

IMPACTFUL LIVES

England & Wales · Charity number 1203136

Details

Other names	IMPACTFUL LIVES - C.I.O.
Status	Registered
Legal form	CIO
Registered	2023-05-18
Register	View on the Charity Commission register

Contact

Address
Impactful Lives
Old Free School
George Street
Watford
Hertfordshire
WD18 0BX

Phone 01923231660

Email admin@il-org.uk

Website [HTTPS://IL-ORG.UK](https://il-org.uk)

Activities

Objects: THE OBJECTS OF THE CIO ARE:1. THE PRESERVATION AND PROTECTION OF THE PHYSICAL AND MENTAL HEALTH OF LGBTQ+ PERSONS SUFFERING FROM STIGMA OR BIAS BY THE PROVISION OF MENTORING OR COUNSELLING AND SUPPORT FOR SUCH PERSONS AND BY SUCH OTHER MEANS AS THE TRUSTEES MAY FROM TIME TO TIME DECIDE.2. THE PRESERVATION AND PROTECTION OF THE PHYSICAL AND MENTAL HEALTH OF LGBTQ+ PERSONS WHO ARE DISABLED BY SUCH MEANS AS THE TRUSTEES MAY FROM TIME TO TIME DECIDE.3. THE PROMOTION OF EQUALITY AND DIVERSITY BY PROVIDING SUPPORT TO LGBTQ+ PERSONS AND BY RAISING AWARENESS OF ISSUES THAT MAY AFFECT THAT COMMUNITY.

Activities: Life MentoringLGBTQ and Disability Inclusive ActivitiesSocial Events and Safe SpacesRaising AwarenessThe preservation and protection of the physical and mental health of LGBTQ persons suffering from stigma or bias by the provision of Mentoring or Counselling and support for such persons and by such other means as the trustees may from time to time decide.As above for disabled people.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- Bedford
- Buckinghamshire
- Hertfordshire
- Luton
- Milton Keynes
- Northamptonshire
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£25,878	£12,002	-	-
2024-05-31	£5,598	£3,282	-	-

Trustees

Name	Role	Appointed
Andrew Waite	Chair	2023-05-18
Bernadette Joanne Tollady		2026-03-03
Freya Saunders Martin		2026-03-03
Gerard Anthony Lankester		2024-07-16
Samantha West		2025-07-29

IMPACTFUL LIVES

England & Wales - Charity number 1203136

Accounts

Chair of Trustee's Report 2024-25

Impactful Lives second year of operating has shown significant impact by increasing the service offer and reaching even more people with an amazing 750+ people already registered and attending activities. It is within my role to thank the Board of Trustees and other volunteers who give up their time with passion and dedication to support the cause. We can celebrate our first paid employee with a part-time manager to deliver a much-needed LGBTQ+ suicide prevention programme. We identified early on that LGBTQ+ people are not recorded at a suicide coroner report with either sexuality or gender identity, effectively giving no base line figures to evidence the high numbers of suicides within the LGBTQ+ communities. As a result, we have raised this issue at every opportunity, including meetings with MPs (in no particular order):

- | | | |
|-------------------------|-------------------------|------------------|
| 1. Matt Turmaine – | Watford | Labour |
| 2. Chris Hinchcliffe - | North East Herts | Labour |
| 3. Andrew Lewin - | Hatfield & Welwyn | Labour |
| 4. Alistair Strathern - | Hitchin | Labour |
| 5. Josh Dean - | Hertford & Stortford | Labour |
| 6. Kevin Bonavia - | Stevenage | Labour |
| 7. David Taylor - | Hemel Hempstead | Labour |
| 8. Victoria Collins - | Harpenden & Berkhamsted | Liberal Democrat |
| 9. Daisy Cooper - | St Albans | Liberal Democrat |

We will continue to arrange meetings with the remaining Hertfordshire MPs.

The main message we want to get across is that **Conversion Therapy must be outlawed immediately.** Failure to address this form of psychological abuse and coercion is resulting in greater numbers of Mental Health issues in later life and is a contributory factor in suicides and self-harm.

We genuinely send a note of thanks to all those who have supported the charity during this year. We need to acknowledge the kind donations from the public and grants or tenders to deliver our services:

- | | | |
|----------------------------------|--------|--|
| 1. Hertfordshire County Council | £9,000 | LGBTQ+ Suicide Prevention |
| 2. All Aboard | £2,500 | LGBTQ+ Mentoring Support |
| 3. Hertfordshire County Council | £410 | LGBTQ+ Santa's Ball/Winter Rainbows |
| 4. Watford Borough Council | £250 | Ward Budget Contribution |
| 5. Community Action Dacorum | £5,000 | Hemel Queers & Peers |
| 6. Blankety Snatch Game | £126 | Load of Hay |
| 7. Rainbow Lottery | £502 | Donations |
| 8. Rotary Club Watford | £500 | LGBTQ+ Mentoring Support |
| 9. Collections and Pride Events | £1,977 | North Herts, Herts, Stort & Watford Picnic |
| 10. St Albans & district council | £1,992 | St Albans Queers & Peers |
| 11. Hertsmere Council | £1,450 | Support for mentoring |
| 12. Tesco Community Grants | £1,000 | Community Support |
| 13. Co-op Community Grant | £500 | Community Support |
| 14. Donations | £896 | Specific supporters |

