



LGMC Trustees' Annual Report 2024

London Gay Men's Chorus
(A Charitable Incorporated Organisation)

Report and Financial Statements
Year ended 31 December 2024

Charity No. 1092827

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1. Introduction & Year in Review

As we near our 40th anniversary in 2031, it's a perfect time to reflect on our journey. We will look at how we have grown organically, driven by our members' talents, goodwill, and financial contributions, along with countless volunteer hours dedicated to singing, entertaining, and managing our wonderful group. We are sincerely thankful for the time spent singing and for those who are committed to planning and organising. A strong foundation has been established and is continually bolstered by our current efforts. We aim to broaden our singing, performance, and volunteer opportunities to enhance the experiences we provide for our members. Through this, we nurture the Chorus family experience, offering love and support in a safe space while delivering the exciting experiences we aim to offer for LGBTQ+ individuals and their allies.

Recently, we've been examining our identity, goals, and the path we wish to chart for our chorus. Developing our strategic action plan has been an exhilarating experience! While navigating change to find a new direction can be difficult, it also provides a fantastic chance to engage and collaborate as we forge this path together.

Becoming a Charitable Incorporated Organisation (CIO) represents an exciting milestone, guiding us toward a brighter, more streamlined future. Our diverse Trustees each bring unique skills to help shape our Chorus. Together, we are actively working to enhance our efficiency and effectiveness as we eagerly approach our 40th anniversary!

We are thrilled to explore new opportunities and learn through various approaches together. While we know we won't always achieve perfection, our aim is to cultivate an environment that encourages experimentation, the embrace of new ideas, and enjoyment of our strengths. To foster our development, we will set and evaluate our outcomes to recognise what works well and to justify the funding we receive. Everyone has contributed significantly to the changes proposed by our members, and we are diligently tracking our progress as we work towards our goals. In 2024, we have successfully delivered a record number of shows and performances, and, thanks to everyone's commitment, we have adhered to our budget forecast. We can all take pride in this notable accomplishment, alongside our incredible music team: Chris Pethers, Laurie Denman-Puller, and Tris Davies, all guided by Simon Sharp, with outstanding support from Mary Owen in operations and production.

Change can be exhilarating, even when stepping into the unknown is intimidating. Our strength emerges from our diversity, as we embrace and celebrate our unique differences, building an expanding community of singers. We have achieved this exciting milestone through thoughtful reviews and open discussions within our organisation, and we remain committed to our collective growth and development. Although there is still much work to do with our new status, as we take time to assess and update all our guidelines, policies, and procedures, we are inspired by what the future holds. A critical part of this journey will involve defining our renewed charitable objectives in 2025, and we eagerly anticipate where it will lead us!

We are excited to emphasise one of our key strengths: volunteering. To express our gratitude to our amazing volunteers, we have developed a Volunteering Pathway. This resource will clarify the various roles available, along with their corresponding terms and time commitments. We aim to ensure that everyone has equal

opportunities through a fair recruitment and support programme overseen by our Volunteer Coordinator and committed team members, all collaborating under the People Committee. We are dedicated to making volunteering an inclusive experience, recognising and rewarding our volunteers in meaningful ways to ensure each person feels valued and acknowledged. Whether individuals choose a time-limited or ongoing role, we commit to reviewing these positions every two years. During this process, every volunteer will have a straightforward opportunity to share their thoughts and confirm their satisfaction and fulfilment in their contributions to the Chorus.

In support of our objectives, we are thoroughly examining our financial policies and procedures. Additionally, we are introducing an enhanced budgeting process to gain a clearer understanding of our funding requirements for the upcoming year. During our final quarterly Board meeting each year, the Finance Committee will present the annual budget for approval, enabling us to confidently commence the new financial year. Each project and activity will have a clearly defined budget, along with a designated individual responsible for ensuring everything operates smoothly and aligns with our goals and outcomes.

The last piece in strengthening our foundations is communication. We are establishing a Communications Committee that will report directly to the Board. A thorough assessment of our communication requirements, along with our current platforms and practices, will be conducted to develop an approach that meets our internal and external communication needs more effectively. Furthermore, we plan to grow this team to improve and refine our communications.

Looking ahead to 2025, we have engaged Jamie Munn, a self-employed consultant as our inaugural Development and Fundraising Manager. Jamie is responsible for fundraising and securing pledges for 2025 to address the funding gap between our income and expenditure, which will enable us to develop new projects and activities. Significantly, we are planning to bring on board a Chief Executive Officer to oversee all operational activities and report to the Board. The Chair has undertaken these responsibilities as Executive Chair, but this arrangement has always been intended as temporary.

2024 was a year of consolidation and change, allowing the chorus to be more nimble and prepared to respond to new ideas and performance opportunities. We aim to expand our member base by increasing participation opportunities, empowering members to choose and create their own LGMC Chorus experience, offering options that better suit their lives, work-life balance, and commitments. This approach aligns more closely with their motivations for being part of the chorus family. We plan to remain flexible and considerate as we expand and develop these singing and volunteering options and opportunities.

In March, we received the sad news of Ray (Raymond) Frost's passing. Ray, a founding and honorary life member, was an integral part of our original group, singing with us regularly. His mischievous sense of fun and warm friendship is greatly missed. We expressed our condolences to his partner, Cesar, and the Chair delivered a eulogy at his funeral, accompanied by the chorus's performance.

The LGMC is more than just a musical group; it fosters a sense of belonging. We create an environment where individuals can express themselves, amplify their

voices, and be part of something meaningful. Our performances, events, and outreach initiatives reflect this mission, showcasing uplifting and iconic songs that resonate with joy and pride, sung in unison. We remain committed to connecting communities through music and, with your support, evolving into a vibrant and powerful advocate for inclusion, hope, and harmony.

Martin Brophy MBE,
Chair of the Board of Trustees.

