

The Lesbian & Gay Foundation Limited

The Lesbian & Gay Foundation Limited

**Annual Report and
Accounts for the
Period ending**

31 March 2005

**Company Registration Number
03476576 (England & Wales)**

**Charity Registration Number
1070904**

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For the year ending 31 March 2005

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The Lesbian & Gay Foundation Limited

Legal and Administrative Details

As at 31 March 2005

Status A registered Charity established as a Company limited by guarantee.
Registered as a Company on 1 December 1997.
Registered as a Charity 7 August 1998.
Registered Company Number: 03476576.
Registered Charity Number: 1070904.

Trustees Ben Amponsah - Chair
Glyn Jenkins - Treasurer
Jill Cunningham
Gill Keogan
Gwyn Starkey*
Gary Hardman*
Richard McKendrick*
Margaret Beswick*
Anne McCormack*
Debbie Bowley*
John Finn*

Elected at the Annual General Meeting
• Co-opted as Trustees on 16th December 2004

Company Secretary Stuart Harrison (Director of Finance & Administration)

Registered Office Unity House
15 Pritchard Street
Manchester
M1 7DA

Tel 0161 235 8035
Fax 0161 235 8036
e-mail info@lgf.org.uk
www.lgf.org.uk

Auditors Slade & Cooper Accountants
6 Mount Street
Manchester
M2 5NS

Bankers Barclays Bank Plc
876 Stockport Road
Levenshulme, Manchester
M19 3BP

The Lesbian & Gay Foundation Limited

Report of the Board of Trustees

For the year ending 31 March 2005

The Board of Trustees submit their report and the audited financial statement for the year ended 31st March 2005, which comply with current statutory requirements and with the company's memorandum and articles of association.

Principle Aims and Objectives

The principle objectives for which the charity is established are:

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.

Company Status

The Lesbian & Gay Foundation is a company limited by guarantee and all members have agreed to contribute a sum not exceeding £1 in the event of a winding-up. At 31st March 2005 the Company had 71 members.

Subsidiary Companies

At 31 March 2005 the Lesbian & Gay Foundation operated two wholly owned subsidiaries both of which were dormant for the year ended 31 March 2005. These companies are Manchester Lesbian & Gay Switchboard Services Limited and the Lesbian & Gay Foundation Trading Company Limited.

The Lesbian & Gay Foundation is part of a joint fundraising initiative with George House Trust to raise funds for HIV and LGBT organisations across Greater Manchester. The main fundraising initiative is the annual Manchester Pride event. Information for this joint initiative is within the accounts.

History and Organisational Structure

Based in Manchester, the Lesbian & Gay Foundation provides services and support to people throughout the North West of England. The organisation was founded in April 2000 and the result of a successful merger between Healthy Gay Manchester and Manchester Lesbian and Gay Switchboard Services.

There are currently around 150 dedicated and enthusiastic volunteers, staff and Trustees.

Our mission is "Ending Homophobia, Empowering People"- every part of our work is towards this goal.

The Lesbian & Gay Foundation Limited

The LGF provides a wide range of services and projects, each of which falls under one of the LGF's 5 strategic goals:

Campaign – We will fight and lobby for change – By achieving full legal equality and By removing Health inequities
Research – We will be needs led and evidence driven – By continually assessing need and By regularly measuring our effectiveness
Infrastructure – We will put people first and build a strong organisation – By creating a positive and healthy working environment and By making the LGF an effective and efficient business
Support – We will deliver sustainable services and promote choice – By developing high quality, accurate information and advice and By providing innovative and holistic social care
Partnership – We will build unity and facilitate growth – By demonstrating leadership within our sector and By empowering communities and involving individuals

The organisation is governed by a Board of Trustees who also serve as Directors of the Company. They meet quarterly and ensure that the LGF operates within the objects set out in its governing department. The organisation is run on a day to day basis by the Senior Management Team comprising the Chief Executive, Deputy Chief Executive, Director of Fundraising and Director of Finance & Administration. There are separate working groups for all areas of the organisation and coordinated by the Management Team and Forum.