Simultaneously thanking other organisations who have supported us to help us achieve so much:

- Impactful Governance Producing our 2nd LGBTQ+ History Makers booklet
- Explore Travel Volunteers at our Watford Pride Picnic
- Rainbow Lottery Promoting our charity widely
- Load of Hay Monthly venue for Blankety Snatch
- Tesco Community Room Monthly Queers & Peers Group
- North Herts Pride Hitchin stall promoting our work
- Herts Pride Watford stall promoting our work

Partnering during the year with:

- Impactful Governance Education, Training, Research & Employment
- Tesco Charity of the month – April 2025

We have delivered further projects throughout Hertfordshire:

- Dacorum Queers & Peers – Hemel Hempstead
- Hertsmere Queers & Peers – Bushey Borehamwood
- Watford Queers & Peers – Watford
- North Herts Queers & Peers - Hitchin
- Hertfordshire Mentoring Exchange (supporting HPFT NHS staff)

Disability & Age Breakdown					
Age Group	Without Disability	With Disability	Total	% of Total	% Disabled by age
Under 16	–	1	1	<1%	100%
16–24	7	18	25	6%	72%
25–29	41	28	69	15%	41%
30–34	52	22	74	17%	29%
35–39	58	18	76	17%	24%
40–44	32	14	46	10%	30%
45–49	25	12	37	8%	32%
50–54	20	10	30	7%	33%
55–59	35	11	46	10%	24%
60–64	13	5	18	4%	28%
65+	19	6	25	6%	24%
Total	252	107	447	100%	

We became a Third-party Hate Crime Reporting Centre for LGBTQ+ issues for the whole of Hertfordshire as Hate Crimes, Hate Incidents and Non-Hate Crimes have been increasingly targeted towards LGBTQ+ people. We have seen a series of abuses, particularly social media and political changes which have emboldened anti-trans activists and misinformed the public.

We have a lot more clarity this year on the charity’s identity to the public and we serve an important role in engaging with our LGBTQ+ communities and delivering some gaps in services whilst making sure that every LGBTQ+ person feels valued and included.

I mentioned in my last report that we will need to recruit a Chief Executive in future and that is still the case as we continue to grow and thanks to a partnership with Impactful Governance, we will have a new part-time Outreach Worker for three years commencing this year which will be line-managed by the Manager role which has increased hours to allow continued growth.

Andrew Waite
Chair of Trustees



Signed:

Date: 29th July 2025

Our charity objects are:

1. The preservation and protection of the physical and mental health of LGBTQ+ persons suffering from stigma or bias by the provision of Mentoring or Counselling and support for such persons and by such other means as the trustees may from time to time decide.
2. The preservation and protection of the physical and mental health of LGBTQ+ persons who are disabled by such means as the trustees may from time to time decide.
3. The promotion of equality and diversity by providing support to LGBTQ+ persons and by raising awareness of issues that may affect that community.

IMPACTFUL LIVES
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2025

Charity Registration No. 1203136

IMPACTFUL LIVES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Andrew Waite Ms Clerene Allen (appointed 18 May 2023, resigned 16 Jul 2024) Mr Alexandre Oliveira (appointed 18 May 2023, resigned 2 Sept 2024) Miss Paula Connolly (appointed 16 Jul 2024, resigned 29 Jul 2025) Mr Gerard Anthony Lankester (appointed 16 Jul 2024) Mrs Suzanne Fox (appointed 16 Jul 2024) Miss Samantha West (appointed 29 Jul 2025)
Charity number	1203136
Registered office	Old Free School George Street Watford Hertfordshire WD18 0BX
Independent examiner	John Sadler ACA, Sadler Advisory Limited

IMPACTFUL LIVES

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IMPACTFUL LIVES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MAY 2025

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

The registered office is Old Free School, George Street, Watford, Hertfordshire, WD18 0BX.

Impactful Lives' second year of operating has shown significant impact by increasing the service offer and reaching even more people with an amazing 750+ people already registered and attending activities. It is within my role to thank the Board of Trustees and other volunteers who give up their time with passion and dedication to support the cause. We can celebrate our first paid employee with a part-time manager to deliver a much-needed LGBTQ+ suicide prevention programme. We identified early on that LGBTQ+ people are not recorded at a suicide coroner report with either sexuality or gender identity, effectively giving no base line figures to evidence the high numbers of suicides within the LGBTQ+ communities. As a result, we have raised this issue at every opportunity, including meetings with MPs (in no particular order):

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6. Kevin Bonavia - Stevenage Labour
7. David Taylor - Hemel Hempstead Labour
8. Victoria Collins - Harpenden & Berkhamsted Liberal Democrat
9. Daisy Cooper - St Albans Liberal Democrat

We will continue to arrange meetings with the remaining Hertfordshire MPs.

The trustees have adopted the provisions of 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 (FRS102) (effective 1 January 2015).

