

# Mosaic LGBT+ Young Persons' Trust

England & Wales · Charity number 1166676

## Details

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Other names	MOSAIC LGBT YOUTH CENTRE, Mosaic LGBT+ Young Persons' Trust
Status	Registered
Legal form	CIO
Registered	2016-04-21
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.mosaictrust.org.uk">www.mosaictrust.org.uk</a>

## Activities

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**Objects:** \* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.&#8232;\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.

**Activities:** Mosaic LGBT Young Persons' Trust supports, educates and inspires LGBT plus young persons aged 12 -18 and 18-25 from Greater London and the surrounding areas. We provide youth clubs, young adults social group, mentoring, psycho-therapeutic counselling, visits to cultural events, work experience opportunities, homework club, summer and winter residentials, an on-line community and lots more.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People

## Geography

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- Throughout London

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£298,052	£295,749	-	-
2024-03-31	£268,035	£247,400	-	-
2023-03-31	£183,671	£150,259	-	-
2022-03-31	£154,518	£137,324	-	-
2021-03-31	£141,367	£111,004	-	-

## Trustees

Name	Role	Appointed
<b>Kenneth Charles Batty</b>	Chair	2019-08-13
Ashwin Bungarnayak		2023-10-01
Benjamin McGlynn-Moore		2023-04-01
Charles Christopher Alderwick		2023-04-01
Christos Papaioannou		2021-01-04
Ellie Lewis		2024-01-01
Elliot Howe		2024-05-20
Gemma Benton		2025-03-01
Holly Joy Singlehurst		2023-04-01
Joanne Maria Wittams		2023-04-01
Madison Pollard-Shore		2023-04-01
Norman James Powell		2020-04-17
Sally Cochrane		2024-01-01

**Mosaic LGBT+ Young Persons' Trust**

England & Wales - Charity number 1166676

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# Accounts

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Charity registration number 1166676 (England and Wales)

**MOSAIC LGBT+ YOUNG PERSONS' TRUST**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## LEGAL AND ADMINISTRATIVE INFORMATION

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### Trustees

K Batty  
M Pollard-Shore  
B McGlynn-Moore  
C Alderwick  
C Papaioannou  
H Singlehurst  
J Wittams  
N Powell  
A Bungarnayak  
E Lewis  
S Cochrane  
E Howe (Appointed 20 May 2024)  
G Benton (Appointed 11 Jan 2025)  
D Darroux (Resigned 11 May 2024)

### Senior management

L Konieckzka Executive Director

### Charity number (England and Wales)

1166676

### Independent examiner

Frances Wilde FCCA DChA  
Warner Wilde Limited  
Chartered Certified Accountants  
4 Marigold Drive  
Bisley  
Surrey  
GU24 9SF

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

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# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: 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)".

### Introduction

Welcome to the Annual Report of **Mosaic LGBT+ Young Persons' Trust** which we usually just refer to as **Mosaic**. We are a Charitable Incorporated Organisation and provide a range of services for teenagers and under 25s from across London who are LGBT+.

Our objects are

**\* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.**

**\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.**

We summarise our objectives into a simple aim: to support, educate and inspire LGBT+ young persons from across London and the surrounding area. We think this aim fulfils the public benefit requirement of our charity. The Trustees reviewed our charitable objectives during the year and believe that they still summarise the work that we want to do.

### Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

### Governance

Mosaic has a very active Board of Trustees, and we have tried very hard to ensure we have as diverse a Board as possible and that we listen to what these diverse voices are saying.

Our Board has been remarkably stable during the period under review with only one resignation and appointed two trustees. In our previous recruitment round we had identified 5 possible new trustees but we only had space for 4. This had been a thorough process involving public advertisements which generated significant interest, and interviews of shortlisted candidates by a panel of trustees and a panel of young persons. We invited Elliot Howe to observe our board, with the intention that when a trustee resigned he would be able to step in. We were able to appoint Elliot in May 2024 following the resignation mentioned above. In March 2025 our previous Vice Chair, and a long standing trustee, Gemma Benton, indicated that she would be willing to rejoin the Board. The Board, most of whom knew Gemma, voted unanimously for her to rejoin. Gemma has agreed to be our Safeguarding Trustee going forward.

The list of Trustees below shows the changes in our Trustee Board from 1 April 2024 to 1<sup>st</sup> December, 2025. Names in bold are Trustees as of the date of this report, Ken Batty is Chair and Madison Pollard-Shore is Vice Chair.

**Ben McGlynn-Moore**  
**Charles Alderwick**  
**Christos Papaioannou**  
**Holly Singlehurst**  
**Jo Wittams**  
**Ken Batty**  
**Madison Pollard-Shore**  
**Norman Powell**

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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**Ash Bungarnayak**

**Ellie Lewis**

**Sally Cochrane**

**Elliot Howe Appointed 20th May 2024, attending Board since 1 January 2024**

Deuvaunn Darroux Resigned 11th May 2024

**Gemma Benton Appointed 11 January 2025**

The Board met 6 times during the period under review. Three times for a 2 hour meeting via Zoom and three times for a half day face to face meeting. The Board also spent a half day on risk and strategy. While our Board meets regularly the detailed work is done in Committees. Each committee met 5 times in the year.

Our Committees are:

- Frontline
- Marketing and Fundraising
- Finance, Risk and Governance

#### **Staff and Volunteers**

Our Executive Director, Lukasz Konieczka, who founded the Charity in 2016, and prior to that ran the service for Brent Council continues to lead. During the time under review he had a youth worker (Klara), a Partnerships Manager (Rachel) and a part time marketing assistant (Jax). In addition to our permanent staff we have some staff who work for us on a contractual basis: Sona, who leads our therapeutic services; Filipe, who runs our accounts and book-keeping; and Katie who works on our fund raising.

In addition to those whom we pay, we have a host of volunteer mentors who provide so much of our service. Each week in our Wednesday and Sunday youth clubs when young persons come along they meet a team of mentors. These mentors give us a minimum of 40 youth clubs a year which is an incredible commitment. We also have mentors who go into schools and work one on one with young persons who cannot come to youth club. While they may only go in once a month it's during the school day so it is quite a commitment for those of our mentors who have a job. We also have mentors who support our young adults group, our events, our residentials, our Culture Club. In fact everything we do with our members has support from these fantastic volunteers without whom we could not do what we do.

#### **Mosaic Strategy**

This year, the board has approved a new strategy to take us through to 2028. The strategy seeks to build on our existing successes, whilst also setting ambitious goals for future growth.

We have identified 8 strategic aims that we will be delivering on in the coming years, as follows:

1. Providing services to support, educate, and inspire LGBT+ young persons and young adults
  - a. Grow young person numbers to 450 in 2027-28
  - b. Average of 15 young adults per session
  - c. 20 placements per year in the Mosaic Works programme
2. Grow the quality and impact of our services:
  - a. Continued high quality delivery
  - b. Increased diversity of the young persons using services
3. Ensure annual fundraising supports the maintenance and growth of the charity:
  - a. Adequate funding to maintain and grow capacity
  - b. Continued diversification of funding sources.
4. Maintain a happy, and supported volunteer base:
  - a. Identify and introduce volunteer satisfaction measures
  - b. Maintain volunteer capacity to support all services
  - c. Continued provision of support in schools across London
5. Staff Satisfaction
  - a. Identify and introduce staff satisfaction measures
  - b. Ensure diversity of identity within the staff body
  - c. Continued avenues for staff voice
6. Board Governance
  - a. Measure trustee satisfaction and support
  - b. Policies reviewed and updated on a regular schedule
  - c. Strive to identify and fill gaps when a vacancy occurs to ensure appropriate and diverse representation

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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7. Counselling and Psychotherapeutic Services:
  - a. Prompt access to counselling service (<3 weeks to referral and <8 weeks to first session)
  - b. Counselling is meeting the needs of the attendees, based on feedback received.
8. Work with and in support of other organisations
  - a. Provide opportunities for young persons and young adults to participate in social action
  - b. Work in partnership with organisations on relevant consultations, policy guidance and working practice.

#### Major risks

The Trustees take risk seriously and dedicated an entire afternoon to reviewing our risk management process and ensuring we were fully cognisant of the risks, and the actions we have taken to mitigate those. We review our risks regularly in both our Board and our sub-committees.

#### Delivery against our values

**Mindful** - we have been operating under a lot of pressure due to the changing political landscape, and many of our members felt a growing concern for their futures. We have responded to this by offering a supportive space where our members can take time to reconnect with the community. Our events programme grew in popularity, attracting a record number of participants.

The young adults' group has a growing number of refugee and asylum-seeking persons, so we structure our work around their needs. We are currently exploring more targeted support that could be offered to them.

We were mindful of the impact working with LGBT+ persons has on volunteers and rolled out clinical supervision to our mentors, offering them the support that often would be uncomfortable to access through their line manager. Those monthly group online sessions have proven to be popular with mentors and very well received.

We were concerned about our community's unmet mental health needs, so we expanded our counselling offer, which is now working at full capacity. We are aware of how long people sometimes need to wait for mental health support, so our service was designed with that in mind. Our waiting time didn't exceed 6 weeks on average, and counsellors were allocated based on the needs identified through a WHO-5 assessment.

We were mindful of the impact of poverty on our members, so we simplified applications for residentials like Summer Camp and Winter Retreat to help anyone access them without embarrassment. Fifty per cent of places were allocated on reduced fees to those in financial difficulty. We also changed the way we offer tickets at events by making booking less embarrassing. Young persons can now simply book a funded ticket at no cost or a solidarity ticket at double the cost, alongside a standard ticket. Sixty-three per cent of tickets were partially or fully funded.

We were mindful of the fact that there is a growing number of hate crime incidents, so we rolled out a self-defence programme offering our members the opportunity to learn the basics to keep themselves safe when out and about. We also now ask members to travel in groups.

We were mindful of our members' feedback, which indicated that they found the space either too hot in the summer or too cold in the winter. Underfloor heating was insufficient and hence detrimental to the environment as it needed to be left on even when the building was not in use. We hence opted for air conditioning to help us manage the temperature and reduce the impact on services. Since we were decommissioning the gas boiler, we used the opportunity to switch entirely to the electric system, significantly reducing our environmental impact.

Due to flooding, we had to replace the carpet in the entire building. To be mindful of our impact on the environment, we opted not only for one made from recycled fibre but also for one that had previously been used in another building, thereby reducing waste and carbon impact.

**Open** - with three full-time staff members, we were able to focus on openness as an organisation. We rolled out the 'You Said - We Heard' board, where members can post suggestions and receive our written response, making them feel heard.

We have been open to helping other organisations gather LGBT+ voices by holding meetings with our members, either one-to-one or in focus groups. The NHS, Camden Council, and Westminster Council all benefited from being able to have open conversations with our members, which helped them develop their policies and protocols.

Our members were asking for a C-Card scheme so they can access condom distribution, so two staff members completed the training so they can provide condoms through the scheme.

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2025**

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**Safe** - we have reviewed our safeguarding policy, and the Board approved it.

We have rolled out new training to our mentors and changed the induction process. We now offer a range of learning options through the e-learning platform. However, we have made fire safety, food hygiene, safeguarding level 1, neurodiversity awareness, mental health awareness, and manual handling of persons compulsory for all mentors working with our members.

The board has also reviewed the Mosaic medication protocol for residential use, which helps staff manage medications.

Safe at Mosaic doesn't mean sheltered as we operate a pedagogy of growth to help our members develop coping strategies around their issues. This has been achieved by helping our members participate in activities they might otherwise never have undertaken, such as abseiling or kayaking. This helps members feel more at ease around new things.

We have been aware of issues locally with growing anti-social behaviour, so we applied and were successful at getting funding from B&Q for the CCTV installation.

**Agile** - Mosaic has been flooded, resulting in significant damage. Floors needed to be ripped up and disposed of, but the building was back to operational within 48 hours. This is Mosaic's value in keeping services uninterrupted, even though we had to use a concrete floor for a few weeks before the carpet was installed.

**Inclusive** - Mosaic has taken part in the UK's first Muslim Pride event so as to reach more LGBT+ people who struggle to navigate the intersection of faith and LGBT+ identity. Mosaic mentors also took members to celebrate LGBT+ Iftar events, helping them reconnect with their identities.

York Pride offered young adults the opportunity to celebrate an amazing event outside of London while travelling on the LGBT+ Pride train with LNER.

Mosaic is committed to making travel to Mosaic services accessible, so we reimburse travel for our members who cannot otherwise afford it. This helps Mosaic to increase its reach and be more accessible due to the growing cost of living.

We also recognise that our members may have auditory sensitivity due to neurodiversity, so we have installed sound-absorbing carpets and light fittings to help reduce echo and noise pollution, making the space more accessible.

Mosaic has experienced an increase in the number of members who are asylum seekers in the UK, especially within the young adults' group. Part of Mosaic's work is to ensure that it is a welcoming place for all asylum seeking persons through raising awareness and instilling values of solidarity within our community.

Mosaic has decided to host a clothes swap every quarter, now working in partnership with corporate partners to alleviate the growing cost of living while also reducing the environmental impact of our members' fashion choices. We are being inclusive in doing so, as members don't have to bring anything if they can't, and they can collect as much as they like to reduce any stigma and embarrassment.

Through school mentoring, we are inclusive of young persons who might not be able to engage with Mosaic in any other way. We can provide valuable support where young persons can discuss their difficulties, including family dynamics, relationships, or career aspirations.

**Community** - Building a sense of community is crucial for our members as they build the sense of self, and we achieve this through the implementation of a clear Code of Conduct that all members must agree to upon registration.

