the year then ended; and
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the trustees' report is consistent with the financial statements.

Beever and Struthers

Beever & Struthers
Chartered Accountants & Registered Auditors
St George's House
215-219 Chester Road
Manchester
M15 4JE

Date: 25.9.09

The Lesbian and Gay Foundation Limited

Statement of Financial Activities

for the year ended 31 March 2009 (incorporating income and expenditure accounts)

	Notes	Unrestricted funds	Restricted Funds	TOTAL 2009	TOTAL 2008
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary Income		99,420	0	99,420	100,726
Activities for generating funds:					
Fees and other sales		164,705	0	164,705	237,342
Investment income		3,439	0	3,439	1,747
Incoming Resources from charitable activities		832,624	326,865	1,159,488	965,287
Total incoming resources	2	1,100,188	326,865	1,427,053	1,305,102
Resources expended					
Costs of generating funds					
Voluntary Income		62,045		62,045	82,709
Cost of sales		93,389		93,389	55,734
Cost of charitable activities					
Services		315,178	307,647	622,825	595,729
Information		532,479		532,479	492,326
Research		50,382		50,382	45,935
Grants Paid	1	0	26,000	26,000	23,000
Governance costs		31,833		31,833	25,357
Total resources expended	3/4	1,085,307	333,647	1,418,954	1,320,790
Net incoming/(outgoing resources for the year/ Net income/(expenditure for the year)		14,882	-6,782	8,100	-15,688
Total funds brought forward 1 April 2008		151,369	6,782	158,151	173,840
Total funds carried forward 31 March 2009		166,251	0	166,251	158,152

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

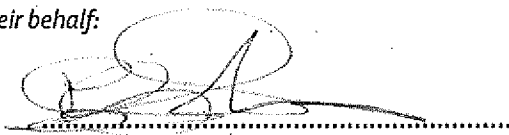
The Lesbian and Gay Foundation Limited
Balance Sheet as at 31 March 2009

		2009	2009	2008	2008
	Note	£	£	£	£
Fixed Assets					
Office Fixtures and Fittings			2,284		5,550
Computer Equipment			7,205		10,346
	6		9,489		15,896
Current Assets					
Debtors	7	354,099		230,641	
Cash at Bank and in Hand		185,600		289,027	
		539,699		519,668	
Current Liabilities					
Creditors falling due within one year	8	382,938		377,413	
Net Current Assets			156,762		142,255
Total Assets less Current Liabilities			166,251		158,151
Represented by:					
Funds and Reserves					
	9				
Unrestricted Funds			166,251		151,369
Restricted Funds			0		6,782
Total Funds			166,251		158,151

The financial statements have been prepared in accordance with the special provisions in Part V11 of the Companies Act 1985 relating to small companies

Approved by the Management Committee and signed on their behalf:


 David McGovern - Chair


 Glyn Jenkins - Treasurer

25/09/09
 Date

25.9.09
 Date

1 Accounting Policies

The principal policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the year and in the preceding year.

a) Basis of preparation of accounts

The Financial Statements have been prepared under the historical cost convention in accordance with applicable accounting standards, the Companies Act 1985 and follow the recommendations in the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities issued February 2005. Where necessary comparative figures have been restated in accordance with the revised SORP.

b) Incoming resources

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Revenue grants are shown in the Statement of Financial Activities in the year in which they are receivable.

c) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

d) Fixed Assets

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its estimated useful life at the rates of:

Computer Equipment	33% straight line basis
Office Furniture & Fixtures	33% straight line basis

Only assets with a value of over £350 are capitalised

e) Resources Expended

All expenditure is accounted for on an accruals basis.

- Costs of generating funds are those costs incurred in attracting voluntary income and those incurred in other activities that raise funds.
- Charitable activities include expenditure associated with our major work programmes; services, information and research, and include both the direct costs and support costs relating to these activities.

- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.
 - Support costs have been allocated across all activities. Premises related costs have been allocated based on floor usage (where material) and staff related costs have been allocated on the basis of time spent on activities. Note 3 shows details of these allocations.
- f) Financial Reporting Standard 1
The company has taken advantage of the exemption under Financial Reporting Standard 1 from preparing a cash flow statement on the grounds that it is a small company.
- g) Subsidiary Companies and Joint Arrangements
The company has not prepared consolidated accounts because its two subsidiary companies have not operated within the year and have no assets or liabilities.
- h) VAT
The Lesbian & Gay Foundation registered for VAT on 1 April 2002. The majority of the work the Foundation undertakes is within the scope of VAT with an element of supplies outside the scope of VAT. Input tax is not recoverable on inputs relating to supplies outside the scope of VAT. Any irrecoverable VAT is charged to the income and expenditure account in the year in which it is incurred.
- i) Operating leases
Rentals due under operating leases are charged over the lease term on a straight line basis or on the basis of actual rentals payable where this fairly reflects usage.
- j) Pensions
The Lesbian & Gay Foundation contributes to defined contribution pension schemes on behalf of its employees. The assets of these schemes are entirely separate to those of the charity. The pension cost shown represents contributions payable by the charity on behalf of the employees. There were no outstanding contributions at the balance sheet date.
- k) Grants paid
Grants paid are recognised when the grants awards panel make the decision to award the grant. 30 grants were awarded to small HIV and LGBT groups in Greater Manchester. The maximum grants awarded were £1,000.