Objectives and activities

1. The preservation and protection of the physical and mental health of LGBTQ+ persons suffering from stigma or bias by the provision of Mentoring or Counselling and support for such persons and by such other means as the trustees may from time to time decide.
2. The preservation and protection of the physical and mental health of LGBTQ+ persons who are disabled by such means as the trustees may from time to time decide.
3. The promotion of equality and diversity by providing support to LGBTQ+ persons and by raising awareness of issues that may affect that community.

IMPACTFUL LIVES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MAY 2025

Goals

The main message we want to get across is that **Conversion Therapy must be outlawed immediately**. Failure to address this form of psychological abuse and coercion is resulting in greater numbers of Mental Health issues in later life and is a contributory factor in suicides and self-harm.

We genuinely send a note of thanks to all those who have supported the charity during this year. We need to acknowledge the kind donations from the public and grants or tenders to deliver our services:

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- Tesco Charity of the month – April 2025

IMPACTFUL LIVES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MAY 2025

Achievements and performance

We have delivered further projects throughout Hertfordshire:

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- Hertsmere Queers & Peers – Bushey Borehamwood
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I mentioned in my last report that we will need to recruit a Chief Executive in future and that is still the case as we continue to grow and thanks to a partnership with Impactful Governance, we will have a new part-time Outreach Worker for three years commencing this year which will be line-managed by the Manager role which has increased hours to allow continued growth.

Financial review

The Statement of Financial Activities shows a surplus of £9,686 and the Statement of Financial Position shows net assets at 31 May 2025 of £12,002 (2024: surplus of £2,316, net assets of £2,316).

IMPACTFUL LIVES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MAY 2025

Structure, governance and management

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

All trustees who served during the year and up to the date of signature of the financial statements were:

Mr Andrew Waite
Ms Clerene Allen (resigned 16 July 2024)
Mr Alexandre Oliveira (resigned 2 September 2024)
Miss Paula Connolly (appointed 16 July 2024, resigned 29 July 2025)
Mr Gerard Anthony Lankester (appointed 16 July 2024)
Mrs Suzanne Fox (appointed 16 July 2024)
Miss Samantha West (appointed 29 July 2025)

The trustees' report was approved by the Board of Trustees



.....

Andrew Waite

Chair of Trustees

19 November 2025

IMPACTFUL LIVES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF IMPACTFUL LIVES

I report to the trustees on my examination of the financial statements of Impactful Lives (the charity) for the year ended 31 May 2025.

Responsibilities and basis of report

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

Independent examiner's statement

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

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



John Sadler ACA

Sadler Advisory Limited

68 Ambergate Street, London SE17 3RX

19 November 2025

IMPACTFUL LIVES

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MAY 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<u>Income from:</u>					
Donations and legacies	2	9,476	16,402	25,878	5,598
Total income		9,476	16,402	25,878	5,598
<u>Expenditure on:</u>					
Charitable activities	3	4,039	12,153	16,192	3,282
Net income for the year		5,437	4,249	9,686	2,316
Reconciliation of funds:					
Total funds brought forward		2,316	-	2,316	-
Fund balances at 31 May 2025		7,753	4,249	12,002	2,316

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

IMPACTFUL LIVES

STATEMENT OF FINANCIAL POSITION

AS AT 31 MAY 2025

	Notes	2025 £	2024 £
Current assets			
Cash at bank and in hand		12,936	2,326
Prepayments		52	-
		<hr/>	<hr/>
		12,988	2,326
Creditors: amounts falling due within one year			
Creditors	7	(986)	(10)
		<hr/>	<hr/>
Net current assets		12,002	2,316
		<hr/> <hr/>	<hr/> <hr/>
Income funds			
Unrestricted funds	8	7,753	2,316
Restricted funds	8	4,249	-
		<hr/>	<hr/>
Total Funds		12,002	2,316
		<hr/> <hr/>	<hr/> <hr/>

The notes at pages 11 to 14 form part of these accounts

The financial statements were approved by the Trustees on 19 November 2025.



.....
Andrew Waite

Trustee

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MAY 2025

1 Accounting policies

The principal accounting policies, all of which have applied consistently throughout the year, are set out below.

Charity information

Impactful Lives is a charitable incorporated organisation (CIO) registered in England and Wales. The registered office is Old Free School, George Street, Watford, Hertfordshire, WD18 0BX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's SORP (FRS102) '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 (FRS102)' (as amended), and 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 SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention. 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 prepare 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 unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the trustees' report.

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

1.4 Incoming resources

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.

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MAY 2025

1 Accounting policies (continued)

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.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.6 Resources expended

Costs expended in order to generate funds are recognised once it becomes obligated to paying those costs.

1.7 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.