We also take our members to various Pride events, including Para Pride, Student Pride, Black Pride UK, Bi Pride, Trans Pride Brighton and Pride in London. Those are always joyous occasions, and this reporting period, we have taken our members to Muslim Pride and Pride Iftar events, as those whose identity lies at the intersection of faith and being LGBT+ often find it quite challenging.

Our most significant endeavour was to offer members the Mosaic Works programme so they can grow their confidence in the workplace.

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2025**

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### **Delivery in numbers**

We could fill the report with details of the number of people who use our different services. Rather than discussing everyone, we have selected a few to give you a sense of what we do.

**The Young Persons' Club** is our flagship offering for members, where they can learn more about what it means to be LGBT+ today, as well as the community's history, heritage, art, and activism, through our custom-designed curriculum.

We run two clubs a week, one on Wednesday evenings and one on Sunday afternoons. During the reporting period, we saw 218 new registrations, representing a 19.1% increase in new registrations compared to the same period last year.

Ninety-nine per cent of members would recommend Mosaic to others, and we have noticed in evaluations that members have improved their knowledge by an average of 4.1 points through the workshops we run.

**School mentoring:** Mosaic volunteers reach out to schools to meet with young persons who might need support, but who might not be able to get to Mosaic. Mosaic mentors delivered 90 sessions in schools, helping vulnerable young persons.

**Discord** is an online community space for members aged 13-17, serving as an extension of the Young Persons' Club, particularly for those who may not be able to attend regularly. The number of users on it remains stable at 285, due to lower-age members being unable to access it due to licensing restrictions, and members ageing out.

**Culture Club** is a programme of outings to LGBT+ events, such as screenings, performances, plays, and concerts, that explore LGBT+ themes in a meaningful and impactful way. During this reporting period, we have booked 666 tickets for our members to participate in 68 events. We are proud that our members showed up to 98% of the booked outings.

**Events:** Pride Prom, Queer Garden Party, and Homoween are our flagship events, open to non-members, as we utilise them as open-access outreach opportunities to give potential members a flavour of what Mosaic really means. We have seen a growing number of attendees in the reported year, as every event surpassed a hundred attendees.

**The Clothes Swap** took place four times, with hundreds of items finding new homes and hundreds more being donated to charity shops after the event.

**Counselling:** we engaged seven counsellors who helped our members improve their mental health outcomes. This service has seen an increase in demand, which was aided by a privately hired counsellor who stepped in to reduce the waiting list, allowing us to keep it below six weeks.

**The Young Adults Group** for those aged 18 - 25 has grown significantly, reaching 207 new registered members — a 52.2% increase from the previous year. We also set up a Young Adults' WhatsApp group as an extension, which currently has 156 active members. This group complements the Young Adults' Group, which meets only once a month, to help members connect and foster independence from the organisation.

98.6% of members would recommend Mosaic to others, and we have noticed that members have improved their knowledge by an average of 5.2 points through the workshops we run.

### **Financial Report**

Mosaic is financially well-managed. We maintain clear financial controls and adhere to proper budgeting practices. We raise money from a variety of sources, ensuring we are not reliant on one particular income stream.

We continue to raise significant funds from within the LGBT+ community, and during the period covered, including Gift Aid, we raised over £50,000 – a 17% increase on the previous year. We strongly believe that we need to be connected to the LGBT+ community, and we think funding from the community is a key measure of that.

We raised £41.5K through corporate donations – an increase of almost 12% on the previous year. In addition, our Mosaic Works program raised a further £ 7,000 from companies that paid us to arrange work experience for one or more of our members with them. So in total, our income from the business sector was nearly £49K.

In the past, our biggest source of income has been local authorities; however, three years ago, we identified the decline in this funding stream and the decline has continued. The funding model for local authorities does not really provide them with funds for discretionary services such as youth work. Our income dropped from £43K to £21K for

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## TRUSTEES' REPORT (CONTINUED)

### **FOR THE YEAR ENDED 31 MARCH 2025**

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Local Authorities. Having said that, we believe that in the year ahead (2025 -26) we will probably get closer to £40K – because we have a couple of one-off Local Authority grants for specific work.

In identifying the drop in local authority funding, we focused the majority of our fundraising efforts on trusts and foundations. This has risen from £43K in both 2021-22 and 2022-23, to £126K last year to almost £160K for the period under review. A large part of that is funding for two of our staff, and for our events and culture club. That funding was long-term and will continue for all of the year ahead, giving us a stable foundation for 2025 -26.

As a result of all this activity, we increased our total income from £268K to £298K.

Our expenditure was balanced as well. Our biggest cost remained staffing and on-costs which accounted for £164K of our expense. Included in that figure are the salaries of our Executive Director and 3 other staff members plus the on costs including training. Our second biggest expense, as you would expect, was direct support for our young persons – travel to our events, refreshments, and we also include in that number emergency support for young persons who may become homeless or have some other sort of crisis.

In total we spent just over £295K giving us a surplus of £2K.

Our reserves therefore increased slightly to £221K. Our reserves policy is to have 12 months of money to cover staffing costs and 9 months of other costs. We have not managed to reach that this year – because our costs increased but our reserves did not increase at the same rate. We do not believe this is a serious concern because if we can meet costs of staffing and space we could if needed cut to the bare minimum our spending on other things and still run a service. However, the Board are hoping to raise enough money in the year ahead to replenish the reserves without reducing any services. Thus being confident of being able to offer the high quality, rich experience, service that we always have even if we have to fall back on our reserves in a future year.

#### **Summary**

When Mosaic was set up as a Charity in 2016 the climate for LGBT+ people was very different. Business, and the public sector, realised the value of diversity and inclusion. They realised complex problems are best solved by getting a group together and working through what to do. The more diverse the group, providing everyone felt included and confident to express their opinion, the greater the range of ideas and the chances that together they could produce a solution.

That has not changed. The case for diversity and inclusion has not gone away. If anything it has expanded. The generation at the start of their careers also talk about fairness and justice. They want to see opportunities to do well open to everybody and are very aware of both overt discrimination and systemic, institutional discrimination. They see that often people have several characteristics which differ from the norm and this intersectionality makes it even more likely they will experience discrimination. And they don't think that is right.

One would imagine that this increased awareness would create a climate where LGBT+ people experienced more equal treatment than in the past. However, the political climate particularly in the USA, and the legal climate in the UK, mean that the reverse is happening. We see companies pulling back from supporting DEI initiatives under pressure from the US Government. Our trans and gender nonbinary members tell us the constant attacks on them, feel overwhelming, and they are not sure if they will ever get the full range of support they need. Schools are unsure how to behave – in everything from toilet provision to sports to whether they can have an after-school club for LGBT+ young people and their allies.

It is against this backdrop that we would say the work we do is more important than ever. We describe our role as to support, educate and inspire our members: LGBT+ young persons and young adults. Everyone involved in Mosaic takes real pride in being able to do that. Our Charity is more needed now than it has been in the almost 10 years of its existence and we are delighted so many people are able to support us in the vital work that we do.

This report was approved by the Trustees on 18th December 2025



Ken Batty, Chair of Trustee Board

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF MOSAIC LGBT+ YOUNG PERSONS' TRUST

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I report to the trustees on my examination of the financial statements of Mosaic LGBT+ Young Persons' Trust (the charity) for the year ended 31 March 2025.

#### **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.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no 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 Charities Act 2011.
- 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 financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.



#### **Frances Wilde FCCA DChA**

Warner Wilde Limited  
Chartered Certified Accountants  
4 Marigold Drive  
Bisley  
Surrey  
GU24 9SF  
Date: 19 December 2025

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2025**

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<b>Income and endowments from:</b>							
Donations and legacies	3	133,056	140,500	273,556	139,868	110,500	250,368
Charitable activities	4	17,898	-	17,898	13,677	-	13,677
Investments	5	6,598	-	6,598	3,890	-	3,890
Other income	6	-	-	-	100	-	100
<b>Total income</b>		<u>157,552</u>	<u>140,500</u>	<u>298,052</u>	<u>157,535</u>	<u>110,500</u>	<u>268,035</u>
<b>Expenditure on:</b>							
Raising funds	7	4,160	-	4,160	207	-	207
Charitable activities	8	178,759	112,830	291,589	128,801	118,392	247,193
<b>Total expenditure</b>		<u>182,919</u>	<u>112,830</u>	<u>295,749</u>	<u>129,008</u>	<u>118,392</u>	<u>247,400</u>
<b>Net income/(expenditure) and movement in funds</b>		(25,367)	27,670	2,303	28,527	(7,892)	20,635
<b>Reconciliation of funds:</b>							
Fund balances at 1 April 2024		<u>211,637</u>	<u>7,108</u>	<u>218,745</u>	<u>183,110</u>	<u>15,000</u>	<u>198,110</u>
<b>Fund balances at 31 March 2025</b>		<u>186,270</u>	<u>34,778</u>	<u>221,048</u>	<u>211,637</u>	<u>7,108</u>	<u>218,745</u>

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

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## BALANCE SHEET

AS AT 31 MARCH 2025

		2025		2024	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	14		7,120		18,101
<b>Current assets</b>					
Debtors	16	9,771		21,597	
Investments	17	156,302		152,842	
Cash at bank and in hand		59,871		73,879	
		<u>225,944</u>		<u>248,318</u>	
<b>Creditors: amounts falling due within one year</b>	18	<u>(12,016)</u>		<u>(47,674)</u>	
<b>Net current assets</b>			<u>213,928</u>		<u>200,644</u>
<b>Total assets less current liabilities</b>			<u>221,048</u>		<u>218,745</u>
<b>The funds of the charity</b>					
Restricted income funds	21		34,778		7,108
Unrestricted funds	22		186,270		211,637
			<u>221,048</u>		<u>218,745</u>

The financial statements were approved by the trustees on 18th December 2025



Ken Batty, Chair of Trustee Board

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 1 Accounting policies

##### Charity information

Mosaic LGBT+ Young Persons' Trust is a Trust.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	33% straight line
Computers	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

### 1 Accounting policies

(Continued)

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	86,306	-	86,306	80,131	-	80,131
Grants	46,750	134,620	181,370	59,737	110,500	170,237
Donated goods and services	-	5,880	5,880	-	-	-
	<u>133,056</u>	<u>140,500</u>	<u>273,556</u>	<u>139,868</u>	<u>110,500</u>	<u>250,368</u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Charitable activities</b>		
Ancillary trading income	7,302	3,300
Charitable rental income	3,520	3,750
Other income	7,076	6,627
	<u>17,898</u>	<u>13,677</u>

### 5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>6,598</u>	<u>3,890</u>

### 6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Net gain on disposal of tangible fixed assets	<u>-</u>	<u>100</u>

### 7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Fundraising and publicity</b>		
Other fundraising costs	<u>4,160</u>	<u>207</u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 8 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
<b>Direct costs</b>		
Staff costs	155,900	132,962
Depreciation and impairment	12,225	-
Space costs	9,739	28,682
Young person support	40,220	23,218
Culture Club and events	22,502	21,057
Residential activities	13,445	12,001
Admin costs	9,793	8,190
Counselling and wellness	12,073	6,501
Advertising and publicity	10,157	4,761
Other people costs	4,235	9,681
	<u>290,289</u>	<u>247,053</u>
<b>Share of support and governance costs (see note 9)</b>		
Governance	1,300	140
	<u>291,589</u>	<u>247,193</u>
<b>Analysis by fund</b>		
Unrestricted funds	178,759	128,801
Restricted funds	112,830	118,392
	<u>291,589</u>	<u>247,193</u>

### 9 Support costs allocated to activities

	2025 £	2024 £
Governance costs	1,300	140
	<u>1,300</u>	<u>140</u>
<b>Analysed between:</b>		
Charitable activities	1,300	140
	<u>1,300</u>	<u>140</u>
<b>Governance costs comprise:</b>	2025 £	2024 £
Independent examination fee	1,300	140
	<u>1,300</u>	<u>140</u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

<b>10 Net movement in funds</b>	<b>2025</b>	<b>2024</b>
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,300	140
Depreciation of owned tangible fixed assets	12,225	-
Loss/(profit) on disposal of tangible fixed assets	-	(100)
	<u>          </u>	<u>          </u>

### 11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

### 12 Employees

The average monthly number of employees during the year was:

<b>2025</b>	<b>2024</b>
<b>Number</b>	<b>Number</b>
4	4
<u>          </u>	<u>          </u>

#### Employment costs

	<b>2025</b>	<b>2024</b>
	£	£
Wages and salaries	133,388	104,523
Social security costs	13,904	12,324
Other pension costs	8,608	16,115
	<u>          </u>	<u>          </u>
	155,900	132,962
	<u>          </u>	<u>          </u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
£60,001 to £70,000	1	-
	<u>          </u>	<u>          </u>

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	<b>2025</b>	<b>2024</b>
	£	£
Aggregate compensation	71,394	66,112
	<u>          </u>	<u>          </u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

### 14 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
<b>Cost</b>			
At 1 April 2024	10,190	10,188	20,378
Additions	-	109	109
Disposals	21	-	21
	<u>10,211</u>	<u>10,297</u>	<u>20,508</u>
<b>Depreciation and impairment</b>			
At 1 April 2024	209	954	1,163
Depreciation charged in the year	6,307	5,918	12,225
	<u>6,516</u>	<u>6,872</u>	<u>13,388</u>
<b>Carrying amount</b>			
At 31 March 2025	<u>3,695</u>	<u>3,425</u>	<u>7,120</u>
At 31 March 2024	<u>9,981</u>	<u>8,120</u>	<u>18,101</u>