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

2) Incoming Resources	Unrestricted funds	Restricted Funds	TOTAL 2009	TOTAL 2008
	£	£	£	£
Voluntary Income				
<i>Operation Fundraiser/Pride Donations</i>	26,500		26,500	23,750
<i>Supporters Scheme & Individual Donations</i>	48,832		48,832	48,428
<i>Sponsorship</i>	24,088		24,088	28,548
	99,420	0	99,420	100,726
Activities for generating funds:				
Fees and other sales				
<i>Counselling income</i>	7,631		7,631	9,518
<i>Magazine advertising</i>	71,027		71,027	114,120
<i>Distribution sales</i>	15,516		15,516	17,593
<i>Venue Hire</i>	41,363		41,363	29,143
<i>Training Income</i>	7,927		7,927	0
<i>Student placement fees</i>	8,800		8,800	8,457
<i>Web income</i>	650		650	90
<i>Other miscellaneous income</i>	4,901		4,901	12,846
<i>Marketing Income</i>	6,890		6,890	27,316
<i>Operation Fundraiser Surplus</i>	0		0	18,259
<i>Less bad debts</i>	0		0	0
	164,705	0	164,705	237,342
Investment Income				
<i>Bank interest received</i>	3,439		3,439	1,747
	3,439	0	3,439	1,747
Incoming Resources from charitable activities				
Grants and Contracts				
<i>North Manchester Primary Care Trust</i>	277,045		277,045	284,587
<i>Ashton, Leigh & Wigan Primary Care Trust</i>	25,852		25,852	25,271
<i>Bolton Primary Care Trust</i>	10,105		10,105	9,878
<i>Stockport Primary Care Trust</i>	30,923		30,923	30,169
<i>Trafford Primary Care Trust</i>	46,587		46,587	45,540
<i>Salford Primary Care Trust</i>	133,008		133,008	130,017
<i>Oldham Primary Care Trust</i>	25,504		25,504	24,931
<i>Tameside & Glossop Primary Care Trust</i>	19,205		19,205	18,773
<i>Bury Primary Care Trust</i>	34,717		34,717	33,870
<i>Rochdale Primary Care Trust</i>	20,529		20,529	20,067
<i>Other Statutory Sector</i>	50,248		50,248	0
<i>Mental Health services</i>		52,000	52,000	40,000
<i>Manchester City Council Helpline</i>	20,020		20,020	19,630
<i>Rampton Income</i>	24,205		24,205	23,500
<i>Drug and Alcohol services</i>	0	43,203	43,203	47,232
<i>Blue Room</i>			0	28,220
<i>East Manchester Regeneration</i>	0		0	0
<i>Terrence Higgins Trust CHAPS</i>	33,000		33,000	33,000
<i>Womens health</i>	16,309		16,309	9,000
<i>Manchester City Council Exceeding Expectations</i>		48,760	48,760	39,897
<i>Capacity Builders</i>	0	83,677	83,677	44,100
<i>EHRC</i>	0	35,836	35,836	0
<i>Community Futures</i>	0	26,000	26,000	23,750
<i>Big Lottery - Drugs and Alcohol Research</i>	59,609		59,609	
<i>GMCVO</i>	0		0	13,584
<i>Health Summit</i>	0		0	14,259
<i>Comic Relief</i>		17,550	17,550	0
<i>Breathing Places</i>		9,998	9,998	0
<i>Five Counties</i>		9,841	9,841	0
<i>Other grants and trusts</i>	5,758		5,758	6,012
	832,624	326,865	1,159,488	965,287
	1,100,188	326,865	1,427,053	1,305,102

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

3) Resources Expended

a) Analysis of total resources expended	Direct Costs	Support Costs	Total 2009	Total 2008
	£	£	£	£
Costs of generating funds				
Voluntary income	42,174	19,871	62,045	52,709
Cost of sales	71,266	22,133	93,399	55,734
Cost of charitable activities				
Services	455,748	157,075	622,825	585,728
Information	377,708	154,771	532,479	492,328
Research	35,550	13,732	50,382	45,935
Grants Paid	28,000		28,000	23,000
Governance costs	25,988	4,847	31,835	25,357
Total resources expended	1,036,522	382,431	1,418,954	1,320,790

b) Analysis of support costs	Voluntary Income	Fees and other sales	Services	Information	Research	Governance	Total 2009	Total 2008
Premises Costs	4,984	5,551	41,901	38,815	3,444	1,216	95,911	120,022
Support Staff Costs	9,204	10,252	77,389	71,890	6,351	2,245	177,141	154,702
Administrative Costs	5,082	5,550	42,726	39,581	3,512	1,239	97,803	68,381
Depreciation	602	570	5,057	4,685	416	147	11,576	10,450
Total Support Costs	19,871	22,133	167,078	154,771	13,732	4,847	382,431	383,555

Support costs have been allocated across activities. Premises related costs have been allocated based on floor area used (where material) and Staff related costs have been allocated on the basis of time spent on activities.

c) Analysis of governance costs	2009	2008
	£	£
Professional fees		
Audit fees	5,184	3,000
Costs of AGM and Trustee Meetings	2,689	1,902
Annual Report	2,030	1,970
Apportionment of staff and support costs	21,930	18,485
Total governance costs	31,833	25,357

d) Staff Costs	2009	2008
	£	£
Wages and Salaries	665,819	592,901
Employers National Insurance	69,899	55,572
Pension costs	54,097	43,423
Total Staff Costs	818,814	694,896

Number of employees whose emoluments as defined for tax purposes amounted to over £50,000 in the year was as follows

	2009	2008
£50,000-£70,000	1	1
	1	1

All employees earning more than £50,000 participated in the pension scheme

e) Average Staff Numbers	2009	2008
Senior Management Team	4.0	4.0
Operations Team	9.4	5.0
Marketing Team	8.0	6.5
Administration & Facilities Team	7.1	5.5
Fundraising Team	3.0	2.0
Total	39.5	23.0

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

4) Net incoming resources is arrived at after charging for the following:

	2009	2008
	£	£
Depreciation	11,576	10,750
Profit/(loss) on disposal of fixed assets		0
Auditor's Remuneration	5,184	3,000
Irrecoverable VAT	0	(1,099)

5) Taxation

No provision has been made for taxation as the company is a registered charity

6) Fixed Assets

Cost	Office Fixtures & Fittings £	Computer Equipment £	Total
At 1 April 2008	49,856	32,756	82,612
Additions	1,558	5,440	6,997
Disposals	0		0
At 31 March 2009	51,414	38,196	89,609
Depreciation			
At 1 April 2008	44,306	24,238	68,544
Charge for the year	4,823	6,753	11,576
On disposals			0
At 31 March 2009	49,129	30,991	80,120
Net Book Value			
At 31 March 2009	2,284	7,205	9,489
At 31 March 2008	5,550	10,346	15,896

7) Debtors

	2009	2008
	£	£
Trade Debtors	165,481	186,017
Other Debtors and Prepayments	188,618	44,624
	354,099	230,641

8) Creditors

	2009	2008
	£	£
Trade Creditors	82,035	28,658
Other Taxes and Social Security	418	84,662
Outstanding pension contributions		3,610
Other Creditors and Accruals	300,484	260,483
	382,938	377,413

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

9) Reserves

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Balance Brought Forward as originally stated	151,369	6,782	158,151
Prior year adjustment	0		0
Net Incoming Resources	14,882	(6,782)	8,100
Transfer between Funds			0
	166,251	0	166,251

Analysis of net assets between funds
Fund balances as at 31st March 2009 are represented by:

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	9,489	0	9,489
Current Assets	539,699	0	539,699
Current Liabilities	(382,938)	0	(382,938)
	166,251	0	166,251

10) Analysis of Unrestricted Funds

	Balance B/Fwd £	Incoming Resources £	Outgoing Resources £	Balance C/Fwd £
General Fund	140,814	14,882	0	155,696
Designated Fund HIV Prevention and Sexual Health Services	0	0	0	0
Designated Fund Mental Health Services	0	0	0	0
Designated Fund Promotional Activities	0	0	0	0
Designated Fund Young People	10,555	0	0	10,555
	151,369	14,882	0	166,251

11) Analysis of Restricted Funds

	Balance B/Fwd £	Incoming Resources £	Outgoing Resources £	Balance C/Fwd £
Rainbow Partnership	5,000		5,000	0
Health Summit	1,782		1,782	0
	6,782	0	6,782	0

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

11 con'd) Analysis of Restricted Funds

Rainbow Partnership

The purpose of this grant is to support the work of the LGF as part of the Capacitybuilders Improving Reach Programme.