2. 2024 Board of Trustees

Position	Trustee	Date of Appointment / Retirement
Chair	Mr Martin G. Brophy MBE	Appointed 17 June 2021 (Trustee) Appointed 28 November 2022 (Chair)
Vice-Chair	Ms Sylvie Pierce MBE	Appointed 17 July 2021 (Trustee) Appointed 8 February 2024 (Vice-Chair)
Secretary	Mr Cameron J. McLeod	Appointed 24 April 2023 (Secretary & Trustee)
Treasurer	Mr Edo Avraham Mr David M. Weitzmann	Appointed 27 June 2022 (Treasurer & Trustee) Retired 16 September 2024 Appointed 4 September 2023 (Trustee) Appointed 13 October 2024 (Treasurer)
Head of Membership	Mr Trevor I. Clarke	Appointed 24 April 2023 (Head of Membership & Trustee) Retired 17 June 2024
Trustees	Ms Nicola S. Berry Mr Nikhilesh B. Dasgupta Mr Alexander J. P. Dixon Ms Caroline Fry Mr Jeremy Haneman Mr Jonathan M. Howard Mr Martin P. Kaufman Mr Sami H. Qasem	Appointed 1 July 2024 Appointed 16 September 2024 Appointed 24 April 2023 Appointed 1 September 2024 Appointed 1 July 2024 Appointed 1 September 2024 Appointed 7 February 2022 Appointed 1 July 2024

a. Name

London Gay Men's Chorus

b. Charity Registration Number

1092827

c. Registered Office

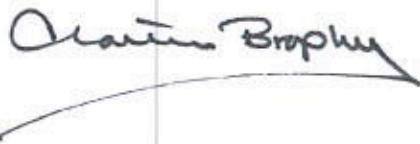
124 City Road, London, EC1V 2NX

d. Independent Examiner

Powdin & Co Limited, Hampshire House, 204 Holly Road, Aldershot, Hampshire, GU12 4SE

e. Board

The CIO was managed by a Board consisting of elected and appointed trustees listed as above. This Report and Financial Statements were approved by the current Trustees on 14th May 2025 and signed on behalf of the CIO by:

A handwritten signature in black ink, reading 'Martin Brophy', with a long horizontal flourish extending to the right.

Martin Brophy, MBE
Chair of Board of Trustees

3. Who Are We?

The London Gay Men's Chorus (LGMC) began life in December 1991 as an informal supportive social group to sing for pleasure and has evolved into an internationally recognised, high quality, inspirational part of the LGBTQ+ global choral family, with 300 plus members.

a. Our Vision, Mission & Values

After a significant period of consultation with members, volunteers and allies during 2023, the Board agreed a refreshed Vision, Mission and set of Values for the Chorus in January 2024:

Our Vision (the change we want to see in the world): Everyone Brought Together Through Song.

Our Mission (what we do to achieve our vision): Create, enable and connect confident voices across communities with fun, hope, love, joy and fearless allyship.

Our Values (the ingredients that create our culture): All-in, Community, Harmony, and Transformation.

Each of these speaks to many of the things we already do - as well as provide positive reinforcement for things we have in our planning. Significantly, during 2024 we took bold steps to simplify our structure and the way we work (see Section 10) and we appointed five new Trustees from outside the Chorus to bring fresh perspectives and experience to the Board.

At the same time, our new Vision, Mission and Values have forced us to face some home truths about areas where we are falling short and need to do better. The Board has again engaged *people make it work* (an external agency working in the cultural space) to collaborate with us to build our change programme focusing on four key areas of Chorus culture - belonging, inclusion, quality and simplicity. This will be a multi-year programme, but the Board has committed to taking tangible steps that will positively impact our members and other stakeholders in 2025, including (a) refining how we recruit, manage and thank our volunteers, and (b) developing and implementing an integrated communications and marketing strategy.

b. Implications for our Charitable Objects

All decisions of the Board of Trustees are taken in accordance with our Charitable Objects - and from 2024 onwards our new Vision, Mission and Values. We review what we have achieved and the outcomes of our work over the calendar year, the success of each key activity and the benefits that these activities have brought to the public. Following the adoption of our new Vision, Mission and Values, the Board intends to review and, following consultation with members, propose an update of our Charitable Objects to the Charity Commission for approval.

4. Artistic Director's Report

2024 was one of the busiest years with many creative and commercial highlights. It was a year that saw the LGMC deliver some excellent artistic and creative concepts, build and develop partnerships with new collaborators and present original and engaging programmes that challenged, entertained and inspired both our membership and our audience. The original concepts that provided the creative backbone for our programming were *Queer Carnival* at Alexandra Palace and *Christmas Bop* at Queen Elizabeth Hall. In addition to our much celebrated return to the Southbank Centre we also developed our partnership with St Martin-in-the-Fields and completed an epic year with our good friend Sandi Toksvig and the BBC Concert Orchestra at the Royal Albert Hall.

The creative arc of the year was wonderfully varied with each production giving rise to elements that showcased the Chorus in many different ways, musically and artistically. *Queer Carnival* (Summer) was an eclectic contemporary global celebration of diverse LGBT+ culture hosted by drag trio - Rita Zeta Jones, The Tiny Gentleman and Beary Poppins, including a fabulous collaboration with the Brazilian Samba band - BATALA. *Christmas Bop* (Winter) provided a retrospective look at Christmas through the prism of the 1950's and 1960's Dance Hall with quirky and inventive arrangements providing a feel-good trip down memory lane hosted by the wonderful Rachel Wooding.

These productions were the creative backbone of 2024 involving many newly commissioned vocal arrangements, many of which continue to populate our other outreach and community performances and commercial engagements for both the main chorus and ensemble. Each production was designed to give enhanced membership development opportunities in the form of small vocal ensembles, auditioned solos, performance groups and dancers - all helping to create a more engaging presentation for our audiences and showcasing the huge range of talent within the Chorus.

We expanded the Ensemble in 2024 to provide more opportunities for members from across the wider Chorus to participate. While the new larger group often continues to perform together - particularly at corporate and charity events - we also created two strands within the group to facilitate focus on particular performance styles and music genres. In what has now become an annual tradition, the Ensemble also presented a new edition of *CabaGay* - this time at the Union Theatre.