### 15 Financial instruments

	2025 £	2024 £
<b>Carrying amount of financial assets</b>		
Instruments measured at fair value through profit or loss	156,302	152,842
	<u>156,302</u>	<u>152,842</u>

### 16 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Trade debtors	597	21,347
Other debtors	-	250
Prepayments and accrued income	9,174	-
	<u>9,771</u>	<u>21,597</u>

### 17 Current asset investments

	2025 £	2024 £
Unlisted investments	156,302	152,842
	<u>156,302</u>	<u>152,842</u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 18 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		3,103	5,028
Deferred income	19	-	26,063
Trade creditors		3,351	5,885
Other creditors		1,398	10,698
Accruals		4,164	-
		<u>12,016</u>	<u>47,674</u>

### 19 Deferred income

	2025 £	2024 £
Other deferred income	-	26,063
	<u>-</u>	<u>26,063</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	-	26,063
	<u>-</u>	<u>26,063</u>
Movements in the year:		
Deferred income at 1 April 2024	26,063	-
Released from previous periods	(26,063)	-
Resources deferred in the year	-	26,063
	<u>-</u>	<u>26,063</u>
Deferred income at 31 March 2025	<u>-</u>	<u>26,063</u>

### 20 Retirement benefit schemes

	2025 £	2024 £
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	8,608	16,115
	<u>8,608</u>	<u>16,115</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
Staff costs	7,108	-	(7,108)	-
Staff and project costs	-	105,000	(99,842)	5,158
Project costs	-	10,000	-	10,000
Young peoples social activity	-	5,880	(5,880)	-
NextGen: young Adults Group	-	19,620	-	19,620
	<u>7,108</u>	<u>140,500</u>	<u>(112,830)</u>	<u>34,778</u>

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
Staff costs	15,000	110,500	(118,392)	7,108
	<u>15,000</u>	<u>110,500</u>	<u>(118,392)</u>	<u>7,108</u>

#### 22 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	211,637	157,552	(182,919)	186,270
	<u>211,637</u>	<u>157,552</u>	<u>(182,919)</u>	<u>186,270</u>

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	183,110	157,535	(129,008)	211,637
	<u>183,110</u>	<u>157,535</u>	<u>(129,008)</u>	<u>211,637</u>

# MOSAIC LGBT+ YOUNG PERSONS' TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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### 23 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>			
Tangible assets	7,120	-	7,120
Current assets/(liabilities)	179,150	34,778	213,928
	<u>186,270</u>	<u>34,778</u>	<u>221,048</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Tangible assets	18,101	-	18,101
Current assets/(liabilities)	193,536	7,108	200,644
	<u>211,637</u>	<u>7,108</u>	<u>218,745</u>

### 24 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

**Mosaic LGBT+ Young Persons' Trust**

England & Wales - Charity number 1166676

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# Accounts

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# **Mosaic LGBT+ Young Persons' Trust**

**Charity Number 1166676**

## **Report of Trustees**

**April 1<sup>st</sup> 2023 – March 31<sup>st</sup> 2024**

### **Registered Address**

**Old Diorama Arts Centre  
201 Drummond St  
London  
NW1 3FE**

## Introduction

Welcome to the Annual Report of **Mosaic LGBT+ Young Persons' Trust** which we usually just refer to as **Mosaic**. We are a Charitable Incorporated Organisation and provide a range of services for teenagers from across London who are LGBT+.

Our objects are

**\* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.**

**\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.**

We summarise our objectives into a simple aim: to support, educate and inspire LGBT+ young persons from across London and the surrounding area. We think this aim fulfils the public benefit requirement of our charity. The Trustees reviewed our charitable objectives during the year and believe that they still summarise the work that we want to do.

## Governance

Mosaic has a very active Board of Trustees and we have tried very hard to ensure we have as diverse a Board as possible and that we listen to what these diverse voices are saying.

As reported in our last Annual Report we started the year in question with some new Trustees appointed from 1 April 2023. Unfortunately, one of those had health problems almost from day one and resigned during the year. In addition, a couple of our longer standing Trustees, Emma Palmer and Graysen Whittaker, gave us 6 months notice that they planned to step down as a Trustee. Graysen was our Vice Chair and despite stepping down continues to be heavily involved in Mosaic completing some long-term projects. I am delighted that Madi Pollard-Shore agreed to be our new Vice Chair – they were able to work alongside Graysen for a few months and formally took over in November 2023.

One thing we decided was that there needed to be a “bedding in” period where new trustees felt able to say “this is not for me” or we felt able to say “this isn’t working for us” and consequently we recruited new Trustees on an initial one year term – you will see that some chose not to continue at the end of that 1<sup>st</sup> year.

We had a second recruitment round in November 2023 appointing 3 new Trustees.

The result of all this is we have a Board that is remarkably diverse both in protected characteristics and also in the length of experience as a Trustee with Mosaic. While we are sorry when good Trustees leave us, we do see the varying experiences of the Board as a real strength.

The list of Trustees below shows the changes in our Trustee Board from 1 April 2023 to the date of this report (8<sup>th</sup> January 2025) Names in bold are Trustees as of the date of this report, Ken Batty is Chair and Maddison Pollard-Shore is Vice Chair.

**Ben McGlynn-Moore**

**Charles Alderwick**

**Christos Papaioannou**

**Holly Singlehurst**

**Jo Wittams**

**Ken Batty**

**Maddison Pollard-Shore**

**Norman Powell**

Gavin Doyle Resigned 26th May 2023

Imogen Webb Resigned 1 October 2023

**Ash Bungarnayak** Appointed 1 October 2023, attending Board since 1 April 2023

**Ellie Lewis** Appointed 1 January 2024

**Sally Cochrane** Appointed 1 January 2024

Emma Palmer Resigned 27 January 2024

Graysen Whittaker Resigned 27 January 2024

Chris Shearer-Wright Resigned 31 March 2024

**Elliott Howe** Appointed 11th May 2024, attending Board since 1 January 2024

Deuvaunn Darroux Resigned 31st May 2024

Our process for recruitment of Trustees was to advertise the roles widely, including on Charity Jobs, Linked In and through personal approaches. A panel of Trustees and a panel of young persons interviewed all the applicants and then selected those who we felt brought most to the Board.

The Board met 6 times during the period under review. Three times for a 2 hour meeting via Zoom and three times for a half day face to face meeting. While our Board meets regularly the detailed work is done in Committees. Each committee met 5 times in the year.

Our Frontline Services committee has oversight of everything we do that involves our young persons. This is also the committee that provides assurance to the Board on the quality of our safeguarding. Our goal is that it should be chaired by a Trustee with deep experience of youth work and safeguarding, supported by several Trustees with experience of Frontline work with young people. We have managed to meet that goal throughout the period covered.

Our Finance, Risk and Governance Committee has oversight over our finances. They ensure the risk register reflects our risks and the mitigations we have in place. They also ensure that we do all that is necessary to meet our regulatory requirements and have good governance. Our goal is that it is chaired by a Trustee with deep experience of charities and charity governance, supported by several Trustees with charity or business experience. We have managed to meet that goal throughout the period covered.

Our Marketing and Fundraising committee has oversight over our marketing and fundraising. We use a fundraising consultant to advise us on grants and foundations and she works directly with the Chair. We have our own part time marketing and admin person who does a great job ensuring we have an interesting and lively presence on social media. Our goal is that the Chair is a Trustee with deep marketing or fundraising experience, supported by Trustees with marketing and fundraising expertise. We have managed to meet that goal throughout the period covered.

## **Staff and Volunteers**

Our founder, and Executive Director, Lukasz Konieczka, led the Trust throughout the period. Lukasz continues to inspire us with his vision for what Mosaic could be and he is as creative in identifying new programmes for us as he has always been.

He is supported by three permanent members of staff.

Klara Lievens is our Services Manager and continues to focus on our work with 12 – 18 year olds. There is a whole section on this work. Klara was an intern for us in 2021 and joined us as a full-time employee in January 2023.

Rachel Padilla is our Partnerships Manager and focuses on our work around employability and with 18 – 25-year-olds. There is a whole section on this work. Rachel was a volunteer mentor for us with the 13 – 18 youth club and joined us as a full-time employee in July 2023

Jax Hoefnagels is our part-time Social Media and Admin Assistant. Jax previously worked for us through the Kick Start program and it was great when we heard they were available and wanted to work for us. They joined us in October 2023.

Our counselling service is managed by Sona Barbosa who is our Head of Therapeutic Services. Sona has managed this service since its inception. This is a contracted role as Sona is self employed.

Our bookkeeping is done by Filipe Rosa, a Member of the Association of Accounting Technicians, who is training to be an accountant. While Filipe was doing our accounts on a

voluntary basis during the period of this report we have since transferred him to be a paid contractor as our requirements increased and we make significantly more demands on his time. In addition he has recently qualified as an accountant and is ACCA accredited.

As well as our paid staff we have a host of volunteer mentors. Our young persons' clubs on Wednesday and Sunday are each supported by a team of 4 – 5 mentors every week. Winter Retreat and Summer Camp are residential programs which again rely on volunteers. In addition to this, we have a team of volunteers who go into schools and support young persons there. These young persons are usually unable to attend our clubs and greatly benefit from someone spending time with them and helping them navigate the challenges of growing up LGBT+.

## **Mosaic Strategy**

Last year we decided that we needed a year of consolidation after the disruption of Covid. We deepened our work with young persons we were supporting, rather than actively seeking out new young persons or new groups to serve. However, the year under review has been very different. We have:

- Relunched our Sunday young persons' club, which we stopped at lockdown. This runs alongside our Wednesday club. Young persons go to only one in any week as the purpose is to serve even more young persons.
- Run our Pride Prom and Homoween for the first time since lockdown. Both these events were really well attended, including by people who would not have been to any Mosaic service before.
- Increased the Clothes Swap events frequency to four times per year. This event has transformed from an opportunity for some of our members to get clothes that better match their gender and become a major opportunity for LGBT+ people up to the age of 25 to refresh their wardrobe and see clothing properly recycled. It has been an excellent way of reaching new young persons.
- Launched a new 18 – 25 years old service. More about this below, but this is a major change in what we do and a whole new service area for us which we believe was a critical development due to a lack of provision in London that serves young adults.
- Launched our Mosaic Works employment program. This is another whole new area for us and again it is detailed below.

## **Delivery against our values**

**Mindful** - we have been continuously aware of the impact we are having on the environment and in doing so replaced all cleaning products with bio-degradable ones while reducing plastic use to a minimum.

We have also increased Clothes Swap frequency to four times a year - coinciding with the seasons of the year while allowing our members to swap pre-loved items with other members of their community.

We were mindful of the cost of living crisis and that was part of our planning process as we included meals wherever we engaged with young persons. During young persons' clubs, our members received food donated by Pret and during half-term outings, we took our members for meals out being mindful of their dietary needs, environmental impact (meals were always vegan), economic impact (meals were usually purchased in small independent vegan restaurants supporting vegan economy where feasible) as well as the cultural impact on our members as we broadened their horizons by offering food from a whole array of cultures including Ethiopian, Indian, Mexican, Chinese and many more.

We are also mindful of the tremendous effort that our mentors put in to help our community grow and to express our thanks we engaged them in Big Gay Sports Day as well as several outings to express our gratitude.

We will take more time and actively ask questions to increase mindful considerations across all our services.

**Open** - we have continuously listened to our members' feedback they provide us with via Mentimeter alongside other surveys and implemented suggested changes where possible promptly. Those included equipment upgrades like a new projector alongside a new coffee machine as well as programme changes asking for more creative activities during curricular learning that were quickly implemented.

Our members told us they felt listened to and cared for in our reviews. Mosaic still had no hierarchical participation structure as we strongly believe that every member should feel free to contribute to how Mosaic operates. We have also been open to partnership work as we have developed several partnerships helping organisations engage with Mosaic services.

We are open to feedback and scrutiny and held meetings with members who felt we came short on some aspects of delivery seeking mutual resolution through restorative justice. We will continue to be open to feedback, scrutiny and challenge as we see it as an opportunity for learning and growth.

**Safe** - we proactively engaged in safeguarding meetings, taking all concerns seriously and worked with partner agencies where applicable to deliver the best outcomes for our members. We have seen an increase in asylum seekers accessing our services as they trusted us to be a safe and inclusive organisation. Our evidence to the Home Office contributed to 3 young persons receiving their right to remain.

Youngest members' often first casual and unstructured community experience are Mosaic Events - Pride Prom, Homoween and now also since last year Queer Garden Party all of which offer slightly different experiences of joyous time with their peers in a safe environment. This

year we have used a new venue on private business estate looking to deliver a safer environment for our members. All events have a private security company that makes sure our venue is secure.

Although we provide a safe space, we want our members to be challenged and exhale in spaces we run. That is why we continue to seek to challenge them outside of their comfort zone either through offering of social action opportunities like being interviewed by the media on aspects of the LGBT+ community or through outdoor pursuits at Summer Camp like abseiling or raft building that our members took part in. Safe doesn't mean sheltered.

We will look for new ways to challenge our members.

**Agile** - we acted proactively when we discovered that we didn't have enough counselling capacity and hired a private counsellor to reduce waiting time. We also observed that young adults who graduate from Mosaic do not have any services to go to after leaving Mosaic as adult services often are unable to meet their needs well. The launch of the 18 - 25 group was an agile response to observed needs.

Similarly, we knew that our members needed help in developing employability skills and hence Mosaic Works was established to offer our members the opportunity to have a paid work experience shadowing LGBT+ mentors in their workplace. It is a perfect example of agile response.

We are keen to see where the needs of our members can be best served and where our services are coming short. We believe that services growth has reached capacity this year and we are now looking to increase agility next year in our responsiveness and reach both in numbers as well as depth of work as we improve our processes and systems internally.