Health Summit

The LGF organised last years LGBT Health Summit. Funding came from a variety of sources.

12) Leased Assets

Leased Premises - Princess House	Payments made current year	75,197
	Payments due 1 year	75,197
	Payments due 2-5 years	228,419
Spiritel Phone Rental	Payments made current year	5,038
	Payments due 1 year	5,038
	Payments due 2-5 years	15,115

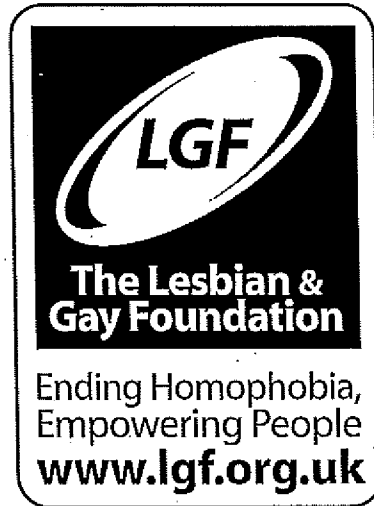
13) Trustee Remuneration and Expenses

The Trustees received no remuneration or expenses in the course of their duties. The Charity has taken out Trustee Liability insurance on behalf of the Trustees. This has been taken out in conjunction with professional liability insurance with the organisation's brokers, costing £2,280 for the year.

14) Subsidiary Companies

The Company has the following wholly owned subsidiaries

Name	Status	Registered	Activities
Manchester Lesbian & Gay Switchboard Services	Registered Charity & Company limited by guarantee	England & Wales	Dormant
The Lesbian & Gay Foundation Trading Company Limited	Company limited by shares	England & Wales	Dormant



THE LESBIAN AND GAY FOUNDATION LIMITED
(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 March 2009

Registered Charity No. 1070904
Company No. 03476576

Our Objects

To preserve and promote the good health, and in particular the physical, sexual and mental health of:

- Persons who are lesbian, gay or bisexual
- Persons in doubt of their sexual identity
- Persons diagnosed with HIV and related illnesses
- Any persons who may be affected or involved with any of the above, particularly partners and families

And to provide relief for such people in need thereof at times of mental and emotional stress.

Our Mission

Ending Homophobia, Empowering People

Our Vision

We believe in a fair and equal society where all lesbian, gay and bisexual people can achieve their full potential

Our Aims

Supporting Individuals -The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being.

Strengthening Communities - The LGF will work in partnership to build a strong, cohesive and influential lesbian, gay and bisexual community sector.

Promoting Equality - The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.

Developing Excellence - The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries

Our Values

Innovation Diversity Excellence Fairness Integrity

The Lesbian and Gay Foundation

Princess House, 105-107 Princess Street, Manchester, M1 6DD

www.lgf.org.uk

info@lgf.org.uk

Tel: 0161 235 8035

Fax: 0161 235 8036

Annual Report and Financial Statements

For the year ended 31 March 2009

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Report of the Board of Trustees For the year ending 31 March 2009

The Board of Trustees presents the report and audited financial statements of The Lesbian and Gay Foundation for the year ended 31 March 2009. The statements appear in the format required by the Statement of Recommended Practice for Accounting and Reporting by Charities (revised March 2005). The report and statements also comply with the Companies Act 1985 as The Lesbian and Gay Foundation was incorporated by guarantee on 1 December 1997. It has no share capital and is a registered charity. The guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the Directors of the company.

Structure, Governance and Management

The Lesbian and Gay Foundation is governed by a Board of Trustees who also serve as Directors of the Company. Trustees are elected by the membership of the LGF at the Annual General Meeting. Trustees are sought in a variety of ways including external advertising, recruitment from amongst the LGF's membership as well as recommendations from existing trustees and volunteers. All new trustees are required to undertake an induction and training programme. Trustee training needs are assessed and a programme of internal and external training arranged on an annual basis to meet these needs.

Full Board of Trustee meetings are held four times per year. One of these meetings is extended over two days to discuss major strategic issues. Responsibility for reviewing key areas of activity and policy are delegated to committees that report back to the quarterly Board meetings. The committees operate under agreed terms of reference and include both Trustees and members of the Senior Management Team as well as staff and at times key external specialists. These committees monitor and scrutinise the work of the LGF. The day-to-day running of the LGF is delegated to the Chief Executive and his Senior Management Team.

The current Board committees are:

- **Governance & Membership Sub-Committee** – maintains a scrutiny and review role to ensure effective governance structures are in place across the organisation.
- **Finance Sub-Committee** – maintains a scrutiny and review role to ensure effective financial management across the organisation.
- **Fundraising Sub-Committee** - ensures an effective overview and performance management system in relation to fundraising activity
- **Service Improvement Sub-Committee** – works to enhance and improve performance systems and maximise the benefits of external accreditation systems

Statement of Trustee Responsibilities in Relation to Financial Statements

Company law requires the Trustees to prepare financial statements for the financial year which give a true and fair view of the state of affairs of the company and the income and expenditure of the charitable company for the year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable it to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, as well as exercising proper financial controls.

Members of the Board of Trustees, who are Directors for the purposes of company law, and Trustees for the purposes of charity law, who served during the year and up to the date of this report are set out on page 13.

In accordance with company law, as the company's Directors, each of the Board of Trustees certify that:

- So far as they are aware, there is no relevant information of which the auditors are unaware;
- As Directors of the company they have taken the necessary steps to be aware of the information which would be relevant for audit purposes and have communicated them to the auditors.

Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that the systems are in place to mitigate our exposure to the major risks. Risks are identified through a number of routes including output from Board of Trustee meetings and Committee meetings via the regular cycle of Senior Management Team meetings and through the annual planning cycle. Risks are recorded on the Risk Register which identifies, for each risk, the steps required to mitigate the risk and the Trustee or member of the Senior Management Team responsible. The Risk Register is a standing Agenda item on the Finance Sub-committee and is reviewed at that monthly meeting. Discussion and review of the Risk register also forms part of the quarterly Board Meetings.

