



Trustees' Annual Report for the period

	Period start date			T o	Period end date		
	Day 01	Month April	Year 2017		Day 31	Month March	Year 2018
From							

Section A

Reference and administration details

Charity name

Mosaic LGBT Youth Centre

Other names charity is known by

Registered charity number (if any)

1166676

Charity's principal address

29 – 31 Hampstead Road

London

Postcode

NW1 3JA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr Neil Levitan	Chair	Resigned as Trustee and Chair of Trustees in October 2017	
2	Ms Kathryn Sleigh			
3	Mr Davide Marullo			
4	Mr Jonathan Buckerfield	Co-Chair	Appointed as Trustee in June 2017 Appointed as Co-Chair in October 2017	
5	Ms Glory Tan	Co-Chair	Appointed as Trustee in June 2017 Appointed as Co-Chair	

in October 2017

6 Mr Andrew
Fordham

Appointed as Trustee
in June 2017

7 Mr Nick Tucker

Appointed as Trustee
in November 2017

8 Mr Lukasz
Konieczka

Resigned as Trustee
in June 2017

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Mr Lukasz Konieczka – Director of Services appointed in September 2017.

Section B

Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

Constitution

How the charity is constituted
(eg. trust, association, company)

Charitably Incorporated Organisation

Trustee selection methods
(eg. appointed by, elected by)

Recruited and appointed by the Board of Trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Mosaic LGBT Youth Centre has written and implemented the following Policies and Procedures:

- Donation and Acceptance Policy
- Equal Opportunities and Diversity Policy
- Whistleblowing Policy and Procedure
- Reserves Policy

Other areas of governance are regulated by the Constitution and we are working towards new set of policies to help the charity grow sustainably. These other policies include finance and reimbursement policies, fundraising policy and a recruitment policy.

Mosaic LGBT Youth Centre is a member of the LGBT Consortium (the national membership organisation supporting LGBT groups), UK Youth (a national organisation supporting the delivery of high quality youth work), London Youth (a London membership organisation supporting delivery of quality youth work in the region), ILGA-Europe (a charity advocating for human rights of LGBTI people) and IGLYO (a youth development and leadership network for European LGBTQI youth activists). Being members of these organisations allows us to work in partnership with other complementary organisations and be reactive to new ways of supporting LGBT young people, address emerging issues, as well as being alert to legal requirements.

Mosaic LGBT Youth Centre worked closely with a number of partners including West Euston Partnership, Old Diorama Arts Centre, Pride in London, School for Social Entrepreneurs, Wellcome Collection, Camden Collective, Mind in Harrow, Young Harrow Foundation, Jack Petchey's Foundation all of whom allowed us to deliver value and high quality services to our young persons.

Over the last twelve months a significant growth of the Board of Trustees has occurred. Recruitment of trustees has focused on building a breadth a strong team of individuals who bring a wealth of, practical knowledge and experience onto the Board in order to strengthen the charity.

Mosaic LGBT Youth Centre's structure is very flat and focuses on service delivery and sustainability. Lukasz Konieczka is our Director of Services who was appointed to this position in September 2017 while we welcomed Jonathan Buckerfield, Andrew Fordham, Glory Tan and Nick Tucker onto the Board, bringing specialisms of fundraising, communications, risk, data and risk management, and finance.

As a Board of Trustees, we recognise that we are still a young charity, and as such we need to focus on establishing a solid foundation on which to grow. Risk is managed across the board, but also addressed specifically at the Finance and Risk Subcommittee. The nature of the charity's work is that we are supporting often vulnerable LGBT+ young persons and there is an inherent risk in this. We manage safeguarding through set processes and procedures, including appropriate training, having dedicated safeguarding leads and discussing concerns at Frontline Subcommittee meetings.

Summary of the objects of the charity set out in its governing document

To relieve the mental and emotional distress suffered by young persons within Greater London and the surrounding area, who are lesbian, gay, bisexual, and transgender (LGBT) by the provision of advice, education and support with the objectives of increasing self-esteem and positive identity amongst said persons.

To promote equality, diversity and community cohesion as well as to eliminate discrimination to lesbian, gay, bisexual, and transgender (LGBT) persons by advancing education and raising awareness of issues affecting said persons.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Mosaic LGBT Youth Centre aim is to support, educate and inspire LGBT+ young persons of London.

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit at our Board Meetings as well as the best interest of our members and their needs.