**Inclusive** - we perceive inclusion to be an ongoing effort as we try our best to facilitate access for all our members. This year we have a young person who requires access through the use of a taxi as she lives far away and public transport wouldn't be possible. It is coming at quite a cost, but the board is extremely clear on the priority of making sure the young person can access our services. Since taxis bring the young person to the city centre, she is also able to meet friends after the club making her more socially available and connected reducing isolation and loneliness. We have observed growth in the number of young persons with access

We are committed to continuously looking for ways to be more inclusive. One of which is the refurbishment of the building to reduce noise levels that affect our neurodivergent members most.

**Community** - being focused on community is vital to Mosaic as we work with young LGBT+ persons who will be the building blocks of the community moving forward. We instil the community values of kindness, generosity and respect in our members not only through young

persons' clubs' curriculum but also through positive and active engagement. Our members were consulted by NHS on LGBT+ inclusive initiatives. Our members were also active participants of the commemoration of the Admiral Duncan Bombing and contributed to the AIDS Memory UK memorial competition by giving their insights. Our members also have taken part in guerilla gardening and litter picking.

Our members have their first experiences of Community through the Prides we take part in and it has been our priority to engage our members in as many Prides as possible including Student Pride, Black Pride, Trans Pride, Pride in London, Brighton Pride, BiPride just to name but few. We believe that Pride has a very strong connection with our community.

## Delivery in numbers

We could fill the report with details of the number of people who use our different services. Rather than talk about every one we have just picked a few to give you a sense of what we do.

**Young persons club** continues to be the way most young persons (ie those aged 13 – 18) initially engage with Mosaic. We have clubs on a Wednesday evening and a Sunday afternoon to enable us to accommodate the numbers who want to attend. During the time of this report we saw 183 new registrations.

**School mentoring** is how we engage face to face with young persons who are unable to attend the young persons club. During the period covered we delivered services in 13 schools. The number of students who engage differs by school – in some schools it is just one young person while in other schools we saw as many as 5 regular attendees for one-on-one sessions.

**Discord** provides us with our online community and during the period covered we had 268 registrant members. The level of engagement varies between those who use it mainly to check up on activities and start times, and those who chat to others on a very regular basis.

**Culture Club** is how we engage our young persons in the many and various LGBT+ cultural events in London – from shows, to museums to anything that is LGBT+ and cultural. In the year under review we saw 475 young persons attend 56 LGBT different events.

**Young Adults Group** met for the first time in September 2023. The goal is not to provide a regular weekly meeting but a monthly meeting where people can make connections and then arrange their own meetings. By the end of March 2024 114 young adults registered to know more about the service and 56 of them had joined the member operated WhatsApp group which is where they arrange their own get togethers. We had 8 in person meetings had 136 young adults (18 – 25) had booked to attend.

## Financial Report

Mosaic is financially well-managed. We have clear financial controls and proper budgeting. We raise money from a variety of sources ensuring we are not reliant on one particular income stream.

We continue to raise significant funds from within the LGBT+ community and in the period covered, including Gift Aid, raised over £43K. This was significantly higher than in previous years and was because of a major fundraising event which brought in almost £17K. That hides the fact that, on a monthly basis, individual giving has declined slightly, as the cost of living has hit. However individual giving remains an excellent source of income. We believe strongly that we need to be connected to the LGBT+ community and we think funding from the community is one measure of that.

We raised £37K through corporate donations – significantly higher than in previous years. This remains a focus going forward and we would hope to increase that in future years.

In the past our biggest source of income has been local authorities however three years ago we identified the decline in this funding stream and the decline has continued. The funding model for local authorities does not really provide them with funds for discretionary services such as youth work.

In identifying the drop in local authority funding we focused the majority of our fundraising efforts on trusts and foundations. Last year it rose from £3K to £64K and this year that has increased to £152K. Furthermore, £60K of that is guaranteed for the next four years. As a result, we had a total income of £291K and this was an increase of almost 60% over the previous year

Our expenditure was balanced as well. Our biggest cost remained staffing and on-costs which accounted for £142K of our expense. Included in that figure are the salaries of our Executive Director and 3 other staff members plus the on costs including training. Our second biggest expense, as you would expect, was direct support for our young persons – travel to our events, refreshments, and we also include in that number emergency support for young persons who may become homeless or have some other sort of crisis. In total we spent £247K.

At the end of the period in question our cash holding was £248K. Our reserves policy is to have 12 months of staff related costs and 9 months of other costs based upon the year ahead. As our budget for 2024 – 25 is £275K, of which £180K is staffing costs, our reserves are just slightly ahead of target. The Trustees do not consider this a material cause for concern.

## **Summary**

Mosaic, as a service, not a charity, has been running for 20 years and has adapted its services constantly through that time. A service originally aimed at young gay men soon became a service for all queer teenagers. It then became a Charity which offered services to 13 -18-year-old LGBT+ young persons. This year we have extended that offering to LGBT+ persons aged 18 -25. We believe that this is covered in our objectives but is clearly a major expansion in our services. Adapting what we do to meet the needs of our community is a key focus of the Board and the staff and we are delighted to have been able to be agile - as it is one of our values. We will continue to look for new, exciting and innovative ways to support, educate and inspire young LGBT+ persons from across London and the surrounding areas.

Mosaic LGBT+ Young Person's Trust			Charity no. 1166676	
Annual accounts for the period				
Period start date	01/04/23	To	Period end date	31/03/24

## Section A Statement of financial activities

h	Guidance Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£ F01	£ F02	£ F03	£ F04	£ F05
<b>Incoming resources (Note 3)</b>						
<b>Income and endowments from:</b>						
Donations and legacies	S01	80,131	-	-	80,131	43,990
Charitable activities	S02	59,737	110,500	-	170,237	130,232
Other trading activities	S03	7,050	-	-	7,050	-
Investments	S04	3,890	-	-	3,890	913
Separate material item of income	S05	-	-	-	-	-
Other	S06	6,727	-	-	6,727	8,536
<b>Total</b>	S07	<b>157,535</b>	<b>110,500</b>	<b>-</b>	<b>268,035</b>	<b>183,671</b>
<b>Resources expended (Note 6)</b>						
<b>Expenditure on:</b>						
Raising funds	S08	-	-	-	-	-
Charitable activities	S09	129,008	118,392	-	247,400	139,289
Separate material item of expense	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
<b>Total</b>	S12	<b>129,008</b>	<b>118,392</b>	<b>-</b>	<b>247,400</b>	<b>139,289</b>
<b>Net income/(expenditure) before investment gains/(losses)</b>	S13	<b>28,527</b>	<b>- 7,892</b>	<b>-</b>	<b>20,635</b>	<b>44,382</b>
Net gains/(losses) on investments	S14	-	-	-	-	-
<b>Net income/(expenditure)</b>	S15	<b>28,527</b>	<b>- 7,892</b>	<b>-</b>	<b>20,635</b>	<b>44,382</b>
<b>Extraordinary items</b>	S16	-	-	-	-	- 10,970
<b>Transfers between funds</b>	S17	-	-	-	-	-
<b>Other recognised gains/(losses):</b>						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
<b>Net movement in funds</b>	S20	<b>28,527</b>	<b>- 7,892</b>	<b>-</b>	<b>20,635</b>	<b>33,412</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	S21	-	-	-	185,497	152,085
<b>Total funds carried forward</b>	S22	<b>28,527</b>	<b>- 7,892</b>	<b>-</b>	<b>206,132</b>	<b>185,497</b>

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**CHARITY COMMISSION  
FOR ENGLAND**

**Independent  
examiner's report  
on the accounts**

**Section A Independent Examiner's Report**

**Report to the trustees/  
members of**

Mosaic LGBT+ Young Person's Trust

**On accounts for the year ended**

31 March 2024

**Charity no. 1166676**

**Set out on pages**

As attached

**Responsibilities and basis of  
report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

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").

**Independent examiner's  
statement**

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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records.

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

**Signed:**

**Date: 27 January 2025**

**Name:**

Howard Lane

**Relevant professional  
qualification(s) or body (if any):**

Fellow of the Institute of Financial Accountants

**Address:**

Pro-Filing Ltd  
68 Canterbury Grove  
London SE27 0PA



**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

**Mosaic LGBT+ Young Persons' Trust**

England & Wales - Charity number 1166676

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# Accounts

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# **Mosaic LGBT+ Young Persons' Trust**

**Charity Number 1166676**

## **Report of Trustees**

**April 1<sup>st</sup> 2022 – March 31<sup>st</sup> 2023**

### **Registered Address**

**Old Diorama Arts Centre  
201 Drummond St  
London  
NW1 3FE**

## Introduction

Welcome to the Annual Report of **Mosaic LGBT+ Young Persons' Trust** which we usually just refer to as **Mosaic**. We are a Charitable Incorporated Organisation and provide a range of services for teenagers from across London who are LGBT+.

Our objects are

**\* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.**

**\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.**

We summarise our objectives into a simple aim: to support, educate and inspire LGBT+ young persons from across London.

## Governance

### Our Board

Mosaic has a very active Board of Trustees and we have tried very hard to ensure we have as diverse a Board as possible and that we listen to what these diverse voices are saying.

In summer our longest serving trustee, Gemma Benton, told us she intended to step down early in 2023. We also had a resignation from Josie Youd who was taking a career break and going travelling, so could not continue. We decided to recruit some new trustees and asked each of our trustees to re-evaluate their commitment. Leigh Fontaine decided to step down when their term ended and Sophie McGuirk-Cummings and Kieran Ferdinand decided with new trustees coming on Board they too could step down and have their replacements recruited at the same time.

Graysen Whittaker took over from Gemma as Vice Chair at the start of the year and Gemma remained a trustee for a further month to ensure an orderly handover.

The following trustees served during 2022 – 23:

Ken Batty	Chair (reappointed as Chair for a further 3 years)
Gemma Benton	Vice Chair (resigned as Trustee 1 February 2023)
Leigh Fontaine	Safeguarding Trustee (resigned 31 March 2023)

Norman Powell  
Emma Palmer  
Gavin Doyle  
Christos Papaioannou  
Graysen Whittaker (Elected Vice Chair from 1 January 2023)  
Kieran Ferdinand (Resigned 31 March 2023)  
Sophie McGuirk-Cummings (Resigned 31 March 2023)  
Josie Youd (Resigned 15<sup>th</sup> June 2022)

With the planning around the departures being so orderly we have been able to recruit several new Trustees who will commence their term of office on 1 April 2023. We appointed the following to the Board:

Ash Bungarnayak (Board Secretary)  
Ben McGlynn-Moore  
Charles Alderwick  
Deuvaunn Darroux  
Holly Singlehurst  
Imogen Webb (Safeguarding Trustee)  
Jo Wittams  
Madison Pollard-Shore  
Christopher Shearer-Wright

Our process for recruitment was to advertise the roles widely, including on Charity Jobs, Linked In and through personal approaches. A panel of Trustees and a panel of young persons interviewed all the applicants and then selected those who we felt brought most to the Board.

The Board met 6 times during the period under review. Three times for a 2 hour meeting via Zoom and three times for a half day face to face meeting.

### **Board Committees**

While our Board meets regularly the detailed work is done in Committees. Each committee met 5 times in the year.

Our Frontline Services committee has oversight of everything we do that involves our young persons. This is also the committee that provides assurance to the Board on the quality of our safeguarding. It is chaired by a Trustee with deep experience of youth work and safeguarding.

Our Finance, Risk and Governance Committee has oversight over our finances. They ensure the risk register reflects our risks and the mitigations we have in place. They also ensure that do all that is necessary to meet our regulatory requirements and have good governance. It is chaired by a Trustee with deep experience of charities and charity governance.

Our Marketing and Fundraising committee has oversight over our marketing and fundraising. During the year our Trustee with marketing experience stepped down and so the Committee was chaired by a volunteer with outstanding marketing experience. They were supported by the Board Chair and by a Trustee with deep experience of fundraising and fundraising regulation.

## **Staff and Volunteers**

Our founder, and Executive Director, Lukasz Konieczka, led the Trust throughout the period. Lukasz continues to inspire us with his vision for what Mosaic could be and he is as creative in identifying new programmes for us as he has always been.

Our second employee changed during the year. In May we said goodbye to Hugh O’Keeffe who had worked for us since 2019, as he left us to take up a new role. It was a very amicable departure and Hugh has come back several times on a sessional basis to cover the youth club when we were short-staffed due to holidays and sickness.

Our advertisement to find a new Services Manager had over 300 applicants and we finally whittled this down to a number we could interview. We appointed Klara Lievens, a Belgian national, who had previously been an intern on the Erasmus programme. We then had a long delay while we secured a work visa for her and she finally joined us in January 2023.

The impact of that delay in joining was mitigated by Klara volunteering for us for a few weeks in the summer and then doing some remote work for us after that. Even so, with only one member of staff, we were not able to run all of the programmes we would do with two. In particular, we were not able to restart our Sunday youth club, as had been planned, though that was started at the beginning of April 2023.

What we were able to do is to expand our school-based mentoring programme and we talk below in detail about the numbers. School-based mentoring enables us to reach a group of young persons who would otherwise be without support and its expansion is an important part of our vision of reaching more LGBT+ young persons.

Everything Mosaic does has volunteer mentors involved. At schools and at youth club, in our summer and winter residential activities, in our major events like Homoween and Clothes Swap we have volunteers giving their time. Just as an example in three areas: during the year under review we had over 800 hours of mentoring at our Wednesday youth group, 360 hours in schools and almost 800 hours at residentials. The Trustees believe that Mosaic benefits hugely from the contributions of our staff and volunteers. We would like to record our profound thanks for all they do. Their commitment is hugely impressive.