There were many other notable events in 2024, too numerous to mention here, but the following highlights give a flavour of the breadth of work, creativity and partnerships that was made possible by a strong core programme with an impressively committed membership:

HMP Thameside - an outreach event for LGBT inmates

Isaac Dunbar recording - a collaboration with this rising American artist

London Stock Exchange - closing trading in celebration of Pride

Royal Trinity Hospice - a special performance for carers, staff and patients

Partnerships with Anya Hindmarch, Laura Devine, West London Synagogue, Chesil Rocks, Wilton's Music Hall, Liberty London and Charlotte Tilbury (to name a few) continue to flourish. Support for charities such as The Bisi Alimi Foundation,

Stonewall Housing, Look Good Feel Better and the Kaleidoscope Trust among others, continues to be central to our work.

I am very pleased to enjoy the continued support of assistant musical director Chris Pethers, accompanists Laurie Denman and Tris Davies, along with our wider pool of freelance musicians including Richard Baker, Sean Green and Julian Muhr. Huge thanks to Carrie Burnham for her significant contribution and support and we wish her well in her new role as a producer at The Rose Theatre, Kingston. I was delighted to welcome Mary Owen as our new Operations and Production Manager who is already providing excellent support and production management. As our profile continues to grow, there are many more opportunities for us to pursue - and this enhanced team is essential in realising our ambition.

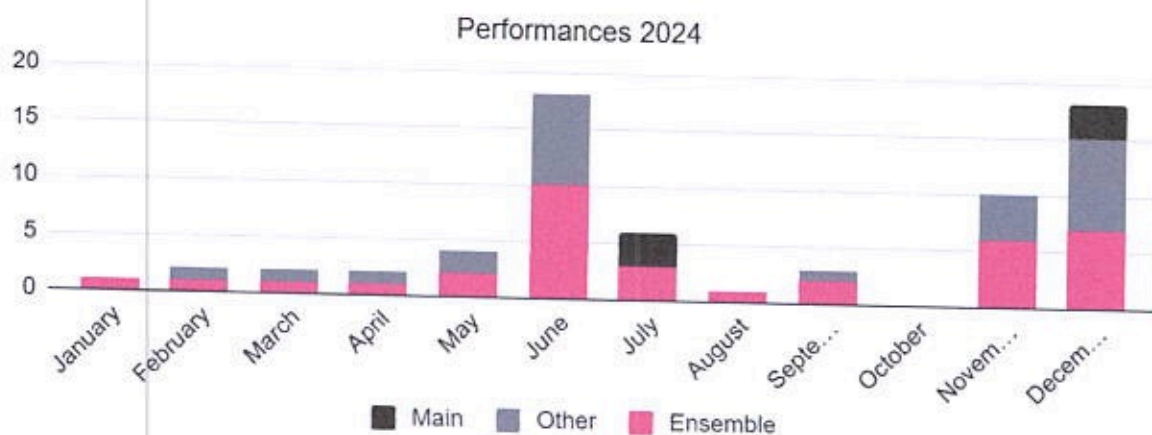
5. Audience and Stakeholder Impact

2024 was another extraordinary year for the London Gay Men's Chorus, filled with powerful performances, sold-out shows, and artist collaborations that amplified our voice in the LGBTQ+ community and beyond. From electrifying Pride celebrations to festive spectacles, we continued to bring joy through song, and advocate through the unifying power of music.

This year, the Chorus delivered unforgettable moments across London and beyond, performing to more than 5,000 people at our headline shows, including *Queer Carnival* at the iconic Alexandra Palace, *CabaGay* at Union Theatre and *Party with Pride* at St Martin in the Fields. We ended the year with our big festive finales, performing to sold-out audiences at the Southbank Centre (*Christmas Bop*) and a return to St Martin-in-the-Fields.

We embraced our rallying call of spreading joy through music, performing to 20,000+ runners at the London Landmarks Half Marathon with our signature blend of motivation and melody. We helped to spread seasonal cheer to thousands at the Regent Street Christmas Light Switch-On and performed alongside Carrie Hope Fletcher and the BBC Concert Orchestra at the Royal Albert Hall for *Sandi Claus is Coming to Town*.

In total, members of the Chorus delivered 67 performances to well over 30,000 people, bringing to life our new vision of *Everyone Brought Together By Song*.



Increasing our reach through social media will be a priority for next year, however, this year saw our Instagram followers increase by 20% to 5,872, Facebook to 14,500 and X (formally Twitter) to 15,300 followers.

Press coverage highlighted some of our sold-out shows, with the Gay Times calling the Christmas Bop 'a must-see festive event'. There was also extensive coverage of our 'American High' collaboration with pop sensation Isaac Dunbar, which debuted at London Pride.

6. Our Members

The Chorus thrives on the extraordinary time commitment of its members. Participation in all major performances represents over 224 hours of rehearsal and performance. Optional events added another 245 hours, and Ensemble members dedicated an additional 268 hours. This remarkable investment of time, which is 20% higher than the previous year, is further augmented by member subscriptions and extensive volunteer work.

The Board would like to thank all members for their continued support and commitment to the Chorus, especially those who have taken on additional volunteer duties and tasks across the organisation.

At the September General Meeting, the Board was pleased to award Paul Hawley honorary lifetime membership in recognition of his over three decades of service and invaluable dedication to Chorus.



Prospective singers are assessed, waitlisted, and admitted seasonally. Member numbers vary. The Chorus has four vocal sections (Tenor 1, Tenor 2, Baritone, Bass), a non-singing Semitones section, and an Ensemble. Semitone membership is open to all. 49 singers joined in January; 40 remained at the end of the year. Non-singing intake was ongoing. Twelve members transferred sections.

	All Members	Singing Members	Non-Singing Members
Membership at start of the year	266	198	68
New Members	51	49	2
Transferred	12	+2/-11	+11/-2
Members who left	41	20	20
Membership at end of the year	276	218	59
Total Membership	318	249	81

Each section and the Ensemble elect representatives, who with the Membership Lead and volunteers, form the Membership Committee. The monthly Membership Committee oversees member welfare and administration, including social events, tours, feedback, subscriptions, and bursaries. In September the Committee was joined by a Trustee sponsor and two new Deputy Membership Leads.

