

Navigating

New Horizons

Annual Report 2022



LGBT
IRELAND



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Message from the CEO & Chairperson

2022 was a very difficult year for the LGBTQI+ community both in Ireland and around the world. Rising levels of anti-LGBTQI+ hate crimes saw 2022 recorded as the most violent year for members of the LGBTQI+ community in Europe in a decade.¹

Unfortunately, Ireland was not immune, with violent attacks on LGBTQI+ people in their homes and on the streets, an all too common feature here too, with physical assaults reported every month of the year. As a result, much of our work focused on providing support to victims, convening the LGBTQI+ Garda sectoral working group to push for a coordinated policing response, and advocating at a national level for effective hate crime legislation.

The displacement of millions of people due to the war in Ukraine had dire implications for everyone affected, including LGBTQI+ people fleeing the conflict. Understanding the additional vulnerabilities and barriers facing LGBTQI+ displaced people, we reacted immediately to support our sector to prepare for the arrival of LGBTQI+ Ukrainian refugees. This involved developing information

leaflets for dissemination to arrival hubs, preparing emergency supplies, arranging translation services, and coordinating host accommodation. As LGBTQI+ Ukrainian refugees began to arrive, emotional support and accommodation were their most urgent needs and we are happy to say, thanks to the generosity of our community hosts, everyone who needed a home has been accommodated so far. The accommodation issue, however, remains our greatest concern for 2023, with more community hosts needed if we are to avoid seeing LGBTQI+ refugees having to sleep on the streets.

Working to progress positive visibility, inclusion and rights for the trans and non-binary community was also a top priority for us this year. Set against a backdrop of rising anti-trans rhetoric in the media and a regression in inclusion measures for trans women in particular, as one of the three organisations leading the Trans Equality Together coalition, we were heartened by the outpouring of solidarity at the coalition's launch in June and to see membership grow to over 30 civil society organisations in its first six months. We also provided direct support to hundreds of trans and non-binary people and their family members, with gender identity the 2nd highest reason for seeking support by those who contacted our helplines again this year. And we continued to educate about trans and non-binary

¹ <https://ilga-europe.org/press-release/deadliest-rise-anti-lgbti-violence-decade/>

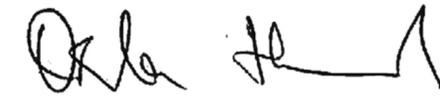
issues as part of our LGBTQI+ awareness training delivered to a wide range of public and private sector organisations throughout the country.

After over twelve months of consultations and discussion, we also completed our strategic planning process in 2022. We are excited about our plan and what can be achieved collectively. Now begins the rollout of the strategy and central to this will be working alongside our LGBTQI+, and wider civil society partners, to drive positive change for the LGBTQI+ community here. Our plan is very timely, as we believe Ireland is coming to a crossroads. After years of bucking a trend that has seen widespread backsliding of LGBTQI+ human rights globally, as a society, we can choose to continue our positive trajectory towards LGBTQI+ equality, or we can give into misinformation and disruptive tactics by extreme conservatives that seek to row back on hard-won rights only recently achieved here. We believe Ireland has unique opportunities that support continuing on the road to equality, and we will do our utmost to ensure this direction of travel!

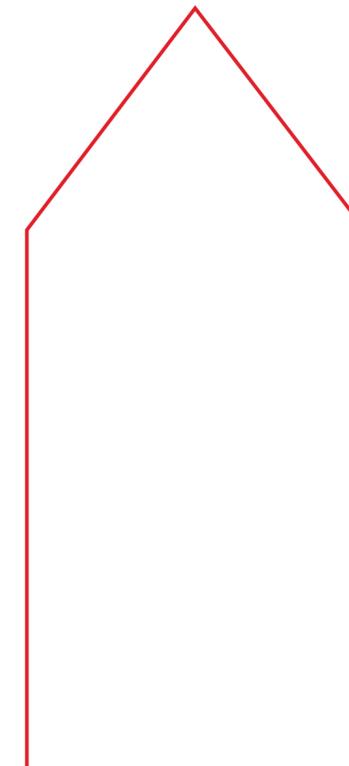
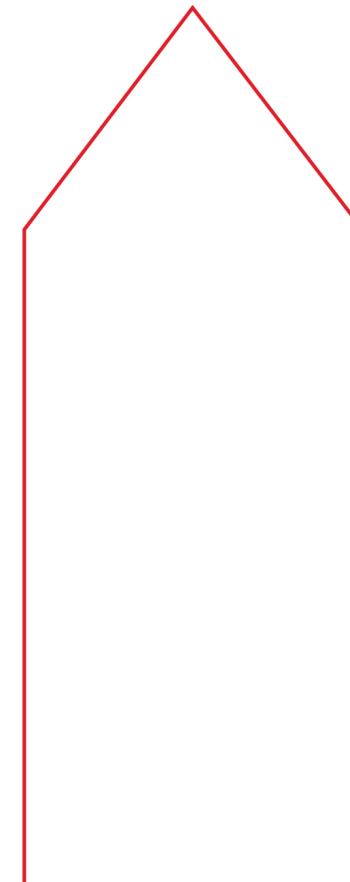
It has been a challenging year, but we have achieved a lot, most importantly by making a positive difference to the LGBTQI+ people we were privileged to support. We would like to thank the staff, volunteers, board members, network members, donors, partners, and supporters who help us to sustain and grow our services and deliver on our wider work. We are enormously grateful to all of you for your support and dedication to equality.



Paula Fagan
CEO



Orla Howard
Chairperson



Who We Are

LGBT Ireland is a national charitable organisation providing support services to people who are lesbian, gay, bi, transgender, queer, or intersex (LGBTQI+) and their family members. The organisation was established in 2010 when seven regional LGBT helplines joined efforts to coordinate the provision of high-quality support and information throughout Ireland. Informed by the issues and experiences raised through our frontline services, we also undertake extensive training and advocacy work to enhance the visibility, inclusion and rights of LGBTQI+ people living in Ireland.

Our ambition is an Ireland where LGBTQI+ people, in all their diversity, can live full, safe, authentic, and celebrated lives.