## **Mosaic Strategy**

During the period in question, the Trustees reviewed and updated our strategy. We identified several key points.

Firstly, we want to remain centralised in one place. Our model is to offer a youth club that meets in central London and always has a critical mass rather than offer smaller groups in various boroughs across the Capital. We feel that dissipating our resources is manageable but spreading the young persons across several groups would not work.

Secondly, we wanted to expend our energy in 2022 – 23 deepening the services we offer rather than offering fewer services to a larger number. Making a decision between these two was forced on us by having only one member of staff and we envisage that in subsequent years we will be offering a greater number of services to a greater number of young persons.

So, for example, we increased the number of counsellors we had; we built a programme to offer our young persons paid work experience in businesses – and gained funding for a third worker to enable us to do that; we added to the number of clothes swaps we ran; and we launched a new event our summer garden party. While our strategy going forward will be to increase the number of young persons we work with, in the year under review we focused on more offerings for the existing group.

Thirdly, we identified that we were not getting enough funding from grants and foundations and were becoming over-reliant on local authorities contracting with us for charitable activity. We decided to employ, on a contract basis, a professional fundraiser. She started with us right at the end of our previous financial year and so we had a full year of fundraising. At first sight, the role has not been successful – by 31<sup>st</sup> March she had only raised £15,000 in additional funding. However, in the first two weeks of April 2023, not covered in this report, we secured 4 years of funding for our second worker and for our culture club; and a seed grant of 1 year's funding to employ a third worker to drive our work experience. The value of these grants, over the time they cover is almost £300,000/

Finally, the trustees looked at the space where our young people meet. It was leased by Camden Council to a development charity, who then sublet it to us and a number of other community organisations. We had long been dissatisfied with the management of the facility and we, rather than the leaseholder, had arranged donations to cover redecorating the building and getting repairs done. In early 2022 the development charity was wound up and, without a formal lease in place, we ran the space. Camden carried out vital repairs to the outside of the building including repairing a collapsed drain that made the entrance almost inaccessible. They also cover the costs of heating and lighting. For our part, we have continued to carry out basic repairs and also invested in new equipment – most importantly new chairs, the old ones being very damaged after a major ingress of water. The trustees recognise the risk of not having a formal lease while seeing the benefits of having access to the building when we need it, maintaining it to our high standards, and now, getting a small income from subletting.

## **Review of our work**

### **Youth Club**

Our Youth Club has been delivered weekly every Wednesday, had regular attendance and has grown in numbers throughout the year. Our Sunday youth club was scheduled to open in this period but it didn't happen due to a delay in recruitment of the member of staff who required a visa. We re-launched the Sunday Youth Club in April 2023, just out of the period covered in this report

Young persons have reported that workshops delivered throughout the year as part of the youth club curriculum were interesting, insightful and educational. Young persons rated their improvement in knowledge on a 10-point scale scoring knowledge before and after the workshop citing an improvement on average of 3.75.

Youth club sporadically was requested to be delivered in a hybrid fashion by members and that was possible thanks to the technology we have on site.

### **Social Connections**

One of the biggest impacts Mosaic has is in the reduction of isolation and loneliness and that is achieved by installing values of community and building peer networks. Part of that process is extended online where young LGBT+ persons engage with each other through the DISCORD server. It is a supervised environment making sure our members can chat, play games and give each other support as well as somewhere mentors can reach out to young persons who might need additional support. DISCORD also proved to be a valuable tool in democratising the service as more members were able to share their thoughts and perspectives on service delivery and innovation.

### **Residential Provision**

Mosaic delivered two residentials. Summer Camp in August which took place in Wales and included Pride Youth Games in Scotland and Winter Retreat in the February half term in Brighton.

Summer Camp was a great experience. Young persons took part in raft building, abseiling as well as workshops, walks and water activities.

At Winter Retreat young persons were able to take part in LGBT+ exhibitions in Brighton as well as cooking and part-taking in fun activities and workshops.

Both residentials have had the best evaluations to date. Based on feedback from previous residentials staff looked to adjust programming to make sure that there was a balance between activities that were compulsory and those which were not.

### **Events**

In Summer 2022 we launched a new event - our summer Garden Party. We took over the beautiful Phoenix Gardens in Soho and had a wonderful afternoon. It is going to be very firmly part of our annual calendar going forward.

Homoween is our annual Halloween Party. It is one of our most popular events and we know that our young persons put a lot of effort into costumes and makeup and ensuring it is a really fun event. As always it received positive reviews from our members who attended.

### **Culture Club**

Culture Club again proved to be one of the most popular Mosaic activities. Through the Club our young persons are offered a cultural outing on average twice a month. This becomes more intense during June as it is Pride Month and February as it is LGBT+ History Month. In the period under review young persons were able to see performances like 'Rocky Horror Picture Show', 'I, Joan' and 'My Son's a Queer, but what can I do about it?'. One of the benefits of being in London is that it is never difficult to find suitable LGBT+ cultural events where our young persons can learn more about their community and culture.

### **Wellbeing**

Mosaic recognises the need for preventative work that helps to maintain well-being and as part of our approach, we have offered our members the opportunity to go to Kew Gardens to reconnect with nature, take part in canal site bike rides and even trips to cat cafe for those who don't have pets at home.

Part of wellbeing we believe is physical activity and that is why we offered our members outings to Alexandra Palace for ice skating as well as walks and cycling trips. We also purchased ping pong, croquet and badminton equipment.

### **Psychotherapeutic services**

Mosaic has offered drama therapy individually to young persons who enjoyed the process and reported it to be an impactful experience for young persons who got involved.

We launched our counselling pilot in 2020 and it was highly successful. During the period in review our one-to-one counselling was regularly running close to capacity, but we have been able to match young persons with a counsellor on average within 6 weeks. All evaluations showed that young persons enjoyed the process and saw it as impactful. We know that talking therapies can have hugely positive effects on the mental health of young people and that is what we have seen.

### **Environmental and Ethical Review**

Mosaic has conducted its environmental impact assessment making sure that our negative impact is limited. We declared Mosaic to be plastic-free and replaced all the cleaning products with environmental alternatives alongside our refreshments purchasing which have shifted towards making sure of socially-just products replacing those that are not.

We run regular quarterly Young Persons' Clothes Swaps offering opportunities for young persons to have access to ethical and environmental fashion while reducing waste. Events become more popular every time they take place. Leftover clothes were donated to TrAID a local charity shop assuring a further positive impact on the environment and communities.

## **Employability and Career Hub**

Mosaic Trust is keen to support members in employment and further education. We have had a new mentor starting who specialises in advising members on their UCAS applications and university, course choices. It proved to be a very well-received opportunity by young persons who didn't know what was important to them.

Employability advice through CV writing, getting ready for interviews and the general world of work preparation. This meant that young persons were able to get support in securing employment.

## **Pride Engagement**

Pride is critical in building our members' engagement with the LGBT+ community. Mosaic has facilitated members engagement in Student Pride, Pride in London and Trans Pride Brighton. They proved to be a successful and very engaging way to bring our young persons closer to their community.

## **Celebration of our anniversary**

Our 20th anniversary occurred during lock-down and we were not able to celebrate it as we might have liked. However during 2022 Biennial Metrocultures partnered with us to record a radio play that was a reconstruction of the very first Mosaic's sessions. This was based on research by an artist who interviewed the first members of the staff and produced an engaging, amusing and accurate depiction of the founding of Mosaic.

## **Showcase**

Each year we take time in January to celebrate what has been achieved in the previous year and "Showcase" our work. We hear from our young persons, from staff, from mentors and from parents too. This year, at the kind invitation of Professor the Lord Norton of Louth, we held our Showcase in the House of Lords and over 50 funders, supporters, mentors, staff, trustees, young persons and their families came along. It was a huge success and a great opportunity for everyone to celebrate what we do.

## **Financial Report**

Mosaic is financially well-managed. We have clear financial controls and proper budgeting. We raise money from various sources, though, as mentioned earlier, the Trustees identified a risk of over-reliance on Local Authority funding compared to grants and foundations.

We continue to raise significant funds from within the LGBT+ community, and in the period covered raised almost £23K. This was similar to the previous year, when we had had a focus on this and increased the amount by almost £10K. We believe a focus in the coming year will enable us to add a further £10K to this. We believe strongly that we need to be connected to the LGBT+ community and we think funding from the community is one measure of that.

We raised £22K through corporate donations and similar to the previous year. Again this was a focus item two years ago when we had doubled corporate donations. We believe that our new work experience programme will enable us to increase corporate donations in the coming year.

The biggest single source of funds for Mosaic is local authorities and to a lesser extent the NHS, funding our charitable activity. The re-organisation of the NHS saw us lose funding from several CCGs and while we increased our local authority funding the total amount declined in 2022-23. We had already recognised our overreliance on these funds and were increasing our focus on trusts and foundations.

As a result of that focus we saw our funding from trusts and foundations grow from less than £3K to £64K – and as previously mentioned that has increased further in the year ahead.

As a result, the Trustees think we have a very balanced income stream, not over-reliant on any one source of funding.

2022-23 saw our planned spending significantly decrease. There were two reasons for this, both already covered in this report. Firstly, we had only one member of staff for most of the year, when we had planned to fund two. Secondly, our building hire costs reduced greatly.

One further factor shows up in the accounts. In March we had several payments which were restricted funding intended for the following financial year – which inflated our income.

In all we had income of £183K and expenditure of £139K. This surplus, added to the reserves we already had, means we went into April 2023 with £185K in the bank. While at first sight this looks large, in reality, with three workers from July 2023, it is about 9 months' expenses. This meets our goal of having between 9- and 12-months operating costs in the bank. Our main sources of income, local authorities and trust funds both have long decision cycles so we believe this protects us going forward.

## **Summary**

This year has been a year of consolidation. We have deepened the services we offer. We have a new member of staff in place, with a third worker who started in July 2023. We have financial stability. We have a new group of Trustees who are now working alongside our more experienced members producing a balanced, but appropriately challenging, Board. We believe this provides a solid foundation for the year ahead and look forward to supporting educating and inspiring the LGBT+ young persons of London.

	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 £
<b>A1 Receipts</b>					
Kickstart refund	-	-	-	-	9,065
Grants	22,900	41,500	-	64,400	2,850
Donations	43,990	-	-	43,990	43,632
Charitable Activity	65,832	-	-	65,832	94,213
Investment Income	913	-	-	913	286
Other income	8,536	-	-	8,536	4,472
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total(Gross income for AR)</b>	<b>142,171</b>	<b>41,500</b>	<b>-</b>	<b>183,671</b>	<b>154,518</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>142,171</b>	<b>41,500</b>	<b>-</b>	<b>183,671</b>	<b>154,518</b>
<b>A3 Payments</b>					
Advertising and Promotion	11,811	-	-	11,811	3,507
Administration	7,661	-	-	7,661	2,812
Culture Club & Events	14,667	-	-	14,667	11,612
Rent	-	-	-	-	4,200
Staffing Costs	47,674	26,500	-	74,174	91,648
Young Persons Support	14,490	-	-	14,490	-
Wellness Activities	7,280	-	-	7,280	8,811
Staff & Vols Training, Travel & Support	-	-	-	-	1,908
Residential Activities	9,206	-	-	9,206	8,398
Youth Group Equipment/Supplies	-	-	-	-	4,428
<b>Sub total</b>	<b>112,789</b>	<b>26,500</b>	<b>-</b>	<b>139,289</b>	<b>137,324</b>
<b>A4 Asset and investment purchases, (see table)</b>					
Fixed Assets	10,970	-	-	10,970	1,644
	-	-	-	-	-
<b>Sub total</b>	<b>10,970</b>	<b>-</b>	<b>-</b>	<b>10,970</b>	<b>1,644</b>
<b>Total payments</b>	<b>123,759</b>	<b>26,500</b>	<b>-</b>	<b>150,259</b>	<b>138,968</b>
<b>Net of receipts/(payments)</b>	<b>18,412</b>	<b>15,000</b>	<b>-</b>	<b>33,412</b>	<b>15,550</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	152,085	-	-	152,085	136,535
<b>Cash funds this year end</b>	<b>170,497</b>	<b>15,000</b>	<b>-</b>	<b>185,497</b>	<b>152,085</b>

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds H57	Endowment funds to nearest £
<b>B1 Cash funds</b>		170,497	15,000	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>170,497</b>	<b>15,000</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
	<b>Details</b>	<b>Unrestricted funds to nearest £</b>	<b>Restricted funds to nearest £</b>	<b>Endowment funds to nearest £</b>



CHARITY COMMISSION  
FOR ENGLAND AND WALES

**Independent  
examiner's report  
on the accounts**

**Section A Independent Examiner's Report**

**Report to the trustees/  
members of**

Mosaic LGBT+ Young Person's Trust

**On accounts for the year ended**

31 March 2023

**Charity no. 1166676**

**Set out on pages**

Receipts and Payments Accounts pages 1 and 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023

**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").

**Independent examiner's  
statement**

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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