The Chorus supports and encourages members to run independent peer support groups. We currently have four such groups:

LGMC+ for HIV+ members to connect confidentially and offer mutual support	LGMCa for members who are or have struggled with addiction of any kind
LGMC∞ (Infinity) for neurodivergent members, and those who think they may be neurodivergent	LGMC Soloists for members experiencing loneliness to make connections and build friendships

7. Development (Fundraising, Partnerships & Alumni Engagement)

2024 saw the long-awaited start to creating a strategic and sustainable fundraising programme for the LGMC. In April, the Board approved Terms of Reference for a new Development Committee, tasked with coordinating fundraising and alumni relations for the Chorus. It has met around every six weeks since May 2024 and comprises seven Chorus members and one alumnus.

In October 2024, the committee organised an Away Day in order to map out its own priorities in terms of long- and short-term funding. It took on its own commitment to

raise funds in coordination with an incoming Development & Fundraising Manager, as it realised its own responsibility to support the Chorus's future financial sustainability and to lead by example. Ideas discussed included the development of a legacy programme, the feasibility of core funding, raising funds for Chorus tours to maximise access, addressing the challenges of fundraising around concerts, looking at enhancing accessibility as a fundraising priority, and reviewing the messaging towards and profiling of prospective donors necessary for effective fundraising. It was agreed that all these ideas would be further developed in 2025 once the new Development & Fundraising Manager commenced, and in close coordination with an overarching strategic action plan which the Board planned in the coming year. All this work builds upon the generosity of those Chorus members who make regular donations to us in addition to their subscription donations. We are very grateful for their support.

On receipt of the long anticipated bequest from Chorus alumnus the late John Holt in early 2024 (which was published in our *Queer Carnival* programme as a way to encourage future legacies), the Board took the decision to fund the first year of the Development & Fundraising Manager from those funds. This was on the understanding that it would be unrealistic to expect sufficient cash to be generated without that support in 2025, and that the new recruit would have a fundraising target to cover at least raising their own costs in a combination of cash and committed pledges in the first year.

In September 2024, we started the process of recruitment for this new role and in December, we were delighted to appoint Jamie Munn, an experienced cultural and music fundraiser. We look forward to long-awaited progress on this front in 2025.

Our Summer and Winter concerts are currently the principal ways in which the Chorus shows the outside world who we are and what we do. The receptions for our Chorus guests at concerts are therefore an important way in which we can welcome new friends and thank existing ones, opening the doors to new supporters, new music partnerships and new charity and choir relationships.

As an example of the ways we have engaged with our friends, our charity partner for our *Queer Carnival* concert in Summer 2024, the Kaleidoscope Trust, invited our Artistic Director and Development Committee Chair to a reception at the Foreign and Commonwealth Office which was an eye-opener in terms of how an LGBTQ+ charity can present itself to the wider world. Other important engagements linking the Chorus to potential supporters came through the LGMC Ensemble's programme, including a generously funded event for Microsoft. Development Committee member Kitson Price Lim created two important entry points into City of London banks and finance firms who support LGBTQ rights. In the Summer, members of the Development Committee were actively involved in Chorus events including Lambeth Pride, Nordic Pride at the Royal Danish Embassy, and an exceptional Pride event at the London Stock Exchange. With a Development & Fundraising Manager onboard in 2025, we expect the impactful engagement of the Chorus at such events to increase.

In 2024, we further continued the more structured approach with our supporters we had started to develop at our concerts in 2023. At Alexandra Palace for 'Queer Carnival,' we included a speech by our Chair at both intervals, and we were delighted to recruit several alumni as Guest Greeters, ensuring a special welcome at the door for our guests. We held receptions in the Gracie Fields Room alongside our partner

charity the Kaleidoscope Trust, and in the foyer at the Southbank Centre for our 'Christmas Bop' concert. As previously, these events allowed our guests to get to know trustees, music team and guest performers after seeing the Chorus perform in the first half of both concerts. We continue to be thankful to all who volunteer as part of our Front of House teams and the role they play in engaging with and raising donations from audience members and for our concert partner charities.

Each concert welcomed around 50 guests. Existing and new Chorus friends and celebrity guests included: singer-songwriter Nerina Pallot, Rachel Wooding (star of 'Standing at the Sky's Edge' and our Christmas soloist), Adele Anderson from Fascinating Aida, the wife of the Irish Ambassador Deirdre Fraser, Leslie Richards from Laura Devine Immigration for whose practice the Ensemble sang at their Christmas party (and through whom in 2023 we were introduced to Neil Barclay of HMP Thameside for whom the Chorus performed at his prison in Spring 2024). We were particularly pleased to invite once again Rosaleen Hubbard of Towerhouse LLP (with thanks to Bass Section Representative Rob Wells) who once more made a generous unrestricted donation to the Chorus. We were especially pleased to welcome Gay Liberation Front veteran Cloud Downey, who organised the very first public performance of the Chorus at Finsbury Library in the early 1990s.

2024 closed with enormous anticipation around what 2025 would bring in terms of a professional fundraiser alongside an increasingly active Development Committee, fully supported by the Board. 'Watch this space' is our motto for next year!

8. Equity, Diversity & Inclusion

The Equity, Diversity and Inclusion policy has been endorsed by the Board during the year and is now included in the welcome pack for members and every report has a section looking at the potential impact on the EDI policy.

Feedback from Chorus members suggest that the LGMC has become a more comfortable place for members with disabilities, with greater sensitivity shown towards them; and there is a noticeable increase in the number of men of colour who are now part of the Chorus.

Next steps will potentially include a working group looking specifically at this area; new partnerships designed to enhance the diversity of experience and music.

The Vision, Mission and Values work has also overlapped with the this area of work and in the near future it is hoped to produce a comprehensive strategy covering all aspects of the Chorus, including the Equity, Diversity and Inclusion policy, which in turn will inform the charitable objectives and therefore the key areas of development for the future.

9. Our Employees & Freelance Consultants

The Chorus employs both the Artistic Director and Operations & Production Manager. A range of other freelance consultants are engaged by the Chorus to support the delivery of our artistic strategy. During 2024, the People Committee developed and released "Working with the LGMC" - a handbook for both employees and consultants

covering their entitlements and how policies apply to them. We also undertook performance and development reviews with both staff and consultants.