Our purpose is to support and empower LGBTQI+ people to be visible, safe and to have their voices heard in the policy and practices that affect their lives.

Our values inform everything we do by ensuring our work reflects a shared purpose that can reach communities across the country.

Our values are:

Compassion: We strive to deliver all our work compassionately through relationships based on empathy, respect, and dignity.

Collaboration: We value collaboration between the LGBTQI+ sector, civil society and state agencies who are committed to achieving LGBTQI+ equality.

Intersectionality: We prioritise working with LGBTQI+ people who face multiple and overlapping forms of discrimination.

Solution Focused: We believe in finding evidence-based solutions through constructive questioning, dialogue, and building lasting working relationships.

Our Approach

Partnership is key to everything we do. LGBT Ireland believes that collaborative work is not only paramount but essential to achieving our strategic goals. We work with our network of regional LGBTQI+ organisations to deliver the National Helpline service and with many other partner organisations to enhance our capacity to support and advocate on a wide range of issues affecting our community.

Our Services

LGBT Ireland provides confidential and non-judgemental listening, support and information by phone, online, and face-to-face.

Our services are accessed by LGBTQI+ people, their family members, friends and a host of professionals who contact us for support and information on a range of issues relating to sexual orientation, gender identity and gender expression.

The services we provide are:

- **The National LGBT Helpline:** 1800 929 539
- **Online chat support through:** www.lgbt.ie
- **Peer to peer support:** <https://lgbt.ie/our-services/peer-support-groups/>

In partnership with TENI, we run the:

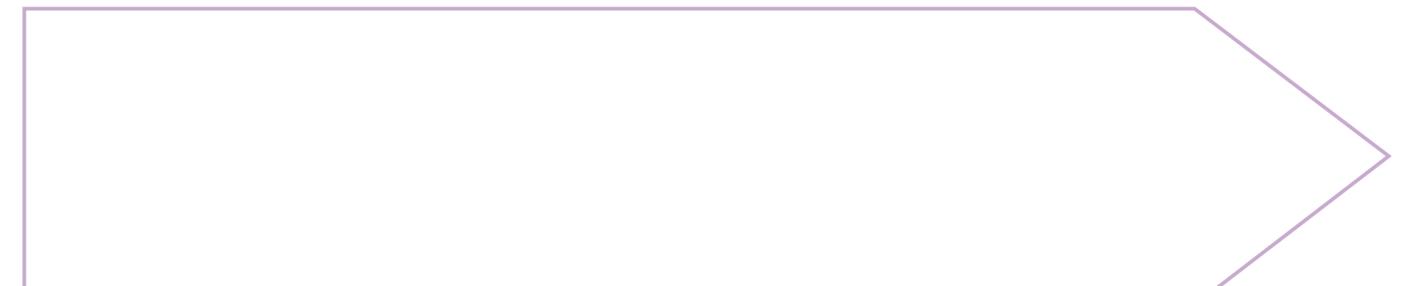
- **Transgender Family Support Line:** 01 907 3707

This is a confidential support and information helpline for family members of people who are transgender or gender non-conforming. All the volunteers on the support line have a family member who is Transgender or gender non-conforming.

All of our services operate to LGBT Ireland's national quality standard, which includes an extensive training programme and vetting procedures for all volunteers.

“I would say to somebody who's a little bit fearful and thinking about phoning the helpline, reach out. The LGBT helpline was important because they knew where I was coming from and they were non-judgmental. If you're in distress, reach out. There is somebody there to listen to you.”

Helpline caller, 2022.

