

HERe NI

Northern Ireland · Charity number 104707

Details

Status Received

Company number [53306](#)

Registered 2016-04-19

Register [View on the Charity Commission for Northern Ireland register](#)

Contact

Address Here Ni
23 -31 Waring Street
Belfast
BT12dx
BT1 2dx
BT12DX

Phone 02890 249452

Email tracey.mcdowell@hereni.org

Website [1st floor, 23 - 31 waring street, belfast, bt1 2dx](#)

Activities

Purposes: The Company's objects are the promotion of equality, diversity and human rights, the advancement of education, the promotion, protection and preservation of physical and mental health and wellbeing and for the benefit of women who are or who may be lesbian, bisexual or who are in doubt about their sexual identity (hereinafter called the "beneficiaries") in Northern Ireland and the Republic of Ireland ("hereinafter called the "area of benefit") by associating the statutory and local authorities, voluntary organisations and the beneficiaries in a common effort to advance education and promote diversity with the object of improving the conditions of life for the said beneficiaries and in particular: (a) to promote the preservation and protection of emotional and mental health and relieve the mental and emotional distress of women who are lesbian, bisexual or who are in doubt about their sexual identity or those who may be affected by, or involved with, such women by the provision of information, support, help and advice; (b) to advance public awareness and the education of the general public in relation to lesbian and bisexual issues history and culture; (c) to advance education among funders, researchers, voluntary and community organisations and local and statutory agencies who work with, or provide services to lesbian and bisexual women in the area of benefit by providing research and information in order to assist in the promulgation of effective policies, initiatives and good practice affecting the beneficiaries and to disseminate the useful results of such research for the public benefit; (d) to promote human rights, equality and diversity in pursuit of the elimination of discrimination in relation to lesbian and bisexual women; (f) to promote or assist in the promotion, facilitation and organisation of community capacity building programmes and projects for the benefit of the beneficiaries who have need of such assistance as a result of their youth, age, disability or infirmity, or social and economic circumstances in an effort to increase their abilities, skills, self-confidence and participation in social, cultural, political and economic life; (g) To promote the arts and encourage the beneficiaries to participate actively in community-based arts and cultural activities.

What the charity does: The advancement of health or the saving of lives, The advancement of citizenship or community development, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity

How the charity works: Advice/advocacy/information, Community development, Counselling/support, Gender, Human rights/equality

Who the charity helps: Sexual orientation, Women

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£369,550	£346,344	£-10,557	9

Trustees

Name	Role	Appointed
Erin Mccarney		
Helen Coburn		
Ms Andrea Jayne Quinn		
Ms Bethany Moore		
Ms Charlene Mckeown		
Ms Emer Mccool		
Ms Grainne Starrs		
Ms Laura Boden		
Ms Ngozi Anyadike-Danes		
Ms Sarah Jo Haveron		
Ms Sharon Quinn		

HERe NI

Northern Ireland - Charity number 104707

Accounts

Charity registration number NIC104707 (Northern Ireland)

Company registration number NI053306

HERENI

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

HERENI

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	H Coburn	
	E McCarney	
	L Boden	
	G Starrs	
	S Haveron	
	D M Mackle	
	B Moore	
	C McKeown	
	A J Quinn	(Appointed 3 September 2024)
	E McCool	(Appointed 3 September 2024)
Secretary	G Starrs	
Charity number	NIC104707	
Company number	NI053306	
Principal address	Belfast LGBTQIA+ Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX	
Registered office	Belfast LGBTQIA+ Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX	
Independent examiner	GMcG LISBURN Century House 40 Crescent Business Park Lisburn BT28 2GN	
Bankers	Co-Operative Bank Delf House Southway Skelmersdale WN8 6WT	

HERENI

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HERENI

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

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

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 Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)".

Objectives and activities

HERE NI is an organisation that works to improve the quality of life and enhance the voices of lesbian and bisexual women and their families. HERE NI is committed to identifying and addressing discrimination and oppression, and to the promotion of social inclusion. The charity's objects are to advance education and to promote the benefit of lesbian and bisexual women and their families across Northern Ireland.

All our work is informed and guided by our core values of equality, empowerment of lesbian and bisexual women and their families, interdependence, full and meaningful participation, social inclusion and transparency. We believe that a community development approach to social inclusion produces sustainable positive change. We recognise and value the multiple identities and varying needs of lesbian and bisexual women and are committed to building an organisation that is genuinely inclusive. HERE NI is managed by a voluntary Board of Directors whose details can be found on our website www.hereni.org

Vision Statement: Our vision is that all lesbian and bisexual women are visible, included and valued in all aspects of society.

Mission Statement: HERE NI empowers, supports and advocates for all lesbian and bisexual women, and their families.

Values and Principles: All our work is founded upon the following values and principles:

- Equality and Inclusion
- Respect and Non-Judgemental
- Professional and Knowledgeable
- Person-Centred and Empowering
- Reactive and Proactive

Strategic Aim 1: To ensure that HERE NI can meet current and future needs of lesbian and bisexual women.

Strategic Aim 2: To facilitate and deliver activities and services to meet the needs of lesbian and bisexual women.

Strategic Aim 3: To tackle the issue of 'invisibility' of lesbian and bisexual women and improve the wider understanding of their needs.

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

HERENI

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance

In 2024, HERe NI marked a significant year of progress, partnership, and innovation as we continued to support lesbian and bisexual women and their families across Northern Ireland. Our work remained rooted in community, equality, and advocacy—responding to both long-standing needs and new challenges faced by the women we engage with.

2024 was a busy year for politics, building relationships and lobbying. HERe NI have participated in All Party Groups in the following areas: UN SCR 1324, Women, Peace and Security and Women's Health and Loneliness. Key meetings were held during 2024 with UN Special Rapporteur on Violence Against Women and Girls, Permanent Secretary at The Northern Ireland Office, US Special Envoy to Advance the Human Rights of LGBTQIA+ People, The Commissioner for Older People and The Justice Minister. We also appeared before the Committee on the Implementation of the Good Friday Agreement to give evidence on women and constitutional change and gave evidence to the Committee for Education on RSE.

2024 saw an increase in cross border events such as engagements with the Oireachtas, engagements around constitutional change and a residential with older women.

The development of key strategic relationships in 2024 was significant. Developing and maintaining key strategic relationships is crucial to Here NI's long-term sustainability and impact.

These partnerships:

- Enhance our capacity to deliver high-quality, targeted services.
- Strengthen our influence across policy, funding, and public engagement.
- Allow for collaborative working, increasing efficiency and reach.
- Position Here NI as a trusted voice within the LGBTQIA+ and wider voluntary and community sectors.

Looking ahead, the continued development of strategic alliances will be vital in responding to sectoral challenges, diversifying income streams, and amplifying community voices.

Some of our highlights:

1. HERe NI celebrated 20 years of service in 2024. A 20th celebration event was held to mark the progress of the organisation.
2. HERe NI Director was presented with a Tolerantia award in Berlin.
3. HERe NI raised £1097.50 for Rainbow Refugees.
4. Distributed 142 supermarket vouchers (£14,200) to those women experiencing financial difficulties.
5. Became an accredited training organisation with OCN and CPD.
6. The Lord Mayor Cllr Ryan Carlin launched the LGBTQIA+ Heritage project in Belfast City Hall.
7. Launched the violence and homelessness bursary.
8. Attended ILGA meeting on ending conversion practices in Brussels.
9. Hosted by The Lord Mayor Cllr Ryan Carlin in his parlour.
10. Secured funding for domestic violence and abuse research.
11. Launched "A study of Conversion Practices in Northern Ireland" with sector partners, Queens University and University of Ulster.

We would like to thank our funders; The National Lottery Community Fund, Esmee Mitchell Trust, Halifax Foundation, Joseph Rowntree Charitable Trust, National Lottery Heritage Fund, Centre for Ageing Better, Community Foundation NI, Belfast City Council, Department of Justice, Tudor Trust, PHA, Ireland Funds GB, Lush UK Charity Pot and Community Development Health Network for their continued financial support, without such, much of the successes enjoyed by lesbian and bisexual women and their families who are associated with Here NI could not have been achieved.

We would also like to thank GMcG Chartered Accountants for their continued professional support and advice.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Financial review

The results are set out in detail on pages 7 to 19. The charity returned net incoming resources for the year of £23,206 (net outgoing resources 2023 - £9,590) leaving unrestricted funds of £118,823 (2023 - £120,179) and restricted funds of £75,895 (2023 - £51,333). The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfill legal obligations of the charity in the event that current levels of income are not maintained.

It is the policy of the Board to aim to maintain free reserves in unrestricted funds at a level equivalent to or greater than 3 months annual operating expenditure. In the event of an unforeseeable loss of income, reserves at this level will provide sufficient funds to respond to grant applications and ensure that support and governance costs are covered in the short-term.

Unrestricted funds are needed:

- a) to provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice and
- b) to cover administration, fund-raising and support costs without which the charity could not function

The Here NI Board of Directors considers it prudent that unrestricted reserves should be sufficient to:

- avoid the necessity of realising fixed assets held for the charity's use;
- cover three months of direct and indirect expenses.

Unrestricted funds currently meet this requirement.

The Board of Directors will monitor and review the policy on an annual basis when the annual accounts are being presented for approval.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for the future

Future Priorities:

- Develop and expand the Board of Management of Here NI.
- Sustainability of core services
- Increased focus on resources for domestic abuse work.
- Increase and further develop our inhouse training relating to sexual orientation and gender identity.
- Specific mental health funding secured.
- Increase the number of funders to support our core work.
- Diversification of income sources.
- Development of an LGBTQIA+ Hub for Belfast.

HERENI

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Structure, governance and management

The charity is a Company Limited by Guarantee. The Company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. The charity is governed by its Board of Directors who meet every two months.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

G McParland	(Resigned 14 May 2024)
S Bridge	(Resigned 1 November 2024)
M M Hanna	(Resigned 7 April 2025)
H Coburn	
E McCarney	
L Boden	
G Starrs	
S Haveron	
D M Mackle	
B Moore	
C McKeown	
A J Quinn	(Appointed 3 September 2024)
E McCool	(Appointed 3 September 2024)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All directors are required to participate in training relating to good governance and directors are regularly updated on legislation that impacts upon the running of a charitable organisation e.g. recent changes in legislation introduced by the Charities Commission.

Here NI is managed by a voluntary board of directors who are responsible for the management of the charity. The board of directors meet up to six times a year to oversee the management of the charity. The board of directors conduct regular reviews of the charity's strategic plan, with policies and procedures reviewed and updated on an ongoing basis.

Key management personnel

The Board of Directors comprise the key management personnel of the charity in charge of directing and controlling, running and operating the organisation on a day to day basis. All directors give of their time freely and no director received remuneration in the year.

This report has been prepared in accordance with the provision applicable to companies entitled to the small companies exemption.

The trustees' report was approved by the Board of Trustees.

C McKeown
Treasurer

Dated: 21 August 2025

HERENI

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HERENI

We report to the charity trustees on our examination of the financial statements of the charity for the year ended 31 December 2024, which are set out on pages 7 to 19.

Respective responsibilities of trustees and examiner

As the charity trustees (and also directors of the company for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 65 of the Charities Act (Northern Ireland) 2008;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

1. That accounting records were not kept in accordance with section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

HERENI

INDEPENDENT EXAMINER'S REPORT (CONTINUED) TO THE TRUSTEES OF HERENI

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. We confirm that we are qualified to undertake the examination because we are a member of Chartered Accountants Ireland, which is one of the listed bodies.

We have completed our examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

GMcG LISBURN

Century House
40 Crescent Business Park
Lisburn
BT28 2GN

Dated: 21 August 2025

HERENI

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	2	4,367	345,964	350,331	18,093	256,702	274,795
Charitable activities	3	19,219	-	19,219	10,191	-	10,191
Total income		23,586	345,964	369,550	28,284	256,702	284,986
Expenditure on:							
Charitable activities	4	20,304	326,040	346,344	25,067	269,509	294,576
Total expenditure		20,304	326,040	346,344	25,067	269,509	294,576
Net income/(expenditure)		3,282	19,924	23,206	3,217	(12,807)	(9,590)
Transfers between funds	9	(4,638)	4,638	-	678	(678)	-
Net movement in funds	5	(1,356)	24,562	23,206	3,895	(13,485)	(9,590)
Reconciliation of funds:							
Fund balances at 1 January 2024		120,179	51,333	171,512	116,284	64,818	181,102
Fund balances at 31 December 2024		118,823	75,895	194,718	120,179	51,333	171,512

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERENI

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	10		3,999		3,397
Current assets					
Debtors	11	27,391		19,789	
Cash at bank and in hand		173,885		156,897	
		201,276		176,686	
Creditors: amounts falling due within one year	12	(10,557)		(8,571)	
Net current assets			190,719		168,115
Total assets less current liabilities			194,718		171,512
Income funds					
Restricted funds	14		75,895		51,333
<u>Unrestricted funds</u>					
Designated funds	15	34,297		2,590	
General unrestricted funds		84,526		117,589	
			118,823		120,179
			194,718		171,512

For the year ended 31 December 2024 the company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 21 August 2025 and signed on their behalf by:

C McKeown
Trustee

Company Registration No. NI053306

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies

Charity information

HERENI, (HEReNI), is a private company limited by guarantee incorporated in Northern Ireland. The registered office and place of business is Belfast LGBTQIA+ Centre, 1st Floor, (Cathedral Quarter Head Quarters), 23-31 Waring Street, Belfast, BT1 2DX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)". 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 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 amounts 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 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.

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.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under one of the following headings: Costs of raising funds, Expenditure on charitable activities and Other expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

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
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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 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.

1.8 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.

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

1.9 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.