Review of activities and achievements during the year

The period April 2004 to March 2005 marked an exciting point in the development of The Lesbian and Gay Foundation. Marking our 5th year of operation we worked towards a process of consolidation, and the development of a long term strategic plan for the Organisation. By April 2004 we had concluded the development and consultation process around our new mission statement, vision and strategic goals. This report constitutes a summary of how The Lesbian and Gay Foundation have performed against those goals.

Campaign: We will fight & lobby for change

(1) By achieving full legal equality

- The introduction of the Civil Partnerships bill in 2004 greatly assisted our work around supporting the rights of LGB people across the region
- We produced a special edition of our magazine Outnorthwest to celebrate 40 years of campaigning for Lesbian, Gay and Bisexual (LGB) people's rights.
- In partnership with the North West Regional Assembly and other partners we helped develop and launch the Equality and Diversity strategy for the region.
- Following a visit to our organisation by the Bishop of Manchester we became members of and advisers to his Sexuality Task Force.

(2) By removing health inequities

- We continued to ensure we both informed mainstream provision in relation to LGB people and also developed holistic specialist provision.
- We have managed to influence the levers of power in Public Health through a schedule of visits from Baroness Gould (Sexual Health Select Committee), Andrew Lansley (Shadow Health Secretary) and Melanie Johnson (Public Health Minister).
- We accelerated work to encourage reporting of homophobic hate crime through launching a long term campaign with Greater Manchester Police.

Research: We will be needs led and evidence driven

(1) By continually assessing need

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- An emerging relationship with The University of Central Lancashire this year means we will be seeking to undertake nationally significant research.
- On behalf of Manchester and Salford Drug Action Team's we completed research into drug and alcohol usage amongst LGB people. With a sample of 872 this is the largest UK study of its size.

(2) By regularly measuring our effectiveness

- In developing a cycle for evaluating all our services we began a comprehensive evaluation of our Condom and Lubricant distribution scheme. (report due in May 05)

Infrastructure: We will put people first and build a strong organisation

(1) By creating a positive and healthy working environment

- In significantly improving internal communication amongst our 150 plus workforce of staff and volunteers we launched a monthly Forum and Foundation our new internal publication.
- Following a comprehensive renovation programme we are now DDA compliant and have attracted over 10,000 people to utilise our premises over the past year.
- Successful marketing of our building has ensured we have achieved a 100% increase on our financial target for room bookings
- A full induction programme and agency handbook was introduced to strengthen the staff and volunteers team and ensure good practice.
- A significant redevelopment and re-launch of our website has resulted in over 3 million hits and a programme of work to ensure a more interactive health resource for LGB people across the North West region.
- We have significantly increased our membership to over 70 and have streamlined our volunteer programme to ensure better recruitment and retention. The Helpline has seen the greatest benefit with established and new volunteers engaging with the service.
- After 5 years of producing community magazine our latest publication Outnorthwest is testament to the quality of our work, with successes including: 20 editions of a Daily out, 12 monthly editions, leaders in the fields of politics and the media coming forward to appear in the publication and the procurement of £15,000 in advertising revenue for our special Pride Festival edition.

(2) By making the LGF an effective and efficient business

- We have had a successful year in terms of fundraising choosing to enhance our success through our Operation Fundraiser project by introducing a Director of Fundraising to look at both short and long term fundraising. Over £250,000 on top of existing Primary Care Trust contracts has been raised for work in 2005-6.
- We have successfully marketed our building for hire to the private, public and voluntary sector – resulting in a 100% increase on projected income from room bookings.
- We have increased the reach and scope of our distribution network by 25% to ensure we cover more public services and a more diverse LGB audience throughout the North West.
- We have exceeded financial targets around advertising within our publication by 10% - attracting more media buyers.

Support: We will deliver sustainable services and promote choice

Whilst we have focused on reviewing our existing provision 2004 has seen the LGF embark upon some innovative work of regional and national significance.

(1) By developing high quality accurate information and advice

- The LGF Helpline celebrated its continued growth as the North West's leading LGB support and information service by embarking upon a 6 month long campaign to celebrate 30 years of operation.