Subsidiary Companies

As at 31 March 2009 The Lesbian and Gay Foundation has two wholly owned subsidiaries both of which were dormant for the year ended 31 March 2009. These companies are Manchester Lesbian and Gay Switchboard Services Limited and the Lesbian and Gay Foundation Trading Company Limited.

Objectives and principal activities

All our principal activities support our objects, mission and vision. The four major areas of activity are supporting individuals, strengthening communities, promoting equality and developing excellence.

Our services include a wide range of community, health and support services. A broad community programme incorporates a number of groups that are run by our staff and volunteers at Princess House. Including men's groups, lesbian groups and a black LGB group. These groups support an increasing number of lesbian, gay and bisexual people. Health services continue to have a strong focus around HIV prevention and sexual health through our Condom and Lube Distribution Scheme, the outreach clinic and information, education and training. Other health and support services include a counselling service, helpline advice service, substance misuse project and sex workers project. During the year, two of our major projects have continued to be successful; Exceeding Expectations, a multi-agency schools project running across Manchester secondary schools and The Rainbow Partnership, a coalition of LGB&T groups across the North West of England.

A wide variety of information and advice services support and reinforce our objectives. These include a free monthly magazine, distributed throughout the North West, which addresses a wide range of health, community and other issues. Our website and numerous information resources, including sexual health guides, legal rights guides and a civil partnership guide provide relevant and up to date information and advice to lesbian, gay and bisexual people and their families and friends. Internal and external training courses also reach a wide variety of people and organisations.

To ensure lesbian, gay and bisexual people's voices are heard the LGF is represented on a number of local, regional and national bodies including the North West Equality and Diversity Group, Greater Manchester Sexual Health Network and the Greater Manchester Voluntary Sector Consortium, amongst many others.

To deliver these activities the LGF is reliant on the support and enthusiasm of our volunteers. We currently have over 200 dedicated volunteers, many of whom are members of the LGF, who provide over 6,000 hours of vital volunteering across all our services.

Principal achievements for the year

Operations

The Operations Team continues to deliver a growing range of high quality services. Key achievements against objectives include:

- The research for and publication of "Breaking the Cycle", a landmark strategy for the LGB sector in the north west, which has attracted national interest.
- The launch of the Helping Hand campaign enabling 31 diverse organisations to promote good sexual health.
- The production of the Sex Education and Sex Bomb resources to support our sexual health work.
- The successful continuation of the outreach sexual health clinic reached over 160 men.
- The launch of "Part of the Picture", a major national five year project funded by the Big Lottery, to research the drug and alcohol usage of LGB people, undertaken in partnership with the University of Central Lancashire.
- The counselling team has continued to grow and diversify in terms of its skill's base and the diversity of its volunteers and last year served over 500 clients in almost 1,000 sessions.
- The introduction of a Comic Relief funded young people's mental health project.
- The Helpline currently has 60 operators and continues to provide information and support to the LGB communities across the North West and beyond.
- Exceeding Expectations has produced a play for young people in schools, which has been seen by over 3,000 school children, and a total of 8 newsletters that have reached every adult working in secondary and primary schools across Manchester.
- The continued success of our three advice surgeries which served over 100 people last year (Police – 50, Housing – 45 and Legal – 24).
- The Rainbow Partnership has grown by over a third during the last financial year and now has over 310 members, enabling the LGF to work in partnership across new areas and to offer information, advice and support to the LGB&T voluntary and community sector across the region

Communications

The Communications Team plays an essential role in making sure that our LGB communities remain informed and up to date on key issues affecting them, as well as ensuring people know about the services that the LGF and other organisations can offer them. Key achievements against objectives included:

- The LGF's website (www.lgf.org.uk), continued to be an increasingly significant resource, providing news, information and advice to people not only regionally, but indeed nationally and internationally. With content developed on a daily basis, the number of unique users more than doubled during the year to over 138,000.
- A range of new printed resources were produced throughout the year for distribution across the region, including: (i) Sex Bomb – focusing on HIV and AIDs (ii) Girls on Pop – aimed at reducing alcohol consumption amongst lesbian and bisexual women (iii) Pocket Village – a 3D Map of Manchester's Gay Village; (iv) Thanks for the Mammaries – celebrating women's breasts and raising awareness of breast cancer ; (v) Sex Education – including vital information on sexual health and all the major STIs; (vi) We are Family – considering the range of parenting options for LGB people ; and (vii) a reprint produced of 'Beating about the Bush', providing essential information on sexual wellbeing for lesbian and bisexual women.
- We continued our focus on sexual health, including specific campaigns on syphilis and chlamydia, joint work with the Bears and Skins community groups, and a redesign of our men's CLDS scheme as well as our new women's sexual health packs.
- Our regional community magazine (outnorthwest) continued to highlight issues affecting LGB people, including personal stories on sexism, body image, serving in the armed forces, breast cancer, domestic abuse, and celebrating being black. A new regular feature on physical health, sports and LGB sporting groups was also included.
- A special, one-off booklet about the LGF called *Impact* was produced to update our key stakeholders on the LGF's work programmes. Other key productions included 'Exceeding Expectations' newsletters for teachers across Manchester Schools; and 'Foundation' for LGF staff and volunteers.
- With support from the EHRC, our sexual orientation roadshow exceeded its target of attending twelve functions, with LGF staff attending nearly 50 different events either to present, be consulted, advise or hand out resources.
- Recognising the diversity within our own community, the LGF held four key events throughout the year, including (i) 'Celebrate' for people of faith in partnership with Manchester Cathedral; (ii) 'Through the Ages' to bring together LGB across the generations; (iii) 'Where We Live' for BME people in partnership with the rukus Federation; and (iv) 'Sugar & Spice III', the UK's premier health and wellbeing event for Lesbian and Bisexual women. Sexuality Awareness training sessions were also provided for staff working with disabled people.

- Following a spate of homophobic incidences and attacks, we instigated the start of our 'Enough is Enough' campaign, engaging with the local community to collect their experiences of discrimination and hate crime. A survey of over 200 residents was also undertaken in partnership with Greater Manchester Police.
- Focused on six key areas of the LGF's service provision, our central campaign for the year (*We can't do it without you!*), centred on the contribution that individuals in our community make to our work, both through volunteering and donations.
- Our reach across the North West region was considerably expanded, with the number of distribution points (including colleges, GPs, bars and clubs, libraries, clinics, youth clubs and other venues), increasing by 26% to 465 venues.
- We continued to provide articles for other publications, including the national LGB 'Pink Paper' and the Manchester based 'Hot Village'.
- We launched 'LGF Design', extending our design services to a range of other organisations, including George House Trust, Healthy Schools Manchester, Brook, and Jigsaw (Stonewall Housing).