1.10 Retirement benefits

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

2 Donations and Training Income

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024 £	2024 £	2024 £	2023 £	2023 £	2023 £
Donations and trading income	4,367	-	4,367	11,961	-	11,961
Grants receivable for core activities	-	345,964	345,964	6,132	256,702	262,834
	<u>4,367</u>	<u>345,964</u>	<u>350,331</u>	<u>18,093</u>	<u>256,702</u>	<u>274,795</u>
Grants receivable for core activities						
The National Lottery Community Fund	-	104,055	104,055	-	98,480	98,480
LGBT Consortium	-	-	-	-	800	800
Halifax Foundation	-	5,000	5,000	-	5,000	5,000
Joseph Rowntree Charitable Trust	-	38,808	38,808	6,132	35,280	41,412
The National Lottery Heritage Fund	-	84,372	84,372	-	42,585	42,585
Belfast City Council	-	30,508	30,508	-	10,089	10,089
Community Foundation NI	-	2,829	2,829	-	22,785	22,785
Training for Women Network	-	-	-	-	9,683	9,683
Tudor Trust	-	35,200	35,200	-	32,000	32,000
National Lottery Awards for All	-	20,000	20,000	-	-	-
Centre for Aging Better	-	500	500	-	-	-
Department of Justice	-	10,000	10,000	-	-	-
Esme Mitchell Trust	-	2,000	2,000	-	-	-
Elevate Mentoring Programme	-	3,825	3,825	-	-	-
The Ireland Funds GB	-	-	-	-	-	-
Community Impact Fund	-	2,000	2,000	-	-	-
Lush UK Charity Pot	-	3,000	3,000	-	-	-
Public Health Agency	-	3,867	3,867	-	-	-
	<u>-</u>	<u>345,964</u>	<u>345,964</u>	<u>6,132</u>	<u>256,702</u>	<u>262,834</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

3 Income from charitable activities

	2024 £	2023 £
Other generated income	19,219	10,191
	<u>19,219</u>	<u>10,191</u>
Analysis by fund		
Unrestricted funds	19,219	10,191
	<u>19,219</u>	<u>10,191</u>

4 Expenditure on charitable activities

	2024 £	2023 £
Direct costs		
Staff costs	265,461	225,284
Depreciation and impairment	3,498	2,707
Sundry expenses	165	622
Activities	10,936	15,787
Consultancy	7,424	12,937
Rent	18,142	16,542
Printing, postage & stationery	1,534	463
Telephone	2,401	1,995
Insurance	2,988	2,497
Marketing	3,867	3,275
Heat & light	3,776	3,256
Training	4,059	35
Restricted sundry expenses	1,340	487
Accountancy	1,860	1,830
Repairs & maintenance	573	400
Computer costs	2,667	65
Professional fees and subscriptions	1,453	714
Food vouchers	14,200	5,680
	<u>346,344</u>	<u>294,576</u>
Analysis by fund		
Unrestricted funds	20,304	25,067
Restricted funds	326,040	269,509
	<u>346,344</u>	<u>294,576</u>

The charity's only charitable activity is improving the conditions of life for lesbian and bisexual women and their families.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

5	Net movement in funds	2024	2023
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Depreciation of owned tangible fixed assets	3,498	2,707
		<u> </u>	<u> </u>

6 Trustees

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

7 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	9	8
	<u> </u>	<u> </u>

Employment costs	2024	2023
	£	£
Wages and salaries	235,234	201,543
Social security costs	16,158	12,810
Other pension costs	14,069	10,931
	<u> </u>	<u> </u>
	265,461	225,284
	<u> </u>	<u> </u>

There were no employees whose annual remuneration was more than £60,000.

8 Taxation

The company is exempt from corporation tax on its charitable activities.

9 Transfers

Transfers from the restricted fund to the unrestricted fund in the year were as follows;

Tudor Trust

- £571 was ring-fenced for a provision for redundancy costs, as agreed with funder. This was designated at 31 December 2024.

Belfast City Council

- £331 was ring-fenced for a provision for redundancy costs, as agreed with funder. This was designated at 31 December 2024.

Transfers from the unrestricted fund to the restricted fund in the year were as follows;

The National Lottery Heritage Fund

- £5,540 was transferred balance fund in the year.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2024	14,026
Additions	4,099
	<u>18,125</u>
At 31 December 2024	<u>18,125</u>
Depreciation and impairment	
At 1 January 2024	10,628
Depreciation charged in the year	3,498
	<u>14,126</u>
At 31 December 2024	<u>14,126</u>
Carrying amount	
At 31 December 2024	3,999
	<u><u>3,999</u></u>
At 31 December 2023	3,397
	<u><u>3,397</u></u>

11 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Prepayments and accrued income	27,391	19,789
	<u>27,391</u>	<u>19,789</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	2,029	3,746
Accruals and deferred income	8,528	4,825
	<u>10,557</u>	<u>8,571</u>

13 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	14,069	10,931
	<u>14,069</u>	<u>10,931</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

14 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.

	Movement in funds				Movement in funds				
	Balance at 1 January 2023	Incoming resources	Resources expended	Transfers	Balance at 1 January 2024	Incoming resources	Resources expended	Transfers	Balance at 31 December 2024
	£	£	£	£	£	£	£	£	£
The National Lottery Community Fund	20,766	98,480	(97,960)	-	21,286	104,055	(92,785)	-	32,556
Esme Mitchell Trust	-	-	-	-	-	2,000	(2,000)	-	-
National Lottery Awards for All	-	-	-	-	-	20,000	(15,419)	-	4,581
Halifax Foundation	-	5,000	(6,912)	1,912	-	5,000	(883)	-	4,117
Joseph Rowntree Charitable Trust	1,183	35,280	(32,823)	(988)	2,652	38,808	(31,483)	-	9,977
The National Lottery Heritage Fund	15,877	42,585	(56,732)	-	1,730	84,372	(91,642)	5,540	-
Centre for Aging Better	-	-	-	-	-	500	(500)	-	-
Community Foundation NI	4,927	22,785	(18,617)	-	9,095	2,829	(10,769)	-	1,155
Belfast City Council	-	10,089	(5,755)	-	4,334	30,508	(26,943)	(331)	7,568
Department of Justice	-	-	-	-	-	10,000	(9,146)	-	854
Tudor Trust	11,475	32,000	(30,927)	(1,602)	10,946	35,200	(36,191)	(571)	9,384
Cooperation Ireland	590	-	(590)	-	-	-	-	-	-
Elevate Mentoring Programme	-	-	-	-	-	3,825	(1,102)	-	2,723
LGBT Consortium	10,000	800	(9,998)	-	802	-	(416)	-	386
Training for Women Network	-	9,683	(9,195)	-	488	-	(238)	-	250
The Ireland Funds GB Community Impact Fund	-	-	-	-	-	2,000	(2,000)	-	-
Lush UK Charity Pot	-	-	-	-	-	3,000	(3,000)	-	-
Public Health Agency	-	-	-	-	-	3,867	(1,523)	-	2,344
	<u>64,818</u>	<u>256,702</u>	<u>(269,509)</u>	<u>(678)</u>	<u>51,333</u>	<u>345,964</u>	<u>(326,040)</u>	<u>4,638</u>	<u>75,895</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

14 Restricted funds (Continued)

The National Lottery Community Fund provide for the funding of salaries, running costs of the charity and the costs involved with the provision of the empowering young people project.

Esmee Mitchell Trust provides funding for the salaries and core costs of the charity.

Halifax Foundation provides funding for an Engagement and Communications Officer.

Joseph Rowntree Charitable Trust provides funding for a Senior Policy Development Officer.

The National Lottery Heritage Fund provides funding for the LGBTQIA+ Heritage project, running costs and salaries.

Centre for Aging Better provides funding to help mark the Age Without Limits Action Day.

Community Foundation NI provides funding for a Violence Against Women & Girls Bursary, Early Years and Older Women's Projects.

Belfast City Council provides funding for a Supermarket Voucher Scheme and Early Years Project..

Department of Justice provides funding to facilitate a fixed term research study project.

Tudor Trust provides funding towards the Director's salary and core costs.

Cooperation Ireland provides funding for a Covid recovery programme for the charity.

Elevate Mentoring Programme provides funding to support the following programmes run by the charity - LGBTQIA+ women age 30+ and ages 18-25.

LGBT Consortium provides funding for the Older Women's Project.

Training for Women Network provides funding for the Building Resilience Project.

The Ireland Funds GB Community Impact Fund provides funding for the support of older LGBTQIA+ women.

Lush UK Charity Pot provides funding to support the charity's ongoing charitable activities.

Public Health Agency provides funding for the Invisible Women project.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

15 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 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Redundancy costs	2,590	-	-	23,805	26,395
Mark Ashton Fund	-	-	-	7,902	7,902
General funds	117,589	23,586	(20,304)	(36,345)	84,526
	<u>120,179</u>	<u>23,586</u>	<u>(20,304)</u>	<u>(4,638)</u>	<u>118,823</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Redundancy costs	-	-	-	2,590	2,590
General funds	116,284	28,284	(25,067)	(1,912)	117,589
	<u>116,284</u>	<u>28,284</u>	<u>(25,067)</u>	<u>678</u>	<u>120,179</u>

Designated funds includes money designated by the Board for redundancy costs based on employees who are grant funded and then once the funding ceases the redundancy provision is moved into unrestricted funds.

During the year, funds were ring-fenced for redundancy costs from the following funders:

Tudor Trust

- £571 was ring-fenced for a provision for redundancy costs, as agreed with funder.

Belfast City Council

- £331 was ring-fenced for a provision for redundancy costs, as agreed with funder.

16 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	150	3,849	3,999
Current assets/(liabilities)	118,673	72,046	190,719
	<u>118,823</u>	<u>75,895</u>	<u>194,718</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Analysis of net assets between funds (Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	-	3,397	3,397
Current assets/(liabilities)	120,179	47,936	168,115
	<u>120,179</u>	<u>51,333</u>	<u>171,512</u>

17 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	<u>-</u>	<u>9,075</u>

HERe NI

Northern Ireland - Charity number 104707

Accounts

Charity registration number NIC104707

Company registration number NI053306 (Northern Ireland)

HERENI

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

HERENI

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	S Bridge	
	M M Hanna	
	H Coburn	
	E McCarney	
	L Boden	(Appointed 5 September 2023)
	G Starrs	(Appointed 5 September 2023)
	S Haveron	(Appointed 6 September 2023)
	D M Mackle	(Appointed 5 September 2023)
	B Moore	(Appointed 6 September 2023)
	C McKeown	
Secretary	G Starrs	
Charity number	NIC104707	
Company number	NI053306	
Principal address	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX	
Registered office	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX	
Independent examiner	GMcG LISBURN Century House 40 Crescent Business Park Lisburn BT28 2GN	
Bankers	Co-Operative Bank Delf House Southway Skelmersdale WN8 6WT	

HERENI

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Statement of financial position	8
Notes to the financial statements	9 - 18

HERENI

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees presents its annual report and financial statements for the year ended 31 December 2023.

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 Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)".

Objectives and activities

Here NI is an organisation that works to improve the quality of life and enhance the voices of lesbian and bisexual women and their families. Here NI is committed to identifying and addressing discrimination and oppression, and to the promotion of social inclusion. The charity's objects are to advance education and to promote the benefit of lesbian and bisexual women and their families across Northern Ireland.

All our work is informed and guided by our core values of equality, empowerment of lesbian and bisexual women and their families, interdependence, full and meaningful participation, social inclusion and transparency. We believe that a community development approach to social inclusion produces sustainable positive change. We recognise and value the multiple identities and varying needs of lesbian and bisexual women and are committed to building an organisation that is genuinely inclusive. Here NI is managed by a voluntary Board of Directors whose details can be found on our website www.hereni.org

Vision Statement: Our vision is that all lesbian and bisexual women are visible, included and valued in all aspects of society.

Mission Statement: Here NI empowers, supports and advocates for all lesbian and bisexual women, and their families.

Values and Principles: All our work is founded upon the following values and principles:

- Equality and Inclusion
- Respect and Non-Judgemental
- Professional and Knowledgeable
- Person-Centred and Empowering
- Reactive and Proactive

Strategic Aim 1: To ensure that Here NI can meet current and future needs of lesbian and bisexual women.

Strategic Aim 2: To facilitate and deliver activities and services to meet the needs of lesbian and bisexual women.

Strategic Aim 3: To tackle the issue of 'invisibility' of lesbian and bisexual women and improve the wider understanding of their needs.

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

HERENI

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance

2023 has seen Here NI grow from strength to strength. During this period, our team has grown. We would like to welcome Jennifer McKinnon (Older Women's Engagement Officer) who facilitates the Wednesday Older Women's group to ensure the voices of older LGBTQIA+ women are heard. Our new Heritage project, in partnership with Cara-Friend and The Rainbow project brought an additional 3 years funding and secured the posts of Mary Ellen Campbell as LGBTQIA+ Heritage Volunteer & Training Development Officer and Joe Walsh as LGBTQIA+ Heritage Development Officer for this period. We would also like to welcome Sophie Nelson as our Policy Development Officer and Hannah Blair as our Admin and Communication Assistant.

2023 has seen the development of a new LGBTQIA+ Hub for Belfast, along with the enhancement of key relationships to make this dream a reality. It was fantastic to see close to 1000 responses to the Belfast City Council consultation on a new LGBTQIA+ Hub for the city. Here NI have been one of the key players involved in securing a new home for our sector. We look forward to this exciting project developing over the next number of years.

During this period, we have seen an increase in successful funding applications. This has enabled us to grow the scope of our work and to engage with more women.

Without such a wonderful and dedicated staff team, volunteer team, clients and committed Board of Trustees, the content of this report would not be possible. We look forward with excitement to our future and aiming to expand our services.

Some of our highlights:

1. Here NI have been participants on many special advisory groups.
2. Reception hosted by Belfast City Council Lord Mayor Cllr Tina Black to highlight our work with older women. This event also attended by the Older Persons Commissioner for Northern Ireland.
3. Chosen for a good practice visit by the Charity Commission Northern Ireland.
4. Chosen as one of the Mayors charities (Belfast City Council).
5. Met with the UN Special Rapporteur on Sexual Orientation and Gender Identity.
6. Implementation of a bespoke client management system.

We would like to thank our main funders; The National Lottery Communities Fund, The National Lottery Heritage Fund, The Tudor Trust, Joseph Rowntree Charitable Trust, Community Foundation Northern Ireland, LGBT Consortium, Belfast City Council, Training for Women Network, The Halifax Foundation and Citi-bank for their continued financial support, without such, much of the successes enjoyed by lesbian and bisexual women and their families who are associated with Here NI could not have been achieved.