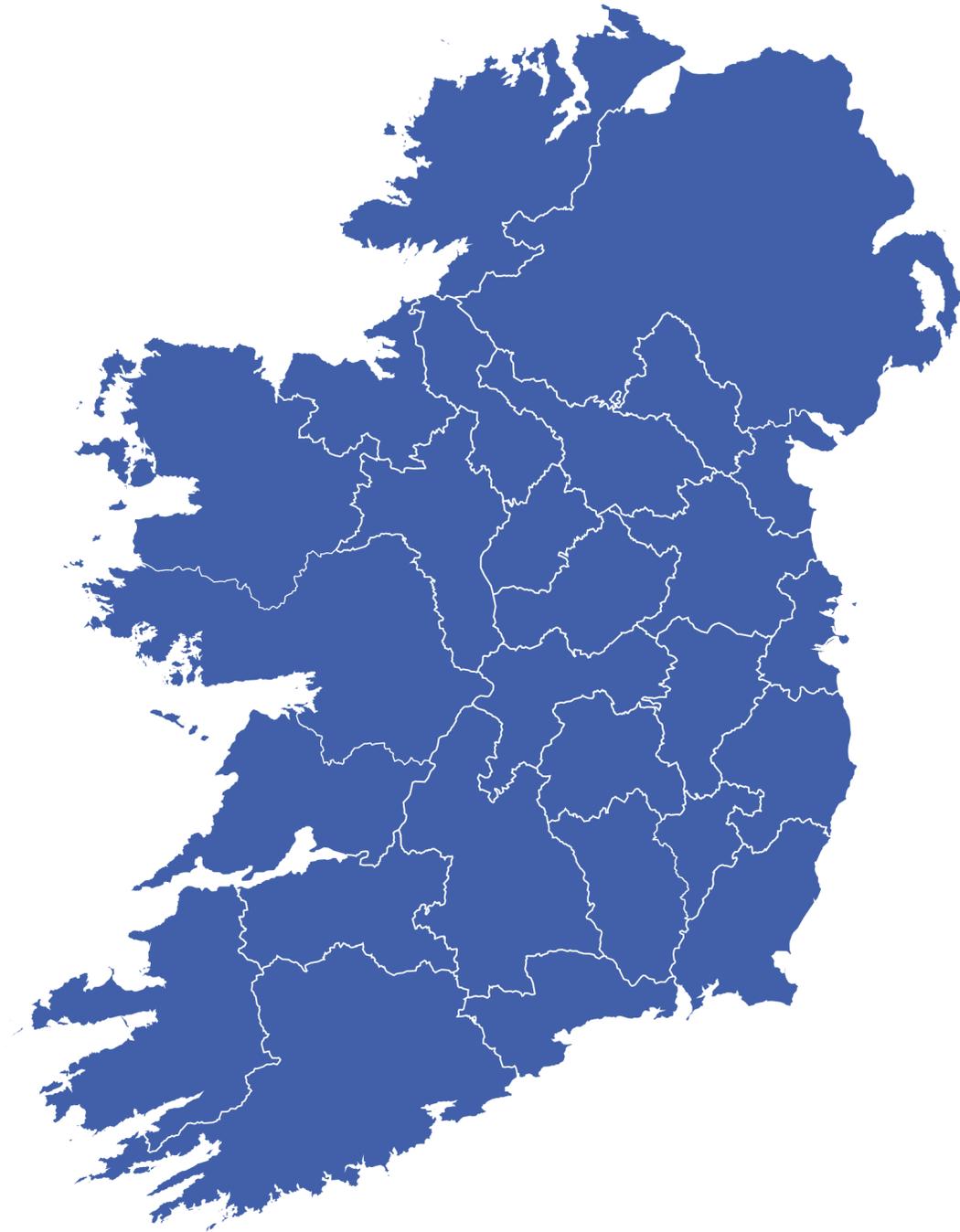


Statistics from our Support Services for 2022

A snapshot of support provided

- Helpline and online chat service responded to **1803 contacts**.
- A further **705** people were supported through email.
- Total of **2508** support calls, chats and emails were responded to in 2022.
- **113,843** people visited our website www.lgbt.ie
- We ran **5 targeted peer support groups** in 2022, with **325 attendances**.
[Learn more about peer support.](#)
- Our online social media hub for older members of the LGBTQI+ community, called **Older and Bolder** has **314 members**.
- Telefriending service recorded **199 calls** to older LGBTQI+ people.

National LGBT Helpline and Online Chat Support



The National LGBT Helpline is run through a network of trained volunteers based in six local helplines across the country in **Cork, Galway, Mayo, Kilkenny, Dundalk** and **Dublin**. It operates

30

hours a week

7

days a week

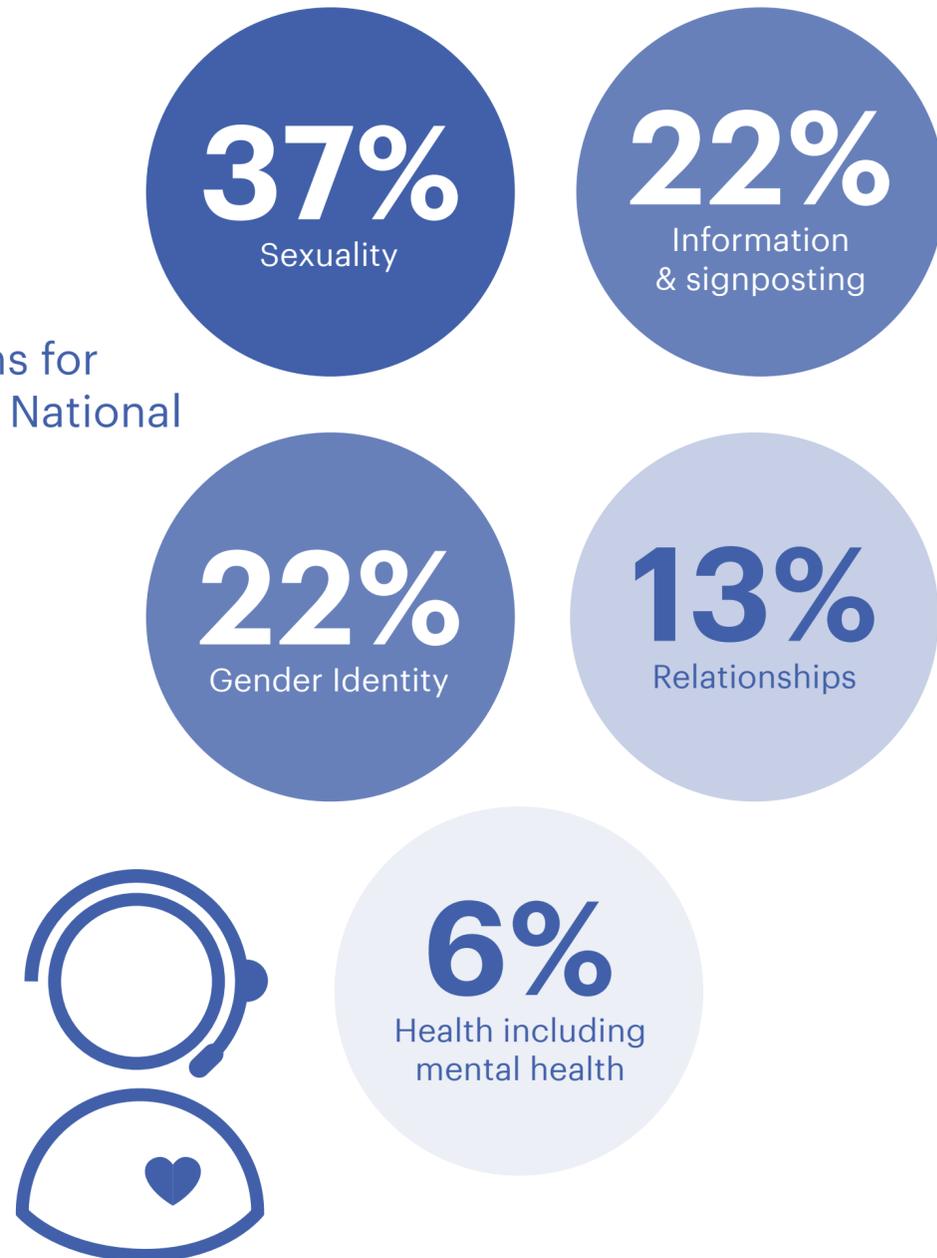
58+

volunteers

Volunteers gave over **2,000** hours to the helpline and online chat service in 2022 so that we can provide support **30 hours per week, 7 days a week, 362 days a year.**

Frontline Services - Call Topics

Top five reasons for contacting the National LGBT Helpline.