Funding and Fundraising

Following initial establishment of a fundraising programme in 2007/08, the organisation joined the Fundraising Standards Board (FRSB) and the team was joined mid-year by a new 'Trusts & Foundations Co-ordinator'. Notable achievements for 2008/09 were:

- Continued support from key venues throughout Manchester's Gay Village as part of the LGF's 'Bar and Club Scheme', with ongoing fundraising at Essential, Queer, Cruz 101, Baa Bar and Manto. Other events were also held in partnership with Vanilla, Via, Poptastic and Legends.
- Our key Charity Challenges for the year included the 10k Manchester Run and the Manchester to Blackpool Bike Ride. Individual sponsorship was further bolstered by a charitable donation from 'Jagger & Associates'. Other individual undertakings included a 'slimathon' and a trek up Everest!
- In conjunction with our new main campaign for the year ("We can't do it without you!"), we continued to promote the LGF's Donor Scheme, encouraging the LGB community to financially help support the LGF's services.
- A wide variety of special events such as the 'July White Weekend', 'Halloween Hog Roast', 'Speed Dating', 'Cheese & Wine evenings', 'Gay City Rollers' and 'Pretty in Pink' raised unrestricted income whilst also providing a fun mix of social opportunities. Other notable partners who helped raise money for the LGF through their own activities included the Great British Bears Bash, the Skins Weekend, GMP's LAGSA, and Manchester Metropolitan University.
- We launched the LGF's 'Walk Against Homophobia', with over 200 people marching through the streets of Manchester to raise awareness and funds to end the discrimination faced by LGB people. Additional sponsorship was kindly received from NHS Manchester and the North West Development Agency.

- Continuing to support the charity Manchester Pride through operating the wristband-exchange offices, and fundraising throughout the parade and vigil. This successfully raised £26,000 towards our free Condom and Lube Distribution Scheme (CLDS). In our own right, we also received sponsorship from NHS NW towards support of the LGF's Pride activities.
- We led on Manchester's World AIDS Day Partnership, successfully raising awareness across the city about HIV and AIDS, and supported by successful World AIDS Day collections.
- We continued to submit applications to both statutory sources and Trusts and Foundations. Funders for projects in 2008/09 included the Equalities and Human Rights Commission, CapacityBuilders, Greater Manchester Police Authority, Breathing Places, Big Lottery's Research Programme, Comic Relief, Association of Greater Manchester Authorities, Manchester City Council, North West Improvement and Efficiency Partnership / Celebr8 and the Department of Health's new LGB&T Advisory Group.
- Building on our legacy awareness raising campaign for LGB charities last year, we launched 'Be a Gay Icon', considering the contribution that can be made beyond a person's lifetime.

The Business Support Unit

The Business Support Unit manages and delivers a wide range of strategic and other activities which support the work of the operations, communications and fundraising teams. Its role involves the delivery of the following services: administration, human resources, performance management, business planning, facilities management, health and safety, risk management, IT, internal communications and learning and development. Key developments included:

- The significant development of our financial control and other systems, including their consolidation into a Finance Operating Manual.
- The recruitment and induction of additional staff, increasing the LGF's staff complement by 50%.
- The launch of a Balanced Scorecard as an integral part of our performance management framework.
- The introduction of a new monthly newsletter for volunteers to improve our communication with this key group of stakeholders.
- Significant changes to our people management processes, inspired by our Investors in People preparation programme.
- A successful exercise to significantly reduce the level of aged debtors.

Our impact in Brief

- 379,015 people accessed the LGF via our services, resources, magazine and other printed resources (excluding safer sex packs).
- Through providing safer sex packs, we enabled people to have safer sex over 540,000 times last year within Greater Manchester.
- We produced and distributed over 180,000 copies of outnorthwest and a further 192,831 resources informing and advising LGB people and their supporters – including vital information on local services, sexual health, mental health and drug and alcohol related issues.
- Through our Helpline and email support over 2,000 people were supported and informed.
- We provided almost 1,000 hours of counselling; helping to improve the mental health of LGB people across Greater Manchester and into the North West.
- During 1,422 visits to groupwork sessions, people were able to explore coming out, meet others and gain vital support and information in a safe and supportive environment.
- We helped the campaign to reduce sexually transmitted diseases and HIV infection by opening the doors to our unique, community based outreach sexual health clinic to 167 men.
- Our website took over 13 million hits to make a significant contribution to increasing access to information and services to LGBT people who were unable or chose not to visit us in person.
- Almost 3,000 people walked through our doors to receive crisis intervention, work in partnership or simply to ask for information, advice or training. Continuing to develop on our growth in venue hire, we generated over £25,000 of income.

Without the dedicated trustees, volunteers and staff of the Lesbian & Gay Foundation, none of this work would happen.

Financial review and results for the year

The result for the year shows total incoming resources at £1,427,053. As with previous years the Primary Care Trusts in Greater Manchester continue to be a substantial source of income, however we continue to diversify our income base and the year generated some new funding sources and increased income from a number of our activities for generating funds. Our income across all sources increased by 9% during the year. We have analysed costs in line with our major activities, namely **Services**

(Health, Therapeutic, Advice and Community Services and the Condom and Lube Distribution Scheme), **Information** (Magazine, Website and other Information Resources) and **Research**. In line with our activities, expenditure on **Services** accounts for approximately 44% of our expenditure and **Information** approximately 38%.

The net increase in funds as at end of March was £8,100 resulting in total funds carried forward of £166,251. As a result, free unrestricted reserves at the end of the year are £166,251.

Reserves Policy

The Trustees have established a policy whereby the unrestricted funds not committed to project activity or invested in tangible fixed assets held by the LGF should be built up to between a minimum of 3 months and a maximum of 9 months running costs at any one time (as recommended by the Charities Commission). At this level the Board of Trustees believe they would be able to continue the current activities of the charity in the event of a significant drop or change in the nature of funding. Given this situation it would be necessary to look at what funding is generated and the level of project activity carried out by the LGF and risk planning exercises have been carried out by the Board of Trustees. At the 31st March 2009 unrestricted reserves amounted to approximately 1.5 months of running costs and therefore do not reach the minimum target level. The LGF will continue to look at new funding streams that will contribute to additional increases in free unrestricted reserves in the future. The Board is aware of its requirement to increase unrestricted reserves and continually looks at the financial position of the Charity.

Future Plans

The next five years will see continued growth of the work and influence of the LGF. Our revised business planning process has been led by the establishment of our four strategic goals which, linked to our Vision, Mission and Values will drive forward the LGF's agenda and priorities for the medium to long term from 2008/09.

The four strategic goals are:

1. Supporting Individuals

The LGF will support lesbian, gay and bisexual people to increase their skills, knowledge, and self-confidence to improve health and well-being.