We would also like to thank GMcG Chartered Accountants for their continued professional support and advice.

Financial review

The results are set out in detail on pages 7 to 18. The charity returned net outgoing resources for the year of £9,590 (net outgoing resources 2022 - £20,100) leaving unrestricted funds of £120,179 (2022 - £116,284) and restricted funds of £51,333 (2022 - £64,818). The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfill legal obligations of the charity in the event that current levels of income are not maintained.

HERENI

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

It is the policy of the Board to aim to maintain free reserves in unrestricted funds at a level equivalent to or greater than 3 months annual operating expenditure. In the event of an unforeseeable loss of income, reserves at this level will provide sufficient funds to respond to grant applications and ensure that support and governance costs are covered in the short-term.

Unrestricted funds are needed:

- a) to provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice and
- b) to cover administration, fund-raising and support costs without which the charity could not function

The Here NI Board of Directors considers it prudent that unrestricted reserves should be sufficient to:

- avoid the necessity of realising fixed assets held for the charity's use;
- cover three months of direct and indirect expenses.

Unrestricted funds currently meet this requirement.

The Board of Directors will monitor and review the policy on an annual basis when the annual accounts are being presented for approval.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for the future

Future Priorities:

- Develop and expand the Board of Management of Here NI.
- Sustainability of key staff
- Increased focus on resources for domestic abuse work.
- Increase in the number of new staff in key areas.
- Become an accredited centre relating to our training.
- Increase and further develop our inhouse training relating to sexual orientation and gender identity.
- Increased partnership working within and external to the LGBTQIA+ sector, with a focus on Business/Private sector.
- Increased number of funders to support our core work.
- Diversification of income sources.
- Development of an LGBTQIA+ Hub for Belfast.

HERENI

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Structure, governance and management

The charity is a Company Limited by Guarantee. The Company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. The charity is governed by its Board of Directors who meet every two months.

The members of the trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

K McCormack	(Resigned 7 November 2023)
G McParland	(Resigned 14 May 2024)
K Ritchie	(Resigned 5 September 2023)
S Bridge	
A McDowell	(Resigned 7 November 2023)
M M Hanna	
E Campbell	(Resigned 10 January 2023)
H Coburn	
L Killen	(Resigned 16 May 2023)
E McCarney	
L Boden	(Appointed 5 September 2023)
G Starrs	(Appointed 5 September 2023)
S Haveron	(Appointed 6 September 2023)
D M Mackle	(Appointed 5 September 2023)
B Moore	(Appointed 6 September 2023)
C McKeown	

None of the members of the trustees has any beneficial interest in the company. All of the members of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

All directors are required to participate in training relating to good governance and directors are regularly updated on legislation that impacts upon the running of a charitable organisation e.g. recent changes in legislation introduced by the Charities Commission.

Here NI is managed by a voluntary board of directors who are responsible for the management of the charity. The board of directors meet up to six times a year to oversee the management of the charity. The board of directors conduct regular reviews of the charity's strategic plan, with policies and procedures reviewed and updated on an ongoing basis.

Key management personnel

The Board of Directors comprise the key management personnel of the charity in charge of directing and controlling, running and operating the organisation on a day to day basis. All directors give of their time freely and no director received remuneration in the year.

This report has been prepared in accordance with the provision applicable to companies entitled to the small companies exemption.

The trustees' report was approved by the Trustees.

C McKeown

Treasurer

Dated: 26 September 2024

HERENI

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HERENI

We report to the charity trustees on our examination of the financial statements of the charity for the year ended 31 December 2023, which are set out on pages 7 to 19.

Respective responsibilities of trustees and examiner

As the charity trustees (and also directors of the company for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 65 of the Charities Act (Northern Ireland) 2008;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

1. That accounting records were not kept in accordance with section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

HERENI

INDEPENDENT EXAMINER'S REPORT (CONTINUED) TO THE TRUSTEES OF HERENI

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. We confirm that we are qualified to undertake the examination because we are a member of Chartered Accountants Ireland, which is one of the listed bodies.

We have completed our examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

GMcG LISBURN

Century House
40 Crescent Business Park
Lisburn
BT28 2GN

Dated: 26 September 2024

HERENI

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	2	18,093	256,702	274,795	9,384	212,604	221,988
Charitable activities	3	10,191	-	10,191	-	-	-
Total income		28,284	256,702	284,986	9,384	212,604	221,988
Expenditure on:							
Charitable activities	4	25,067	269,509	294,576	11,845	230,243	242,088
Total expenditure		25,067	269,509	294,576	11,845	230,243	242,088
Net income/(expenditure)		3,217	(12,807)	(9,590)	(2,461)	(17,639)	(20,100)
Transfers between funds	9	678	(678)	-	17,895	(17,895)	-
Net movement in funds	5	3,895	(13,485)	(9,590)	15,434	(35,534)	(20,100)
Reconciliation of funds:							
Fund balances at 1 January 2023		116,284	64,818	181,102	100,850	100,352	201,202
Fund balances at 31 December 2023		120,179	51,333	171,512	116,284	64,818	181,102

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERENI

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	10		3,397		2,423
Current assets					
Debtors	11	19,789		2,076	
Cash at bank and in hand		156,897		184,379	
		176,686		186,455	
Creditors: amounts falling due within one year	12	(8,571)		(7,776)	
Net current assets			168,115		178,679
Total assets less current liabilities			171,512		181,102
Income funds					
Restricted funds	14		51,333		64,818
<u>Unrestricted funds</u>					
Designated funds	15	2,590		-	
General unrestricted funds		117,589		116,284	
			120,179		116,284
			171,512		181,102

For the year ended 31 December 2023 the company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 relating to small companies.

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 26 September 2024 and signed on their behalf by:

C McKeown
Trustee

Company Registration No. NI053306

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 Accounting policies

Charity information

HERENI, (HEReNI), is a private company limited by guarantee incorporated in Northern Ireland. The registered office and place of business is Belfast LGBT Centre, 1st Floor, (Cathedral Quarter Head Quarters), 23-31 Waring Street, Belfast, BT1 2DX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)". 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 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 amounts 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 has 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.

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.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under one of the following headings: Costs of raising funds, Expenditure on charitable activities and Other expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies (Continued)

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
-----------------------	-------------------

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 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.

1.8 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.

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies (Continued)

1.9 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.

1.10 Retirement benefits

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

2 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	11,961	-	11,961	9,384	-	9,384
Grants receivable for core activities	6,132	256,702	262,834	-	212,604	212,604
	<u>18,093</u>	<u>256,702</u>	<u>274,795</u>	<u>9,384</u>	<u>212,604</u>	<u>221,988</u>
Grants receivable for core activities						
The National Lottery Community Fund	-	98,480	98,480	-	95,652	95,652
LGBT Consortium	-	800	800	-	10,000	10,000
Halifax	-	5,000	5,000	-	-	-
Joseph Rowntree Charitable Trust	6,132	35,280	41,412	-	26,040	26,040
The National Lottery Heritage Fund	-	42,585	42,585	-	33,912	33,912
Belfast City council	-	10,089	10,089	-	5,000	5,000
Community Foundation NI	-	22,785	22,785	-	15,000	15,000
Training for Women Network	-	9,683	9,683	-	-	-
Tudor Trust	-	32,000	32,000	-	27,000	27,000
	<u>6,132</u>	<u>256,702</u>	<u>262,834</u>	<u>-</u>	<u>212,604</u>	<u>212,604</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

3 Income from charitable activities

	2023 £	2022 £
Other generated income	10,191	-
	<u>10,191</u>	<u>-</u>
Analysis by fund		
Unrestricted funds	10,191	-
	<u>10,191</u>	<u>-</u>

4 Expenditure on charitable activities

	2023 £	2022 £
Direct costs		
Staff costs	225,284	185,367
Depreciation and impairment	2,707	1,475
Sundry Expenses	622	142
Activities	15,787	15,229
Consultancy	12,937	2,472
Rent	16,542	14,606
Printing, postage & stationery	463	1,338
Telephone	1,995	1,143
Insurance	2,497	1,843
Marketing	3,275	5,381
Heat & light	3,256	2,982
Training	35	885
Restricted Sundry Expenses	6,946	5,952
Accountancy	1,830	1,800
Repairs & maintenance	400	1,473
	<u>294,576</u>	<u>242,088</u>
Analysis by fund		
Unrestricted funds	25,067	11,845
Restricted funds	269,509	230,243
	<u>294,576</u>	<u>242,088</u>

The charity's only charitable activity is improving the conditions of life for LGBTQIA+ women and their families.

5 Net movement in funds

	2023 £	2022 £
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	2,707	1,475
	<u>2,707</u>	<u>1,475</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

6 Trustees

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

7 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	8	7
	<u> </u>	<u> </u>
Employment costs	2023	2022
	£	£
Wages and salaries	201,543	163,507
Social security costs	12,810	10,649
Other pension costs	10,931	11,211
	<u> </u>	<u> </u>
	225,284	185,367
	<u> </u>	<u> </u>

There were no employees whose annual remuneration was more than £60,000.

8 Taxation

The company is exempt from corporation tax on its charitable activities.

9 Transfers

Transfers from the unrestricted fund in the year were as follows;

Halifax

- The transfer of £1,912 relates to covering resources expended in excess of funds received.

Transfers from the restricted fund to the unrestricted fund in the year were as follows;

Joseph Rowntree Charitable Trust

- The transfer of £988 ring-fenced for a provision for redundancy costs, as agreed with funder. This has been designated at year end.

Tudor Trust

- The transfer of £1,602 ring-fenced for a provision for redundancy costs, as agreed with funder. This has been designated at year end.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

10 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2023	10,344
Additions	3,681
	<u>14,025</u>
At 31 December 2023	
Depreciation and impairment	
At 1 January 2023	7,921
Depreciation charged in the year	2,707
	<u>10,628</u>
At 31 December 2023	
Carrying amount	
At 31 December 2023	<u>3,397</u>
At 31 December 2022	<u>2,423</u>

11 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Prepayments and accrued income	19,789	2,076
	<u>19,789</u>	<u>2,076</u>

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors	3,746	4,028
Accruals and deferred income	4,825	3,748
	<u>8,571</u>	<u>7,776</u>

13 Retirement benefit schemes

	2023 £	2022 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	10,931	11,211
	<u>10,931</u>	<u>11,211</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

14 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.

	Movement in funds				Movement in funds				
	Balance at 1 January 2022	Incoming resources	Resources expended	Transfers	Balance at 1 January 2023	Incoming resources	Resources expended	Transfers	Balance at 31 December 2023
	£	£	£	£	£	£	£	£	£
The National Lottery Community Fund	28,980	95,652	(103,865)	-	20,766	98,480	(97,960)	-	21,286
Esmee Fairbairn	26,772	-	(8,778)	(17,994)	-	-	-	-	-
Halifax	-	-	-	-	-	5,000	(6,912)	1,912	-
Joseph Rowntree Charitable Trust	13,182	26,040	(38,039)	-	1,183	35,280	(32,823)	(988)	2,652
The National Lottery Heritage Fund	24,719	33,912	(42,754)	-	15,877	42,585	(56,732)	-	1,730
Community Foundation NI	-	15,000	(10,073)	-	4,927	22,785	(18,617)	-	9,095
Belfast City Council	-	5,000	(5,099)	99	-	10,089	(5,755)	-	4,334
Tudor Trust	5,537	27,000	(21,062)	-	11,475	32,000	(30,927)	(1,602)	10,946
Cooperation Ireland	1,162	-	(572)	-	590	-	(590)	-	-
LGBT Consortium	-	10,000	-	-	10,000	800	(9,998)	-	802
Training for Women Network	-	-	-	-	-	9,683	(9,195)	-	488
	<u>100,352</u>	<u>212,604</u>	<u>(230,243)</u>	<u>(17,895)</u>	<u>64,818</u>	<u>256,702</u>	<u>(269,509)</u>	<u>(678)</u>	<u>51,333</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

14 Restricted funds (Continued)

The National Lottery Community Fund provide for the funding of salaries, running costs of the charity and the costs involved with the provision of the empowering young people project.

Esmee Fairbairn provides funding for the salaries and core costs of the charity.

Halifax Foundation Northern Ireland provides funding for an LGBTQIA+ Heritage Volunteer and Training Officer.

Joseph Rowntree Charitable Trust provides funding for a Senior Policy Development Officer and a Policy Development Officer.

The National Lottery Heritage Fund provides funding for an LGBT Heritage project.

Community Foundation NI provides funding for the Early Years and Older Women's Projects.

Belfast City Council provides funds used to provide food/supermarket vouchers to service users in need.

Tudor Trust provides funding towards the Director's salary.

Cooperation Ireland provides funding for a Covid recovery program for the charity.

LGBT Consortium provides funding for the Older Women's Project, providing both one to one and peer support to LGBTQIA+ women over the age of 40.

Training for Women Network provides funding for the Building Resilience Project.

Other restricted funds - other funds received in year were to support the charity in its charitable activities.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

15 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 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Redundancy costs	-	-	-	2,590	2,590
General funds	116,284	28,284	(25,067)	(1,912)	117,589
	<u>116,284</u>	<u>28,284</u>	<u>(25,067)</u>	<u>678</u>	<u>120,179</u>

Previous year:	At 1 January 2022	Incoming resources	Resources expended	Transfers	At 31 December 2022
	£	£	£	£	£
General funds	100,850	9,384	(11,845)	17,895	116,284
	<u>100,850</u>	<u>9,384</u>	<u>(11,845)</u>	<u>17,895</u>	<u>116,284</u>

During the year, funds were ring-fenced for redundancy costs from the following funders:

Joseph Rowntree Charitable Trust

- £988 was ring-fenced for a provision for redundancy costs, as agreed with funder.

Tudor Trust

- £1,602 was ring-fenced for a provision for redundancy costs, as agreed with funder.