Basic financial liabilities

Creditors are not interest bearing and are stated at their nominal value.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2025 £	2025 £	2025 £	2024 £
Donations and gifts	9,476	16,402	25,878	5,598
Total	9,476	16,402	25,878	5,598

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MAY 2025

3 Charitable activities

	Unrestricted funds	Restricted funds	Total	Total
	2025 £	2025 £	2025 £	2024 £
Advertising and marketing	2,483	565	3,048	1,373
Insurance	-	105	105	123
Printing and stationery	1	236	237	431
IT costs	21	189	210	2
Rent	-	320	320	-
Legal and Professional fees	1,153	-	1,153	248
Staff costs	376	8,241	8,617	-
Sundry other costs	5	1,869	1,874	1,105
Travel and accommodation	-	628	628	-
Total	4,039	12,153	16,192	3,282

4 Trustees

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

5 Employees

There were 0.5 full time-equivalent (FTE) employees during the year, excluding subcontractors and freelancers (for the period ended 31 May 2024: none)

6 Independent examination

In respect of the Independent Examination of the accounts for the year ended 31 May 2025, a fee of £960 was paid (for the period ended 31 May 2024: none)

7 Creditors: amounts falling due within one year

	2025 £	2024 £
Loan Payable	-	10
Accruals	960	-
Other taxes and Social Security	26	-
Total	986	10

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MAY 2025

8 Movement in Funds	At 1 June 2024 £	Incoming resources £	Resources expended £	Gross Transfers £	At 31 May 2025 £
Restricted Funds					
Restricted Income Funds:					
Community Action Dacorum	-	5,000	(3,333)	-	1,667
Hertfordshire County Council	-	9,410	(7,160)	-	2,250
St. Albans City & District Council	-	1,992	(1,660)	-	332
Total	-	16,402	(12,153)	-	4,249
Unrestricted funds					
General Funds	2,316	9,476	(4,039)	-	7,753
Total Funds	2,316	25,878	(16,192)	-	12,002

CERTIFICATE *of* SIGNATURE

REF. NUMBER
QDBDV-PBUQE-B89VF-KMTVW

DOCUMENT COMPLETED BY ALL PARTIES ON
19 NOV 2025 15:50:52
UTC

SIGNER

JOHN SADLER

EMAIL
JOHN@SADLERADVISORY.COM

TIMESTAMP

SENT
19 NOV 2025 14:01:01

VIEWED
19 NOV 2025 14:01:09

SIGNED
19 NOV 2025 14:01:18

SIGNATURE



IP ADDRESS
143.58.233.122

LOCATION
SOUTHWARK, UNITED KINGDOM

RECIPIENT VERIFICATION

EMAIL VERIFIED
19 NOV 2025 14:01:09

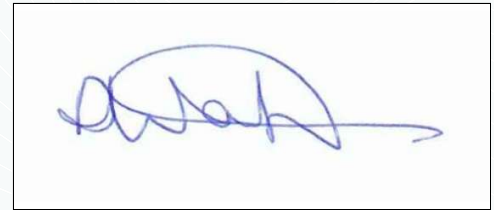
ANDREW WAITE

EMAIL
CEO@IL-ORG.UK

SENT
19 NOV 2025 14:01:01

VIEWED
19 NOV 2025 15:49:48

SIGNED
19 NOV 2025 15:50:52



IP ADDRESS
31.113.150.141

LOCATION
BOREHAMWOOD, UNITED KINGDOM

RECIPIENT VERIFICATION

EMAIL VERIFIED
19 NOV 2025 15:49:48



2025 End of Year Impact Report



Impactful Lives

SUPPORTING LGBTQ+



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity No. 1203136



Message from your Impactful Lives Manager

Impactful Lives stands as a beacon of hope and support for the LGBTQ+ communities in Hertfordshire, Bedfordshire, London and beyond.

Recognising the challenges that have been overcome and those still ahead, our mission is to foster an environment of positivity, acceptance, and unity by actively challenging stigma and bias. We strive to create safe spaces where individuality is celebrated and everyone is empowered to be their authentic selves. Our person-centred approach ensures that every voice is heard and every need is addressed, as we work hand-in-hand with our communities for the collective benefit. In addition, we support LGBTQ+ people and their families who may have disabilities or other support needs. Together, we can continue to build a future where everyone is valued and supported, creating a tapestry of diverse and impactful lives.



Our Approach

Impactful Lives charity was officially registered in August 2023. It was created to support LGBTQ+ individuals, including those with disabilities, by promoting mental and emotional well-being, reducing isolation, and creating inclusive spaces where people feel seen, safe, and supported. The charity's work focuses on life mentoring, group support sessions, community events, and awareness-raising activities.

We run projects like Rainbow Futures offering regular support sessions and social events for the LGBTQ+ community.



We collaborate with other organisations, including a partnership with Impactful Governance CIC, to provide awareness training, improve inclusion in services like the NHS, and ensure that LGBTQ+ voices are heard in local decision-making.



Making a Difference 2023-2025

Impactful Lives has created safe spaces for:

- Watford
- Hemel Hempstead
- St Albans
- Hitchin
- Borehamwood

HERTFORDSHIRE



Spaces where individuals share their experiences, receive one-to-one support and build lasting friendships. Its work helps reduce isolation, improve mental health, and empower individuals to live more fulfilled and confident lives.

Areas our charity is registered to work in:

- London
- Bedfordshire
- Hertfordshire
- Buckinghamshire
- Northamptonshire



Each activity length varies from 2 hours to 6 weeks.