- 1. Sexuality:** Based on the statistics recorded by our volunteers for support calls and chats, the most common reason given for contacting our helpline services was to get support with 'coming out' to family, friends, and colleagues. Being confused about one's sexuality was also a common reason for contacting us. Those who identified as gay or bisexual were most represented in those seeking support around their sexuality.
- 2. Gender identity:** The second most common reason for contacting our services was to seek support with issues relating to gender identity. Most often people were seeking support with 'coming out' as trans, followed by information about gender-affirming legal and medical pathways, and family members seeking help to support a trans or non-binary loved one.
- 3. Information and signposting:** A significant portion of contacts were from people seeking information about LGBTQI+ related issues. The information sought most often related to local LGBTQI+ support or social groups. The second was immigration-related inquiries. The most frequent signpost sought was for LGBTQI+ friendly counsellors and psychotherapists.
- 4. Relationships:** The third most common contact type is related to people seeking support regarding their intimate relationship or family relationship. Those in heterosexual married relationships that were confused about their sexuality or gender identity were the highest call type in this category. Followed by parents seeking help to support their LGBTI+ child.

5. Health: The fifth most frequent contact related to support with health difficulties. Most common in this category were mental health-related contacts, with people seeking support with suicide ideation, self-harm, depression, stress, anxiety, isolation and loneliness. Sexual health concerns and information about sexual health services were also common contacts.

“If someone is thinking of calling the helpline, what I would say to them is do it when you feel like you are safe to do so. Take that moment, give yourself that chance and call the helpline to talk. If you need to have a reason, think of something like where can I get GCN, but honestly you can just ring the helpline and say, *Hi, I’d just like to talk. I just want someone to talk to about how I feel right now...* It means you get to talk to somebody else who has at some point, or another has been where you are and that’s really reassuring.”

Helpline caller, 2022.

Transgender Family Support Line Service

The Transgender Family Support Line run in association with Transgender Equality Network Ireland (TENI) has been providing this service since March 2018 and celebrated 4 years in operation in March 2022.

The Transgender Family Support Line is a confidential support and information helpline for individuals and family members of people who are transgender or gender non-conforming. All the volunteers on this support line have a family member who is transgender or gender non-conforming.

In 2022, volunteers answered a total of 115 calls based on a twice weekly operation every Tuesday (10am-12pm) and Sunday (6pm-9pm).

Calls to the Transgender Family Support Line related to general listening/conversation, family members supporting trans individuals who are trying to navigate the health system in Ireland as well as those who are on waiting lists. The service sign-posts to community and social groups, including referrals to the Transgender Equality Network Ireland (TENI) for additional services such as parent and young person peer support.

LGBT Ireland Peer Support Groups

In 2022, we had 325 attendances at our online and in-person monthly peer support groups.

A group setting can offer people an opportunity to explore their feelings in a safe and supportive environment, reduce social isolation while building self-esteem. Enquiries relating to mutual online support and community services continued to grow in 2021 with the ongoing pandemic impacting opportunities to meet in person.

We provided 5 core Peer Support Groups:

- First Out for Gay/Bi Men.
- Married Women's Group.
- Straight Spouses Group.

- Is Rainbow Muid for LGBTQI+ people seeking International Protection in Ireland in collaboration with Irish Refugee Council.
- LGBTQI+ Recovery and Addiction Support in collaboration with Merchants Quay Ireland (MQI).

LGBTQI+ Refugees and International Protection Applicants Support Service

LGBT Ireland's work supporting LGBTQI+ people who come to seek refuge in Ireland experienced an unprecedented escalation in 2022. There was a 6-fold increase in people seeking international protection, and this was reflected in the demand for LGBT Ireland's services.



A **300%** increase in people directly accessing our services in Ireland.

A **300%** increase in people requesting access to our services-all requests involve a safeguarding screening process.



A **500%** increase in international emails requesting help and guidance.

Peer support, rainbow solidarity and community connection were common needs of all refugees and so the monthly peer support group Is Rainbow Muid grew in size and nationalities with 134 rainbow refugees accessing peer support through 2022.

Members of our Is Rainbow Muid support group marched in Pride celebrations around the country, a first of a kind experience for many, the LGBT Ireland team worked extremely hard to overcome challenging accommodation contexts and funding requirements and acknowledges the support of both Dublin LGBTQ+ Pride and Cork LGBTQ+ Pride in helping us achieve a first-ever Pride for 56 rainbow refugees in 2022.

Our refugee support workers experienced an incredible increase in demand and dealt with issues of a very complex nature, involving re-traumatising of LGBTQI+ residents in International Protection Accommodation Services (IPAS) centres due to anti-refugee protests happening outside their windows; a growing anti-refugee and racist sentiment towards International Protection Applicants up to 100 of whom were street homeless as 2022 came to an end with the state unable to provide them accommodation.

For those LGBTQI+ residents already accommodated in IPAS, some for over 2-3 years, a survey into their lived experiences in IPAS accommodation settings, revealed initial findings of a prevailing culture of fear of violence (sexual, physical, emotional) and harassment in centres where all of those research participants live.

Ukraine Crisis Response

On February 24th 2022, Russia invaded Ukraine, sparking a humanitarian crisis. LGBTQI+ refugees fleeing the war in Ukraine, arriving into Ireland required a specific and tailored response, which resulted in an expansion of our work.

LGBT Ireland immediately joined the agile civil society meetings, which became the Ukraine Civil Society Forum (UCSF), a forum that became a vital source of shared expertise and resources which strengthened every member's ability to resolve challenges unfolding throughout the year. On behalf of and working with the LGBTQI+ sector, LGBT Ireland coordinated rainbow-friendly host accommodation needs and offers, drawing on learning from hosting LGBTQI+ Afghani refugees in 2021 while working with UCSF members like the Irish Red Cross, Helping Irish Hosts and others active in this vital host accommodation space. During 2022, 19 LGBTQI-friendly hosts answered the call.



Telefriending

The LGBT Ireland Telefriending service launched in late 2021 and has continued to grow since its launch. We had seven people sign up to the service within the first two months of operation and have continued to grow with almost 200 calls made in 2022 by our dedicated volunteers.