16 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	-	3,397	3,397
Current assets/(liabilities)	120,179	47,936	168,115
	<u>120,179</u>	<u>51,333</u>	<u>171,512</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

16 Analysis of net assets between funds (Continued)

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
At 31 December 2022:			
Tangible assets	-	2,423	2,423
Current assets/(liabilities)	116,284	62,395	178,679
	<u>116,284</u>	<u>64,818</u>	<u>181,102</u>

17 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	9,075	10,890
Between two and five years	-	9,075
	<u>9,075</u>	<u>19,965</u>

HERe NI

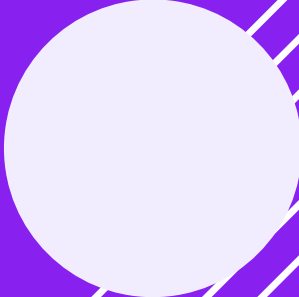
Northern Ireland - Charity number 104707

Annual report

HERE NI ANNUAL REPORT 2022-2023



here



Mission Statement

HERe NI empowers, supports and advocates for all lesbian, bisexual women, and their families.



Vision Statement

Our vision is that all lesbian and bisexual women are visible, included and valued in all aspects of society.



MILLION

Values and Principles

All our work is founded upon the following values and principles:

- **Equality and Inclusion**
- **Respect and Non-Judgemental**
- **Professional and Knowledgeable**
- **Person-Centred and Empowering**
- **Reactive and Proactive**

CHAIRPERSON REPORT

2022-2023 has been a period of considerable growth and positive change for HERe NI. I would like to share just some of our highlights with you.

During 2022-2023, HERe NI have been one of the driving forces in collaborating with and improving Belfast Pride. During 2022, HERe NI Director Cara McCann was Co-Chairperson of Belfast Pride. We will continue to support Belfast Pride to reach its full potential.

During the COVID 19 pandemic, the staff, volunteers and Board have responded positively, have shown their resilience, leadership, and creativeness in regards to the vast amount of events and support provided to clients. One example of this is the Supermarket Voucher Scheme administered by Belfast City Council to support those in financial difficulty. We are delighted to report that 39 LGBTQIA+ women benefitted from this initiative.

Our relationships within Belfast City Council have strengthened during this period. The Lord Mayor of Belfast, Councillor Tina Black chose HERe NI as one of her charities for her time in this position. We have also been one of the key players engaging with Belfast City Council around the concept of a new LGBTQIA+ Hub for the city. 2022 brought financial support from the Council for a feasibility exercise into what an LGBTQIA+ Hub would look like. We are excited to see this develop and become a reality in the near future.

Throughout this period of time, the Board of Trustees have continually evolved and developed through an extremely positive recruitment campaign to attract new Trustees. I would sincerely like to thank the HERe NI staff, Board, service users, sector partners, funders and volunteers for their support and commitment during this time.

Martina Hanna
HERe NI Chairperson

DIRECTOR REPORT

2022-2023 has seen Here NI grow from strength to strength. During this period, our team has grown. I would like to welcome Jennifer McKinnon (Older Womens Engagement Officer) who facilitates the Wednesday Older Women's group to ensure the voices of older LGBTQIA+ women are heard. Our new Heritage project, in partnership with Cara-Friend and The Rainbow project brought Mary Ellen Campbell as LGBTQIA+ Heritage Volunteer & Training Development Officer and Joe Walsh as LGBTQIA+ Heritage Development Officer in 2022 for a period of 6 months to develop the project. I am delighted to report that we have received an additional 3 years funding for the Heritage project and Mary Ellen and Joe each have a 3 year post to 2026 to deliver this exciting project. I would also like to welcome Sophie Nelson as our Policy Development Officer.

2023 has seen the development of a new LGBTQIA+ Hub for Belfast, along with the enhancement of key relationships to make this dream a reality. HERE NI have been one of the key players involved in securing a new home for our sector. I look forward to this exciting project developing over the next 2 years.

During this period, we have seen an increase in successful funding applications. This has enabled us to grow the scope of our work and to engage with more women. We anticipate that we will increase and diversify our funding streams during 2023 to 2024.

Future Priorities:

- Increased focus on Trans issues.
- Increase number of staff in key areas.
- The development of new and emerging groups based on the needs identified thus far with appropriate funding sourced.
- Increased partnership working within and external to the LGBTQIA+ sector.
- Increased amount of funders to support our core work.
- Development of an LGBTQIA+ Hub in Belfast.

Without such a wonderful and dedicated staff team, volunteer team, clients and committed Board of Trustees, the content of this report would not be possible. From the bottom of my heart, I would like to thank each and every one of the staff and Trustees that worked tirelessly to put our clients at the heart of every single thing that we do. We look forward with excitement to our future and aiming to expand our services.

Cara McCann
HERE NI Director

TREASURER REPORT

On behalf of the HERe NI Board of Directors, I would like to thank the funders & donors who have supported our work throughout this financial period. They are:

- The National Lottery Community Fund
- Esmee Fairbairn Foundation
- Joseph Rowntree Charitable Trust
- The Tudor Trust
- The National Lottery Heritage Fund
- LGBT Consortium
- Community Foundation NI
- Belfast City Council
- Training for Women Network
- Halifax Foundation
- Citibank
- Working with Pride
- Cinema for All

In the current economic climate, sustaining the work of HERe NI is a high priority and we will continue to work with agencies and funders to ensure that our work continues and grows on a regional basis.

HERe NI returned net outgoing resources for the year of £20,100 (net incoming resources 2021: £12,403) leaving unrestricted funds of £116,284 (2021: £100,850) and restricted funds of £64,818 (2021: £100,352).

The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfil legal obligations of the charity in the event that current levels of income are not maintained. A full summary of financial information can be obtained from the full accounts for the year ending 31st December 2022. A copy of which can be obtained by writing to the Company Secretary, HERe NI, 23-31 Waring Street, Belfast, BT1 2DX.

Geraldine Mc Parland
HERe NI Treasurer



BOARD OF TRUSTEES

Board of Trustees

Martina Hanna (Chairperson)
Geraldine McParland (Treasurer)
Helen Coburn (Secretary)
Alison McDowell
Sally Bridge
Danielle Mackle
Keira McCormack
Erin McCarney
Charlene McKeown
Sarah Jo Haveron
Grainne Starrs
Bethany Moore
Lauran Boden

STAFF

Cara McCann - Director
Tracey McDowell - Finance & Admin Manager
Grainne Gibson - Children & Young People's Empowerment Officer
Sabrina Day - Early Years Project Officer
Jennifer McKinnon - Older Women's Project Officer
Sophie Nelson - Policy Development Officer
Mary Ellen Campbell - LGBTQIA+ Heritage Volunteer & Training Officer
Joe Walsh - LGBTQIA+ Heritage Development Officer
Amanda McGurk - LGBTQIA+ Mental Health Advocate
Amie Martin - LGBTQIA+ Mental Health Advocate



EVENTS AND ACTIVITIES

Some of our great events:

- Adults arts and crafts
- Children's arts and crafts
- Cooking demos
- Crystal Queer Film Club
- Quiz night
- Games night
- Coffee hour
- Menopause Cafe
- Children's Botanic Garden's Trip
- Community Safety Event
- Children's song and rhyme time
- Streamvale Farm Trip
- Roller Disco
- Scrapyard Golf
- LGBTQIA+ History club
- Gender equality strategy workshop
- LGBTQIA+ Heritage Tours
- Online mash up with NI Screen and PRONI
- Consultation & Focus Group on Ending Violence Against Women and Girls
- Online LGBTQIA+ History Archive
- Sexual Orientation and Gender Identity awareness training
- An evening at the Opera
- Slime Time!
- Trip to the Ulster Museum
- Spring social dinner

Not to mention all the Pride events - this year we attended Belfast, Omagh, Mid-Ulster, Folye and Causeway & Trans Pride.





STAFF SPOTLIGHTS



GRAINNE GIBSON

The Children and Young People's Empowerment Officer has engaged with a wide-range of families through the Here Together programme. Grainne has been working across Belfast and Derry to engage with young people and their families. Some of the activities within the programme have included: the Halloween Spooky quiz (an engaging and well-attended event with new faces joining in), cooking sessions (with adventurous new dishes) and a roller disco. Families of all ages and backgrounds engaged throughout Pride; both Belfast and Foyle Pride were successful this year, with a great post-parade atmosphere and a longer stay in the Peace Garden. Grainne has loved seeing new faces at all the events this year.

LGBTQIA+ Awareness Training

Lee Cullen

Cara-Friend
(He/They)

Amie Martin

The Rainbow Project
(They/Them)

Grainne Gibson

HereNI
(She/Her)



JENNIFER MCKINNON

Since becoming the Older Women's Engagement Officer in Feb 2023, Jennifer has expanded the project with new activities and opportunities for service users aged 35+. The regular Wednesday Older Women's (WOW) Group has seen rising attendance this year.

Special events have included a spring social dinner, street art walking tour, evening at the opera, and a trip to the Ulster Museum. The WOW group were part of a successful event at Belfast City Hall hosted by the Lord Mayor of Belfast, highlighting issues facing older LGBTQIA+ women in Northern Ireland. The Engagement Officer has represented HERe NI at various events and conferences. The project hosted 5 events for Pride, with over 100 attendances, including a pre-Pride dinner, relaxation evening, and community safety event.

The project has continued to provide one-to-one support to help older women deal with various difficulties, as well as support in accessing IT sessions and life coaching funded by Training for Women Network.



AMIE MARTIN

Amie is one of two Mental Health Advocates working across HERe NI and the Rainbow Project who have made significant strides in improving the wellbeing of the LGBTQIA+ community. The Mental Health Advocacy team deliver Health and Wellbeing sessions, Care Plan sessions, Listening Ear sessions, and conduct referrals to relevant organisations. The Mental Health Advocacy Team have been busy delivering Sexual Orientation and Gender Identity Awareness training sessions. In addition, the team has hosted over 50 workshops and events.

This is an amazing achievement from the Mental Health Advocacy team and shows the need for the services provided and how going forward we would need a similar model in place for future clients. This success highlights the importance and necessity of services. Alongside the formal services that HERe NI and the Rainbow Project offer, Amie has also been involved in the provision of Trans Swimming.



AMANDA MCGURK

Amanda is the other Mental Health Advocate that works between HRe NI and the Rainbow Project. Amanda's work similarly involves delivering Health and Wellbeing sessions, Care Plan sessions, Listening Ear sessions, and conducting referrals to relevant organisations. The Mental Health Advocacy team have also been active in the community, attending events and conferences to raise awareness about mental health. Amanda has delivered a number of Sexual Orientation and Gender Identity sessions throughout the year and attended a range of conferences and events, including a focus group around the Ending Violence Against Women and Girls Strategy and speaking on a panel of experts on this topic.

Our Mental Health Advocates were visible throughout Pride and even had the opportunity to meet with the Secretary of State. In addition to our outreach efforts, the team have also been providing ongoing support within the community. Amanda hosts a monthly Menopause Group and Games Night, providing a safe space for LGBTQIA+ women to connect and socialise.

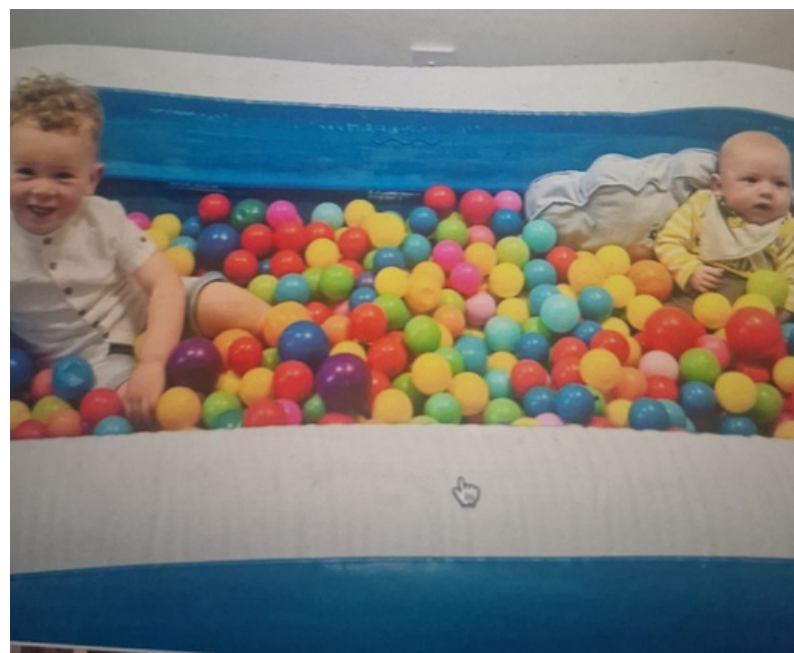


SABRINA DAY

The Early Years Project Officer has continued to deliver a varied programme for our 0-7 year olds. Sabrina has engaged with a wide range of families and their young children through the Start Together project, which has been a resounding success.

The Start Together group have had many activities this year, including arts and crafts, song and rhyme time, pizza making and well attended trips to the farm and Botanic Gardens. The farm trip in particular received excellent feedback from parents who were impressed with how much their children learned about the animals and how much fun they had.

Our Early Years Project Officer was also heavily involved with Pride in both Belfast and Foyle. Sabrina worked tirelessly to make sure that everyone felt welcome and included; the Pride Picnic, arts & crafts and the Pride Village were all a great success with hundreds of people attending the various events.



MARY ELLEN CAMPBELL

Mary Ellen is one of two LGBTQIA+ Heritage Project Officers. The LGBTQIA+ Heritage Project appeared in articles in The Belfast Telegraph, the BBC, and Dig with It Magazine (issue 10). The project organised 10 events during LGBTQIA+ History Month and sit on the International LGBTQIA+ History Month Committee with representatives from 35 countries (of which Mary Ellen is a founder member).

The project has maintained its volunteer base who have attended a range of events, including visiting a Virtual LGBTQIA+ Museum and a number of Heritage sites in Belfast as part of European Heritage Open Day. Both Heritage Project Officers took part in archives week with PRONI and Outing the Past. Volunteers have attended Omagh and Causeway Pride where the project's documentary *The Troubles I've seen* was shown & Mary Ellen & volunteers spoke at both events.

The project has engaged with the business community through 'Lunch and Learn' and Heritage tours, as well as working on a programme of events for Belfast Pride developing stronger working relationships with partner organisations.