The Youth Club provided a safe, inclusive space for over 160 LGBT+ young persons to develop a sense of belonging, community and self while developing crucial skills, knowledge and awareness that will help them to be a proud, more cohesive, kind LGBT community of the future.

We delivered a mentoring programme where our trained volunteers provided practical and emotional support and guidance to over 40 young persons in need offering a kind, affirming and attentive ear so they can talk about their difficulties in an open fashion.

Our inclusion and outreach programme engaged with educational establishments to raise awareness of sexuality and gender diversity amongst 375 staff and nearly 1,000 students aiming to reduce homophobic, biphobic and transphobic attitudes in schools and colleges.

Mosaic LGBT Youth Centre also delivered a residential programme Summer Camp in August where LGBT+ young persons spent time in wonderful surroundings of rural Wales in an LGBT+ affirming environment where they explored their identity, built their self-esteem and learned how to work together as a community. This year we also provided additional holiday activities in October with three cultural outings and in February half-term we organised a Winter Retreat in Brighton that offered young persons opportunity to learn more about wellbeing and managing stress as well as took part in great outdoor leisure activities and learned to cook. Feedback from the residential was overwhelmingly positive.

We also organised three major events Pride Prom; Homoween; and our Annual Winter Showcase. These events provided our young persons the chance to celebrate themselves and have fun without the fear of being judged or ridiculed for who they are. Pride Prom attracted 79 young persons and Homoween attracted 92 young persons. The Annual Showcase was attended by 26 young persons and over 38 members of their family and friends as well as partner organisations and funders.

The Culture Club grew from strength to strength this year, with trips to "Everybody's Talking about Jamie", "Kinky Boots", a private screening of "A Fantastic Woman", and Tate Britain's "Queer and Now" festival marking the anniversary of the partial legalisation of homosexuality in 1967 amongst many others.

Importantly, Culture Club allowed our young persons to see positive role models on stage and screen that they can relate to, including meeting artist Skin, lead singer of Skunk Anansie, which was a truly inspiring event. This year we offered our members free or heavily subsidised trips to 16 cultural events intensifying over half-terms and slowing down in run up to exams.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

A great contribution was made by our volunteers. We are grateful for the many hours volunteers have spent supporting, educating and inspiring our young persons. Without this valuable contribution of time, energy, expertise and commitment, we would not have been able to achieve so much.

We managed to build our unrestricted income and we are reporting a surplus, meaning this will improve our sustainability whilst making us a more attractive partner for future funders and clients.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

We are pleased to report that as an organisation that started with almost no funding, over the year we managed to secure contract to deliver our services some of which extend into the following financial year.

Being members of LGBT Consortium allowed us to be part of an alliance with fellow youth organisations in order to secure a Government Equalities Office contract to deliver work with schools combating homophobic, biphobic and transphobic bullying.

'An evening with ... Skin' took place on the 21st Feb 2018 and it allowed our young persons to be closer to a great role model, activist, singer and song writer. It was hugely positive experience as our members found it inspirational and insightful.

We were in strong enough position to enter into a contract agreement with Young Lambeth Coop as well as Lambeth CCG to deliver the work in that region to young LGBT+ young persons.

Section E

Financial review

Brief statement of the charity's policy on reserves

We have implemented a Reserves Policy that outlines our position on reserves. We review reserves levels on a quarterly basis at the Risk, Strategy and Finance Subcommittee. If reserve levels fall below an average of three months operating costs, a recovery plan will be prepared by the Risk, Strategy and Finance Subcommittee to be presented to the Board. If the reserves exceeds an average of 11 months operating costs, the Board, in coordination with the subcommittees will plan how the surplus can be used to in line with our charitable objects.

Details of any funds materially in deficit

This is not applicable as the accounts are prepared on a Receipts and Payments Basis.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Our main source of funding this year has been grants and trade funding. Grants offered us opportunity to grow as an organisation and trade allowed us to be more sustainable.

Majority of the trade income came from delivery of the programmes and professionals training to schools. In particular, we would like to thank:

- LGBT Consortium who facilitated the alliance that secured Government Equalities Office Contract.
- Young Lambeth Coop who contracted us to extend our services to LGBT young persons of Lambeth.

And our funders:

- Global Fund for Children who paid the rent of the space in which we deliver services.
- John Lyon's Charity which funded our Summer Camp and Winter Retreat.
- London Catalyst which offered us funding towards core costs
- Deutsche Bank grant managed by London Community Foundation which contributed towards our core costs.