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

**Signed:**

**Date: 17 January 2023**

**Name:**

Howard Lane

**Relevant professional  
qualification(s) or body (if any):**

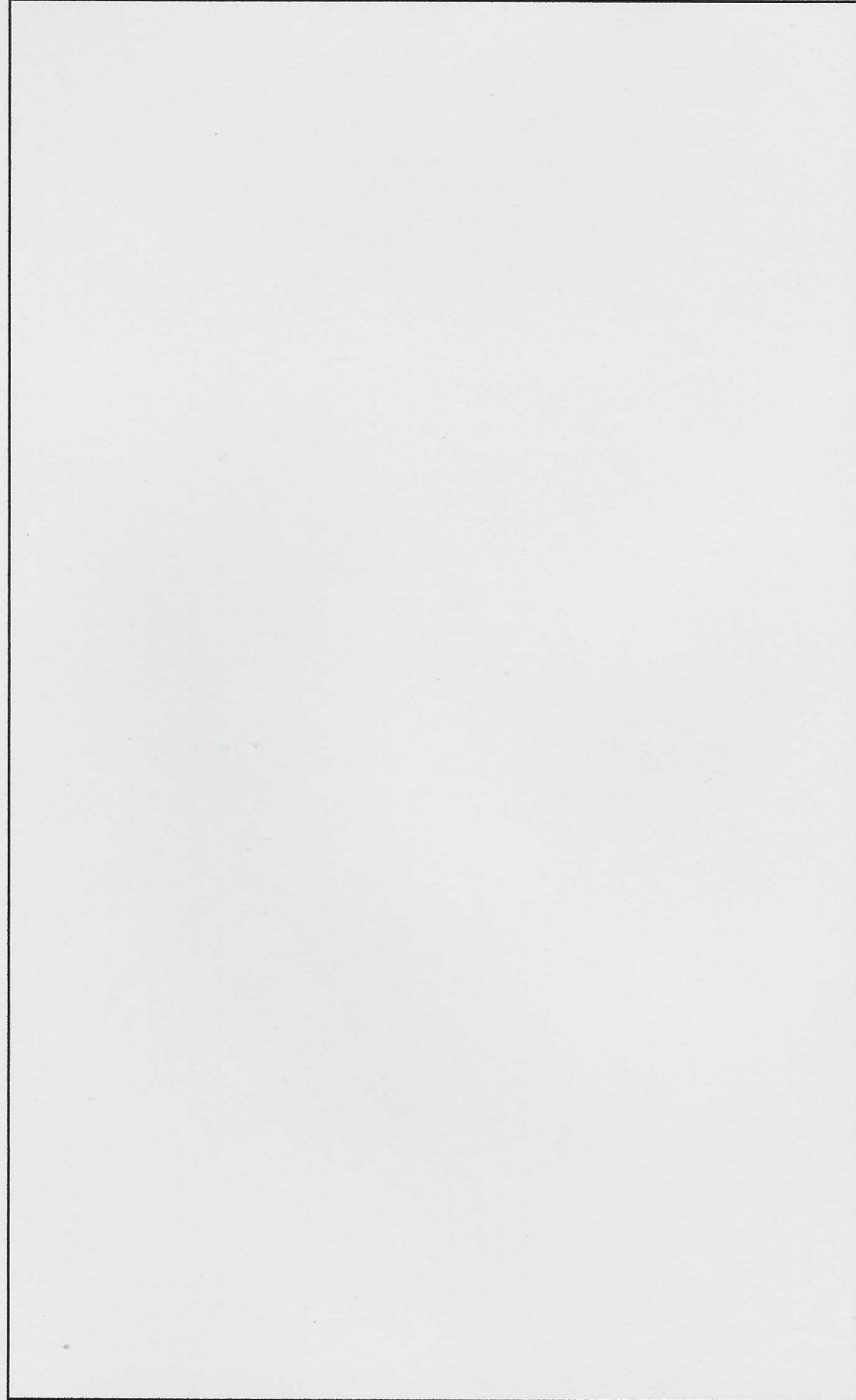
FFA/FIPA

**Address:**

Pro-Filing Ltd  
68 Canterbury Grove  
London SE27 0PA

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**



**Mosaic LGBT+ Young Persons' Trust**

England & Wales - Charity number 1166676

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# Accounts

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# **Mosaic LGBT+ Young Persons' Trust**

**Charity Number 1166676**

## **Report of Trustees**

**April 1<sup>st</sup> 2021 – March 31<sup>st</sup> 2022**

### **Registered Address**

**Old Diorama Arts Centre  
201 Drummond St  
London  
NW1 3FE**

## Introduction

Welcome to the Annual Report of **Mosaic LGBT+ Young Persons' Trust** which we usually just refer to as **Mosaic**. We are a Charitable Incorporated Organisation and provide a range of services for teenagers from across London who are LGBT+.

Our objects are

**\* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.**

**\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.**

We summarise our objectives into a simple aim: to support, educate and inspire LGBT+ young persons from across London.

## Governance

### Our Board

Mosaic has a very active Board of Trustees and we have tried very hard to ensure we have as diverse a Board as possible and that we listen to what these diverse voices are saying. We have had great stability in the Board during the period under review.

12 trustees served for the full period under review:

Ken Batty	Chair
Gemma Benton	Vice Chair
Leigh Fontaine	Safeguarding Trustee
Norman Powell	
Emma Palmer	
Anand Patel	
Gavin Doyle	
Christos Papaioannou	
Graysen Whittaker	
Kieran Ferdinand	

Sophie McGuirk-Cummings

Josie Youd

2 trustees resigned during the period:

Harnake Virk                      resigned on 2<sup>nd</sup> May 2021

Stephen Oakes                      resigned on 20<sup>th</sup> May 2021

Except for the Chair and Vice Chair all the Trustees were appointed during the pandemic. The first time we got together was in July 2021 when we had a lunch together in Brighton. It marked a major change in the way the Board worked together. We finally got to spend time together and to get to know each other. Meetings since then have had better discussions and more robust challenge. And we have grown to trust each other much more. We now regularly make having a meal together part of our meetings.

The Trust Board met 6 times in the period under review.

### **Board Committees**

While our Board meets regularly the detailed work is done in Committees. Each committee met 5 times in the year.

Our Frontline Services committee has oversight of everything we do that involves our young persons. This is also the committee that provides assurance to the Board on the quality of our safeguarding. It is chaired by a Trustee with deep experience of youth work and safeguarding.

Our Finance, Risk and Governance Committee has oversight over our finances. They ensure the risk register reflects our risks and the mitigations we have in place. They also ensure that do all that is necessary to meet our regulatory requirements and have good governance. It is chaired by a Trustee with deep experience of charities and charity governance.

Our Marketing and Fundraising committee has oversight over our marketing and fundraising. During the year our Trustee with marketing experience stepped down and so the Committee was chaired by a volunteer with outstanding marketing experience. They were supported by the Board Chair and by a Trustee with deep experience of fundraising and fundraising regulation.

### **Staff and Volunteers**

Mosaic has two full-time members of staff: an executive director who was instrumental in founding the charity and an assistant director who previously volunteered for us. For part of the period covered, we had an intern who, as part of their degree, was working with a youth organisation. We also had a group of volunteers, all LGBT+ persons, who supported many of the activities we offered. During the period, we had around 20 volunteers helping us.

The Trustees believe that Mosaic benefits hugely from the contributions of our staff and volunteers. We would like to record our profound thanks for all they do. Their commitment is hugely impressive.

## **Review of our work**

1<sup>st</sup> April 2021 saw changes to COVID-19 guidance which meant we had the chance to return to face-to-face provision, albeit that had to be delivered with COVID measures in place. We assessed which services could be delivered safely and put measures in place to make sure our members could return to the building while minimising the risk of contracting or spreading the virus. A strict regimen of hand washing and disinfecting was implemented alongside air filtration devices and regular space wipe-downs. This allowed us to deliver services safely. We reduced capacity in the building to ensure social distancing and whenever it was required face coverings were enforced. As a policy we followed best practice as advised by the National Youth Agency.

### **Youth Club**

Prior to the pandemic our Youth Club was so popular we ran two cohorts, on a Wednesday evening and Sunday midday. During lockdown this moved to online just on a Wednesday evening as, online, there was no restriction on numbers. With the guidance changing the youth club was delivered in a hybrid format. This facilitated access not only to those who were now eager to meet people in real life but also to those who were unable to join in. This included those who were shielding due to vulnerable members of their households, those where parents or guardians were unhappy for them to travel in, and in some cases where the young person was not ready to travel if it could be avoided. Our Club continued to offer both a time to socialise and meet friends, and a workshop time where, each week, we covered a topic that was relevant to LGBT+ young persons.

### **Social Connection**

Due to lockdown social connection became even more critical for the development of the social skills our members. We used the Discord App as a social platform to create a safe online environment for our young persons. Discord continued as our main digital offer throughout the year as it proved a valuable tool to connect all the members. In addition, young persons utilised Discord to self-organise events like film nights and dungeon and dragon tournaments, giving them a sense of agency. We started a regular Sunday afternoon gaming session over Discord and this was very popular with our young persons and quickly became self-organised.

In addition, when the guidance allowed, we increased delivery of weekend offers to nearly every weekend throughout the warm months to facilitate outings and trips. These included bike rides, walks, trips to the boating lake – anything that we could do to get our young persons meeting up and making social connections again. Loneliness is one of the main reasons young persons seek out our services, lockdowns made this even worse, simply providing opportunities to get together was incredibly important and a key part of what we did.

## **Residential Events**

Summer Camp and Winter Retreat have been key events at Mosaic for several years. They provide opportunities for young LGBT+ persons to go away from the daily hustle and bustle of London and spend quality time with members of their community, give and offer support and build a positive sense of identity and community.

We initially moved our Winter Retreat in February 2021 (and outside the period of this report) to a Spring event. Then Spring retreat in May half-term had to be cancelled due to COVID restrictions, but Summer Camp was planned to go ahead. Although we had premises booked in Wales we made a decision to relocate to England due to Wales imposing travelling restrictions and fears that we might not be able to cross the border. We had a successful Summer Camp and were able to provide a range of activities for the young persons who attended. Many had not been away like this for a couple of years, and it was encouraging to see them developing their friendships, taking part in the activities and putting behind them, as much as was possible, the stress of the previous 18 months of COVID,

Winter Retreat in Brighton was able to take place without any issues due to restrictions lifting by February 2022. It was a great experience which saw fifteen members enjoying their time while taking part in LGBT+ history walk, pier funfair as well as fun team building activities. In addition, it helped young persons build positive self-esteem and experience joy and acceptance while learning independence skills like cooking.

## **Procrastination**

Many young persons struggled with getting out and utilising their time; hence, we organised weekly online coaching to support them with their goal setting and help them stay motivated. It was popular, especially with those young persons with reduced access to the rest of services, like those isolating at home and those who moved away for university.

## **Physical Health**

We have run several activities, including ice skating and Go Ape outdoor challenges to help our members develop positive healthy habits and to help them ease into the outside world.

Weekly cycling trips allowed members to exercise while having insightful, mentoring conversations on the way. It remained popular until the cold and wet weather took over.

Yoga classes were delivered weekly on Thursday evenings allowing young persons to explore it as a positive, inclusive environment in which physically demanding postures were exercised alongside breathing and relaxation techniques.

## **Mental Health**

Mindfulness workshops were delivered online every week to support those young persons who lacked the skills and abilities to manage their mental health. It proved to be popular offering and one that was highly regarded by those who attended.

Weekly journaling workshops allowed members to form a practice where they can ask themselves positive, reflective and gratitude-entrenching questions to write about in their journals. It was a strategy to build a positive outlook amongst the members who were fearful or anxious after the lockdown.

Counselling established in 2020 has proven to be very successful. We are so pleased to see that counselling has grown in popularity and demand for the service grew throughout the year. As a result, the service doubled capacity and started accepting referrals from other agencies.

Research has shown a clear connection between exposure to nature and mental health. Mosaic decided to deliver several outings that embraced nature. Picnics in Kew Gardens allowed us to help our members to find a balance and explore this wonderful botanical world, while trips to the seaside helped young persons to have a fun joyous time while being out in the sun and enjoying the beach.

### **Environment and poverty**

Young Queers' Clothes Swaps became popular among our members and the wider community. So this year, we decided to widen the programme's impact by expanding the age range of persons who could access 25-year-olds – this was done to help extend a helping hand to the young persons who might still be at University and struggling financially.

We also tried to expand the programme's impact by donating leftover clothes to the local charity TrAID in Camden, which was gratefully received. We were able to run 2 clothes swaps in the period under review and both were very popular.

While Clothes Swap is exactly what it says – young persons donating unwanted clothing and picking up new we added an additional angle. Working with retailers, particularly those with an online offering, we were able to offer brand new items. This proved to be highly popular with those who came along and also enabled retailers to dispose of the clothes in a socially responsible way.

### **Culture Club**

Culture club is our commitment to queer education for our members. Throughout the year we take our young persons to museums, shows and galleries where there is an LGBT+ theme. In the period of this report that was a challenge as continuing COVID restrictions placed limits on what was available. Despite that we took our young persons to a range of events, including: 'Death Drop' a queer drag murder mystery show at the Garrick Theatre; 'Noir' a celebration of queer drag of persons of colour at Clapham Grand; King's Head Theatre Queer Season, including 'Mating in Captivity' and 'Wilde without a Boy'; 'Constellations' at the Donmar Warehouse; a screening of the musical film 'Everybody's Talking about Jamie'; the 'Nutcracker' ballet at the Saddlers Wells and the 'Dick Whittington' Panto at Hackney Empire.

The range of events allows us to expose our members to a great diversity of experiences within the community. Culture Club is one of the most expensive programmes Mosaic delivers.

However we believe exposure to LGBT+ culture is vital for the development and sense of community of our young LGBT+ persons. All of these LGBT+ themed outings are free for our members though they are “fined” if they book but fail to attend to install sense of responsibility and maturity.