10. Structure, Governance and Management

a. Governing Document (Constitution)

During 2024, the LGMC became a Charitable Incorporated Organisation (CIO).

Previously the LGMC was a charitable company limited by guarantee, incorporated on 8 March 2002 and registered as a charity on 5 July 2002.

Our Articles of Association had their most recent update following the passing of a special resolution by the members in June 2022, following a significant restructuring in 2020 when the old "Steering Committee" was replaced by a strategy-focused Board composed of member-elected and external Trustees. An operations-focused Executive Committee (ExCo), composed of member-elected Leads was also developed.

Since the changes made in 2020 & 2022, the Board, staff, ExCo members and other volunteers felt that too much of our organisation structure was unnecessarily written into our Articles of Association, reducing our ability to be agile, flexible and try new ways of working. The Roles, Responsibilities & Authority Working Group's output approved in May 2024 also informed our approach to updating the governance of the Chorus.

Following the launch of our new Vision, Mission and Values, the Board adopted a principle of simplification and this informed the recommendation of the Governance Working Group - to adopt the Charity Commission's model CIO constitution as the best route for us to take. It would provide a modern, fit-for-purpose constitution which many charities had already adopted. A small number of LGMC-specific changes were made (e.g. number of trustees, what constitutes a quorum, members with debts to the Chorus not being permitted to vote etc.), and where these didn't limit the Board's ability to adapt quickly, they were included.

The draft constitution was approved by the Board on 8 May 2024 and was put to a General Meeting of members on 17 June 2024 where it was agreed to (a) convert to a CIO and (b) adopt the new constitution. Members also authorised the Board to agree to any changes as may be required by the Charity Commission to register as a CIO. Two minor amendments were requested by the Charity Commission and these were approved by the Board on 19 August 2024. Our application to become a CIO was approved by the Charity Commission on 28 August 2024 and we ceased being a charitable company limited by guarantee.

b. Organisation

Following our conversion to a CIO and the adoption of our new constitution, there is provision for a Board of up to thirteen Trustees, comprising the Chair of Trustees, a further six Trustees elected from amongst the membership of the CIO, and six non-member Trustees recruited and appointed by the Board. In line with Board Election and Recruitment Policy, approved by the Board in August 2024, currently the

Chair of Trustees must be a member of the CIO and is elected by the members. Trustees are elected or appointed for three-year terms of office and may only serve for two full terms. Office-bearer roles (Vice Chair, Secretary & Treasurer) are elected by the Board from among their number. This now means that office-bearers may be either member- or external-trustees.

As foreshadowed in our 2023 Annual Report, organisational initiatives over 2024 were focused on planning for and implementing the following:

1. Creating an organisation structure which allows the Board to focus on strategy, while delegating responsibility for operations to empowered individuals or committees with suitable oversight
2. Retiring the Executive Committee, and replacing it with a series of Board Committees each focusing on a particular portfolio
3. Ensuring that role overlaps are minimised, and where overlaps do exist, creating opportunities for collaboration between skilled and passionate individuals
4. Moving away from many volunteer roles being elected, while securing the member's influence on the organisation through Board elections and other engagement activities
5. Creating a new projects structure (sitting alongside committees), with time-bound remits to deliver change in support of our growth and developing strategy
6. Ensuring our volunteers continue to be supported and recognised for the work they do for the success of the LGMC

We now have four committees - each either chaired or sponsored by a Trustee: Development, Finance, Membership and People. Committee members are Trustees, members or friends of the Chorus and each committee has Terms of Reference approved by the Board. 2025 will see the introduction of an additional committee covering Communications & Marketing.

The only non-Trustee volunteer roles which currently remain as elected positions are the Membership Lead (which was previously a directly-elected member Trustee) and each of the Section Representatives. The Membership Lead chairs the Membership Committee working alongside a Board sponsor. This Committee is predominantly composed of the Section Representatives. All other volunteer roles undergo an open recruitment and selection process focusing on the skills and experience needed to fulfil the functions of the role. We plan to further refine our volunteering framework during 2025.

c. Responsibilities of the Trustees

Key Responsibilities:

Public Benefit: Trustees must ensure the CIO is operating for the public benefit, as outlined in the LGMC constitution and the Charities Act 2011.

Compliance: Trustees must comply with the constitution, the Charities Act 2011, and other relevant laws and regulations.

Resource Management: Trustees are responsible for managing the CIO's resources responsibly, including finances, investments, and assets.

Safeguarding Assets: Trustees must safeguard the CIO's assets and take reasonable steps to prevent and detect fraud and other irregularities.

Accountability: Trustees must ensure the CIO is accountable to its stakeholders, including donors, beneficiaries, and the public.

Annual Review: In the Trustees' Annual Report, Trustees must include a review of the charity's activities and achievements, as well as a statement on compliance with the public benefit duty.

Financial Reporting: Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Strategic Direction: Trustees are responsible for setting the CIO's strategic direction and ensuring it is effectively implemented.

Monitoring and Oversight: Trustees must monitor the CIO's performance and ensure it is operating effectively and efficiently.

Conflict of Interest: Trustees must declare and manage any potential conflicts of interest.

Trustee Conduct: Trustees must act with reasonable care, skill, and diligence in carrying out their duties.

Delegation: While Trustees can delegate certain tasks, they retain ultimate responsibility for the CIO's management and administration.

Each LGMC Trustee affirms their commitment to a Trustee Code on their appointment and annually thereafter.

11. Our Finances

a. Financial Health & Governance

The LGMC reviews its finances through three separate but complementary lenses:

1. **Cash Flow:** Cash flow reports for the period are shared from the Finance Committee with the Board and Executive.
2. **Management Accounts:** We have outsourced the production of the Management Accounts to an accountancy firm and these are presented to the Board on a quarterly basis
3. **Financial Accounts:** An Independent Examiner reviews all financial activity across the year, including income and expenditure, cash flows and changes in assets and liabilities.