LGBT.ie Website

The LGBT Ireland website is our main communications vehicle, which provides contact details for our helpline and support services, information on a range of LGBTQI+ issues, blog updates and details of support available nationwide.

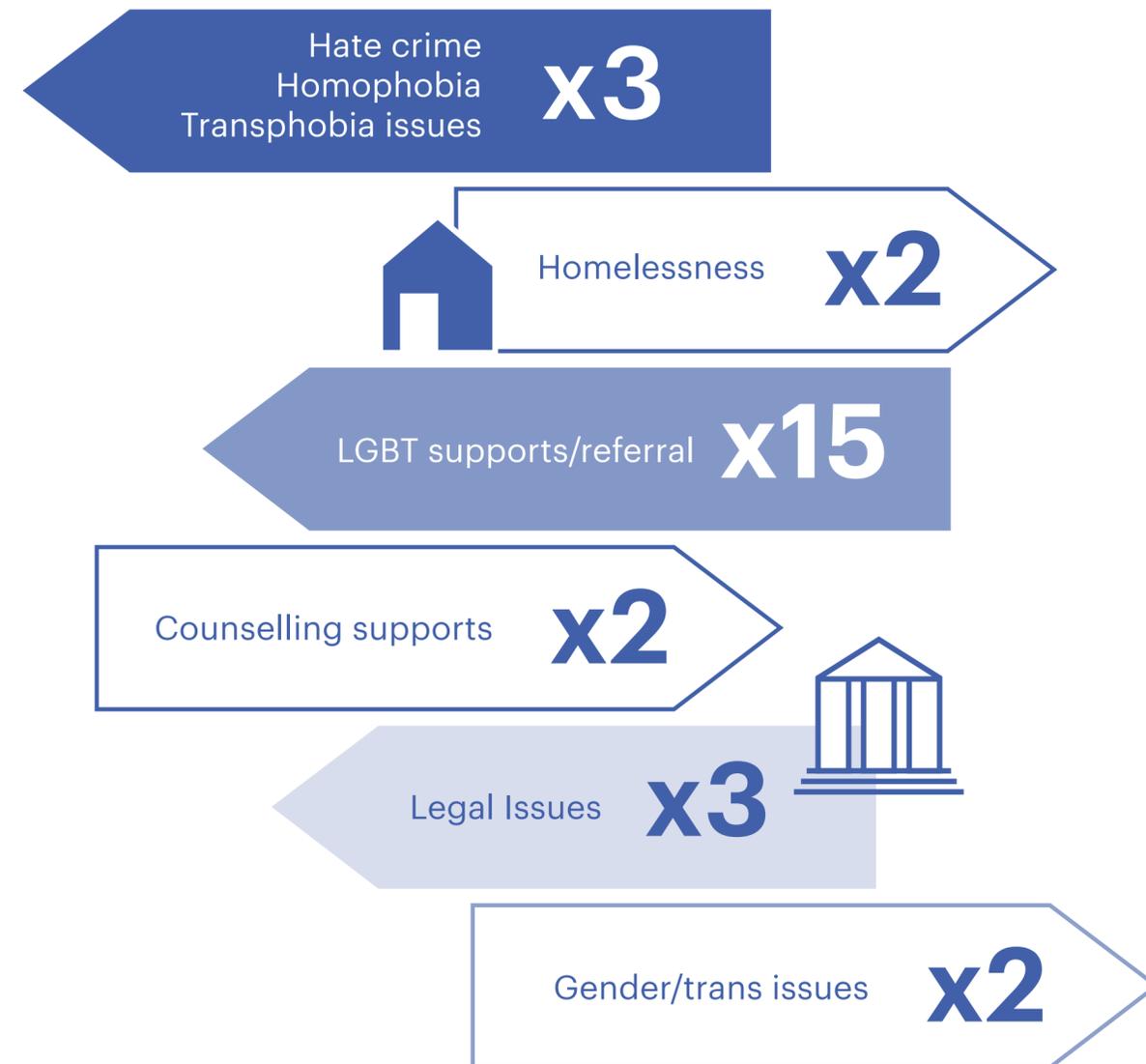
In 2022, over 113,000 people visited our website LGBT.ie of these, 90% were new users. There were 202,000 page views, with the most visited page was our Get Information page relating to sexuality and romantic identities.

Key Support Work

In 2022 as the nature of contacts to the Helpline became more complex, we recognised the need to have a focused support worker, and with thanks to donors, we employed our first Key Support Worker in September 2022.

Priority for the Key Support Worker is to assist members of the LGBTQI+ community that are experiencing or affected by complex issues in areas such as mental health concerns, homelessness, hate crime, or any other complex issues that may arise. The Key Support Worker communicates directly with individuals and links them with relevant pathways of appropriate support.

In the first 3 months of providing Key Support Work we assisted **28 members of the LGBTQI+ community** with complex issues including;



Over the past two years, we have noticed an increase in the need for crisis support around violence and harassment. We witnessed a surge in contacts across all engagement channels relating to such incidences and this has highlighted the need to create more specific and comprehensive recordings in our data of the broad range of incidences that relate back to hate, violence and harassment.

This increase has been reflected in the 2022 Garda Hate Crime statistics, where a 30% increase in hate crime and hate-related incidents were recorded. LGBTQI+ people were the second most targeted cohort after racist attacks.