JOE WALSH

Joe Walsh started with the LGBTQIA+ Heritage project in October 2022. Since then he has undertaken archive training and has expanded the programme significantly alongside Mary Ellen Campbell. As part of the archival work, Joe has categorised material for each of the LGBTQIA+ organisations and campaigns including Love Equality - the campaign for equal marriage. Joe has founded the Crystal Queer Film Club which was launched in September 2023 with a screening of Rebel Dykes at the Strand Cinema. The LGBTQIA+ Heritage Project were able to do this with a bursary from Cinema For All part of the Startup Programme.

The LGBTQIA+ Heritage Officers have networked with organisations and businesses, including Citibank, QUB, and Civil Service LGBTQIA+ Network, Public Records Office NI, The Charity Commission, HMRC, the Civil Service LGBTQIA+ Network and NI Screen. They have also facilitated Heritage Tours with many of these groups and received positive feedback. Another success has been the LGBTQIA+ History Club which runs monthly with fascinating guests. The History Club sessions are recorded and uploaded to the project's YouTube channel.



SOPHIE NELSON

We welcomed the new Policy Development Officer to the HERe NI team in September 2023. Sophie began her role by submitting a response to the Ending Violence Against Women and Girls Strategic Framework, highlighting the need for greater LGBTQIA+ inclusion within the Strategy. As part of this, Sophie held an LGBTQIA+ focus group with the Executive Office to gather the views of the community. Since then she has attended a number of events, including: Trans Pride 2023, a Queering Women in Peace and Security talk at QUB and a Women's Policy Group Strategy Day. Sophie has attended All Party Groups on Childcare and Healthcare and will be lobbying for a Women's Health Strategy in the months to come.

Sophie also received funding from the National Lottery Heritage Fund to attend the Young One World Conference. Where she engaged with other delegates from across the world who are young leaders in their communities. Over the past few months Sophie has been engaging with members of the Equality Commission and recently took a seat on the Civic Initiative where she will be working to examine and support the advancement of peace and reconciliation and well-being 25 years after the Good Friday Agreement.



EVALUATIONS

**'Listening ear has helped me
build my confidence and
validate my own choices'**

Amie's Listening Ear Client

**'Thank you so much for letting me
speak out loud what was in my head
and heart it has really helped me
process a lot of the thoughts and
feelings that have been rattling
around my head for a while.
Thank you'**

Jennifer's Older Women's Group

**'Fun, relaxing space with great
opportunity to meet other same
sex families. Sabrina was very
welcoming and friendly and
introduced us to everyone.'**

Sabrina's Start Together Group

**'Meeting all the lovely ladies
- games were great.
Amanda is cracker'**

Amanda's Games Night

**'My contact with Jennifer has enabled me to
have the courage to have difficult conversations
with my friends and family, to feel more
empowered in my identity and more secure in
respect of my mental health. It has supported
me to take action to put things in place which
help me to find my authentic self and reduced
the terrible and debilitating feelings of isolation.'**

Jennifer's Older Women's Group



www.hereni.org

Twitter: [@Here_NI](https://twitter.com/Here_NI)

Facebook: [Facebook.com/NIHere](https://www.facebook.com/NIHere)

Instagram: [@hereni_](https://www.instagram.com/hereni_)

HERe NI

Northern Ireland - Charity number 104707

Annual return

HERENI

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HERENI

We report to the charity trustees on our examination of the financial statements of the charity for the year ended 31 December 2023, which are set out on pages 7 to 19.

Respective responsibilities of trustees and examiner

As the charity trustees (and also directors of the company for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 65 of the Charities Act (Northern Ireland) 2008;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

1. That accounting records were not kept in accordance with section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

HERENI

**INDEPENDENT EXAMINER'S REPORT (CONTINUED)
TO THE TRUSTEES OF HERENI**

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. We confirm that we are qualified to undertake the examination because we are a member of Chartered Accountants Ireland, which is one of the listed bodies.

We have completed our examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

GMcG LISBURN

Century House
40 Crescent Business Park
Lisburn
BT28 2GN

Dated: 26 September 2024

HERe NI

Northern Ireland - Charity number 104707

Accounts

Charity registration number NIC104707

Company registration number NI053306 (Northern Ireland)

HERENI

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

HERENI

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	D M Mackle K McCormack G McParland S Bridge A McDowell M M Hanna H Coburn E McCarney C McKeown (Appointed 30 November 2022) Laura Boden (Appointed 5 September 2023) Grainne Starrs (Appointed 5 September 2023) Sarah Jo Haveron (Appointed 5 September 2023)
Secretary	H Coburn
Charity number	NIC104707
Company number	NI053306
Principal address	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX
Registered office	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX
Independent examiner	GMcG LISBURN Century House 40 Crescent Business Park Lisburn BT28 2GN
Bankers	Co-Operative Bank Delf House Southway Skelmersdale WN8 6WT

HERENI

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HEReNI

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The directors present their annual report and financial statements for the year ended 31 December 2022.

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 Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)".

Objectives and activities

HEReNI is an organisation that works to improve the quality of life and enhance the voices of LGBTQIA+ women and their families. HEReNI is committed to identifying and addressing discrimination and oppression, and to the promotion of social inclusion. The charity's objectives are to advance education and to promote the benefit of LGBTQIA+ women across Northern Ireland.

All our work is informed and guided by our core values of equality, empowerment of LGBTQIA+ women and their families, interdependence, full and meaningful participation, social inclusion and transparency. We believe that a community development approach to social inclusion produces sustainable positive change. We recognise and value the multiple identities and varying needs of LGBTQIA+ women, and are committed to building an organisation that is genuinely inclusive. HEReNI is managed by a voluntary Board of Directors whose details can be found on our website www.hereni.org.

Vision Statement: Our vision is that all LGBTQIA+ women are visible, included and valued in all aspects of society.

Mission Statement: HEReNI empowers, supports and advocates for all LGBTQIA+ women, and their families.

Values and Principles: All our work is founded upon the following values and principles:

- Equality and Inclusion
- Respect and Non-Judgemental
- Professional and Knowledgeable
- Person-Centred and Empowering
- Reactive and Proactive

Strategic Aim 1: To ensure that HEReNI can meet current and future needs of LGBTQIA+ women.

Strategic Aim 2: To facilitate and deliver activities and services to meet the needs of LGBTQIA+ women.

Strategic Aim 3: To tackle the issue of 'invisibility' of LGBTQIA+ women and improve the wider understanding of their needs.

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

HERENI

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance

2022 was a period of huge change and growth for HERe NI, particularly emerging from the COVID 19 pandemic.

We made a conscious effort to reach out to our clients through consultation and or evaluation exercises and surveys during 2022. Emerging from the COVID-19 pandemic, we wanted to ensure that we were meeting the needs of all our clients. No woman was to be left behind, and we have had to adapt as an organisation to provide support online and face to face. One thing that became extremely clear during COVID 19 was the need for additional mental health support for our community. The Mental Health Advocacy Project commenced in 2022 in partnership with The Rainbow Project, with funding from The Department of Health for 2 years. This project provides mental health support in the form of listening ear sessions, counselling sessions, mental health campaigns and healthy social activities to reduce isolation. The launch in Belfast City Hall was attended by Health Minister Robin Swan MLA. Our future priority will be to maintain this life saving, vital service. Throughout this year, we have provided social support in the form of face to face groups and online groups.

During 2022, our small team has grown. We recruited an Early Years Worker to engage with LGBTQIA+ families with children aged from birth to 7. This has enabled us to expand our family support work. Recruitment began in December 2022 for an Older Women's Engagement Officer; we look forward with excitement to see what this post holder will achieve when they are in post early 2023.

During this time period, HERe NI have been one of the driving forces in collaborating with and improving Belfast Pride. During 2022, HERe NI Director Cara McCann was Co- Chairperson of Belfast Pride.

During the COVID 19 pandemic, the staff, volunteers and Board have responded positively, have shown their resilience, leadership, and creativeness in regards to the vast amount of events and support provided to clients. One example of this is the Supermarket Voucher Scheme administered by Belfast City Council to support those in financial difficulty. We are delighted to report that 39 LGBTQIA+ women benefitted from this initiative. We hope to receive more funding like this in the future to support those most marginalised.

During this period, we have strengthened our engagement and relationship with Belfast City Council. The Lord Mayor of Belfast Councillor Tina Black chose HERe NI as one of her charities during her tenure as Lord Mayor.

We have also been one of the key players engaging with Belfast City Council around a new LGBTQIA+ Hub for the city. 2022 brought financial support from the Council for a feasibility exercise into what an LGBTQIA+ Hub would look like. We are excited to see this develop further in 2023.

2022 also was a great year of celebration for HERe NI as we became the recipient of the Freedom of the City Award for our outstanding work during COVID 19.

We look forward with excitement to our future and are aiming to expand our services to meet the needs of our clients who remain at the heart of all we do.

Some of our highlights:

1. HERe NI have been participants on many special advisory groups.
2. Increase of new clients engaging online.
3. Partner in the Ban Conversion Therapy Campaign.
4. Continuous engagement with politicians and political representatives.
5. HERe NI represented on the Board of Trustees of Belfast Pride.
6. Increase in one-to-one support.
7. Ongoing staff training and development opportunities.
8. New Trustees on the Board of HERe NI.
9. Key player in LGBT Awareness Week.
10. Development in key partnerships.

We would like to thank our main funders; The National Lottery, Esmee Fairbairn Foundation, The National Lottery Heritage Fund, The Tudor Trust, Community Foundation NI, The LGBT Consortium and Joseph Rowntree Charitable Trust for their continued financial support, without such, much of the successes enjoyed by lesbian and bisexual women and their families who are associated with Here NI could not have been achieved.

We would also like to thank GMcG Chartered Accountants for their continued professional support and advice.

HERENI

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Financial review

The results are set out in detail on pages 7 to 17. The company returned net outgoing resources for the year of £20,100 (net incoming resources 2021: £12,403) leaving unrestricted funds of £116,284 (2021: £100,850) and restricted funds of £64,818 (2021: £100,352). The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfill legal obligations of the charity in the event that current levels of income are not maintained.

It is the policy of the Board to aim to maintain free reserves in unrestricted funds at a level equivalent to or greater than 3 months annual operating expenditure. In the event of an unforeseeable loss of income, reserves at this level will provide sufficient funds to respond to grant applications and ensure that support and governance costs are covered in the short-term.

Unrestricted funds are needed:

- a) to provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice and
- b) to cover administration, fund-raising and support costs without which the charity could not function

The HEReNI Board of Directors considers it prudent that unrestricted reserves should be sufficient to:

- avoid the necessity of realising fixed assets held for the charity's use;
- cover three months of direct and indirect expenses.

Unrestricted funds currently meet this requirement.

The Board of Directors will monitor and review the policy on an annual basis when the annual accounts are being presented for approval.

The directors has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for the future

Future Priorities:

- Develop and expand the Board of Management of Here NI.
- Greater focus on work with older LGBTQIA+ women with a dedicated worker in place.
- Increased focus on Equality Rights and issues including Trans issues.
- Increase number of staff in key areas.
- Expansion of the Heritage Project.
- Increase funding to have an early years worker.
- The development of new and emerging groups based on the needs identified thus far with appropriate funding sourced.
- Increased partnership working within and external to the LGBTQ+ sector, with a focus on Business/Private sector.
- Increased amount of funders to support our core work
- Development of an LGBTQIA+ Hub for Belfast.

HERENI

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, governance and management

The charity is a Company Limited by Guarantee. The Company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. The charity is governed by its Board of Directors who meet every two months.

The directors who served during the year and up to the date of signature of the financial statements were:

D M Mackle	
K McCormack	
G McParland	
K Ritchie	(Resigned 5 September 2023)
S Bridge	
A McDowell	
M M Hanna	
G Burnett	(Resigned 7 March 2022)
E Campbell	(Resigned 10 January 2023)
H Coburn	
L Killen	(Resigned 16 May 2023)
E McCarney	
C McKeown	(Appointed 30 November 2022)
Laura Boden	(Appointed 5 September 2023)
Grainne Starrs	(Appointed 5 September 2023)
Sarah Jo Haveron	(Appointed 5 September 2023)

During the year one of the directors, Danielle Mackle, took a sabbatical from 29 November 2022 until 5 September 2023.

None of the directors has any beneficial interest in the company. All of the directors are members of the company and guarantee to contribute £1 in the event of a winding up.

New directors are appointed by the members of the charity at the annual general meeting. All directors are required to participate in training relating to good governance and directors are regularly updated on legislation that impacts upon the running of a charitable organisation e.g. recent changes in legislation introduced by the Charities Commission.

HEReNI is managed by a voluntary board of directors who are responsible for the management of the charity. The board of directors meet every month to oversee the management of the charity. The board of directors conduct regular reviews of the charity's strategic plan, with policies and procedures reviewed and updated on an ongoing basis.

Key management personnel

The Board of Directors comprise the key management personnel of the charity in charge of directing and controlling, running and operating the organisation on a day to day basis. All directors give of their time freely and no director received remuneration in the year.

This report has been prepared in accordance with the provision applicable to companies entitled to the small companies exemption.

The directors' report was approved by the Board of Directors.

G McParland

Treasurer

Dated: 27 September 2023

HERENI

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF HERENI

We report on the financial statements of the charity for the year ended 31 December 2022, which are set out on pages 7 to 17.