Cost management and optimisation is a clear focus for the Treasurer and Finance Committee. The impact of the pandemic significantly affected the cash reserves of the Chorus, however these now stand at a healthier £282,490, over 98% of which is unrestricted. The Board, through the Finance Committee intends to review both its General Reserve level as well as formally designate funds for specific purposes during 2025.

b. Financial Performance & Key Initiatives

	<u>2024</u>	<u>2023</u>
Total income	£587,612	£337,745
Donations and Legacies	£334,734	£129,904
Performances and Events	£234,193	£179,110
Other Income	£18,685	£28,731
Total expenditure	£389,548	£372,594
Performances and Events*	£142,770	£145,647
Support costs**	£243,771	£217,571
Other expenditure	£3,007	£9,376
Total Surplus/(Deficit)	£198,064	(£34,849)

* Performances and Events expenditure has been restated for 2023 as classifications have been updated

** Support Costs include staff, consultants, rehearsals, premises, office, communication, IT, travel, finance and governance

Main drivers for changes in income and expenditure:

Income of £587,612 was £249,867 higher than 2023, helped significantly by the legacy bequest from alumnus the late John Holt. On a like-for-like basis, the uplift was £69,867 - a 21% uplift, and our second consecutive record revenue performance. Other than the legacy bequest, this was principally driven by:

- Donations increasing by 15% to ~£11.5k
- Member subscription income and Gift Aid rising 19% to ~£143k
- Very strong sales for *Christmas Bop* which more than offset the small loss from *Queer Carnival*. Performance fees generated from the Ensemble as well as main Chorus performances at St Martin-in-the-Fields and the Royal Albert Hall increased by 88% to £95k

The Board through the Treasurer, a reconstituted Finance Committee and the diligent work of our staff have had a strong focus on sensible cost containment while still continuing to invest in the development of the Chorus. **Expenditure** grew by a very modest 5% over 2023. Key highlights include:

- Delivering one fewer production than 2023 and no international tour
- Delivering productions within agreed expense budgets
- Following the sharp rise in venue and rehearsal hire costs in 2023, these rose by a further 18% in 2024

We are delighted to be able to present our first surplus (£18,064, excluding the legacy bequest) since the COVID pandemic and the Board is mindful to utilise the generous legacy bequest to develop both the Chorus' culture as well as build sustainable new revenue streams with the onboarding of a new Development & Fundraising Manager in early 2025.

*** ENDS ***

CHARITY REGISTRATION NUMBER: 1092827

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2024

POWDIN & CO LIMITED

Chartered accountants
Hampshire House
204 Holly Road
ALDERSHOT
Hampshire
GU12 4SE

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2024

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 December 2024.

Reference and Administrative Details

Registered charity name London Gay Men's Chorus

Charity registration number 1092827

Principal office 124 City Road
LONDON
EC1V 2NX

The Trustees

Mr Martin G Brophy (Chair)
Ms Sylvie Pierce (Vice Chair)
Mr Cameron J McLeod
(Secretary)
Mr David Weitzmann (Treasurer)
Ms Nicola S Berry
Mr Nikhilesh B Dasgupta
Mr Alexander PJ Dixon
Ms Caroline Fry
Mr Jeremy Haneman
Mr Jonathan M Howard
Mr Martin P Kaufman
Mr Sami H Qasem

Independent Examiner

Mr L J Powell BSc FCA
Powdin & Co Limited
Hampshire House
204 Holly Road
ALDERSHOT
Hampshire
GU12 4SE

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES' ANNUAL REPORT *(continued)*
YEAR ENDED 31 DECEMBER 2024

Structure, Governance and Management

Governing Document

During 2024, the LGMC became a Charitable Incorporated Organisation (CIO).

Previously the LGMC was a charitable company limited by guarantee, incorporated on 8 March 2002 and registered as a charity on 5 July 2002. The company was established under a Memorandum and Articles of Association incorporated on 8 March 2002, as amended by special resolution of 22 May 2006. New Articles and by-laws were adopted in 2020, and these were further amended at the 2022 Annual General Meeting.

The draft CIO constitution was approved by the Board on 8 May 2024 and was put to a General Meeting of members on 17 June 2024 where it was agreed to (a) convert to a CIO and (b) adopt the new constitution. Members also authorised the Board to agree to any changes as may be required by the Charity Commission to register as a CIO. Two minor amendments were requested by the Charity Commission and these were approved by the Board on 19 August 2024. Our application to become a CIO was approved by the Charity Commission on 28 August 2024 and we ceased being a charitable company limited by guarantee.

Organisation

Following our conversion to a CIO and the adoption of our new constitution, there is provision for a Board of up to thirteen Trustees, comprising the Chair of Trustees, a further six Trustees elected from amongst the membership of the CIO, and six non-member Trustees recruited and appointed by the Board. In line with Board Election and Recruitment Policy, approved by the Board in August 2024, currently the Chair of Trustees must be a member of the CIO and is elected by the members. Trustees are elected or appointed for three-year terms of office and may only serve for two full terms. Office-bearer roles (Vice Chair, Secretary & Treasurer) are elected by the board from among their number.

The CIO employs both the Artistic Director and Operations & Production Manager. A range of other freelance consultants are engaged by the Chorus to support the delivery of our artistic strategy.

Objectives and Activities

About the London Gay Men's Chorus

The London Gay Men's Chorus began life in 1991 as an informal social group to sing for pleasure and has evolved into an internationally recognised high quality inspirational chorus numbering upwards of 300 members.

Purpose

Our charity's purpose as set out in the objects contained in the CIOs constitution is the study and practice of choral music in order to foster public knowledge and appreciation of such music by means of public performance.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES' ANNUAL REPORT *(continued)*
YEAR ENDED 31 DECEMBER 2024

Objectives and Activities *(continued)*

Our Vision

Everyone Brought Together Through Song.

Our Mission

Create, enable and connect confident voices across communities with fun, hope, love, joy and fearless allyship.

Our Values

All-in, Community, Harmony, and Transformation.

Ensuring we deliver our aims

Following the adoption of our new Vision, Mission and Values, the Board intends to review and, following consultation with members, propose an update of our Charitable Objects to the Charity Commission for approval.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Achievements and Performance

Refer to LGMC Annual Report 2024.