The Lesbian & Gay Foundation Limited

- In 2004-5 we delivered more lesbian health campaigns than ever before whilst also completing ground breaking campaigns such as promoting HIV testing and promoting our sexual health clinic

(2) By providing innovative and holistic social care

- Possibly our greatest success story of the year was the launch of a community based sexual health clinic for LGB people. Besides promoting an innovative approach to best practice, by being driven by a partnership of voluntary and Public Sector agencies the clinic has been visited over 650 times and broken regional records for waiting times and return visits.
- The Clinic's sister project, 'The Outreach Clinic' has offered full sexual health screenings and 1 hour HIV tests to over 250 Gay and Bisexual men.
- This has been a highly successful year for our group work programme with one group achieving independence and a 30% increase in visitors.
- Our joint project with Manchester Public Health Development Service to support male sex workers has been both groundbreaking and attracted national attention.
- Whilst our Counselling service has focused on development this year there has been some key developments, including; 20% of our counsellors are now from BME communities, financial targets for the service were greatly exceeded, our work within Rampton Secure Hospital entered its 3rd year and relationships have been established with other mental health providers.

Partnerships: We will build unity and facilitate growth

Strengthening existing relationships across all sectors and building new ones has been at the fore of much of our work:

(1) By demonstrating leadership within our sector

- We have been selected as the regional Change-Up representative for the LGBT sector.
- We have been in great demand in our role as a consultant on LGB issues in the North West. Agencies requesting our help have included: The North West Regional Assembly, Voluntary Sector North West, Home Office, The Healthcare Commission, NHS Direct, The Charity Commission and the Home Office.
- In recognition of our regional status; LGF has been selected to be the regional Change-Up lead for the LGB voluntary sector.
- In partnership with The George House Trust and Bernardos LGF has established The Greater Manchester Voluntary Sector HIV Strategic Partnership – to strengthen the working relationship between the Public Health and voluntary sectors.

(2) By empowering communities and involving individuals

- Whilst this has been a year of development for our Archive and Library – a team of archive volunteers have been established and the library is now being utilised by students from local Universities. We actively participated in Lesbian and Gay History Month (February 2005) working in partnership with Manchester City Council and Middlesex University to deliver a series of Community events.
- The George House Trust, The Alzheimer's Society, Manchester City Council and Age concern have all worked in partnership with the LGF to deliver a diverse programme of training including: Personal development for HIV+ men, diversity issues, sexuality and sexual health.

2004-5

Our IMPACT in Brief

- The LGF was accessed over 3.7 million times via our services, resources, website, magazine and other printed resources.
- Through providing safer sex packs we enabled people to have safer sex over 500,000 times last year within Greater Manchester
- We informed and advised over 180,000 people through Outnorthwest – including vital information on local services, sexual health, mental health and drug and alcohol related issues.

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- Through our Helpline and administration line 5020 people were supported and informed by phone
- 100 people in over 600 sessions were helped to improve their mental health via counselling
- The 1800+ visitors to the 164 group work sessions we delivered this year were able to explore coming out, meeting others and gain other vital support and information in a safe supportive environment.
- Over 1000 members of the LGB community informed our work through research questionnaires
- We enabled over 500 people to: Become more accepting of diversity or become more aware of their sexual health or be more assertive through our training programmes
- In a year of innovative work; we helped the campaign to reduce
- Sexual transmitted diseases and HIV infection; by opening the doors of our unique community based sexual health clinic to over 650 visitors plus further 250 people via our outreach clinic.
- For every £2 we received from funders or raised ourselves a person in the North West received a sexual health or mental health service from us – a cost effective health intervention
- Via a diverse range of fundraising methods we raised £2 for every £1 we received from our statutory funders.
- Our website took over 3 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.
- Over 10,000 walked through our doors to receive crisis intervention, or work in partnership or simply ask for information, advice or training.
- Through our fundraising venture Operation Fundraiser over £130,000 was raised enabling dozens of community groups to access grants to support the development of their work with LGB people or people living with HIV or AIDS.

FINANCES AND REVIEW OF FINANCIAL ACTIVITIES

The year 2004/05 was positive in terms of the organisation's finances resulting in an increase in unrestricted reserves this year. Again, the main source of income for the charity is Primary Care Trusts in Greater Manchester.