Age Group	Without Disability	With Disability	Total	% of Total	% Disabled by age
Under 16	–	1	1	<1%	100%
16–24	7	18	25	6%	72%
25–29	41	28	69	15%	41%
30–34	52	22	74	17%	29%
35–39	58	18	76	17%	24%
40–44	32	14	46	10%	30%
45–49	25	12	37	8%	32%
50–54	20	10	30	7%	33%
55–59	35	11	46	10%	24%
60–64	13	5	18	4%	28%
65+	19	6	25	6%	24%
Total	252	107	447	100%	

Participants	Disability disclosure	Percentage	Grand Total
Females	74	33%	227
Males	52	28%	188
Trans	19	59%	32
			447

White	384	86%
Asian British	26	6%
Black British	12	3%
Mixed	8	2%
Other Ethnic Group	10	2%
Asian	3	1%
Black	3	1%
Multiple Ethnic	1	<1%
Total	447	100%

772 members!

Disability:
Disproportionately high for LGBTQ+ people and our group activities reflect our commitment to providing services that meet the needs of individuals.

Ethnicity:
We reached ethnicities relative to census data.





Impactful Lives

SUPPORTING LGBTQ+

Activities

**150 EVENTS
ATTENDED**



From pasta making 2 hour sessions to card games or meals out, there is something for every one.



**92 EVENTS
CREATED**



Free 1-2-1 or groups tailored sessions, Eurovision or our Blankety Snatch Game; some people have been with us since we started in 2023.



Our Services

We offer a wide range of services designed to support LGBTQ+ individuals with a strong focus on Careers, those who are isolated, marginalised, or living with additional challenges such as disability or poor mental health. Our services are LGBTQ+-led, trauma-informed and grounded in compassion, inclusion and empowerment.

Our key partner:

Impactful Governance offers accredited mentoring and 1-to-1 tailored emotional and practical support for LGBTQ+ individuals to build confidence, manage life's challenges, and set personal goals.

LGBTQ+
QUALIFIED MENTORING

One hour a week online:
Work, relationships, safety, security or sleep.
Income or housing.
Health, family, friends, love, trust, fun or desires.
Hobbies or just interests.

Achieving your ambition:
We all have different needs.
Helping you find a clearer way to achieve your own goals and for you to form your own conclusions.

IMPACTFUL GOVERNANCE
Supported by:

- Practical mentoring experience.
- Tools for inclusive communication.
- Personal and professional growth.
- Level 1 National Qualification.
- Supporting an LGBTQ+ network.

LGBTQ+ MENTORING FREE COURSE
FOR LGBTQ+ PEOPLE, BY LGBTQ+ PEOPLE

Mentor Qualified Teacher:
Andrew Waite
QTL, PGCE, ETF, NPOCL

Start Date:
Friday 23rd January 2025
End Date: June 2025
10:00 AM – 12:00 PM & 1 – 3PM
Fee: £125 (if outside Hertfordshire)
FREE

Spaces are limited – apply early!
"Great mentors create change."
Join us and be that change in your LGBTQ+ communities.

FOR MENTOREES
MODULES: **LGBT+ RESIDENTS**

- Preparing for Mentoring
- Demonstrating Mentoring Skills
- Role of a Mentor

REGISTER NOW

01923 238880
www.ig-cis.org.uk
admin@ig-cis.org.uk

Accredited by: **NCFE**



Impactful Lives

SUPPORTING LGBTQ+

Our team of 17 Amazing volunteers



Our volunteers are a friendly bunch and experienced in a variety of subjects that can provide immediate support. Our qualified mentors are available to help you get clarity on whatever is holding you back, moving you forward, making you happier & healthier.



We're more than a service, we're a trusted support system rooted in communities we serve.



Here's why people choose Impactful Lives:
Lived Experience at the Core, our work is shaped and delivered by those with first-hand understanding of the barriers faced by LGBTQ+ individuals.

Safe & Inclusive: Every space we create is free from judgment and welcoming to all identities, backgrounds, and abilities.

Flexible & Person-Centred: We meet people where they are; emotionally, physically & socially and adapt our approach to meet your needs.





Peer Support Groups: regular safe, inclusive spaces where people can share experiences, connect, and form meaningful friendships.

Events: Creative, fun, and informative sessions focused on well-being, financial awareness, advocacy and retirement planning (e.g., Rainbow Futures).

Awareness & Training: Supporting professionals and services through lived-experience-led training around gender identity, inclusion, and LGBTQ+ mental health needs.

Community Engagement: Outreach and collaboration across health, education, and justice systems to make services more accessible and inclusive.

Proven Impact: Our individual and group work consistently reduce isolation, boost mental health, and create lasting connections.

Trusted Local Partner: We're active across Hertfordshire and work closely with community groups, councils, and health services to create real change.

Whether you're looking for support, connection or a place to be yourself, Impactful Lives is here to walk with you.



WE HELD OUR OWN PRIDE EVENT

Watford Pride Picnic

353
ATTENDED
IN 2025



Other Pride Events 2025:

Stevenage Day Pride

North Herts Pride

Bishops Stortford

London Pride Parade

Bishops Stortford

London Trans Parade

Herts Pride





Achivements 2024-25

We are proud of the tangible difference we've made through direct support, community-building, and advocacy for systemic change. Over the past year, we engaged more than 769 LGBTQ+ individuals through inclusive events, outreach initiatives and community-led activities—helping people feel seen, supported, and valued.