### **Inclusion**

Agility and innovation allowed us to observe the guidelines and adapt quickly to what was permissible. It helped us prevent many issues with our members and helped to ease them out of lockdown where it was safe for them and their families to do so – at the same time, delivering hybrid sessions and a multitude of online engagements didn't leave anyone behind.

### **Employability**

Our Employability Hub allowed many of our members to prepare for the world of work by getting advice on their CVs, role playing interviews and helping young LGBT+ persons gain confidence. As a result, we saw that young persons who did engage with the programme were usually successful in their career aspirations.

Kick Starter scheme, which saw Government funding work placements for under 25s, allowed us to recruit two for Social Media and Admin Assistant positions – both of which successfully expanded our social media reach. Furthermore, both took advantage of our Employability Hub and moved into full time employment immediately they ended their time limited role at Mosaic.

## **Financial Report**

Mosaic is financially well-managed. We have clear financial controls and proper budgeting. We raise money from various sources, though the Trustees identified a risk of over-reliance on Local Authority and NHS funding compared to grants and foundations. By the end of the period we were finalising a contract with an independent fundraiser to increase our income from grants and foundations.

We went into the period with £136,000 in reserves. Our income was £154,500 and our expenditure £137,000. We were thus able to increase our reserves to £152,000, which is slightly less than the full year of expenditure planned for 2022-23. Our reserves policy, in line with good practice, is that we have 9 -12 months of reserves and we believe that this is appropriate for a Charity that has two full time staff members.

## **Summary**

This was a year where a lot was changing very fast, and we had no choice but to adapt of offerings to what was being allowed, what was demanded of us directly by our members and what was clearly required by their needs and state of mind.

We offered far more activity outdoors than we normally do and far more on line or both on line and in person, than we had before the pandemic. Some of these will stay when there is no

longer a legal requirement to work in this way as the flexibility has proved very popular. We increased delivery of weekend offers to nearly every weekend throughout the warm months to facilitate outings and trips.

Throughout the period in review we were still accepting new young persons into the service. Many people find us through the web or via other services who direct them to us. However, we also would be able to meet new people through our major events like Pride Prom and Homoween, and they often then took part in other activities. However, following National Youth Agency guidance we did not deliver any of the major events. Despite that, we managed to induct 147 new members into the organisation. During the year in question 426 young persons took part in an activity offered by Mosaic and 339 took part in more than 3.

Participation in more than 3 activities is often regarded as the level of attendance at which you can count someone as engaged with your services. This can be misleading and story of one of our young persons shows why.

A young person contacted Mosaic because she was lonely and had no LGBT+ friends. It was making her depressed. She was worn out with online schooling and not being able to properly meet people. When we realised that she lived in one of the farthest out London boroughs we suggested joining the youth club online but she was definite that was not what she wanted and one Wednesday travelled for nearly 90 minutes to join the youth club. She was astonished to discover someone who was in her year at school was a regular at the youth club. Neither had known the other was LGBT+ but meeting up provided an immediate connection and the two of them chatted for the whole social time and travelled home together.

Our regular member continued to attend, but after several weeks the new member had not come back. We asked the regular member why. "She met me here. So now we are friends at school and meet up often at weekends. She said she doesn't need to make the effort to travel all that way because it fixed the problem. She is really happy now. She might come to something if she is really interested but it's a long way. But next week we are going to see the deputy head together and ask can we set up an LGBT+ club at school so others like us won't feel lonely like she did".

Mosaic count that as a real success and a great example of how we fulfil our charitable objective of "relieving the mental and emotional distress suffered by young persons....who are LGBT+ ....with the objects of increasing self-esteem and positive identity amongst said persons."



Ken Batty  
Chair of Trustees



Gemma Benton  
Vice Chair of Trustees



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
Mosaic LGBT+ Youth Centre

No (if any)

## Receipts and payments accounts

CC16a

For the period from 01 April 2021 To 31 March 2022

### 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 £
<b>A1 Receipts</b>					
Kickstart refund	9,065	-	-	9,065	-
Grants	2,850	-	-	2,850	72,118
Donations	43,632	-	-	43,632	29,088
Contracted Income	94,213	-	-	94,213	39,926
Investment Income	286	-	-	286	235
Other income	4,472	-	-	4,472	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>154,518</b>	<b>-</b>	<b>-</b>	<b>154,518</b>	<b>141,367</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>154,518</b>	<b>-</b>	<b>-</b>	<b>154,518</b>	<b>141,367</b>
<b>A3 Payments</b>					
Advertising and Promotion	3,507	-	-	3,507	3,759
Administration	2,812	-	-	2,812	7,723
Culture Club & Events	11,612	-	-	11,612	8,216
Rent	4,200	-	-	4,200	-
Staffing Costs	91,648	-	-	91,648	74,826
	-	-	-	-	-
Counselling Services	8,811	-	-	8,811	6,532
Staff & Vols Training, Travel & Support	1,908	-	-	1,908	3,614
Summer and winter camps	8,398	-	-	8,398	-
Youth Group Equipment/Supplies	4,428	-	-	4,428	6,334
<b>Sub total</b>	<b>137,324</b>	<b>-</b>	<b>-</b>	<b>137,324</b>	<b>111,004</b>
<b>A4 Asset and investment purchases. (see table)</b>					
Fixed Assets	1,644	-	-	1,644	-
	-	-	-	-	-
<b>Sub total</b>	<b>1,644</b>	<b>-</b>	<b>-</b>	<b>1,644</b>	<b>-</b>
<b>Total payments</b>	<b>138,968</b>	<b>-</b>	<b>-</b>	<b>138,968</b>	<b>111,004</b>
<b>Net of receipts/(payments)</b>	<b>15,550</b>	<b>-</b>	<b>-</b>	<b>15,550</b>	<b>30,363</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>136,535</b>	<b>-</b>	<b>-</b>	<b>136,535</b>	<b>106,172</b>
<b>Cash funds this year end</b>	<b>152,085</b>	<b>-</b>	<b>-</b>	<b>152,085</b>	<b>136,535</b>

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds H57	Endowment funds to nearest £
<b>B1 Cash funds</b>		152,085	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	152,085	-	-

(agree balances with receipts and payments account(s))

OK

OK

OK



Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>	Office equipment	Unrestricted funds	-	1,644
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	

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

Signature	Print Name	Date of approval
	Kenneth Batty	15-Dec-22
	Gemma Benton	15-Dec-22



**Independent  
examiner's report  
on the accounts**

**Section A Independent Examiner's Report**

**Report to the trustees/  
members of**

Charity Name  
Mosaic LGBT+ Youth Centre

**On accounts for the year ended**

31 March 2022

**Charity no. 1166676**

**Set out on pages**

Receipts and Payments Accounts pages 1 and 2  
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2022 DD / MM / YYYY.

**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 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 which gives me cause to believe that in, any material respect:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

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

**Signed:**

**Date: 21 January 2023**

**Name:**

Howard Lane

**Relevant professional  
qualification(s) or body (if any):**

FFA/FIPA

**Address:**

Pro-Filing Ltd  
68 Canterbury Grove  
London SE27 0PA

**Mosaic LGBT+ Young Persons' Trust**

England & Wales - Charity number 1166676

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# Accounts

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# **Mosaic LGBT+ Young Persons' Trust**

**Charity Number 1166676**

## **Report of Trustees**

**April 1<sup>st</sup> 2020 – March 31<sup>st</sup> 2021**

### **Registered Address**

**29-31 Hampstead Rd,**

**London**

**NW1 3JA**

## Introduction

Welcome to the Annual Report of **Mosaic LGBT+ Young Persons' Trust** which we usually just refer to as **Mosaic**. We are a Charitable Incorporated Organisation and we provide a range of services for teenagers from across London who are LGBT+.

Our objects are

**\* 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 OBJECTS OF INCREASING SELF-ESTEEM AND POSITIVE IDENTITY AMONGST SAID PERSONS.**

**\* TO PROMOTE EQUALITY, DIVERSITY AND COMMUNITY COHESION AS WELL AS TO ELIMINATE DISCRIMINATION IN RELATION TO LESBIAN, GAY, BISEXUAL, AND TRANSGENDER (LGBT) PERSONS BY ADVANCING EDUCATION AND RAISING AWARENESS OF ISSUES AFFECTING SAID PERSONS.**

We summarise our objects into a simple aim: to support, educate and inspire LGBT+ young persons from across London.

## Governance

### Changes to our Constitution

During the period under review we had two rounds of changing our governing document. In April 2020 we changed our name from Mosaic LGBT Youth Centre to Mosaic LGBT+ Young Persons' Trust. We felt this reflected several things about how our offerings had developed since Mosaic became a CIO in 2016. Firstly, just as the lesbian and gay community expanded to include bisexual and trans people so it has expanded further to include asexual, polyamorous, non-binary and others who do not define themselves as heterosexual or whose gender is not that shown on their original birth certificate. As is common, we encompassed all of this in the term LGBT+. Secondly, we felt the term "youth" was, and is, often used pejoratively and we prefer "young persons". While we had used this term for a while internally, when changing the charity's name for other reasons it seemed like a good time to make this alteration too. Finally, our work has never been centred on a single location. We have always had some services directly in schools and colleges and we planned to expand this. We were also looking at offering youth clubs outside our usual central London location. Removing the term "Centre" ensured that there was no misunderstandings.

In autumn 2020 we decided to bring in some additional trustees to replace three resignations. We were so impressed with five of the candidates that we made a change to our constitution to enable us to have more trustees, and this change was approved on 4th January 2021.

## Our Trustees

Mosaic has a very active Board of Trustees and we have tried very hard to ensure we have as diverse a Board as possible and that we listen to what these diverse voices are saying. During the period under review we recruited a significant number of new Trustees and saw several long standing Trustees resign. The process for recruiting Trustees was robust. Roles were advertised widely and candidates were asked to submit a CV. All applicants were interviewed by a panel of three young persons, and it was the same panel for all applicants. They were then interviewed by a panel which included the Chair, the Executive Director and at least two other trustees. The Trustees took into account the views of the young persons and the Executive Director and the recommendations taken to the Board were the unanimous view of all involved in the process. The Board invited those recommended to observe a Board meeting before making the final appointment decision. All Trustees were appointed for a term of three years.

Two trustees served for the full period under review:

Ken Batty	Chair
Gemma Benton	Vice Chair

Two trustees in place at the start of the period left during the period under review:

Charlotte Talbott	Resigned 1 <sup>st</sup> July 2020
Dinara Zaparova	Resigned 10 <sup>th</sup> September 2020

Eight trustees were appointed on 17<sup>th</sup> April 2020

Leigh Fontaine  
Norman Powell  
Emma Palmer  
Anand Patel  
Stephen Oakes  
Gavin Doyle  
Harnake Virk  
Sahaf Hardouf, who resigned on 1<sup>st</sup> August 2020

Five trustees were appointed on 4<sup>th</sup> January 2021

Christos Papaioannou  
Graysen Hall (now Graysen Whittaker)  
Kieran Ferdinand  
Sophie McGuirk-Cummings  
Josie Youd

In total by the end of the period under review we had a Board of 14 trustees. All Trustees received training at induction on the role of the Trustee. During the period covered all Trustees also completed safeguarding training.

The Trustees met as a Board every 6 weeks, and committees of the Board were: Frontline; Finance, Risk and Governance; Marketing and Communications; Fundraising.

It is worth noting that we were in lockdown for much of the period covered and the Board was unable to have any face to face meetings during the period covered. As a result many of the Trustees had never met each other, other than at our regular online meetings. Despite that the Trustees worked well together, carried out their legal duties, and in particular paid attention to the requirement of the Charity Commission that due thought be given to the public benefit aspect of Mosaic's work. As we detail below the activities carried out you will see that these were carried out in line with our objects.

## **Staff and Volunteers**

Mosaic has two full time members of staff: an executive director who was instrumental in founding the charity, and an assistant director who previously volunteered for us. For part of the period covered we had an intern who, as part of their degree was working with a youth organisation, and was funded through the Erasmus programme. We also had a group of volunteers, all LGBT+ persons, who supported many of the activities we offered. During the period we had around 20 volunteers helping us.

The Trustees believe that Mosaic benefits hugely from the contributions of our staff and volunteers. We would like to put on record our profound thanks for all that they do. Their commitment is hugely impressive.

## **Review of our work**

The country went into a total lockdown on 23<sup>rd</sup> March 2020. We were determined to transition into online delivery within twenty-four hours. Although we are a small organisation with just two paid members of staff, we quickly gathered young persons feedback, as well as applying our own knowledge of young persons personalities, their abilities and needs, in order to not only transition delivery online but to make online delivery truly responsive to the needs of our members.

## **Social Connection**

We knew that some of our members would struggle with a lack of social connection. Combatting isolation is one of the main reasons our members join. 98.4% of young LGBT+ persons who contact us reference feelings of isolation and loneliness. Knowing that being stuck at home was going to have a severe impact on such feelings we felt it was important to create as much

opportunity for our members to connect with each other as possible. We set up a Discord community active 24 hours where members could connect with each other in several different rooms.

The Discord community simulated our members interest groups so that the likeminded persons could exchange ideas and talk to one another. This also allowed for communication between members and our volunteers without additional resource being spent on work mobile phones.