2. Strengthening Communities

The LGF will work in partnership to build a strong, cohesive and influential lesbian, gay and bisexual community sector.

3. Promoting Equality

The LGF will promote awareness, visibility and inclusion of lesbian, gay and bisexual people to achieve full equality.

4. Developing Excellence

The LGF will continuously develop its people, systems and procedures to deliver and sustain excellence for all of our beneficiaries

Our operational plan for 2009/10 includes the development of a number of new initiatives and a comprehensive review and development plan to increase the quality, delivery and reach of a number of our existing services. Highlights from our plan include:

- Following on from a year of securing significant new bids by delivering a wide range of new services for the LGB communities of the region.
- Supporting the broader LGB&T voluntary community sector in the North West.
- Championing the rights of LGB people, especially as the Single Equality Bill is debated in Parliament.
- Developing new and consolidating existing income streams to ensure a financially sustainable future for the LGF.
- The launch of a radically transformed first point of call service for our service users.
- Launching the "Caring with Confidence" project, a major regional initiative to support the needs of LGB&T carers in the region, delivered with partner organisations, Armistead in Liverpool and Shiver in Blackpool.
- Continue to seek funding to support and develop our work with lesbians and bisexual women.
- Promoting the adoption of "Breaking the Cycle", the North West's LGBT strategy.
- Securing sources of funding for our ever-growing engagement and consultation work.
- Promoting our "blocked email" campaign to root out homophobic email and internet use policies in the workplace.
- Promoting sexual orientation monitoring as a key requirement for statutory and other services.
- Developing our new consultancy and training activities to meet the growing need of statutory, voluntary and other organisations to be at the forefront of good practice in providing positive workplaces and customer experiences for LGB people.
- Securing Investors in People accreditation to recognise the work done to enhance and develop our people management systems.
- Developing our financial systems and reporting to ensure that managers and Trustees have the information they need to make best use of our finite resources.
- Producing a three year strategic and financial plan enshrining our Vision for the future of the LGF.

We will be increasing our staffing base from it's current level of 35, potentially to over 40 members of staff, if the LGF's funding continues to increase. We will continue to seek funding from a wide and diverse range of sources to enable us to continue to

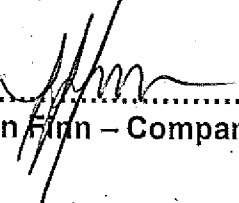
deliver new and innovative services for LGB communities and ensure that the voices of our communities continues to be heard.

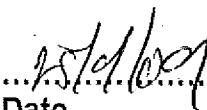
Auditors

Beever and Struthers were elected as auditors for the year at the Annual General Meeting.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985.

By order of the Management Committee


.....
John Finn – Company Secretary


.....
Date

Trustees, Officers and Advisors

Status

A registered Charity established as a Company limited by guarantee.
Registered as a Company on 1 December 1997
Registered as a Charity on 7 August 1998
Registered Company Number: 3476576
Registered Charity Number: 1070904

Trustees

David McGovern (Chair)
Sarah Holden (Deputy Chair)
Glyn Jenkins (Treasurer)
James Barnard (Vice Treasurer)
Ben Amponsah (resigned 3rd October 2008)
Edward Cox
Maxine Dixon (from 3rd October 2008)
John Finn
Gary Hardman
Moneeza Iqbal (resigned 3rd October 2008)
Julie Ledger (from 3rd October 2008)
Gwyn Starkey
Tamsin Deasey
John Goldring
David Rogerson

Company Secretary

John Finn

Senior Management Team

Paul Martin (Chief Executive)
Judith Greenhalgh (Deputy Chief Executive) – left November 2008
Matt Harby (Director of Fundraising & Marketing)
Rob Cookson (Director of Operations)
Darren Watmough (Director of Finance) – from December 2008

Head Office and Registered Office

Princess House
105-107 Princess Street
Manchester
M1 6DD

Tel:

0161 235 8035

Fax:

0161235 8036

e-mail:

info@lgf.org.uk

Web site:

www.lgf.org.uk

Auditors

Beevers & Struthers
St George's House
215-219 Chester Road
Manchester
M15 4JE

Bankers

Barclays Bank plc
876 Stockport Road
Levenshulme
Manchester
M19 3BP

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

**Independent Auditors' Report to the members of The Lesbian & Gay Foundation Limited
For the year ended 31 March 2009**

We have audited the financial statements of The Lesbian & Gay Foundation Limited for the year ended 31 March 2009, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein, the historical cost convention, 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of management committee and auditors

As described in the Statement of Director's Responsibilities, the charitable company's trustees, who are also directors of The Lesbian & Gay Foundation Limited, are responsible for the preparation of the report of the board of trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 and whether the report of the board of trustees is consistent with the financial statements. We also report to you if, in our opinion, the charitable company 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 other information contained in the report of the board of trustees and consider whether it is consistent with the audited financial statements. This other information comprises only the report of the board of trustees. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information beyond that referred to in this paragraph.

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 the 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 for the year then ended; and
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the trustees' report is consistent with the financial statements.

Beever and Struthers

Beever & Struthers
Chartered Accountants & Registered Auditors
St George's House
215-219 Chester Road
Manchester
M15 4JE

Date: 25.9.09

The Lesbian and Gay Foundation Limited

Statement of Financial Activities

for the year ended 31 March 2009 (incorporating income and expenditure accounts)

	Notes	Unrestricted funds	Restricted Funds	TOTAL 2009	TOTAL 2008
		£	£	£	£
Incoming resources					
Incoming resources from generated funds					
Voluntary Income		99,420	0	99,420	100,726
Activities for generating funds:					
Fees and other sales		164,705	0	164,705	237,342
Investment income		3,439	0	3,439	1,747
Incoming Resources from charitable activities		832,624	326,865	1,159,488	965,287
Total incoming resources	2	1,100,188	326,865	1,427,053	1,305,102
Resources expended					
Costs of generating funds					
Voluntary Income		62,045		62,045	82,709
Cost of sales		93,389		93,389	55,734
Cost of charitable activities					
Services		315,178	307,647	622,825	595,729
Information		532,479		532,479	492,326
Research		50,382		50,382	45,935
Grants Paid	1	0	26,000	26,000	23,000
Governance costs		31,833		31,833	25,357
Total resources expended	3/4	1,085,307	333,647	1,418,954	1,320,790
Net incoming/(outgoing resources for the year/ Net income/(expenditure for the year)		14,882	-6,782	8,100	-15,688
Total funds brought forward 1 April 2008		151,369	6,782	158,151	173,840
Total funds carried forward 31 March 2009		166,251	0	166,251	158,152