40
GROUP
SESSIONS
2024-2025

Through over 40 inclusive peer support sessions, such as Queers & Peers, we created safe, welcoming spaces for LGBTQ+ individuals to connect, express themselves, and find strength through shared experience.





Impactful Lives

SUPPORTING LGBTQ+

We take you seriously and seriously have fun too!

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

Monthly get togethers in

HITCHIN
Second Thursday of the month 7-9pm

Supported by:

Impactful Lives - Charity No. 1203136

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

Monthly get together

ST ALBANS DISTRICT
2nd Friday of the month
7-9pm

Part funded by:

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

Monthly get together

HERTSMERE
2nd Monday of the month
7-9pm

Part funded by:

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

Monthly get together

WATFORD
Second Tuesday of the month 7-9pm

Impactful Lives - Charity No. 1203136



Impactful Lives

Impactful Lives
www.il-org.uk
Funded by UK Government

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

Monthly get together

DACORUM
2nd Wednesday of the month
7-9pm

Part funded by:

Join us... 5 GROUPS



What next?

We have built strong partnerships with local organisations, professionals and networks to improve inclusion across health, education and community services.

We reduced isolation and improved well-being, with participants reporting stronger mental health, increased self-esteem and long-term friendships that have continued beyond our sessions.

We advocate for LGBTQ+ individuals with disabilities, long-term health conditions or caring responsibilities. Ensuring intersectional needs are recognised and addressed. We have your back, we are a hate crime reporting centre and will be there for you.

LET'S SORT THIS TOGETHER

Feeling alone, confused, or lonely. You are not alone.

Let's find a way to understand each other.

If someone is hurting you, it is not your fault.

We help LGBTQ+ people, carers, and parents.

WE ARE HERE FOR YOU.

Phone: 01923 231660
email: admin@il-org.uk

FEELING UNSAFE?

WE GIVE YOU PRIVATE AND SAFE SUPPORT.

YOU ARE IMPORTANT, YOU MATTER.

WHO WE HELP? LGBTQ+

SUICIDE PREVENTION - LET'S STAY SAFE TOGETHER. WE ARE HERE TO HELP.

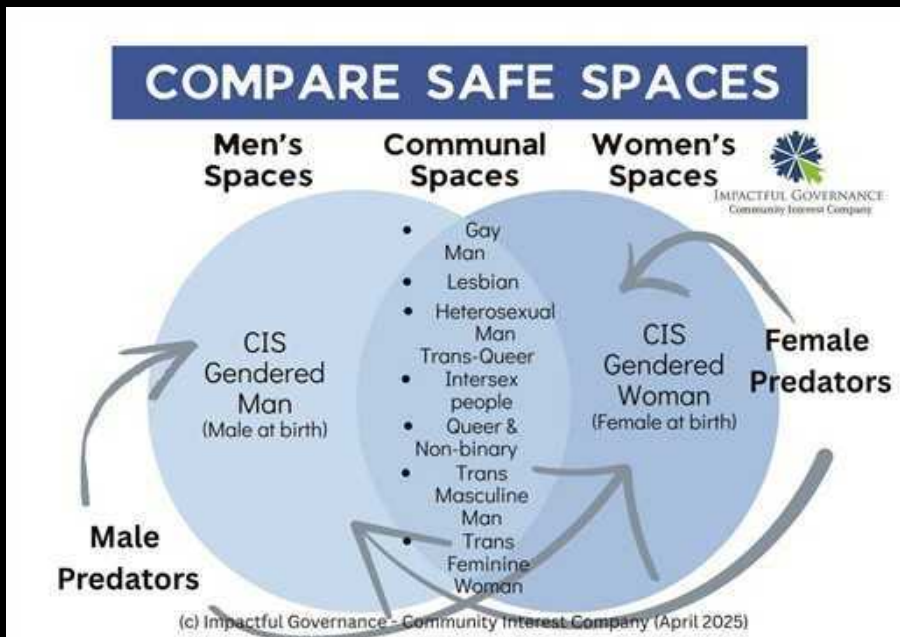
www.il-org.uk

Confidential Support Provided by:

Impactful Lives

Supported by:

We challenge inequality by meeting with local politicians, councillors, and decision-makers to amplify the voices of LGBTQ+ people and speak up about critical issues, particularly around access to services and equitable representation.



We met with 10 MPs including: Matt Turmaine, Chris Hinchcliffe, Andrew Lewin, Alistair Strathern, Josh Dean, Kevin Bonavia, David Taylor, Victoria Collins, Daisy Cooper & Dawn Butler.

We will continue conversations with the remaining Hertfordshire MPs to push for lasting, inclusive change.

Impactful Lives is a reporting centre for hate crime.

Don't ignore

HATE

REPORT IT



Stop the hate. Don't ignore it, report it. Hate crime is not acceptable.



To report an LGBTQ+ hate crime, please ask for:

**ANDREW OR
ALEX (HE/HIM)**



Impactful Lives

SUPPORTING LGBTQ+

To report to police call 101
or 999 in an emergency

Tel: 01923 231660
www.il-org.uk

COME LEAFLETING WITH US!