Financial Review

Refer to LGMC Annual Report 2024, which also details income and expenditure activities for the year.

Investment Policy

Under the constitution, the Board of Trustees of the charity has the power to make investments however it sees fit in line with the furtherance of its objectives. The majority of Chorus funds are spent in the short term as such to retain a prudent amount in reserves each year. The Board of Trustees has not considered investments this year.

Plans for Future Periods

Refer to separate report.

The trustees' annual report was approved on 14 May 2025 and signed on behalf of the board of trustees by:



Mr Martin G Brophy (Chair)
Trustee

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LONDON GAY
MEN'S CHORUS
YEAR ENDED 31 DECEMBER 2024

I report to the trustees on my examination of the financial statements of London Gay Men's Chorus ('the charity') for the year ended 31 December 2024.

Responsibilities and Basis of Report

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

I report in respect of my examination of the charity's financial statements 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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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 charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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.

Mr L J Powell BSc FCA
Powdin & Co Limited
Independent Examiner

Hampshire House
204 Holly Road
ALDERSHOT
Hampshire
GU12 4SE

14 May 2025

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	334,734	–	334,734	129,904
Charitable activities	5	234,193	–	234,193	179,110
Other trading activities	6	4,328	–	4,328	3,148
Investment income	7	8,097	–	8,097	1,716
Other income	8	6,260	–	6,260	23,867
Total income		<u>587,612</u>	<u>–</u>	<u>587,612</u>	<u>337,745</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	–	–	–	622
Costs of other trading activities	10	1,854	–	1,854	5,309
Expenditure on charitable activities	11,12	386,541	–	386,541	363,218
Other expenditure	14	1,153	–	1,153	3,445
Total expenditure		<u>389,548</u>	<u>–</u>	<u>389,548</u>	<u>372,594</u>
Net income/(expenditure) and net movement in funds		<u>198,064</u>	<u>–</u>	<u>198,064</u>	<u>(34,849)</u>
Reconciliation of funds					
Total funds brought forward		80,652	3,774	84,426	119,275
Total funds carried forward		<u>278,716</u>	<u>3,774</u>	<u>282,490</u>	<u>84,426</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

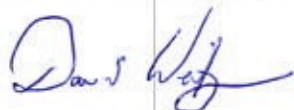
The notes on pages 8 to 17 form part of these financial statements.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
STATEMENT OF FINANCIAL POSITION

31 DECEMBER 2024

	Note	2024 £	£	2023 £	£
Fixed Assets					
Tangible fixed assets	19		203		69
Current Assets					
Debtors	20	174,471		86,288	
Cash at bank and in hand		169,271		45,251	
		<u>343,742</u>		<u>131,539</u>	
Creditors: Amounts Falling due Within One Year	21	<u>61,455</u>		<u>47,182</u>	
Net Current Assets			<u>282,287</u>		<u>84,357</u>
Total Assets Less Current Liabilities			<u>282,490</u>		<u>84,426</u>
Net Assets			<u>282,490</u>		<u>84,426</u>
Funds of the Charity					
Restricted funds			3,774		3,774
Unrestricted funds			278,716		80,652
Total charity funds	23		<u>282,490</u>		<u>84,426</u>

These financial statements were approved by the board of trustees and authorised for issue on 14 May 2025, and are signed on behalf of the board by:



Mr David Weitzmann (Treasurer)
Trustee

The notes on pages 8 to 17 form part of these financial statements.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
STATEMENT OF CASH FLOWS
YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash Flows from Operating Activities		
Net income/(expenditure)	198,064	(34,849)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	26	—
Other interest receivable and similar income	(8,097)	(1,716)
Accrued (income)/expenses	(40,138)	27,252
<i>Changes in:</i>		
Trade and other debtors	(62,133)	(50,300)
Trade and other creditors	28,361	4,433
Cash generated from operations	116,083	(55,180)
Interest received	8,097	1,716
Net cash from/(used in) operating activities	<u>124,180</u>	<u>(53,464)</u>
Cash Flows from Investing Activities		
Purchase of tangible assets	(160)	(69)
Net cash used in investing activities	<u>(160)</u>	<u>(69)</u>
Net Increase/(Decrease) in Cash and Cash Equivalents	124,020	(53,533)
Cash and Cash Equivalents at Beginning of Year	45,251	98,784
Cash and Cash Equivalents at End of Year	<u>169,271</u>	<u>45,251</u>

The notes on pages 8 to 17 form part of these financial statements.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2024

1. General Information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 124 City Road, LONDON, EC1V 2NX.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting Policies

(a) Basis of Preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

(b) Going Concern

There are no material uncertainties about the charity's ability to continue.

(c) Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There were no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have a most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. There were no key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

(d) Foreign Currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

3. Accounting Policies *(continued)*

(e) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

(f) Incoming Resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from performances is recognised when the performance has taken place. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- Income from charitable trading activity is accounted for when earned.

(g) Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 DECEMBER 2024

3. Accounting Policies *(continued)*

Resources Expended *(continued)*

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

(h) Tangible Assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

(i) Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	- 3 Years
Musical Instruments and equipment	- 3 Years

(j) Impairment of Fixed Assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

3. Accounting Policies *(continued)*

(k) Financial Instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

(l) Defined Contribution Plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

4. Donations and Legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	11,648	11,648	9,913	9,913
Gift Aid	20,856	20,856	21,026	21,026
Legacies				
Legacies	180,000	180,000	—	—
Subscriptions				
Membership Subscriptions	122,230	122,230	98,965	98,965
	<u>334,734</u>	<u>334,734</u>	<u>129,904</u>	<u>129,904</u>

5. Charitable Activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Income from Events	139,458	139,458	128,648	128,648
Performance Fees	94,735	94,735	50,462	50,462
	<u>234,193</u>	<u>234,193</u>	<u>179,110</u>	<u>179,110</u>

6. Other Trading Activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Merchandising Income	4,328	4,328	3,148	3,148

7. Investment Income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	8,097	8,097	1,716	1,716

8. Other Income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Other income	1,250	1,250	—	—
Employment Allowance	5,000	5,000	5,000	5,000
Members contribution to travel costs	10	10	18,867	18,867
	<u>6,260</u>	<u>6,260</u>	<u>23,867</u>	<u>23,867</u>