For this year, the charity is following its new mission, vision and values in terms of its financial reporting. Expenditure is now split into the headings Fundraising, Campaigns, Research, Infrastructure, Support,

Partnerships and Management and Administration. Corresponding figures for 2004 have been revised given this change in reporting to reflect the new headings and to give better comparisons between years.

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 2005 unrestricted reserves do not reach the minimum target level as no significant funding streams have been identified in 2004/05 to increase free reserves. The Board is aware of its requirement to increase unrestricted reserves and continually looks at the financial position of the Charity.

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. A risk Assessment Register has been set up, and regular review sessions take place.

The Lesbian & Gay Foundation Limited
The Charity's Assets

Acquisitions and disposals of fixed assets during the year are recorded in the notes to the accounts.

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 of the incoming resources of the year and the application of resources of the company for that period. 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.

Trustees

The members of the board of Trustees during the period were as follows:

Ben Amponsah	Chair
Glyn Jenkins	Treasurer
Jill Cunningham	
Gill Keogan	
Paul Fairweather	Resigned 30 July 2004
Gwyn Starkey	*
Gary Hardman	*
Richard McKendrick	*
Margaret Beswick	*
Anne McCormack	*
Debbie Bowley	*
John Finn	*

* These Directors were appointed on 16th December after being co-opted to the Board. As such, they will need to put themselves forward for re-election at the next AGM in July 2005.

Auditors

Slade & Cooper will offer themselves for re-election as auditors of The Lesbian & Gay Foundation at the Annual General Meeting.

In preparing the above report, the management committee have taken advantage of special exemptions applicable to small companies provided by part II of schedule 8 to the Companies Act 1985.

By order of the Management Committee

.....
Karen Priestley – Company Secretary

.....
Date

The Lesbian & Gay Foundation Limited

Independent Auditor's Report to the members of the Lesbian & Gay Foundation For the year ending 31 March 2005

We have audited the financial statements of the Lesbian & Gay Foundation Limited for the year ended 31st March 2005 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the charity's members, as a body. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As described in the Statement of Director's Responsibilities the trustees, who are also the directors of the Lesbian & Gay Foundation for purposes of company law, are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Trustees Report is not consistent with the financial statements, if the 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 directors' remuneration and transactions with the company is not disclosed.

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

Basis of opinion

We conducted our audit in accordance with United Kingdom Auditing Standards 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 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 of the state of the charitable company's affairs as at 31st March 2005 and of its incoming resources and application of resources, including its income and expenditure, in the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Slade & Cooper Accountants
Registered Auditors
6 Mount Street
Manchester
M2 5NS

The Lesbian & Gay Foundation Limited

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005

1 Accounting Policies

- a) 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 October 2000.
- b) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received.
- c) Revenue grants are shown in the Statement of Financial Activities in the year in which they are receivable.
- d) 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.
- e) Unrestricted funds are donations and other income received or generated for the charitable purposes.
- f) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- g) Staff costs and overhead expenses are allocated to activities either directly when identifiable or on the basis of staff time spent on those activities.
- h) 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	50% straight line basis
Office Furniture & Fixtures	50% straight line basis

There is currently no capitalisation minimum

- i) The cost of generating funds includes any direct costs and staff time involved. A proportion of overhead costs is also included at a rate of 5% of the overall cost of accommodation and office expenditure.
- j) Management and administration costs of the charity relate to the direct costs of management including the costs of meetings, audit and statutory compliance and staff time involved in administration of the charity. A proportion of overhead costs is also included at a rate of 3% of the overall cost of accommodation and office expenditure.
- k) 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.
- l) The company has not prepared consolidated accounts because its 2 subsidiary companies have not operated within the year and have no assets or liabilities.
- m) 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.
- n) 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.
- o) Pensions
The Lesbian & Gay Foundation operates a Stakeholder Pension scheme with Friends Provident. Employees are given the option of paying contributions to this scheme. The company makes employer contributions of 3% of gross salary to an approved personal or stakeholder pension scheme.