GO FOR OUTDOOR WALKS



Join our STAR SUPPORTERS 2025



The Old Free School George Street, Watford,
Hertfordshire WD18 0BX

Email: admin@il-org.uk
Tel 01923 231 660
www.il-org.uk



IMPACTFUL LIVES

England & Wales - Charity number 1203136

Accounts

IMPACTFUL LIVES
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MAY 2024

Charity Registration No. 1203136

IMPACTFUL LIVES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees Mr Andrew Waite (appointed 18 May 2023)
Ms Clerene Allen (appointed 18 May 2023)
Mr Alexandre Oliveira (appointed 18 May 2023)

Charity number 1203136

Registered office Old Free School
George Street
Watford
Hertfordshire
WD18 0BX

Independent examiner John Sadler

IMPACTFUL LIVES

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Statement of financial position	9
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IMPACTFUL LIVES

TRUSTEES' REPORT FOR THE PERIOD ENDED 31 MAY 2024

The trustees present their report and financial statements for the period ended 31 May 2024.

The registered office is Old Free School, George Street, Watford, Hertfordshire, WD18 0BX.

This is our first year of operating and what an amazing year it has been.

We must first thank the Board of Directors of Impactful Governance – Community Interest Company for taking on the additional responsibility to establish the charity and complete the necessary paperwork. Secondly, that Impactful Governance had the foresight to support the start-up with a loan of £1,010 at 0% to then apply for funding within their own entity which pilots how we will be working in the future, once established. That loan has already been paid back to Impactful Governance and they are now Asset-locked to Impactful Lives charity which means that all assets from the C.I.C. will benefit this charity and clear Service Level Agreements show how they work in collaboration to achieve common aims and for the charity.

This year is all thanks to the volunteers, from a volunteer Board of Trustees to the dedicated volunteers who have met to discuss the charity and how it can take shape for the benefit of the LGBTQ+ communities. We offer a heart-felt and genuine note of thanks to all those who have supported the charity during this initial period. We need to acknowledge the kind donations from the general public and specifically:

1. All Aboard £2,500 LGBTQ+ Mentoring Support
2. Blankety Snatch Game £1,344.34 Load of Hay
3. Rainbow Lottery £443.50 Donations
4. Hertfordshire County Council £500 LGBTQ+ Winter Rainbows
5. Rotary Club Watford £500 LGBTQ+ Mentoring Support
6. Atria Watford £132.46 Gift Wrapping
7. Collections and Pride Events £176.20 North Herts, Herts & Mentoring

It falls on me with pleasure to thank the Board of Trustees for their guidance and support to enable us to achieve such great things during the year whilst simultaneously thanking our volunteers who have worked hard to help us achieve so much.

Having achieved the above, Impactful Lives will deliver more projects during 2024-25 through partnering and donations with:

- Tesco Charity of the month
- Impactful Governance Education, Training, Research & Employment
- Watford Pride Picnic Our first Pride Event with Impactful Governance
- London Pride Our first London Parade in protest and celebration

This is truly a special charity with a unique approach to achieving the charitable objectives. Our first AGM is in July 2024 where we will consolidate our work with two new volunteer Trustees joining the Board, ready to make an even bigger and Impactful 2024-25.

As a charity run 100% by volunteers, we are really proud of all of our achievements, although we appreciate that if we intend to gain tenders and contracts to make a bigger difference, we will need to recruit a Chief Executive to manage such contracts and who can be a paid member of staff.

IMPACTFUL LIVES

TRUSTEES' REPORT (CONTINUED) FOR THE PERIOD ENDED 31 MAY 2024

The trustees have adopted the provisions of 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 (FRS102) (effective 1 January 2015).

Objectives and activities

1. The preservation and protection of the physical and mental health of LGBTQ+ persons suffering from stigma or bias by the provision of Mentoring or Counselling and support for such persons and by such other means as the trustees may from time to time decide.
2. The preservation and protection of the physical and mental health of LGBTQ+ persons who are disabled by such means as the trustees may from time to time decide.
3. The promotion of equality and diversity by providing support to LGBTQ+ persons and by raising awareness of issues that may affect that community.

Goals

Our initial goals were to reach-out and establish social activities to bring people together in a meaningful way which could result in reducing isolation, generate interesting dialogue with LGBTQ+ peers and work with Impactful Governance – Community Interest Company whose Directors founded Impactful Lives, to provide a Mentoring Service.

By continuing our work with Impactful Governance, we have and will deliver further projects:

- Hertfordshire County Council Carers Support, Domestic Abuse, Adult Care
- Tring Town Council LGBTQ+ Mentoring Support
- Watford Rural Council LGBTQ+ Mentoring Support
- Police & Crime Commissioner LGBTQ+ Mentoring Support
- Hertsmer Council LGBTQ+ Mentoring Support
- Hertfordshire Partnership NHS Trust Gender Identity & Health Inequalities
- Organisation LGBTQ+ Training Gender Awareness
- Watford Borough Council Sponsoring Watford Pride Picnic
- Luton Borough Council LGBTQ+ Tailored Employment
- Hertfordshire Foundation Trust LGBTQ+ Rainbow Futures (Financial Support)

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

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

IMPACTFUL LIVES

TRUSTEES' REPORT (CONTINUED) FOR THE PERIOD ENDED 31 MAY 2024

Achievements and performance

- Watford Museum Launch of the charity
- Load of Hay Monthly venue for Blankety Snatch
- Tesco Community Room Monthly Queers & Peers Group
- North Herts Pride Hitchin stall promoting our work
- Herts Pride Watford stall promoting our work
- Networks Tackling stigma & bias at every opportunity
- Rotary Club Supporting them with a fundraising event
- LGBTQ+ History Producing an LGBTQ+ History Makers booklet
- Mentoring Service Has been tested and is now an embedded referral process.