Rainbow Pathways to Support Workshops

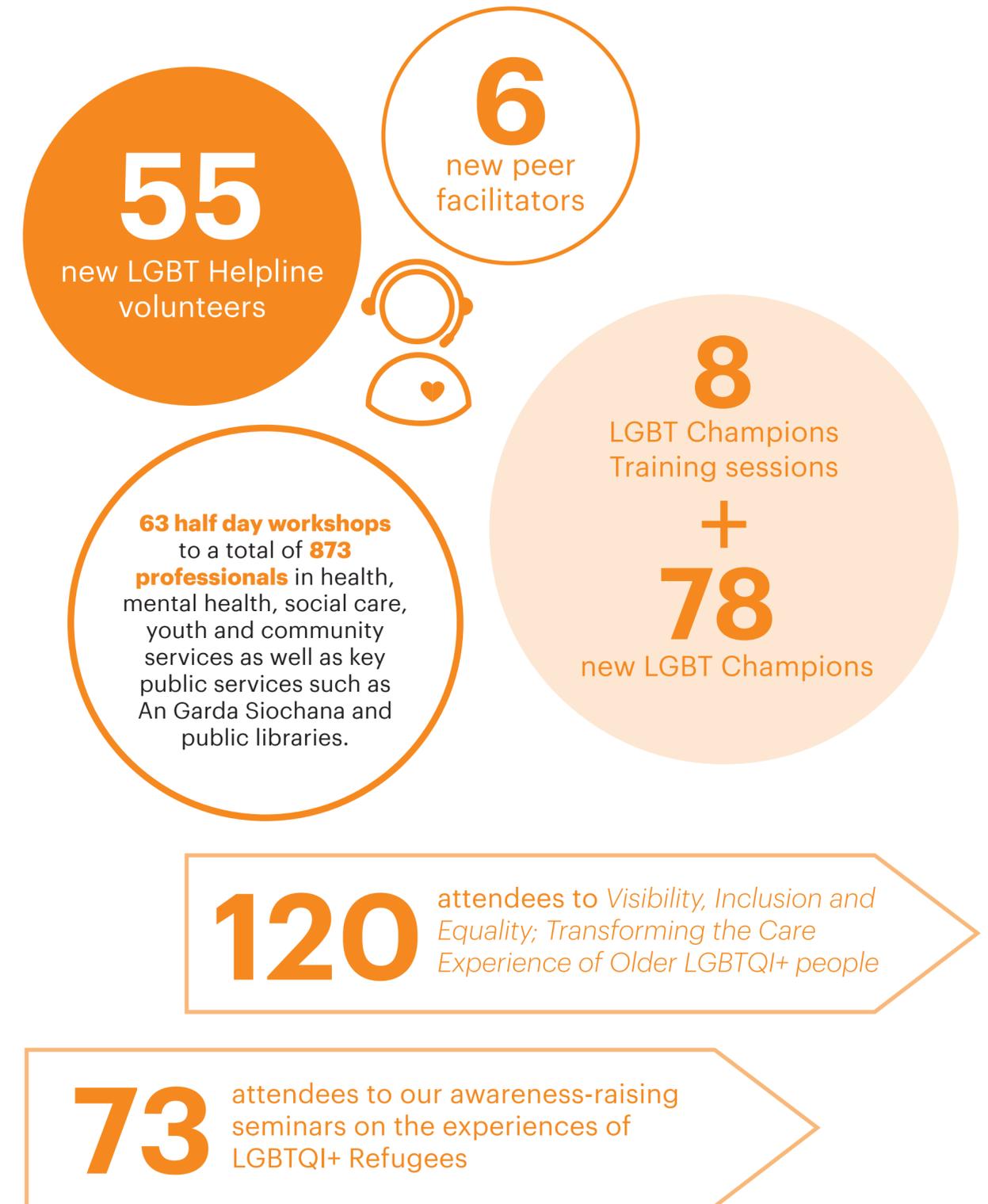
Our Key Support Work includes the development and delivery of a new Rainbow Pathways programme. The aim of the programme is to highlight the experiences of LGBTQI+ people in each region, to raise awareness of mental health support services and to improve psychological support and identify pathways for LGBTQI+ people vulnerable to suicide and self-harm at a regional level.

Training to Support LGBTQI+ Inclusion

During 2022 our training team delivered 63 half-day workshops to a total of 873 professionals in health, mental health, social care, youth and community services as well as key public services like An Garda Síochána and public libraries.

Apart from its core training programmes, LGBT Ireland's training team also responded to an unprecedented number of requests for Pride Talks from the private and public sectors. Supporting workplace equality, diversity and inclusion is a key priority for the training team.

2022 saw a welcome return to in-person conferences and seminars and the training team supported LGBT Ireland's Pride Conference 'Visibility, Inclusion and Equality; Transforming the Care Experience of Older LGBTQI+ people' in early June kickstarting a busy summer of awareness-raising seminars on the experiences of LGBTQI+ Refugees.



LGBT Champions Training Programme

LGBT Ireland's LGBT Champions Programme: Making an Impact in the Lives of Older LGBTQI+ People

As we look back on 2022, we can be extremely proud of the impact that our LGBT Champions have had on the lives of older members of the LGBTQI+ community in Ireland. Now in its fifth year of operation, the LGBT Champions Programme continues to make a meaningful impact by addressing the challenges faced by older LGBTQI+ people accessing vital health, social and community care services.