Respective responsibilities of directors and examiner

The charity's directors are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 65 of the Charities Act (Northern Ireland) 2008;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

1. That accounting records were not kept in accordance with section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

HERENI

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
TO THE DIRECTORS OF HERENI

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

GMcG LISBURN

Century House
40 Crescent Business Park
Lisburn
BT28 2GN

Dated: 27 September 2023

HERENI

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<u>Income from:</u>							
Donations and Training Income	2	9,384	-	9,384	13,845	-	13,845
Charitable activities	3	-	212,604	212,604	-	193,024	193,024
Total income		<u>9,384</u>	<u>212,604</u>	<u>221,988</u>	<u>13,845</u>	<u>193,024</u>	<u>206,869</u>
<u>Expenditure on:</u>							
Charitable activities	4	<u>11,845</u>	<u>230,243</u>	<u>242,088</u>	<u>320</u>	<u>194,146</u>	<u>194,466</u>
Net (outgoing)/incoming resources before transfers		(2,461)	(17,639)	(20,100)	13,525	(1,122)	12,403
Gross transfers between funds	8	<u>17,895</u>	<u>(17,895)</u>	<u>-</u>	<u>(24)</u>	<u>24</u>	<u>-</u>
Net income/(expenditure) for the year/ Net movement in funds		15,434	(35,534)	(20,100)	13,501	(1,098)	12,403
Fund balances at 1 January 2022		<u>100,850</u>	<u>100,352</u>	<u>201,202</u>	<u>87,349</u>	<u>101,450</u>	<u>188,799</u>
Fund balances at 31 December 2022		<u><u>116,284</u></u>	<u><u>64,818</u></u>	<u><u>181,102</u></u>	<u><u>100,850</u></u>	<u><u>100,352</u></u>	<u><u>201,202</u></u>

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERENI

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	9		2,423		1,162
Current assets					
Debtors	10	2,076		1,089	
Cash at bank and in hand		184,379		208,630	
		186,455		209,719	
Creditors: amounts falling due within one year	11	(7,776)		(9,679)	
Net current assets			178,679		200,040
Total assets less current liabilities			181,102		201,202
Income funds					
Restricted funds	12		64,818		100,352
Unrestricted funds			116,284		100,850
			181,102		201,202

For the year ended 31 December 2022 the company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Directors on 27 September 2023 and signed on their behalf by:

G McParland
Trustee

Company Registration No. NI053306

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies

Charity information

HERENI, (HEReNI), is a private company limited by guarantee incorporated in Northern Ireland. The registered office and place of business is Belfast LGBT Centre, 1st Floor, (Cathedral Quarter Head Quarters), 23-31 Waring Street, Belfast, BT1 2DX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)". 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 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 amounts 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 directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors 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 directors in furtherance of their charitable objectives.

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 notes to the financial statements.

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.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under one of the following headings: Costs of raising funds, Expenditure on charitable activities and Other expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (Continued)

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
-----------------------	-------------------

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 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.

1.8 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.

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.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (Continued)

1.9 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.

1.10 Retirement benefits

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

2 Donations and Training Income

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	9,384	13,845
Donations and gifts		
Training income	3,974	5,600
Other donations	5,410	8,245
	9,384	13,845

3 Charitable activities

	2022	2021
	£	£
Performance related grants	212,604	193,024
Performance related grants		
The National Lottery Community Fund	95,652	115,966
Joseph Rowntree Charitable Trust	26,040	28,559
The National Lottery Heritage Fund	33,912	27,960
BCC	5,000	11,898
CFNI	15,000	-
Tudor Trust	27,000	2,000
Cooperation Ireland	-	6,641
LGBT Consortium	10,000	-
	212,604	193,024

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

4 Charitable activities

	2022 £	2021 £
Staff costs	185,367	145,146
Depreciation and impairment	1,475	1,308
Sundry Expenses	142	31
Activities	15,229	17,874
Consultancy	2,472	5,209
Rent	14,606	11,119
Printing, postage & stationery	1,338	-
Telephone	1,143	368
Insurance	1,843	976
Marketing	5,381	865
Heat & light	2,982	1,343
Training	885	608
Restricted Sundry Expenses	5,952	2,577
Accountancy	1,800	1,500
Repairs & maintenance	1,473	5,542
	<u>242,088</u>	<u>194,466</u>
	<u>242,088</u>	<u>194,466</u>
Analysis by fund		
Unrestricted funds	11,845	320
Restricted funds	230,243	194,146
	<u>242,088</u>	<u>194,466</u>

The charity's only charitable activity is improving the conditions of life for LGBTQIA+ women and their families.

5 Directors

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

6 Employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
<u>7</u>	<u>5</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

6 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	163,507	130,873
Social security costs	10,649	7,944
Other pension costs	11,211	6,329
	<u>185,367</u>	<u>145,146</u>

There were no employees whose annual remuneration was more than £60,000.

7 Taxation

The company is exempt from corporation tax on its charitable activities.

8 Transfers

Transfers from the unrestricted fund to the restricted fund in the year were as follows:

Belfast City Council

- The transfer of £99 relates to covering resources expended in excess of funds received.

Transfers from the restricted fund to the unrestricted fund in the year were as follows:

Esmee Fairbairn

- The transfer of £17,994 relates to £6,000 of expenditure in the year which was unrestricted and £11,994 of prior years unrestricted expenditure which should have been treated as restricted expenditure.

9 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2022	7,608
Additions	2,736
	<u>10,344</u>
At 31 December 2022	
Depreciation and impairment	
At 1 January 2022	6,446
Depreciation charged in the year	1,475
	<u>7,921</u>
At 31 December 2022	
Carrying amount	
At 31 December 2022	<u>2,423</u>
At 31 December 2021	<u>1,162</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

10 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Prepayments and accrued income	2,076	1,089
	<u>2,076</u>	<u>1,089</u>

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors	4,028	2,692
Accruals and deferred income	3,748	6,987
	<u>7,776</u>	<u>9,679</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 January 2021	Incoming resources	Resources expended	Transfers	Balance at 1 January 2022	Incoming resources	Resources expended	Transfers	Balance at 31 December 2022
	£	£	£	£	£	£	£	£	£
The National Lottery Community Fund	-	115,966	(86,986)	-	28,980	95,652	(103,866)	-	20,766
Esmee Fairbairn	33,188	-	(6,417)	-	26,772	-	(8,778)	(17,994)	-
Joseph Rowntree Charitable Trust	13,528	28,559	(28,905)	-	13,182	26,040	(38,039)	-	1,183
The National Lottery Heritage Fund	21,130	27,960	(24,370)	-	24,719	33,912	(42,754)	-	15,877
The National Lottery Heritage Fund - COVID	2,304	-	(2,304)	-	-	-	-	-	-
CFNI	5,300	-	(5,300)	-	-	15,000	(10,073)	-	4,927
BCC	-	11,898	(11,922)	24	-	5,000	(5,099)	99	-
Tudor Trust	26,000	2,000	(22,463)	-	5,537	27,000	(21,062)	-	11,475
Cooperation Ireland	-	6,641	(5,479)	-	1,162	-	(572)	-	590
LGBT Consortium	-	-	-	-	-	10,000	-	-	10,000
	<u>101,450</u>	<u>193,024</u>	<u>(194,146)</u>	<u>24</u>	<u>100,352</u>	<u>212,604</u>	<u>(230,243)</u>	<u>(17,895)</u>	<u>64,818</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

12 Restricted funds (Continued)

The National Lottery Community Fund provide for the funding of salaries, running costs of the charity and the costs involved with the provision of the empowering young people project.

Esmee Fairbairn provides funding for the salaries and core costs of the charity.

Joseph Rowntree Charitable Trust provides funding for a Senior Policy Development officer.

The National Lottery Heritage Fund provides funding for an LGBT Heritage project.

Tudor Trust provides funding towards the Director's salary.

Cooperation Ireland provides funding for a Covid recovery program for the charity.

CFNI provides funding for the Early Years Project.

BCC is funding from Belfast City Council used to provide food/supermarket vouchers to service users in need.

LGBT Consortium provides funding for the Older Women's Project, providing both one to one and peer support to LGBTQIA+ women over the age of 40.

Other restricted funds - other funds received in year were to support the charity in its charitable activities.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Tangible assets	-	2,423	2,423	-	1,162	1,162
Current assets/(liabilities)	116,284	62,395	178,679	100,850	99,190	200,040
	<u>116,284</u>	<u>64,818</u>	<u>181,102</u>	<u>100,850</u>	<u>100,352</u>	<u>201,202</u>

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	10,890	9,075
Between two and five years	9,075	-
	<u>19,965</u>	<u>9,075</u>

HERe NI

Northern Ireland - Charity number 104707

Annual report

HERe NI ANNUAL REPORT 2021 - 2022

The logo consists of the word "here" in a white, lowercase, sans-serif font, centered within a dark purple circle. This circle is surrounded by two concentric rings of a lighter purple color. The background of the entire page is a vibrant purple. In the lower half, there are several abstract geometric shapes: a large, light purple circle at the bottom center; a smaller, white circle to its upper right; and two large, semi-circular areas on the left and right sides filled with white diagonal lines. The overall design is modern and minimalist.

here

Mission Statement

HERe NI empowers, supports and advocates for all lesbian, bisexual women, and their families.



Vision Statement

Our vision is that all lesbian and bisexual women are visible, included and valued in all aspects of society.



Values and Principles

All our work is founded upon the following values and principles:

- Equality and Inclusion**
- Respect and Non-Judgemental**
- Professional and Knowledgeable**
- Person-Centred and Empowering**
- Reactive and Proactive**

CHAIRPERSON REPORT

2021-2022 has been a period of huge change for HERe NI, particularly with the emergence of, and emerging from COVID - 19. I would like to share just some of our highlights with you.

In 2021 we developed and enhanced our family support work and are thankful for funding from CFNI to do this.

With the increase in media participation round many policy issues and an increase of online events, we are becoming more visible. While we continue to adapt and change, we are clearer about who we are, who we are here to support, and what support we can offer.

The organisation has shown its resilience by working extremely hard during the COVID-19 pandemic. The HERe NI staff team have adapted to hybrid working to ensure we meet the needs of all the women who engage with us.

We have strengthened relationships with sector partners through formal joined up working. We will progress in this area of work and look forward to cementing relationships even further, especially around the issue of a sustainable LGBTQ+ Centre. During this period, Belfast City Council have committed resources for a scoping exercise to look at what a improved, bigger LGBTQ+ Centre will look like. Our Director and Trustees are excited to work on this project. We are very excited about the new mental health project in partnership with The Rainbow Project that began on April 2022. This project will support those who are most in need.

Throughout this period of time, the Board of Trustees have continually evolved and developed. We look forward to going out to public recruitment for Trustees early 2023.

In my time as chairperson this term, I would like to thank the HERe NI staff, Board, service users, sector partners, funders and volunteers for their support, commitment and resilience during this challenging time.

Martina Hanna (HERe NI Chairperson)

DIRECTOR REPORT

The past year and a half has seen HERe NI grow from strength to strength during the most challenging and difficult times.

The COVID-19 pandemic has impacted on every single one of us and has also impacted on the way we work.

This year our small team has grown. I would like to welcome Sabrina Day (Early Years Officer) who will work with children from birth to 7 from LGBTQ+ families. Our new heritage project that is in partnership with Cara-Friend and The Rainbow project brought Mary Ellen Campbell as Heritage Training and Volunteer Officer and Joe Walsh as Heritage Community Development Officer in October 2022. I would also like to welcome Amanda McGurk and Amie Martin as our new Mental Health Advocates for our mental health project in partnership with The Rainbow Project. During this period of reporting, it is extremely clear that by working together we are stronger together.

From July 2021, HERe NI has had organisational representation on the Board of Belfast Pride. The work with Belfast Pride has been a mammoth task and much change has occurred within the organisation during this time. I am honoured to be Co-Chair of Belfast Pride and would like to thank HERe NI staff and Board for their support during this time.

During the COVID-19 pandemic the staff have shown their resilience, leadership, and creativeness in regards to the vast amount of events. We will continue to work in a way that makes our events and support easily accessible to all who engage with us.

During this period, we have seen an increase in successful funding applications. This has enabled us to grow the scope of our work and to engage with more women.

Without such a wonderful and hard-working staff team and committed Board of Trustees, the content of this report would not be possible.

From the bottom of my heart, I would like to thank each and every one of the staff and Trustees that worked tirelessly to put our clients at the heart of every single thing that we do.

We look forward with excitement to our future and aim to expand our services.

Cara McCann
HERe NI Director

TREASURER REPORT

Financial Overview

On behalf of the HERe NI Board of Directors, I would like to thank the funders & donors who have supported our work throughout this financial period. They are:

- The Big Lottery (Empowering Young People)
- Esmee Fairbairn Foundation
- Joseph Rowntree Charitable Trust
- The Tudor Trust
- Belfast City Council
- CFNI
- The Heritage Lottery Fund
- Working with Pride

In the current economic climate, sustaining the work of HERe NI is a high priority and we will continue to work with agencies and funders to ensure that our work continues and grows on a regional basis.

Financial review

HERe NI returned net incoming resources for the year of £12,403 (net outgoing resources 2020: £11,492) leaving unrestricted funds of £100,850 (2020: £87,349) and restricted funds of £100,352 (2020: £101,450).

The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfil legal obligations of the charity in the event that current levels of income are not maintained.

A full summary of financial information can be obtained from the full accounts for the year ending 31st December 2021. A copy of which can be obtained by writing to the Company Secretary, HERe NI, 23-31 Waring Street, Belfast, BT1 2DX.

Geraldine Mc Parland
HERe NI Treasurer



BOARD OF TRUSTEES

Martina Hanna (Chairperson)
Alison McDowell (Secretary)
Geraldine McParland (Treasurer)
Dr Danielle Mackle
Karen Ritchie
Keira McCormack
Sally Bridge
Helen Coburn
Emma Campbell
Lauren Killen
Erin McCarney

STAFF

Cara McCann (Director)
Tracey McDowell (Finance & Administration Manager)
Grainne Gibson (Children & Young People's Empowerment Officer)
Danielle Roberts (Senior Policy Development Officer)
Mary Ellen Campbell (LGBTQ+ Heritage Volunteer & Training Officer)
Sabrina Day (Early Years Support Officer)
Joe Walsh (LGBTQ+ Heritage Development Officer)
Amanda McGurk (LGBTQ+ Mental Health Advocacy Officer)
Amie Martin (LGBTQ+ Mental Health Advocacy Officer)

STAFF BIOGRAPHIES

Cara McCann – Director

Cara is a mum of a grown up son, is from West Belfast and lives with her wife, 2 Pomeranians and their cat. Cara has a degree in Sociology and a Master's degree in Gender Studies. She has many years experience in the community development field and has also taught Sociology, Social Policy and Gender studies at Queens University. In her spare time, she loves to play guitar, harp, sing and travel. Cara has been in her post as HERe NI Director 11 years.

Tracey McDowell – Finance & Admin Manager

Tracey has many years experience in finance and administration working in banking and in the voluntary sector. She has experience of delivering sexual orientation awareness training and currently provides support and information to clients trying to start a family. As an adoptive Mum, Tracey is a strong advocate for adoption.