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

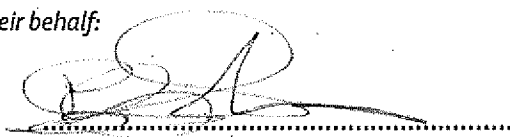
The Lesbian and Gay Foundation Limited
Balance Sheet as at 31 March 2009

		2009	2009	2008	2008
	Note	£	£	£	£
Fixed Assets					
Office Fixtures and Fittings			2,284		5,550
Computer Equipment			7,205		10,346
	6		9,489		15,896
Current Assets					
Debtors	7	354,099		230,641	
Cash at Bank and in Hand		185,600		289,027	
		539,699		519,668	
Current Liabilities					
Creditors falling due within one year	8	382,938		377,413	
Net Current Assets			156,762		142,255
Total Assets less Current Liabilities			166,251		158,151
Represented by:					
Funds and Reserves					
	9				
Unrestricted Funds			166,251		151,369
Restricted Funds			0		6,782
Total Funds			166,251		158,151

The financial statements have been prepared in accordance with the special provisions in Part V11 of the Companies Act 1985 relating to small companies

Approved by the Management Committee and signed on their behalf:


 David McGovern - Chair


 Glyn Jenkins - Treasurer

25/09/09
 Date

25.9.09
 Date

1 Accounting Policies

The principal policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the year and in the preceding year.

a) Basis of preparation of accounts

The Financial Statements have been prepared under the historical cost convention in accordance with applicable accounting standards, the Companies Act 1985 and follow the recommendations in the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities issued February 2005. Where necessary comparative figures have been restated in accordance with the revised SORP.

b) Incoming resources

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Revenue grants are shown in the Statement of Financial Activities in the year in which they are receivable.

c) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

d) Fixed Assets

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its estimated useful life at the rates of:

Computer Equipment	33% straight line basis
Office Furniture & Fixtures	33% straight line basis

Only assets with a value of over £350 are capitalised

e) Resources Expended

All expenditure is accounted for on an accruals basis.

- Costs of generating funds are those costs incurred in attracting voluntary income and those incurred in other activities that raise funds.
- Charitable activities include expenditure associated with our major work programmes; services, information and research, and include both the direct costs and support costs relating to these activities.

- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.
 - Support costs have been allocated across all activities. Premises related costs have been allocated based on floor usage (where material) and staff related costs have been allocated on the basis of time spent on activities. Note 3 shows details of these allocations.
- f) Financial Reporting Standard 1
The company has taken advantage of the exemption under Financial Reporting Standard 1 from preparing a cash flow statement on the grounds that it is a small company.
- g) Subsidiary Companies and Joint Arrangements
The company has not prepared consolidated accounts because its two subsidiary companies have not operated within the year and have no assets or liabilities.
- h) VAT
The Lesbian & Gay Foundation registered for VAT on 1 April 2002. The majority of the work the Foundation undertakes is within the scope of VAT with an element of supplies outside the scope of VAT. Input tax is not recoverable on inputs relating to supplies outside the scope of VAT. Any irrecoverable VAT is charged to the income and expenditure account in the year in which it is incurred.
- i) Operating leases
Rentals due under operating leases are charged over the lease term on a straight line basis or on the basis of actual rentals payable where this fairly reflects usage.
- j) Pensions
The Lesbian & Gay Foundation contributes to defined contribution pension schemes on behalf of its employees. The assets of these schemes are entirely separate to those of the charity. The pension cost shown represents contributions payable by the charity on behalf of the employees. There were no outstanding contributions at the balance sheet date.
- k) Grants paid
Grants paid are recognised when the grants awards panel make the decision to award the grant. 30 grants were awarded to small HIV and LGBT groups in Greater Manchester. The maximum grants awarded were £1,000.

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

2) Incoming Resources	Unrestricted funds	Restricted Funds	TOTAL 2009	TOTAL 2008
	£	£	£	£
Voluntary Income				
<i>Operation Fundraiser/Pride Donations</i>	26,500		26,500	23,750
<i>Supporters Scheme & Individual Donations</i>	48,832		48,832	48,428
<i>Sponsorship</i>	24,088		24,088	28,548
	99,420	0	99,420	100,726
Activities for generating funds:				
Fees and other sales				
<i>Counselling income</i>	7,631		7,631	9,518
<i>Magazine advertising</i>	71,027		71,027	114,120
<i>Distribution sales</i>	15,516		15,516	17,593
<i>Venue Hire</i>	41,363		41,363	29,143
<i>Training Income</i>	7,927		7,927	0
<i>Student placement fees</i>	8,800		8,800	8,457
<i>Web income</i>	650		650	90
<i>Other miscellaneous income</i>	4,901		4,901	12,846
<i>Marketing Income</i>	6,890		6,890	27,316
<i>Operation Fundraiser Surplus</i>	0		0	18,259
<i>Less bad debts</i>	0		0	0
	164,705	0	164,705	237,342
Investment Income				
<i>Bank interest received</i>	3,439		3,439	1,747
	3,439	0	3,439	1,747
Incoming Resources from charitable activities				
Grants and Contracts				
<i>North Manchester Primary Care Trust</i>	277,045		277,045	284,587
<i>Ashton, Leigh & Wigan Primary Care Trust</i>	25,852		25,852	25,271
<i>Bolton Primary Care Trust</i>	10,105		10,105	9,878
<i>Stockport Primary Care Trust</i>	30,923		30,923	30,169
<i>Trafford Primary Care Trust</i>	46,587		46,587	45,540
<i>Salford Primary Care Trust</i>	133,008		133,008	130,017
<i>Oldham Primary Care Trust</i>	25,504		25,504	24,931
<i>Tameside & Glossop Primary Care Trust</i>	19,205		19,205	18,773
<i>Bury Primary Care Trust</i>	34,717		34,717	33,870
<i>Rochdale Primary Care Trust</i>	20,529		20,529	20,067
<i>Other Statutory Sector</i>	50,248		50,248	0
<i>Mental Health services</i>		52,000	52,000	40,000
<i>Manchester City Council Helpline</i>	20,020		20,020	19,630
<i>Rampton Income</i>	24,205		24,205	23,500
<i>Drug and Alcohol services</i>	0	43,203	43,203	47,232
<i>Blue Room</i>			0	28,220
<i>East Manchester Regeneration</i>	0		0	0
<i>Terrence Higgins Trust CHAPS</i>	33,000		33,000	33,000
<i>Womens health</i>	16,309		16,309	9,000
<i>Manchester City Council Exceeding Expectations</i>		48,760	48,760	39,897
<i>Capacity Builders</i>	0	83,677	83,677	44,100
<i>EHRC</i>	0	35,836	35,836	0
<i>Community Futures</i>	0	26,000	26,000	23,750
<i>Big Lottery - Drugs and Alcohol Research</i>	59,609		59,609	
<i>GMCVO</i>	0		0	13,584
<i>Health Summit</i>	0		0	14,259
<i>Comic Relief</i>		17,550	17,550	0
<i>Breathing Places</i>		9,998	9,998	0
<i>Five Counties</i>		9,841	9,841	0
<i>Other grants and trusts</i>	5,758		5,758	6,012
	832,624	326,865	1,159,488	965,287
	1,100,188	326,865	1,427,053	1,305,102