Members took to it instantly suggesting more rooms to be added. We now have:

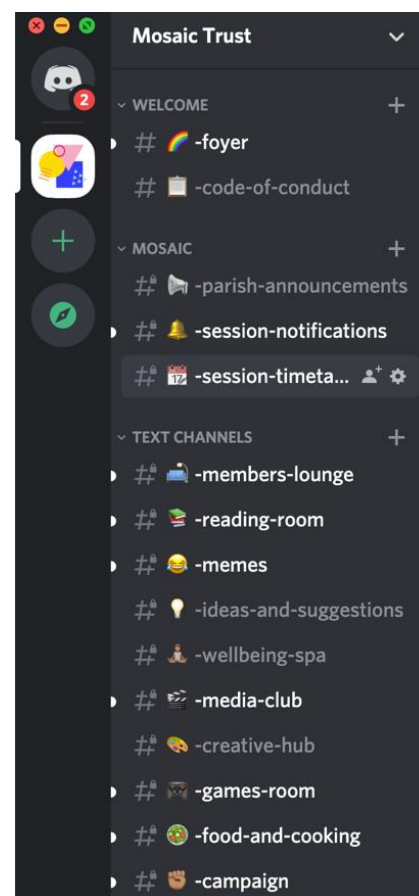
- members' lounge where young persons have general conversations that don't fit into other rooms
- reading room where members talk about what they read and discuss it
- memes which make for innocent fun to keep young persons engaged and smiling throughout the pandemic.
- ideas and suggestions where young persons can put forward things for Mosaic to offer or develop
- a wellbeing-spa where wellbeing tips are being shared and discussed
- media club where films and videos can be discussed
- creative hub where members can share their creativity around things like drawings, writing etc.
- games room where members can connect through gaming
- food and cooking where vegetarian and healthy eating tips are being shared as well as cooking experiences are being shared
- campaign where our members self-organise for social justice.

Discord also offered opportunity to engage with the services we run through typing when video calling or audio calling isn't possible. This is vital to create a sense of community when a young person has no privacy or lives in a hostile environment.

Social connection was also fostered through Sunday gaming sessions where our members have had an opportunity to connect in casual activity while having opportunity to make friends and feel like they are doing something collectively. We even set up a Mosaic dedicated Minecraft server.

### **Procrastination**

We knew from having direct conversations with our members that many struggle with procrastination. We predicted that they would struggle with amount of time available to them and the need to self-organise their time. We therefore began a daily coaching session each weekday at 9.30 am allowing young persons to plan their daily goals and get things moving. It was rated as outstanding by our members. As a result even when face to face meetings were



allowed, and we moved onto a blended delivery of services, we still offered this once a week where our young persons received support on Monday to set their goals, but that was framed with a journaling workshop on Friday evening that allowed the young persons to reflect on the week past. These two sessions have been so successful they still continue.

## **Health**

Many of our members struggle with mental health so throughout the lockdown we ran workshops on wellbeing, managing emotions and healthy eating for a healthy mind. We already ran a weekly yoga class and these were immediately offered online. These sessions help our members to connect with their bodies and through gentle stretches release any tensions. This was also paired with Monday evening guided meditation sessions that helped members to relax and form a habit of meditating showing how it is not as difficult as young persons might have thought.

In the summer of 2020 as lockdown eased we bought and distributed bicycles to our members making them more physically active. We then organised a series of group trips. These were very popular and delivered in line with social distancing. Members reported feelings of freedom and safety as they didn't have to use public transport for home errands or trips to school.



## **Counselling**

Mosaic has always had a group of trained volunteer mentors, who along with our paid staff, were able to listen to our young persons and help them explore options. In November 2020 we took this to the next level when we launched a counselling service. The service offered young LGBT+ persons support they really needed with a short waiting time. We have a team of qualified counsellors and the service is professionally managed by our Head of Therapeutic Services. This service continues and is expanding.

## **Poverty**

Our membership is drawn from across London and from a range of different backgrounds. It was very clear to us that some of our young persons were struggling financially during the pandemic. We offered an 'Expression of need form' for members to voice the needs that they identified. We distributed fifteen laptops to those affected by digital poverty as well as art materials for creative sessions and wireless headphones for those young persons who needed more privacy at home. We also sent out oyster cards for those young persons who couldn't afford to come to sessions when those were permitted.

## Environment



Mosaic is very concerned about environmental impact. Part of our work with young LGBT+ persons is to reduce that impact to a minimum and make young LGBT+ person agents of change. During the bike trips organised by Mosaic members were involved with litter picking making a positive contribution to wider community and environment. Members commented how much they enjoyed doing this and felt it was a fulfilling use of their time.

Mosaic team also organised a clothes swap to help young LGBT+ persons pick up a new wardrobe of clothes in a safe, gender affirming, queer space. While young persons could bring clothes they no longer wanted that was a small part of it. We arranged to receive donations of clothes from companies and so we had a lot of choice and this made it equitable to access for all.



## Culture

Culture Club has traditionally been one of the most popular of Mosaic's activities. Before lockdown we would have regular trips to LGBT+ theatre performances, museums, galleries and exhibitions. This was greatly restricted due to the lockdowns and is one of the main reasons that our spending reduced in the year. But whenever guidelines permitted we organised socially distanced outings to see shows and screenings. A film night for Halloween was a great success as well as an outing to see the West end musical 'Everybody's Talking about Jamie'.



Mosaic also ran a socially distanced "COVID-19 secure" event with the pop star Adam Lambert at the Rich Mix cinema especially booked for them by Adam's Feel Something Foundation. Members were able to ask him questions, had some pizza, and watched a 'The Rocky Horror Picture Show: Let's Do the Time Warp Again' It was a truly spectacular evening especially since for many it was the very first social function they had been able to go to since lockdown started



Knowing that our members are very creative a Saturday session was established originally to get our members to work on the annual Zine that Mosaic produces with diverse contributions from members from drawings to poetry, but this evolved into a general creative session each week allowing the more creative young persons an outlet and structure as well as a supportive environment where they could bounce around ideas.

We ran an online Drag Academy where young LGBT+ persons could learn more about drag art in its diverse range of expression as well as explore their own drag alter ego. In addition to the Drag Academy we also offered a series of make-up tutorials for young persons who wanted to explore their own expression through make-up. It was run over several weeks and allowed young persons to play with make-up as a tool of reclaiming power. To ensure no one was excluded because they could not afford the materials all participants received a make-up set.

### **Inspiration and sense of purpose**



We have traditionally installed a sense of purpose in our members and this became especially important in face of Black Lives Matter movement and growing transphobia. Our members were part of our online #TogetherAgainstHate campaign delivered in partnership with Galop, Hidayah and Micro-Rainbow which popularised the use of gender pronouns and challenged transphobic attitudes.

Our members also wrote to their MPs asking for Gender Recognition Act to be more inclusive and self-directed by the Trans community.

Some Mosaic members decided to become Discord Pros and support new members in becoming familiar with the platform and making them feel 'at home'.

### **Inclusion**

A discussion with some of our young persons revealed an interest in faith and spirituality. We responded by arranging an Inter Faith Week dialogue between representatives of key religious faiths. Professor Rusi Jaspal opened up with a summary of his research into sexuality and faith. Our panel for discussion was Rabbi Mati Kirschenbaum, Imam Dr. Ludovic-Mohamed Zahed - the founder of the first European inclusive mosque, Catholic priest Fr. Bernárd Lynch – the founder of Dignity USA, Harpreet Singh a Sikh, and Humanist chaplain Christopher Geake.

This was so popular that it was organised again for LGBT+ History Month with a theme of Mind, Body, Spirit and this time included guests Rev Jide Macaulay, Om Dhumatkar, Imam Daaylee Abdallah, Jayne Ozanne and Shraddha Siddhi.

### **Summary of our work**

The period under review was difficult for everyone but LGBT+ young persons faced some specific challenges. We believe we responded to those in new and innovative ways. You can see the summary of our weekly activities below. In total, over a period of 4 weeks we would offer around 160 hours of services. While not all of these hours are offered to everyone, an hour of counselling for example is for one young person, this is a significant amount of time.



## Online offer for LGBT+ persons under 18

More information on [mosaictrust.org.uk](https://mosaictrust.org.uk) or Instagram @themosaictrust

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
9:30AM <i>Address your Procrastination with Laura</i>  5:30PM <i>Guided Meditation for Calm with Simran</i>	 5:30PM <i>Practising Gratitude for Happiness with Hugh</i>	9:30AM <i>Address your Procrastination with Laura</i> 6PM <i>Youth Club</i>  5:30PM <i>Yoga with Simran</i>	 5:30PM <i>Yoga with Simran</i>
FRIDAY	SATURDAY	SUNDAY	MORE
9:30AM <i>Address your Procrastination with Laura</i>  5:30PM <i>Practising Gratitude for Happiness with Hugh</i>	 12PM <i>Creative Club with Stefan</i>	 2PM <i>Sunday Afternoon Games</i>	24/7 dedicated Discord server to meet and connect with other LGBT+ young persons  One to one mentoring that fits in with your schedule

One effect of reducing the face to face meetings is that we were trying to attract young persons to take part in even more online screen time – when they were exhausted and bored with it. Our normal large party events, Homoween and Pride Prom, act as great recruiting tools for us, but these were not available. With the result that we attracted only 123 new members through the year. We normally expect to attract at least double that number of new members. As we write this in January 2021 we are already seeing that numbers are picking up as we return to regular, face to face, meetings and our usual richer and more varied range of events.

## Financial Report

Mosaic is financially well managed. We have clear financial controls and proper budgeting. We went into the period with £106,000 in reserves and debtors. We had expected to raise £120,000 and to spend a similar amount, leaving us with similar reserves. Our policy is to keep between 9 and 12 months full expenditure in reserve and this figure falls within that range.

The pandemic saw money spent in very different ways than planned in our budget. We offered more activities than ever before but we had few space costs and we had almost no theatre outings through our Culture Club. As a result we spent £111,000 instead of the planned £120,000.

At the same time our planned funders proved very helpful and several of them gave us additional funds to enable us to cope with the effects of Covid. We did not apply for additional funds to help us cope, as we knew we could, but a couple of funders increased what they planned to give us through a formula based on their original grant. Furthermore, our voluntary

donations increased as individuals and businesses saw all the extra things we were doing and donated to support.

As a result while our planned expenditure declined our income increased from a planned £120,000 to £141,000. This has given us an unplanned surplus of c£30,000 and taken us above the 12 months top limit on reserves. However, the year 2021 – 22 has a planned expenditure of £141,000 while the income is still planned at £120,000 so our reserves will fall back within the limits and we will also have offered additional services.

The full accounts are attached to this report, as approved, without qualification, by our Independent Examiner.

## Summary

2020 – 21 was a very different period than anyone could have imagined. Mosaic adapted very quickly to the demands of lockdown, school closures, increased family stress, worsening mental health among our beneficiaries and many other challenges. We launched new services, we extended our offerings and we raised more money than ever before. We refreshed our Board of Trustees, bringing in a much more diverse set of experiences and skills than previously. We also continued to recruit volunteers who enable Mosaic, under the direction of our staff, to provide support, education and inspiration to a generation of LGBT+ young persons.



Ken Batty  
Chair of Trustees



Gemma Benton  
Vice Chair of Trustees



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name <b>Mosaic LGBT+ Young Persons Trust</b>	No (if any)
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CC16a


## Receipts and payments accounts

For the period from	Period start date 01 April 2020	To	Period end date 31 March 2021
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### 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 £
<b>A1 Receipts</b>					
LGBT Futures Fund	-	-	-	-	18,558
Grants	14,868	57,250	-	72,118	34,819
Donations	29,088	-	-	29,088	24,197
Contracted Income	39,926	-	-	39,926	41,054
Investment Income	235	-	-	235	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>84,117</b>	<b>57,250</b>	<b>-</b>	<b>141,367</b>	<b>118,628</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>84,117</b>	<b>57,250</b>	<b>-</b>	<b>141,367</b>	<b>118,628</b>
<b>A3 Payments</b>					
Advertising and Promotion	3,759	-	-	3,759	4,620
Administration	7,723	-	-	7,723	5,589
Culture Club & Events	8,216	-	-	8,216	10,428
Rent	-	-	-	-	5,920
Staffing Costs	17,576	57,250	-	74,826	54,362
Staff Costs paid by LGBT+ Futures fund	-	-	-	-	18,558
Counselling Services	6,532	-	-	6,532	-
Staff & Vols Training, Travel & Support	3,614	-	-	3,614	4,864
Young Persons Support & Travel	-	-	-	-	5,267
Youth Group Equipment/Supplies	6,334	-	-	6,334	3,144
<b>Sub total</b>	<b>53,754</b>	<b>57,250</b>	<b>-</b>	<b>111,004</b>	<b>112,752</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>53,754</b>	<b>57,250</b>	<b>-</b>	<b>111,004</b>	<b>112,752</b>
<b>Net of receipts/(payments)</b>	<b>30,363</b>	<b>-</b>	<b>-</b>	<b>30,363</b>	<b>5,876</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>106,172</b>	<b>-</b>	<b>-</b>	<b>106,172</b>	<b>100,296</b>
<b>Cash funds this year end</b>	<b>136,535</b>	<b>-</b>	<b>-</b>	<b>136,535</b>	<b>106,172</b>



	Gemma Benton	29/11/21
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**Independent  
examiner's report  
on the accounts**

**Section A Independent Examiner's Report**

**Report to the trustees/  
members of** Charity Name  
Mosaic LGBT+ Youth Centre

**On accounts for the year ended** 31 March 2021 **Charity no. 1166676**

**Set out on pages** Receipts and Payments Accounts pages 1 and 2  
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

**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 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 which gives me cause to believe that in, any material respect:

- 1. accounting records were not kept in accordance with section 130 of the Act or
- 2. the accounts do not accord with the accounting records

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

**Signed:**

**Date:** 14 September 2021

**Name:** Howard Lane

**Relevant professional qualification(s) or body (if any):** FFA/FIPA

**Address:** Pro-Filing Ltd  
68 Canterbury Grove  
London SE27 0PA

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