Financial review

The Statement of Financial Activities shows a surplus of £2,316 and the Statement of Financial Position shows net assets at 31 May 2024 of £2,316.

Structure, governance and management

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.


Andrew Waite, Clerene Allen and Alexandre Oliveira were appointed as trustees on 18 May 2023. All trustees continue to serve as trustees up to the date of signature of the financial statements:

Mr Andrew Waite (appointed 18 May 2023)

Ms Clerene Allen (appointed 18 May 2023)

Mr Alexandre Oliveira (appointed 18 May 2023)

The trustees' report was approved by the Board of Trustees



Andrew Waite

Chair of Trustees

16 July 2024

IMPACTFUL LIVES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF IMPACTFUL LIVES

I report to the trustees on my examination of the financial statements of Impactful Lives (the charity) for the period ended 31 May 2024.

Responsibilities and basis of report

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

Independent examiner's statement

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

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



John Sadler

Sadler Advisory Limited

68 Ambergate Street, London SE17 3RX

16 July 2024

IMPACTFUL LIVES

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE PERIOD ENDED 31 MAY 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £
<u>Income from:</u>	Notes			
Donations and legacies	2	5,598	-	5,598
Total income		5,598	-	5,598
<u>Expenditure on:</u>				
Charitable activities	3	3,282	-	3,282
Net income for the period		2,316	-	2,316
Reconciliation of funds:				
Total funds brought forward		-	-	-
Fund balances at 31 May 2024		2,316	-	2,316

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

IMPACTFUL LIVES

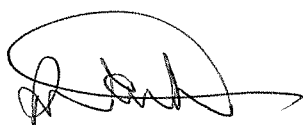
STATEMENT OF FINANCIAL POSITION

AS AT 31 MAY 2024

	Notes	2024 £
Current assets		
Cash at bank and in hand		2,326
		<hr/>
		2,326
Creditors: amounts falling due within one year	7	(10)
		<hr/>
Net current assets		2,316
		<hr/>
Income funds		
Unrestricted funds	8	2,316
Restricted funds		-
		<hr/>
Reserves		<hr/>
Total Funds		2,316
		<hr/>

The notes at pages 10 to 13 form part of these accounts

The financial statements were approved by the Trustees on 16 July 2024



.....
Andrew Waite

Trustee

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MAY 2024

1 Accounting policies

The principal accounting policies, all of which have applied consistently throughout the period, are set out below.

Charity information

Impactful Lives is an unincorporated charity registered in England and Wales. The registered office is Old Free School, George Street, Watford, Hertfordshire, WD18 0BX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's SORP (FRS102) '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 (FRS102) (effective 1 January 2015)', Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006, the Companies Act 2006 and "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 (FRS102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The financial statements have been prepared under the historical cost convention. 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 prepare 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 unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the trustees' report.

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

1.4 Incoming resources

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.

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 MAY 2024

1 Accounting policies (continued)

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.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Costs expended in order to generate funds are recognised once it becomes obligated to paying those costs.

1.6 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.

Basic financial liabilities

Creditors are not interest bearing and are stated at their nominal value.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total
	2024 £	2024 £	2024 £
Donations and gifts	5,598	-	5,598
Total	5,598	-	5,598

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 MAY 2024

3 Charitable activities

	Unrestricted funds	Restricted funds	Total
	2024 £	2024 £	2024 £
Advertising and marketing	1,373	-	1,373
Insurance	123	-	123
Printing and stationery	431	-	431
IT costs	2	-	2
Legal and Professional fees	248	-	248
Sundry other costs	1,105	-	1,105
Total	3,282	-	3,282

4 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period in respect of employment.

5 Employees

There were no full time-equivalent (FTE) employees during the period, excluding subcontractors and freelancers.

6 Independent examination

In respect of the Independent Examination of the accounts for the period ended 31 May 2024, no fee was paid.

7 Creditors: amounts falling due within one year

	2024 £
Loan Payable	10
Total	10

IMPACTFUL LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 MAY 2024

8 Movement in Funds	At 1 May 2023 £	Incoming resources £	Resources expended £	Gross Transfers £	At 31 May 2024 £
Restricted Funds					
Restricted					
Income Funds:					
N/A	-	-	-	-	-
	-----	-----	-----	-----	-----
Total	-	-	-	-	-
	=====	=====	=====	=====	=====
Unrestricted funds					
General Funds	-	5,598	(3,282)	-	2,316
	-----	-----	-----	-----	-----
Total Funds	-	5,598	(3,282)	-	2,316
	=====	=====	=====	=====	=====