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

9. Costs of Raising Donations and Legacies

	Unrestricted Funds	Total Funds	Unrestricted Funds	Total Funds
	2024	2023	2024	2023
	£	£	£	£
Fund Raising Expenses	—	—	622	622

10. Costs of Other Trading Activities

	Unrestricted Funds	Total Funds	Unrestricted Funds	Total Funds
	2024	2023	2024	2023
	£	£	£	£
Costs of other trading activities	1,854	1,854	5,309	5,309

11. Expenditure on Charitable Activities by Fund Type

	Unrestricted Funds	Total Funds	Unrestricted Funds	Total Funds
	2024	2023	2024	2023
	£	£	£	£
Cost of Events	142,770	142,770	145,647	145,647
Support costs	243,771	243,771	217,571	217,571
	<u>386,541</u>	<u>386,541</u>	<u>363,218</u>	<u>363,218</u>

12. Expenditure on Charitable Activities by Activity Type

	Activities undertaken directly	Support costs	Total funds	Total fund
	2024	2023	2024	2023
	£	£	£	£
Cost of Events	142,770	233,269	376,039	348,986
Governance costs	—	10,502	10,502	14,232
	<u>142,770</u>	<u>243,771</u>	<u>386,541</u>	<u>363,218</u>

13. Analysis of Support Costs

	Cost of events	Governance	Total 2024	Total 2023
	£	£	£	£
Staff costs	93,687	—	93,687	82,424
Premises	6,001	—	6,001	2,460
Communications and IT	490	—	490	183
General office	6,729	—	6,729	6,046
Finance costs	270	—	270	308

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 DECEMBER 2024

Governance costs	–	10,476	10,476	14,232
Rehearsals and Bursaries	72,370	–	72,370	61,198
Music Team (Core)	38,934	–	38,934	40,940
Depreciation	–	26	26	–
Travelling expenses	14,788	–	14,788	9,780
	<u>233,269</u>	<u>10,502</u>	<u>243,771</u>	<u>217,571</u>

14. Other Expenditure

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations to Charities from Show Income	<u>1,153</u>	<u>1,153</u>	<u>3,445</u>	<u>3,445</u>

15. Net Income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	26	–
Foreign exchange differences	<u>140</u>	<u>–</u>

16. Independent Examination Fees

	2024 £	2023 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>480</u>	<u>480</u>

17. Staff Costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024 £	2023 £
Wages and salaries	78,375	71,107
Social security costs	8,228	7,322
Employer contributions to pension plans	5,342	3,995
Other employee benefits	<u>1,742</u>	<u>–</u>
	<u>93,687</u>	<u>82,424</u>

The average head count of employees during the year was 2 (2023: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2024 No	2023 No
Management	<u>2</u>	<u>2</u>

Employment allowance of £5,000 (2023:- £5,000) was claimed against the above costs.

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

17. Staff Costs *(continued)*

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

18. Trustee Remuneration and Expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

19. Tangible Fixed Assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 January 2024	1,179	5,300	6,479
Additions	160	–	160
At 31 December 2024	1,339	5,300	6,639
Depreciation			
At 1 January 2024	1,110	5,300	6,410
Charge for the year	26	–	26
At 31 December 2024	1,136	5,300	6,436
Carrying amount			
At 31 December 2024	203	–	203
At 31 December 2023	69	–	69

20. Debtors

	2024 £	2023 £
Event debtors	110,001	42,700
Prepayments and accrued income	37,509	6,102
Income tax recoverable	24,630	37,486
Other debtors	2,331	–
	174,471	86,288

21. Creditors: Amounts Falling due Within One Year

	2024 £	2023 £
Event creditors	45,798	16,603
Accruals and deferred income	13,644	27,732
Social security and other taxes	1,961	2,773
Other creditors	52	74
	61,455	47,182

LONDON GAY MEN'S CHORUS
CHARITABLE INCORPORATED ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 DECEMBER 2024

22. Pensions and Other Post Retirement Benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £5,342 (2023: £3,995).

23. Analysis of Charitable Funds

Unrestricted funds

	At 1 January 2024	Income	Expenditure	At 31 December 2024
	£	£	£	£
General funds	76,547	587,612	(389,548)	274,611
LGMC + Group	50	—	—	50
Seebed Community Fund	4,055	—	—	4,055
	<u>80,652</u>	<u>587,612</u>	<u>(389,548)</u>	<u>278,716</u>

	At 1 January 2023	Income	Expenditure	At 31 December 2023
	£	£	£	£
General funds	111,396	337,745	(372,594)	76,547
LGMC + Group	50	—	—	50
Seebed Community Fund	4,055	—	—	4,055
	<u>115,501</u>	<u>337,745</u>	<u>(372,594)</u>	<u>80,652</u>

Restricted funds

	At 1 January 2024	Income	Expenditure	At 31 December 2024
	£	£	£	£
Derek Butler Trust Fund	3,134	—	—	3,134
Bursaries Fund	640	—	—	640
	<u>3,774</u>	<u>—</u>	<u>—</u>	<u>3,774</u>

	At 1 January 2023	Income	Expenditure	At 31 December 2023
	£	£	£	£
Derek Butler Trust Fund	3,134	—	—	3,134
Bursaries Fund	640	—	—	640
	<u>3,774</u>	<u>—</u>	<u>—</u>	<u>3,774</u>

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24. Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	203	–	203
Current assets	339,968	3,774	343,742
Creditors less than 1 year	(61,455)	–	(61,455)
Net assets	<u>278,716</u>	<u>3,774</u>	<u>282,490</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	69	–	69
Current assets	127,765	3,774	131,539
Creditors less than 1 year	(47,182)	–	(47,182)
Net assets	<u>80,652</u>	<u>3,774</u>	<u>84,426</u>

25. Analysis of Changes in Net Debt

	At 1 Jan 2024 £	Cash flows £	At 31 Dec 2024 £
Cash at bank and in hand	<u>45,251</u>	<u>124,020</u>	<u>169,271</u>