

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

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 Konieczka 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

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 1st 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

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 and 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

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

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

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

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

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						
Income and endowments from:							
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
Total income		157,552	140,500	298,052	157,535	110,500	268,035
Expenditure on:							
Raising funds	7	4,160	-	4,160	207	-	207
Charitable activities	8	178,759	112,830	291,589	128,801	118,392	247,193
Total expenditure		182,919	112,830	295,749	129,008	118,392	247,400
Net income/(expenditure) and movement in funds		(25,367)	27,670	2,303	28,527	(7,892)	20,635
Reconciliation of funds:							
Fund balances at 1 April 2024		211,637	7,108	218,745	183,110	15,000	198,110
Fund balances at 31 March 2025		186,270	34,778	221,048	211,637	7,108	218,745

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

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

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

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 £
Charitable activities		
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 £
Fundraising and publicity		
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 £
Direct costs		
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>
Share of support and governance costs (see note 9)		
Governance	1,300	140
	<u>291,589</u>	<u>247,193</u>
Analysis by fund		
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	<u>1,300</u>	<u>140</u>
Analysed between:		
Charitable activities	<u>1,300</u>	<u>140</u>
Governance costs comprise:		
Independent examination fee	<u>1,300</u>	<u>140</u>
	<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

10 Net movement in funds

2025	2024
£	£

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:

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

Employment costs

2025	2024
£	£

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:

2025	2024
Number	Number
1	-
<u> </u>	<u> </u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

2025	2024
£	£

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
	£	£	£
Cost			
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>
At 31 March 2025	10,211	10,297	20,508
Depreciation and impairment			
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>
At 31 March 2025	6,516	6,872	13,388
Carrying amount			
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
	£	£
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	<u>156,302</u>	<u>152,842</u>

16 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
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	<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	-	26,063
	<u>-</u>	<u>26,063</u>

20 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
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

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

23 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
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 £
At 31 March 2024:			
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).