Mary Ellen Campbell -
LGBTQ+ Heritage Volunteer & Training Development Officer, in partnership with The Rainbow Project & Cara-Friend
Mary Ellen has over 20 years experience working in community development and working with community groups across Belfast. Over the last 10 years she has also managed her own family research business which included delivering training courses in research methodology, family and local history. She has previously managed the LGBT Heritage Project in partnership with HERe NI, The Rainbow Project & Cara-Friend.

Danielle Roberts-

Senior Policy Development Officer

Danielle has a background in law and Human Resources, qualifying as a solicitor in 2009 before completing a PgDip in Human Resource Management in 2013. For the past few years Danielle has been working on a PhD project at UU researching barriers to PUL women's political participation, and teaching politics and social policy. Danielle is also involved in feminist activism with Belfast Feminist Network and Alliance for Choice, and co-organiser of the annual Reclaim the Night Belfast march against street harassment and gender based violence.

Grainne Gibson-

Family Support Officer/ Young Peoples Empowerment Officer

Grainne has a BA (Hons) in Early Childhood Studies combined with almost 20 years of experience of working with children aged 0 to 11. For the past 10 years she has worked with young children & families in a family support role. Grainne has 3 fabulous children who as she puts it are her greatest achievement & she loves to spend time with them. Grainne also enjoys reading & baking & has recently taken up sewing.

Sabrina Day -

Early Years Support Officer

Sabrina is from dunmurry where she lives with her two children and her dog. Sabrina has over 20 years working in child care. Sabrina enjoys reading and spending time with her family and friends.

STAFF BIOGRAPHIES

Joe Walsh -
LGBTQ+ Heritage Development Officer, in
partnership with The Rainbow Project & Cara-
Friend

Joe is from a youth and community background,
working throughout northern Ireland with various
organisations over the last 25 years. He is a
qualified reiki healer with an interest in positive
mental health. Joe lives in Newtownards with his
partner and 4 cats. Joe likes to go cold water
swimming usually along the coast in North
Down.

Amanda McGurk - LGBTQ+ Mental Health
Advocacy Officer in partnership with The
Rainbow Project Amanda graduated with a
degree in Sociology from UU in 2018. Amanda
previously worked supporting women who have
experience of, or at risk of, sexual and domestic
violence. Amanda lives with her wife, 2 dogs and
cat. In her spare time Amanda loves to spend
time with her animals, travel, bake and read.

Amie Martin - LGBTQ+ Mental Health Advocacy
Officer

Amie is LGBTQ+ Health Advocate in partnership
with The Rainbow Project and HERE NI. Part of
Amie's job is to promote mental and emotional
health and wellbeing for LGBTQ+ people across
Northern Ireland. When they are not at work ,
they enjoy spending time with their partner and
cat , Sage. They also like to watch movies , hang
with friends and love singing and performing with
their theatre group.

TRUSTEE BIOGRAPHIES

Martina Hanna - Chairperson

Martina retired from the Northern Ireland Civil Service after 38 years. She worked, before retiring as a Policy Lead on Gender and Sexual Orientation as well as Disability Equality. She worked on a variety of projects including supporting an EU funded programme on Gender Equality in Macedonia. She spent eight years as a member of the Board of Keep Northern Ireland Beautiful (KNIB). KNIB is an environmental charity whose mission is to inspire all sectors of society to take responsibility for creating cleaner, greener and more sustainable communities. Martina is passionate about equality for all.

Alison McDowell- Secretary

Alison is a barrister specialising in family law with a particular emphasis on same sex families, surrogacy and equality issues. Alison is also a member of Lawyers with Pride. Outside of work Alison is a member of a local choral society and loves spending time with her family.

Geraldine McParland - Treasurer

Geraldine is a psychologist with extensive experience of working in the NHS and the public sector. She also has significant experience of research and has managed research projects. Geraldine has experience of serving on several boards.

Dr Danielle Mackle

Danielle is a lecturer in Social Work at Ulster University and has a wealth of practice experience working in the fields of mental health, with refugee and asylum seeker children and families as well as working with young people living in the care system. Danielles research interests span evidence based practice, research on the human development and well-being of the LGBTQ+ community, fertility treatment for lesbian women as well as the area of Female Genital Mutilation.

Sally Bridge

Sally and her partner, Catherine, started Dykes With Babes, the first lesbian parenting group in Northern Ireland, in December 2000 and their 2 young sons were founder members. She has since worked on the Love Equality campaign and her Master's research looked at school libraries in NI and how they support the information needs of their LGBT pupils. Sally works as a Librarian in Queen's University Belfast and is the co-chair of the staff LGBT network, PRISM.

Keira McCormack

Keira ran the charity Gender Essence Support Services, stepping down recently to concentrate on other parts of the charity. She currently works for a Domestic Abuse charity as an IDVA, helping to set up their LGBT specific services. Keira has significant experience working in the women's sector in particular the Rape Crisis centre and Women's Aid on developing groups. Keira co-founded Essence Arts, delivers training and is a qualified Counsellor.

TRUSTEE BIOGRAPHIES

Karen Ritchie

Karen is a Mum of two. Karen has experience in learning consultancy and HR. She enjoys mountain and marathon walking, gardening, art, cooking and is a vinyl record collector.

Helen Coburn

Helen has 15 years' experience working in the voluntary sector with a focus on youth arts, community development, building resilience and tackling prejudice. She has a professional visual arts background and is a qualified youth and community worker. Helen is passionate about equality and the transformative effect of creative expression. Areas of practice include mental health, governance and event management.

Emma Campbell

Emma is completing her practice-based PhD addressing photography as an activist tool in the movement for abortion rights and is also part-time co-convenor of Alliance for Choice, meaning she was part of the team who helped decriminalise abortion access in NI and is still working towards widespread service delivery. Whilst in London Emma was a picture editor and campaign manager for The Times and The BBC, as well as photographing for music festivals, award ceremonies and drag shows. Emma has exhibited her work in solo shows in Belfast, Dublin & Berlin and in group shows in London, Liverpool, Donegal, Dublin, Belfast, Stockholm, and Bangkok as well as through street art and online.

Lauren Killen

Lauren is a Marketing Executive for a global law firm, and previous Chairperson of the employee LGBT+ Network (2018-2021). Lauren is passionate about working with local charities, and planned the last 'Out on the Roof' event – raising £15,000 on the night for The Rainbow Project and SAIL NI. Lauren recently completed her Chartered Institute of Marketing (CIM) Level 6 Diploma, and holds a MSc in Marketing and a BSc in Psychology. While completing her MSc Lauren lived in Suzhou, China on a British Council Business Scholarship. Her MSc area of study was Corporate Social Responsibility. Lauren lives in East Belfast with her partner and their dog Reuben.

EVENTS AND ACTIVITIES

Some of our great Events:

- Adults arts and crafts
- Family Group: Early Years & HERe Together Activities & Workshops
- HERe Together Conservation Programme
- Cooking demos & workshops
- Film night
- Quiz night
- Games night
- Coffee hour
- Creative writing
- Meditation
- Menopause awareness workshop
- Adoption & fostering workshop
- Mums the word panel: Family planning
- LGBTQ+ History club
- Gender equality strategy workshop
- LGBTQI+ engagement session
- Domestic Abuse workshop
- Sexual orientation awareness workshop
- LGBTQ+ Families Awareness Training
- Mental Health Awareness Workshop
- Just Talks: An International Perspective on Trans Rights
- Launch of The Troubles I've Seen Documentary
- Launch of Mental Health Advocacy Project in partnership with The Rainbow Project

WORKING IN PARTNERSHIP

In 2021-22 we have continued working with partners outside the LGBTQ+ sector to deliver programmes and events, and to raise our collective voices.

Some examples are highlighted below.

- We have co organised several large events including the Just Talk(s) event on international perspectives on Trans rights, Nothing About Us Without Us conference on amplifying grassroots women's voices and a multi-cultural family fun day. These events had allowed us to work with academics, community groups, and international actors such as the Embassy of the Netherlands in the UK which have helped us reach a bigger audience, as well as diversifying what we can offer our service users.
- We have been involved in a number of policy coalitions, including signing open letters on the treatment of LGBTQ+ asylum seekers, highlighting the risks posed by the planned removal of of the Human Rights Act and on the Cost of Living Crisis. Our Senior Policy Development Officer received a bursary to attend a UK wide conference 'Championing a high standards UK: a UK-wide civil society conference'. This work has allowed us to raise concerns of lesbian and bisexual women in a broader human rights arena.
- We have continued with creative projects in partnership with Prime Cut Productions. In the past year this has resulted in a series of short films, contributions to a published anthology of women's writing 'What if? In my own words', and ongoing development of a theatre performance.
- The LGBT Heritage Project has hosted a monthly history club along with the Linenhall Library. The 'Troubles I've Seen Documentary' has been toured around various Pride Festivals and community centres. as well as a key element of the Bona Palooza festival exploring LGBTQ+ rural stories hosted at the Ulster Folk Museum.





EVALUATION

“I’ve really enjoyed everything we have done as a group, the quizzes are really good fun and I love doing activities online or at the lgbt centre. I really enjoyed the cookery lessons”

“I really enjoy the cooking and anything at lgbt centre especially if we get pizza too. The craft sessions are brilliant. My mummy made me go to the online safety talk, I didn’t think I’d enjoy it but I did.”

"I love the idea of my children growing up knowing and socialising with other children from same sex parents and getting support with my own queries from other parents. I am therefore thankful that the Early Years group exists."

"The LGBT Heritage Project should be really proud of the documentary, such important work."

"I learned of HERENI at a time of great personal distress, and it made a huge difference in my life's course. I found many of the activities quite enjoyable, particularly the quiz which helps me relax after a long day".



www.hereni.org

Twitter: [@Here_NI](https://twitter.com/Here_NI)

Facebook: [Facebook.com/NIHere](https://www.facebook.com/NIHere)

Instagram: [@hereni_](https://www.instagram.com/hereni_)

HERe NI

Northern Ireland - Charity number 104707

Annual return

Charity registration number NIC104707

Company registration number NI053306 (Northern Ireland)

HERENI

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

HERENI

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	D M Mackle K McCormack G McParland S Bridge A McDowell M M Hanna H Coburn E McCarney C McKeown (Appointed 30 November 2022) Laura Boden (Appointed 5 September 2023) Grainne Starrs (Appointed 5 September 2023) Sarah Jo Haveron (Appointed 5 September 2023)
Secretary	H Coburn
Charity number	NIC104707
Company number	NI053306
Principal address	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX
Registered office	Belfast LGBT Centre 1st Floor, (Cathedral Quarter Head Quarters) 23-31 Waring Street Belfast BT1 2DX
Independent examiner	GMcG LISBURN Century House 40 Crescent Business Park Lisburn BT28 2GN
Bankers	Co-Operative Bank Delf House Southway Skelmersdale WN8 6WT

HERENI

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HEReNI

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The directors present their annual report and financial statements for the year ended 31 December 2022.

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 Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)".

Objectives and activities

HEReNI is an organisation that works to improve the quality of life and enhance the voices of LGBTQIA+ women and their families. HEReNI is committed to identifying and addressing discrimination and oppression, and to the promotion of social inclusion. The charity's objectives are to advance education and to promote the benefit of LGBTQIA+ women across Northern Ireland.

All our work is informed and guided by our core values of equality, empowerment of LGBTQIA+ women and their families, interdependence, full and meaningful participation, social inclusion and transparency. We believe that a community development approach to social inclusion produces sustainable positive change. We recognise and value the multiple identities and varying needs of LGBTQIA+ women, and are committed to building an organisation that is genuinely inclusive. HEReNI is managed by a voluntary Board of Directors whose details can be found on our website www.hereni.org.

Vision Statement: Our vision is that all LGBTQIA+ women are visible, included and valued in all aspects of society.

Mission Statement: HEReNI empowers, supports and advocates for all LGBTQIA+ women, and their families.

Values and Principles: All our work is founded upon the following values and principles:

- Equality and Inclusion
- Professional and Knowledgeable
- Reactive and Proactive
- Respect and Non-Judgemental
- Person-Centred and Empowering

Strategic Aim 1: To ensure that HEReNI can meet current and future needs of LGBTQIA+ women.

Strategic Aim 2: To facilitate and deliver activities and services to meet the needs of LGBTQIA+ women.

Strategic Aim 3: To tackle the issue of 'invisibility' of LGBTQIA+ women and improve the wider understanding of their needs.

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

HERENI

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance

2022 was a period of huge change and growth for HERe NI, particularly emerging from the COVID 19 pandemic.

We made a conscious effort to reach out to our clients through consultation and or evaluation exercises and surveys during 2022. Emerging from the COVID-19 pandemic, we wanted to ensure that we were meeting the needs of all our clients. No woman was to be left behind, and we have had to adapt as an organisation to provide support online and face to face. One thing that became extremely clear during COVID 19 was the need for additional mental health support for our community. The Mental Health Advocacy Project commenced in 2022 in partnership with The Rainbow Project, with funding from The Department of Health for 2 years. This project provides mental health support in the form of listening ear sessions, counselling sessions, mental health campaigns and healthy social activities to reduce isolation. The launch in Belfast City Hall was attended by Health Minister Robin Swan MLA. Our future priority will be to maintain this life saving, vital service. Throughout this year, we have provided social support in the form of face to face groups and online groups.

During 2022, our small team has grown. We recruited an Early Years Worker to engage with LGBTQIA+ families with children aged from birth to 7. This has enabled us to expand our family support work. Recruitment began in December 2022 for an Older Women's Engagement Officer; we look forward with excitement to see what this post holder will achieve when they are in post early 2023.

During this time period, HERe NI have been one of the driving forces in collaborating with and improving Belfast Pride. During 2022, HERe NI Director Cara McCann was Co- Chairperson of Belfast Pride.

During the COVID 19 pandemic, the staff, volunteers and Board have responded positively, have shown their resilience, leadership, and creativeness in regards to the vast amount of events and support provided to clients. One example of this is the Supermarket Voucher Scheme administered by Belfast City Council to support those in financial difficulty. We are delighted to report that 39 LGBTQIA+ women benefitted from this initiative. We hope to receive more funding like this in the future to support those most marginalised.