The Lesbian & Gay Foundation Limited
Statement of Financial Activities and Income and Expenditure Accounts
For the year ending 31 March 2005

	Unrestricted Funds	Restricted Funds	Total Funds	Total 2004
Note	£	£	£	£
Incoming Resources				
Donations & Fundraising	49,161	0	49,161	77,368
Activities to Further the Charity's objectives:				
<i>Grants & Contracts</i>	588,386	150,246	738,632	733,788
Activities to Generate Funds:				
<i>Fees and Other Sales</i>	150,413	0	150,413	193,772
Investment Income and Interest	812	0	812	1,403
Total Incoming Resources	2 788,772	150,246	939,018	#####
Resources Expended				
Cost of Generating Funds				
Fundraising and Publicity	128,310	0	128,310	122,711
Charitable Expenditure				
<i>Campaigns</i>	113,426	0	113,426	107,283
<i>Research</i>	17,039	0	17,039	21,324
<i>Infrastructure</i>	252,765	5,523	258,288	238,966
<i>Support</i>	254,884	95,204	350,088	496,281
<i>Partnerships</i>		500	500	
<i>Management and administration</i>	44,282	350	44,632	43,140
Total Resources Expended	3/4 810,706	101,577	912,283	#####
Net Incoming/(Outgoing) Resources/ Net Income/Expenditure for year	-21,934	48,669	26,735	-(23,374)
Total Funds Brought Forward from 1 April 2004	55,197	13,077	68,274	91,648
Total Funds Carried Forward at 31 March 2005	33,263	61,746	95,009	68,274

The Lesbian & Gay Foundation Limited

Balance Sheet as at 31 March 2005

	Note	2005 £	2005 £	2004 £	2004 £
Fixed Assets					
Office Fixtures and Fittings			8,259		1,166
Computer Equipment			5,659		18,077
	6		13,918		19,243
Current Assets					
Debtors	7	132,361		114,508	
Cash at Bank and in Hand		45,528		30,573	
		177,889		145,081	
Current Liabilities					
Creditors falling due within one year	8	96,798		96,050	
Net Current Assets			81,091		49,031
Total Assets less Current Liabilities			95,009		68,274
Represented by:					
Funds and Reserves					
Unrestricted Funds	9		33,263		55,197
Restricted Funds			61,746		13,077
Total Funds			95,009		68,274

The management committee have taken advantage of the exemptions available to small companies under S246/1(a) of the Companies Act 1985 on the grounds that the Charity is a small company

.....
Ben Amponsah - Chair

.....
Glyn Jenkins - Treasurer

.....
Date

.....
Date

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005(Continued)

2)	Incoming Resources	Unrestricted Funds £	Restricted Funds £	Total 2005 £	Total 2004 £
	Donations and fundraising				
	<i>Operation Fundraiser Donations</i>	42,298		42,298	68,552
	<i>Fundraising Events</i>			0	1,755
	<i>Supporters Scheme Individual Donations</i>	5,863		5,863	6,871
	<i>Collection Boxes</i>	1,000		1,000	190
		49,161	0	49,161	77,368
	Activities to Further Charity's Objectives				
	Grants and Contracts				
	<i>Manchester Primary Care Trusts</i>	216,916		216,916	247,248
	<i>Bolton & Wigan Primary Care Trusts</i>	58,360	8,000	66,360	45,126
	<i>Stockport Primary Care Trust</i>	28,715		28,715	27,744
	<i>Salford & Trafford Primary Care Trusts</i>	118,140		118,140	114,710
	<i>Oldham Primary Care Trust</i>	17,399		17,399	16,892
	<i>Tameside & Glossop Primary Care Trust</i>	17,399		17,399	16,892
	<i>Bury Primary Care Trust</i>	12,500		12,500	10,000
	<i>Rochdale Primary Care Trust</i>	8,240		8,240	8,000
	<i>Heywood & Middleton Primary Care Trusts</i>	4,120		4,120	4,000
	<i>Cheshire Primary Care Trust</i>	2,856		2,856	2,773
	<i>Manchester City Council</i>	18,500		18,500	18,140
	<i>Wigan WISK</i>	18,750		18,750	12,500
	<i>Terrence Higgins Trust CHAPS</i>	30,000		30,000	30,000
	<i>Manchester DAT Funding</i>		40,000	40,000	36,000
	<i>Salford DAT Funding</i>			0	20,000
	<i>Stockport DAT</i>			0	2,025
	<i>Rochdale CVS</i>	-9,880		-9,880	9,880
	<i>Arts about media</i>		3,870	3,870	0
	<i>Europride outreach</i>			0	3,234
	<i>Heritage Lottery</i>			0	10,450
	<i>Community Chest</i>	2,664		2,664	5,485
	<i>Health Action Zone</i>		58,376	58,376	0
	<i>Community Futures</i>	15,000		15,000	0
	<i>Neighbourhood Renewal</i>	4,557		4,557	3,254
	<i>East Manchester Regeneration</i>	7,000		7,000	3,000
	<i>Manchester Public Health Development</i>	16,650		16,650	0
	<i>Stonewall</i>			0	2,485
	<i>Breast cancer awareness</i>			0	6,050
	<i>Lord Chancellor's Department</i>		40,000	40,000	58,000
	<i>University of Central Lancashire</i>	500		500	0
	<i>Department of Trade & Industry</i>			0	5,588
	<i>LGBT Thriving Network</i>			0	14,312
		588,386	150,246	738,632	733,788