The income is applied to the costs above, with the main costs incurred being staff salaries, rental costs on the spaces we deliver services from. Mosaic LGBT Youth Centre's efficient use of resources alongside financial control means that we end the year with a Reserves figure aligned with expectation to manage the charity's risks as set out in the Reserves policy.

Overview of Reserves

	Current year	Prior year	% Increase / (Decrease)
	2017/18	2016/17	
Unrestricted funds (Reserves)	£35,876	£12,424	188.8
Restricted funds	£962	£3,354	-71.3
Total funds	£36,838	£15,778	133.5
Ratio of Reserves to Annual Operating Expenditure	1.06	1.33	-20.3

Section F

Other optional information

In 2018-19 Mosaic LGBT Youth Centre wants to develop a three year strategy that will outline what we want to achieve and how we expect to get there. We will do this through the continued recruitment of Trustees to enhance the breadth of skills and experience we have identified as being essential to a healthy, successful and thriving young charity.

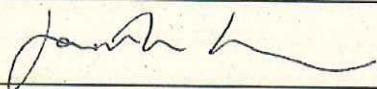

We have seen a significant interest from our young person to connect with older people within our community and learn from them and understand their experiences. This is something that we are particularly keen to build on in the coming 12 months. Alongside this interest, our young persons have also expressed an desire to become more engaged with their environment, and so we will look to deliver a project that develops opportunities for them to be engaged in social action.

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

JONATHAN NICHOLAS BULLER	KATHRYN ALISON SLEIGH
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Position (eg Secretary,
Chair, etc)

COCHAIR

TRUSTEE

Date

30/11/19



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Mosaic LGBT Youth Centre

No (if any)
1166676

CC16a

Receipts and payments accounts

For the period
from

Period start date
1-Apr-2017

To

Period end date
31-Mar-2018

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trade	28,472	-	-	28,472	6,639
Grants	-	23,602	-	23,602	12,318
Donations	2,609	-	-	2,609	6,142
Other	376	-	-	376	-
Sub total(Gross income for AR)	31,457	23,602	-	55,059	25,099
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	31,457	23,602	-	55,059	25,099
A3 Payments					
Variable - Subsistence	891	457	-	1,348	753
Variable - Fundraising costs	-	-	-	-	-
Variable - Entrance Fees	1,077	-	-	1,077	-
Variable - Training	3,098	-	-	3,098	-
Variable - Events Production Costs	58	1,339	-	1,397	595
Variable - Rent	-	8,369	-	8,369	5,991
Variable - Stationery	49	-	-	49	-
Variable - Volunteer Expenses	69	-	-	69	30
Variable - Staff travel	330	-	-	330	1,625
Variable - Vehicle hire	1,450	-	-	1,450	-
Variable - HR & Recruitment	-	-	-	-	-
Variable - Equipment	267	-	-	267	-
Variable - IT	31	-	-	31	-
Variable - Telephony	-	-	-	-	-
Variable - Audit	-	-	-	-	-
Variable - Governance Costs	-	-	-	-	-
Variable - Admin & Accounts	511	-	-	511	-
Fixed - Insurance	-	-	-	-	240
Fixed - Membership	174	-	-	174	87
Fixed - Staffing costs	-	15,829	-	15,829	-
Sub total	8,005	25,994	-	33,999	9,321
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	8,005	25,994	-	33,999	9,321
Net of receipts/(payments)	23,452	- 2,392	-	21,060	15,778
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	12,424	3,354	-	15,778	-
Cash funds this year end	35,876	962	-	36,838	15,778

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Lloyds: 30-98-90 15729968	35,876	962	-

	-	-	-
	-	-	-
Total cash funds	35,876	962	-
(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

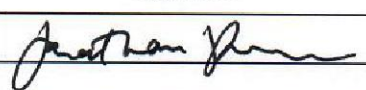
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	JONATHAN BUCKLE	20/1/19

Independent examiner's report to the trustees of Mosaic LBGT Youth Centre (no 1166676]

I report to the trustees on my examination of the accounts of Mosaic LBGT Youth Centre (the Trust) for the year ended 31 March 2018.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Leo George ACA

Address: Flat 3, 21 Hainton Close, London, E1 2QZ

Date: 13/01/2019

Independent examiner's report to the trustees of Mosaic LGBT Youth Centre (no 1166676]

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Date: 13/01/2019