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

3) Resources Expended

a) Analysis of total resources expended	Direct Costs	Support Costs	Total 2009	Total 2008
	£	£	£	£
Costs of generating funds				
Voluntary income	42,174	19,871	62,045	52,709
Cost of sales	71,266	22,133	93,399	55,734
Cost of charitable activities				
Services	455,748	157,075	622,825	585,728
Information	377,708	154,771	532,479	492,328
Research	35,550	13,732	50,382	45,935
Grants Paid	28,000		28,000	23,000
Governance costs	26,888	4,847	31,835	25,357
Total resources expended	1,036,522	382,431	1,418,954	1,320,790

b) Analysis of support costs	Voluntary Income	Fees and other sales	Services	Information	Research	Governance	Total 2009	Total 2008
	Premises Costs	4,984	5,551	41,901	38,815	3,444	1,216	95,911
Support Staff Costs	9,204	10,252	77,389	71,890	6,351	2,245	177,141	154,702
Administrative Costs	5,082	5,550	42,726	39,581	3,512	1,239	97,803	68,381
Depreciation	602	570	5,057	4,685	416	147	11,576	10,450
Total Support Costs	19,871	22,133	167,078	154,771	13,732	4,847	382,431	383,555

Support costs have been allocated across activities. Premises related costs have been allocated based on floor area used (where material) and Staff related costs have been allocated on the basis of time spent on activities.

c) Analysis of governance costs	2009	2008
	£	£
Professional fees		
Audit fees	5,184	3,000
Costs of AGM and Trustee Meetings	2,689	1,902
Annual Report	2,030	1,970
Apportionment of staff and support costs	21,930	18,485
Total governance costs	31,833	25,357

d) Staff Costs	2009	2008
	£	£
Wages and Salaries	666,819	592,901
Employers National Insurance	69,899	56,572
Pension costs	54,097	48,423
Total Staff Costs	818,814	694,896

Number of employees whose emoluments as defined for tax purposes amounted to over £50,000 in the year was as follows

	2009	2008
£50,000-£70,000	1	1
	1	1

All employees earning more than £50,000 participated in the pension scheme

e) Average Staff Numbers	2009	2008
	Senior Management Team	4.0
Operations Team	8.4	5.0
Marketing Team	8.0	6.5
Administration & Facilities Team	7.1	5.5
Fundraising Team	3.0	2.0
Total	39.5	23.0

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

4) Net incoming resources is arrived at after charging for the following:

	2009	2008
	£	£
Depreciation	11,576	10,750
Profit/(loss) on disposal of fixed assets		0
Auditor's Remuneration	5,184	3,000
Irrecoverable VAT	0	(1,099)

5) Taxation

No provision has been made for taxation as the company is a registered charity

6) Fixed Assets

Cost	Office Fixtures & Fittings £	Computer Equipment £	Total
At 1 April 2008	49,856	32,756	82,612
Additions	1,558	5,440	6,997
Disposals	0		0
At 31 March 2009	51,414	38,196	89,609
Depreciation			
At 1 April 2008	44,306	24,238	68,544
Charge for the year	4,823	6,753	11,576
On disposals			0
At 31 March 2009	49,129	30,991	80,120
Net Book Value			
At 31 March 2009	2,284	7,205	9,489
At 31 March 2008	5,550	10,346	15,896

7) Debtors

	2009	2008
	£	£
Trade Debtors	165,481	186,017
Other Debtors and Prepayments	188,618	44,624
	354,099	230,641

8) Creditors

	2009	2008
	£	£
Trade Creditors	82,035	28,658
Other Taxes and Social Security	418	84,662
Outstanding pension contributions		3,610
Other Creditors and Accruals	300,484	260,483
	382,938	377,413

The Lesbian and Gay Foundation Limited
Notes to the Accounts 31 March 2009 (continued)

9) Reserves

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Balance Brought Forward as originally stated	151,369	6,782	158,151
Prior year adjustment	0		0
Net Incoming Resources	14,882	(6,782)	8,100
Transfer between Funds			0
	166,251	0	166,251

Analysis of net assets between funds
Fund balances as at 31st March 2009 are represented by:

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	9,489	0	9,489
Current Assets	539,699	0	539,699
Current Liabilities	(382,938)	0	(382,938)
	166,251	0	166,251

10) Analysis of Unrestricted Funds

	Balance B/Fwd £	Incoming Resources £	Outgoing Resources £	Balance C/Fwd £
General Fund	140,814	14,882	0	155,696
Designated Fund HIV Prevention and Sexual Health Services	0	0	0	0
Designated Fund Mental Health Services	0	0	0	0
Designated Fund Promotional Activities	0	0	0	0
Designated Fund Young People	10,555	0	0	10,555
	151,369	14,882	0	166,251

11) Analysis of Restricted Funds

	Balance B/Fwd £	Incoming Resources £	Outgoing Resources £	Balance C/Fwd £
Rainbow Partnership	5,000		5,000	0
Health Summit	1,782		1,782	0
	6,782	0	6,782	0

The Lesbian and Gay Foundation Limited
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11 con'd) Analysis of Restricted Funds

Rainbow Partnership

The purpose of this grant is to support the work of the LGF as part of the Capacitybuilders Improving Reach Programme.

Health Summit

The LGF organised last years LGBT Health Summit. Funding came from a variety of sources.

12) Leased Assets

Leased Premises - Princess House	Payments made current year	75,197
	Payments due 1 year	75,197
	Payments due 2-5 years	228,419
Spiritel Phone Rental	Payments made current year	5,038
	Payments due 1 year	5,038
	Payments due 2-5 years	15,115

13) Trustee Remuneration and Expenses

The Trustees received no remuneration or expenses in the course of their duties. The Charity has taken out Trustee Liability insurance on behalf of the Trustees. This has been taken out in conjunction with professional liability insurance with the organisation's brokers, costing £2,280 for the year.

14) Subsidiary Companies

The Company has the following wholly owned subsidiaries

Name	Status	Registered	Activities
Manchester Lesbian & Gay Switchboard Services	Registered Charity & Company limited by guarantee	England & Wales	Dormant
The Lesbian & Gay Foundation Trading Company Limited	Company limited by shares	England & Wales	Dormant