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005 (Continued)

Incoming Resources (continued)	Unrestricted Funds £	Restricted Funds £	Total 2005 £	Total 2004 £
Activities to generate funds:				
Fees and other sales				
<i>Student placement fees</i>	8,500		8,500	10,100
<i>Magazine advertising</i>	71,405		71,405	64,719
<i>Magazine subscriptions</i>	342		342	223
<i>Distribution sales</i>	8,343		8,343	8,600
<i>Diversity Week</i>	100		100	0
<i>Alzheimers Society venue hire</i>	2,636		2,636	1,000
<i>Albert Kennedy Trust venue hire</i>	5,250		5,250	2,042
<i>Rampton Income</i>	14,770		14,770	14,340
<i>Operation Fundraiser Staff Income</i>	25,403		25,403	28,217
<i>City College Income</i>			0	0
<i>Counselling income</i>	6,003		6,003	4,332
<i>Unity House and sale of resources income</i>	11,487		11,487	2,026
<i>Sponsorship</i>	565		565	0
<i>Training income</i>	1,289		1,289	55,675
<i>Other misc generated income</i>			0	2,498
<i>less bad debts</i>	-5,680		-5,680	0
	150,413	0	150,413	193,772
Interest and Investments income				
<i>Bank interest received</i>	812		812	1,403
	812	0	812	1,403
	788,772	150,246	939,018	1,006,331

In accordance with section 37(4) of the Local Government and Housing Act 1989, revenue grants which were awarded for the general running costs of the organisation have been used fully in accordance with the terms under which they were granted

3) Outgoing resources	Unrestricted Funds £	Restricted Funds £	Total 2005 £	Total 2004 £
Cost of generating funds				
<i>Fundraising & Publicity Staff costs</i>	123,495	0	123,495	118,064
<i>Other Fundraising & Publicity Costs</i>	4,815	0	4,815	4,647
	128,310	0	128,310	122,711
Charitable Expenditure				
Campaign				
<i>Staff Costs</i>	109,230		109,230	91,788
<i>Other campaign costs</i>	4,196		4,196	15,495
	113,426	0	113,426	107,283
Research				
<i>Staff Costs</i>	17,039	0	17,039	21,324
	17,039	0	17,039	21,324
Infrastructure				
<i>Building & Accommodation</i>	64,076	700	64,776	50,205
<i>Office & Administration</i>	84,587	4,824	89,411	67,314
<i>Staff Costs</i>	79,548		79,548	99,634
<i>Disallowed VAT</i>	4,279		4,279	9,257
<i>Depreciation</i>	20,274		20,274	12,556
	252,764	5,524	258,288	238,966

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005 (Continued)

Outgoing Resources (continued)	Unrestricted Funds £	Restricted Funds £	Total 2005 £	Total 2004 £
3)cont'd Support				
Staff costs	92,419	80,324	172,743	287,565
Other support costs	162,465	14,880	177,345	208,716
	254,884	95,204	350,088	496,281
Partnership				
Other Costs	500	0	500	0
	500	0	500	0
Management and Administration				
Staff Costs	33,012	0	33,012	29,414
Other Costs	11,270	350	11,620	13,726
	44,282	350	44,632	43,140