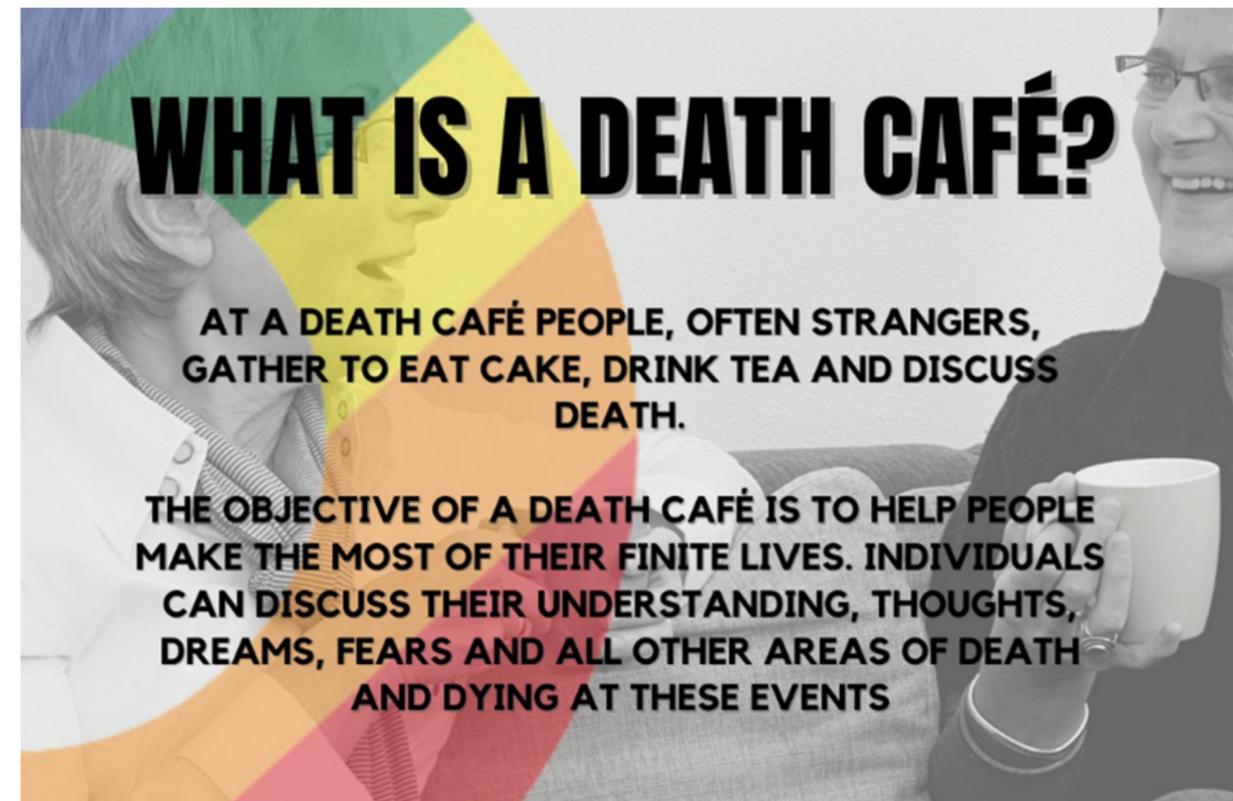
Due to a history of marginalisation and prejudice based on their identities, a significant number of older LGBTQI+ individuals do not feel comfortable disclosing their sexual orientation or gender identity to those they rely on for care and support. Our LGBT Champions work to create change within the healthcare system, making LGBTQI+ older people feel safe, visible, and accepted during their most vulnerable times.

“For any organisation trying to progress LGBT policy and take action to become an LGBT Champion, participation in the LGBT Champions Training Programme is an absolute must.”

The Alzheimer Society of Ireland

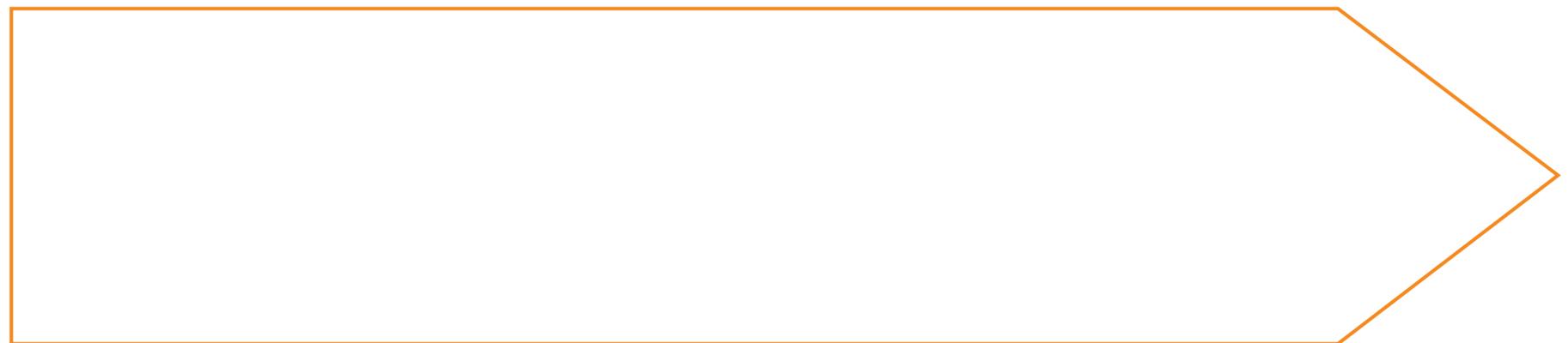
Death Cafe Initiative

In September, during Palliative Care Week 2022, LGBT Ireland partnered with the Irish Hospice Foundation and All Ireland Institute of Hospice and Palliative Care to hold an LGBTQI+ Death Café entitled Pride in Death. During the event, the group expressed pride that they would be the first 'out' generation to grow old openly as members of the LGBTQI+ people.



“I cannot imagine what it would be like to go into a nursing home where 80% or 90% of the people were heterosexual men or women, and to be the gay person in amongst them, the lesbian woman. I haven’t even got a category. It’s like, this would be absolutely horrific.”

Quote from Older LGBTQI+ person needing to access residential care



Research, Publications and Submissions

National Action Group
For LGBTI+ Traveller
and Roma Rights

Unveiling Inequality - Experiences of LGBTI+ Travellers & Roma

A peer-research project to explore and make visible the
experience of exclusion of LGBTI+ Travellers and Roma.

AUTHOR: DR. SARAH SARTORI PUBLICATION DATE: NOVEMBER 2022

MY LGBTI+
VOICE
MATTERS

A Mixed Methods Exploration
of the Views and Experiences
of LGBTI+ Mental Health
Service Users

MY LGBTI+ VOICE MATTERS

A Mixed Methods Exploration
of the Views and Experiences
of LGBTI+ Mental Health
Service Users

Mental Health Reform

LGBT IRELAND

Strategic Plan

Making Ireland the Best Place
in Europe to be LGBTIQ+

2023-2027

LGBT IRELAND

LGBT IRELAND For Inclusion For Equality For Everyone

Good morning, Chairperson and Committee members, my name is Claire O'Connell and I appear today on behalf of LGBT Ireland as a board member and also as someone who has researched this area extensively for my PhD. I am very grateful for the invitation to return to the Committee to discuss specifically the issues faced by same sex couples entering international surrogacy arrangements and in achieving parental recognition. I would however in order to avoid repetition, refer to my previous opening statement to the committee a number of weeks ago and would ask the Committee to consider the recommendations contained therein, as well as the recommendations set out in our briefing paper: Pathway to Parenting.