During this period, we have strengthened our engagement and relationship with Belfast City Council. The Lord Mayor of Belfast Councillor Tina Black chose HERe NI as one of her charities during her tenure as Lord Mayor.

We have also been one of the key players engaging with Belfast City Council around a new LGBTQIA+ Hub for the city. 2022 brought financial support from the Council for a feasibility exercise into what an LGBTQIA+ Hub would look like. We are excited to see this develop further in 2023.

2022 also was a great year of celebration for HERe NI as we became the recipient of the Freedom of the City Award for our outstanding work during COVID 19.

We look forward with excitement to our future and are aiming to expand our services to meet the needs of our clients who remain at the heart of all we do.

Some of our highlights:

1. HERe NI have been participants on many special advisory groups.
2. Increase of new clients engaging online.
3. Partner in the Ban Conversion Therapy Campaign.
4. Continuous engagement with politicians and political representatives.
5. HERe NI represented on the Board of Trustees of Belfast Pride.
6. Increase in one-to-one support.
7. Ongoing staff training and development opportunities.
8. New Trustees on the Board of HERe NI.
9. Key player in LGBT Awareness Week.
10. Development in key partnerships.

We would like to thank our main funders; The National Lottery, Esmee Fairbairn Foundation, The National Lottery Heritage Fund, The Tudor Trust, Community Foundation NI, The LGBT Consortium and Joseph Rowntree Charitable Trust for their continued financial support, without such, much of the successes enjoyed by lesbian and bisexual women and their families who are associated with Here NI could not have been achieved.

We would also like to thank GMcG Chartered Accountants for their continued professional support and advice.

HERENI

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Financial review

The results are set out in detail on pages 7 to 17. The company returned net outgoing resources for the year of £20,100 (net incoming resources 2021: £12,403) leaving unrestricted funds of £116,284 (2021: £100,850) and restricted funds of £64,818 (2021: £100,352). The unrestricted funds are considered to be essential to provide sufficient funds to cover any unforeseen costs which may arise and fulfill legal obligations of the charity in the event that current levels of income are not maintained.

It is the policy of the Board to aim to maintain free reserves in unrestricted funds at a level equivalent to or greater than 3 months annual operating expenditure. In the event of an unforeseeable loss of income, reserves at this level will provide sufficient funds to respond to grant applications and ensure that support and governance costs are covered in the short-term.

Unrestricted funds are needed:

- a) to provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice and
- b) to cover administration, fund-raising and support costs without which the charity could not function

The HEReNI Board of Directors considers it prudent that unrestricted reserves should be sufficient to:

- avoid the necessity of realising fixed assets held for the charity's use;
- cover three months of direct and indirect expenses.

Unrestricted funds currently meet this requirement.

The Board of Directors will monitor and review the policy on an annual basis when the annual accounts are being presented for approval.

The directors has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for the future

Future Priorities:

- Develop and expand the Board of Management of Here NI.
- Greater focus on work with older LGBTQIA+ women with a dedicated worker in place.
- Increased focus on Equality Rights and issues including Trans issues.
- Increase number of staff in key areas.
- Expansion of the Heritage Project.
- Increase funding to have an early years worker.
- The development of new and emerging groups based on the needs identified thus far with appropriate funding sourced.
- Increased partnership working within and external to the LGBTQ+ sector, with a focus on Business/Private sector.
- Increased amount of funders to support our core work
- Development of an LGBTQIA+ Hub for Belfast.

HERENI

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, governance and management

The charity is a Company Limited by Guarantee. The Company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. The charity is governed by its Board of Directors who meet every two months.

The directors who served during the year and up to the date of signature of the financial statements were:

D M Mackle	
K McCormack	
G McParland	
K Ritchie	(Resigned 5 September 2023)
S Bridge	
A McDowell	
M M Hanna	
G Burnett	(Resigned 7 March 2022)
E Campbell	(Resigned 10 January 2023)
H Coburn	
L Killen	(Resigned 16 May 2023)
E McCarney	
C McKeown	(Appointed 30 November 2022)
Laura Boden	(Appointed 5 September 2023)
Grainne Starrs	(Appointed 5 September 2023)
Sarah Jo Haveron	(Appointed 5 September 2023)

During the year one of the directors, Danielle Mackle, took a sabbatical from 29 November 2022 until 5 September 2023.

None of the directors has any beneficial interest in the company. All of the directors are members of the company and guarantee to contribute £1 in the event of a winding up.

New directors are appointed by the members of the charity at the annual general meeting. All directors are required to participate in training relating to good governance and directors are regularly updated on legislation that impacts upon the running of a charitable organisation e.g. recent changes in legislation introduced by the Charities Commission.

HEReNI is managed by a voluntary board of directors who are responsible for the management of the charity. The board of directors meet every month to oversee the management of the charity. The board of directors conduct regular reviews of the charity's strategic plan, with policies and procedures reviewed and updated on an ongoing basis.

Key management personnel

The Board of Directors comprise the key management personnel of the charity in charge of directing and controlling, running and operating the organisation on a day to day basis. All directors give of their time freely and no director received remuneration in the year.

This report has been prepared in accordance with the provision applicable to companies entitled to the small companies exemption.

The directors' report was approved by the Board of Directors.

G McParland

Treasurer

Dated: 27 September 2023

HERENI

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF HERENI

We report on the financial statements of the charity for the year ended 31 December 2022, which are set out on pages 7 to 17.

Respective responsibilities of directors and examiner

The charity's directors are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 65 of the Charities Act (Northern Ireland) 2008;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act; and
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

1. That accounting records were not kept in accordance with section 386 of the Companies Act 2006
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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
4. That there is further information needed for a proper understanding of the accounts to be reached.

HERENI

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
TO THE DIRECTORS OF HERENI

Independent examiner's statement

We have completed our examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

GMcG LISBURN

Century House
40 Crescent Business Park
Lisburn
BT28 2GN

Dated: 27 September 2023

HERENI

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<u>Income from:</u>							
Donations and Training Income	2	9,384	-	9,384	13,845	-	13,845
Charitable activities	3	-	212,604	212,604	-	193,024	193,024
Total income		<u>9,384</u>	<u>212,604</u>	<u>221,988</u>	<u>13,845</u>	<u>193,024</u>	<u>206,869</u>
<u>Expenditure on:</u>							
Charitable activities	4	<u>11,845</u>	<u>230,243</u>	<u>242,088</u>	<u>320</u>	<u>194,146</u>	<u>194,466</u>
Net (outgoing)/incoming resources before transfers		(2,461)	(17,639)	(20,100)	13,525	(1,122)	12,403
Gross transfers between funds	8	<u>17,895</u>	<u>(17,895)</u>	<u>-</u>	<u>(24)</u>	<u>24</u>	<u>-</u>
Net income/(expenditure) for the year/ Net movement in funds		15,434	(35,534)	(20,100)	13,501	(1,098)	12,403
Fund balances at 1 January 2022		<u>100,850</u>	<u>100,352</u>	<u>201,202</u>	<u>87,349</u>	<u>101,450</u>	<u>188,799</u>
Fund balances at 31 December 2022		<u><u>116,284</u></u>	<u><u>64,818</u></u>	<u><u>181,102</u></u>	<u><u>100,850</u></u>	<u><u>100,352</u></u>	<u><u>201,202</u></u>

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERENI

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	9		2,423		1,162
Current assets					
Debtors	10	2,076		1,089	
Cash at bank and in hand		184,379		208,630	
		186,455		209,719	
Creditors: amounts falling due within one year	11	(7,776)		(9,679)	
Net current assets			178,679		200,040
Total assets less current liabilities			181,102		201,202
Income funds					
Restricted funds	12		64,818		100,352
Unrestricted funds			116,284		100,850
			181,102		201,202

For the year ended 31 December 2022 the company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Directors on 27 September 2023 and signed on their behalf by:

G McParland
Trustee

Company Registration No. NI053306

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies

Charity information

HERENI, (HEReNI), is a private company limited by guarantee incorporated in Northern Ireland. The registered office and place of business is Belfast LGBT Centre, 1st Floor, (Cathedral Quarter Head Quarters), 23-31 Waring Street, Belfast, BT1 2DX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, 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 (FRS 102) (effective 1 January 2019)". 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 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 amounts 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 directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors 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 directors in furtherance of their charitable objectives.

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 notes to the financial statements.

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.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under one of the following headings: Costs of raising funds, Expenditure on charitable activities and Other expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (Continued)

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
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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 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.

1.8 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.

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.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (Continued)

1.9 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.

1.10 Retirement benefits

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

2 Donations and Training Income

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	9,384	13,845
Donations and gifts		
Training income	3,974	5,600
Other donations	5,410	8,245
	9,384	13,845

3 Charitable activities

	2022	2021
	£	£
Performance related grants	212,604	193,024
Performance related grants		
The National Lottery Community Fund	95,652	115,966
Joseph Rowntree Charitable Trust	26,040	28,559
The National Lottery Heritage Fund	33,912	27,960
BCC	5,000	11,898
CFNI	15,000	-
Tudor Trust	27,000	2,000
Cooperation Ireland	-	6,641
LGBT Consortium	10,000	-
	212,604	193,024

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

4 Charitable activities

	2022 £	2021 £
Staff costs	185,367	145,146
Depreciation and impairment	1,475	1,308
Sundry Expenses	142	31
Activities	15,229	17,874
Consultancy	2,472	5,209
Rent	14,606	11,119
Printing, postage & stationery	1,338	-
Telephone	1,143	368
Insurance	1,843	976
Marketing	5,381	865
Heat & light	2,982	1,343
Training	885	608
Restricted Sundry Expenses	5,952	2,577
Accountancy	1,800	1,500
Repairs & maintenance	1,473	5,542
	<u>242,088</u>	<u>194,466</u>
	<u>242,088</u>	<u>194,466</u>
Analysis by fund		
Unrestricted funds	11,845	320
Restricted funds	230,243	194,146
	<u>242,088</u>	<u>194,466</u>

The charity's only charitable activity is improving the conditions of life for LGBTQIA+ women and their families.

5 Directors

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

6 Employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
<u>7</u>	<u>5</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

6 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	163,507	130,873
Social security costs	10,649	7,944
Other pension costs	11,211	6,329
	<u>185,367</u>	<u>145,146</u>

There were no employees whose annual remuneration was more than £60,000.

7 Taxation

The company is exempt from corporation tax on its charitable activities.

8 Transfers

Transfers from the unrestricted fund to the restricted fund in the year were as follows:

Belfast City Council

- The transfer of £99 relates to covering resources expended in excess of funds received.

Transfers from the restricted fund to the unrestricted fund in the year were as follows:

Esmee Fairbairn

- The transfer of £17,994 relates to £6,000 of expenditure in the year which was unrestricted and £11,994 of prior years unrestricted expenditure which should have been treated as restricted expenditure.

9 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2022	7,608
Additions	2,736
	<u>10,344</u>
At 31 December 2022	
Depreciation and impairment	
At 1 January 2022	6,446
Depreciation charged in the year	1,475
	<u>7,921</u>
At 31 December 2022	
Carrying amount	
At 31 December 2022	<u>2,423</u>
At 31 December 2021	<u>1,162</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

10 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Prepayments and accrued income	2,076	1,089
	<u>2,076</u>	<u>1,089</u>

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors	4,028	2,692
Accruals and deferred income	3,748	6,987
	<u>7,776</u>	<u>9,679</u>

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 January 2021	Incoming resources	Resources expended	Transfers	Balance at 1 January 2022	Incoming resources	Resources expended	Transfers	Balance at 31 December 2022
	£	£	£	£	£	£	£	£	£
The National Lottery Community Fund	-	115,966	(86,986)	-	28,980	95,652	(103,866)	-	20,766
Esmee Fairbairn	33,188	-	(6,417)	-	26,772	-	(8,778)	(17,994)	-
Joseph Rowntree Charitable Trust	13,528	28,559	(28,905)	-	13,182	26,040	(38,039)	-	1,183
The National Lottery Heritage Fund	21,130	27,960	(24,370)	-	24,719	33,912	(42,754)	-	15,877
The National Lottery Heritage Fund - COVID	2,304	-	(2,304)	-	-	-	-	-	-
CFNI	5,300	-	(5,300)	-	-	15,000	(10,073)	-	4,927
BCC	-	11,898	(11,922)	24	-	5,000	(5,099)	99	-
Tudor Trust	26,000	2,000	(22,463)	-	5,537	27,000	(21,062)	-	11,475
Cooperation Ireland	-	6,641	(5,479)	-	1,162	-	(572)	-	590
LGBT Consortium	-	-	-	-	-	10,000	-	-	10,000
	<u>101,450</u>	<u>193,024</u>	<u>(194,146)</u>	<u>24</u>	<u>100,352</u>	<u>212,604</u>	<u>(230,243)</u>	<u>(17,895)</u>	<u>64,818</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

12 Restricted funds (Continued)

The National Lottery Community Fund provide for the funding of salaries, running costs of the charity and the costs involved with the provision of the empowering young people project.

Esmee Fairbairn provides funding for the salaries and core costs of the charity.

Joseph Rowntree Charitable Trust provides funding for a Senior Policy Development officer.

The National Lottery Heritage Fund provides funding for an LGBT Heritage project.

Tudor Trust provides funding towards the Director's salary.

Cooperation Ireland provides funding for a Covid recovery program for the charity.

CFNI provides funding for the Early Years Project.

BCC is funding from Belfast City Council used to provide food/supermarket vouchers to service users in need.

LGBT Consortium provides funding for the Older Women's Project, providing both one to one and peer support to LGBTQIA+ women over the age of 40.

Other restricted funds - other funds received in year were to support the charity in its charitable activities.

HERENI

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

13 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Tangible assets	-	2,423	2,423	-	1,162	1,162
Current assets/(liabilities)	116,284	62,395	178,679	100,850	99,190	200,040
	<u>116,284</u>	<u>64,818</u>	<u>181,102</u>	<u>100,850</u>	<u>100,352</u>	<u>201,202</u>

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	10,890	9,075
Between two and five years	9,075	-
	<u>19,965</u>	<u>9,075</u>