Staff Costs	2005 £	2004 £
Wages and Salaries	484,160	369,455
Employers National Insurance	50,906	53,865
Pension costs	19,373	9,327
	554,439	432,647

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

	2005	2004
£50,000-£60,000	1	0

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

Staff Numbers at 31 March 2005	2005	2004
Chief Executive	1	1
Deputy Chief Executive	1	1
Director of Fundraising	1	1
Director of Finance & Administration	1	1
Knowledge Manager	1	1
People & Performance Manager	0	1
Design & Production Manager	1	1
Communications Manager	1	1
ICT Co-Ordinator	0	1
Research Co-Ordinator	0	1
Advertising Co-Ordinator	1	1
Distribution Network Co-ordinator	1	1
Operation Fundraiser Project Manager	1	1
Training Services Manager	1	1
Clinical Services Manager	1	1
Lesbian Projects & Campaigns Co-Ordinator	1	1
Therapeutic Services Manager	1	1
Helpline Coordinator	1	1
Softfire Training Project Manager	0	1
Drugs & Alcohol Co-Ordinator	0	1
Sustain Project Manager	0	1
Sapphos Co-Ordinator	0	1
Building Services Co-Ordinator	1	1
Building Services Assistant	1	0
	17	23

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005 (Continued)

4)	Net incoming resources is arrived at after charging for the following:	2004	2003
		£	£
	Depreciation	20,274	12,556
	Profit on disposal of fixed assets	408	0
	Auditor's Remuneration	2,000	1,500
	Irrecoverable VAT	4,279	9,257

5) **Taxation**
No provision has been made for taxation as the company is a registered charity

6) **Fixed Assets**

Cost	Office & Fittings £	Fixtures & Equipment £	Computer Equipment £	Total
At 1 April 2004		26,200	54,467	80,667
Additions		12,605	2,361	14,966
Disposals		530	20,695	21,225
At 31 March 2005		38,275	36,133	74,408
Depreciation				
At 1 April 2004		25,034	36,390	61,424
Charge for the year		5,512	14,762	20,274
On disposals		530	20,678	21,208
At 31 March 2005		30,016	30,474	60,490
Net Book Value				
At 31 March 2005		8,259	5,659	13,918
At 31 March 2004		1,166	18,077	19,243

7)	Debtors	2005	2004
		£	£
	Trade Debtors	98,323	31,852
	Other Debtors and Prepayments	34,038	41,318
		132,361	73,170

8)	Creditors	2005	2004
		£	£
	Trade Creditors	23,367	14,276
	Other Taxes and Social Security	61,298	12,976
	Bank loans and overdrafts	-	9,541
	Outstanding pension contributions	1,489	547
	Grant in advance	4,900	-
	Other Creditors and Accruals	5,745	16,511
		96,798	53,851

9)	Reserves	Restricted Funds	unrestricted Funds	Total Funds
		£	£	£
	Balance Brought Forward	13,077	55,197	68,274
	Net Incoming Resources	48,669	-21,934	26,735
	Transfer between Funds			0
		61,746	33,263	95,009

The Lesbian & Gay Foundation Limited

Notes to the accounts 31 March 2005(Continued)

Reserves (continued)

Analysis of net assets between funds
Fund balances as at 31st March 2005 are represented by:

	Restricted Funds £	restricted Funds £	Total Funds £
Fixed Assets		13,918	13,918
Current Assets	61,746	116,143	177,889
Current Liabilities		-96,798	-96,798
	61,746	33,263	95,009

10) Restricted Funds

	Balance B/Fwd £	Incoming resources £	Outgoing Resources £	Balance C/Fwd £
Sustain	13,077	40,000	53,077	0
Lord Chancellor's Department Marriage & Relationship Support grant awarded to LGBT relationship support project				
Manchester DAT	0	40000	40000	0
Arts Council	0	3870	500	3370
Health Action Zone	0	58376	0	58376
Wigan Mental Health project	0	8000	8000	0
	13,077	150,246	101,577	61,746