I believe the starting point to this discussion is to set the scene of how Irish parentage law has progressed over many decades. We have had a number of landmark pieces of legislation which deal with parentage, guardianship and associated rights and responsibilities in respect of children. These include the Guardianship of Infants Act 1964, the Status of Children Act 1987, the Civil Partnership and Certain Rights and Obligations of Cohabitants Act 2010 and most recently, the Children and Family Relationships Act 2015 which was bolstered by the Irish vote in favour of marriage equality. Each of these pieces of legislation progressed the rights of children and their caregiving parents by being more inclusive than the preceding system. With each Act, we offered more and more protections, not less. We are a progressive country in terms of legislating for the rights and freedoms of children and individuals and we are now once more at the precipice of another major change in Irish family law. We are giving ourselves the opportunity to be even more inclusive through creating a legislative framework for assisted human reproduction, specifically surrogacy. It is imperative that we avail of that opportunity to ensure that the 2022 Bill includes a framework for the granting of parental orders in both the international and retrospective context.

Since 1964, the mother in Irish law was the primary rights holder, outside of marriage. The addition of marriage offered special protection, even to non-genetic fathers, as a result of the presumption of paternity. However, it was primarily and ultimately the biological link that bestowed the status of parent on caregivers in respect of their children. These principles operated until the Children and Family Relationships Act 2015 which, for the first time in Irish law, bestowed parentage knowingly on a non-genetically linked parent. This Act applied to all persons engaging in donor assisted human reproduction however, it was especially useful to those who could not benefit from the presumption of paternity, and this meant primarily, same sex female partners. Such partners would have to comply with a specific list of criteria that is equally quite restrictive in nature, either retrospectively or prospectively, in order to access parentage. However, while female couples grappled with a restrictive system, male couples remained without any pathway to parentage in assisted human reproduction at all.

The 2015 Act also did nothing to remedy the presumption of paternity which continues to apply in the area of AHR, despite the gestational or genetic parent being in a loving and committed relationship with the other intending parent. To be clear, where the presumptions of paternity continue to apply, the exclusions under the 2015 Act, which were set out in detail in my previous

BELIEVE ME OR NOT BUT I AM WHO I AM

Experiences of LGBTI+ asylum seekers proving credibility in the
Irish international protection process

LGBT IRELAND

Irish Refugee Council

ssgt st. stephen's green trust

LGBT IRELAND For Inclusion For Equality For Everyone

Submission to the Public Consultation to Inform the Final Recommendations of the Working Group to Examine the Disregard of Convictions for Certain Qualifying Offences Related to Consensual Sexual Activity Between Men

December 2022

SURROGACY IRISH GAY DADS NISIG LGBT IRELAND Equality for Children ILMI

March 22nd 2022

Re: Committee on International Surrogacy

Dear Deputy Whitmore,

I write to you in relation to your role as Chair of the Committee on International Surrogacy.

I am the current Chair of the Assisted Human Reproduction (AHR) Coalition, which is a broad grouping of stakeholders who have come together to progress our members' views regarding the AHR legislation.

We are pleased to see the Special Joint Committee on International Surrogacy has been established and that your work has begun. We believe that the recommendations from the committee will inform fundamental parts of the AHR legislation and will be crucial to creating a progressive, fit for purpose system for families in a modern Ireland.

As part of this process, we have recently received a copy of the 'issues paper' which was provided by the Department of Justice to Committee members. Having reviewed this document in detail, we are concerned with large portions of the details, both in its content and assertions. We feel the incompleteness and inaccuracies must be immediately corrected so as to ensure that Committee members are being provided with the most precise and relevant information available.

Policy Considerations of the Health (Assisted Human Reproduction) Bill 2022

By LGBT Ireland, Equality for Children, Irish Gay Dads, the National
Infertility Support and Information Group and Independent Living
Movement Ireland.

Advocacy and Policy Reform

Hate Speech and Hate Crime

Reported hate crimes increased by 29% in 2022, according to An Garda Síochána (AGS). Throughout the year, we continued our campaign for robust Hate Crime legislation, and we were delighted to see the Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill introduced in the Dáil in December. We worked with AGS on a new third-party referral mechanism and other policing policy issues.

LGBTQI+ Family Rights

In partnership with Equality for Children and Irish Gay Dads, we campaigned extensively for all LGBTQI+ families to be included in the forthcoming Assisted Human Reproduction Bill. This included extensive engagement with TDs and Senators, including presenting to the Joint Oireachtas Committee on International Surrogacy as well as producing a number of memos and policy papers.

Ban Conversion Practices Campaign

To mark IDAHOBIT 2022, we held an event on banning conversion practices that was attended by Minister O’Gorman in May. We welcomed the Government’s announcement that they would introduce a legislative ban. We worked with academics in TCD to promote their research on the impact conversion practices have

had on members of the community. We also continued to grow and support a network of organisations who are campaigning on this issue.

LGBTQI+ Rights within the EU

As we witness rollbacks on LGBTQI+ protections in some countries in Europe and around the world, LGBT Ireland remains engaged with EU structures ensuring the voices of all LGBTQI+ people living in Ireland are represented. During 2022 LGBT Ireland was represented at the Council of Europe Roundtable event on Hate Crime, we also met with the EU Commissioner for Justice. LGBT Ireland engaged extensively with ILGA and contributed to the country report on Ireland.

Building Partnerships

During 2022 LGBT Ireland continued to build on existing partnerships and create new ones. Working across multiple sectors and interests, LGBT Ireland is a partner organisation/ participant of

Trans Equality Together

The **Trans Equality Together** coalition is working to create an Ireland where trans and non-binary people are equal, safe and valued. The objectives of the coalition are to promote positive attitudes towards trans and non-binary people, to counter the negative and false messages about trans people that have been circulating in

recent years and to advocate for policy and legislative changes that will improve the lives of trans people and make Ireland a more equal society for all. Trans Equality Together is led by LGBT Ireland, TENI and BeLonG To, alongside other members from civil society organisations.

Ban Conversion Practices Steering group

The Steering Group comprises of representatives of national LGBTQI+ advocacy groups such as LGBT Ireland, NXF, the Anti-Conversion Therapy Coalition, BeLonGTo, TENI, Neuropride and MPOWER as well as regional groups who have been active in this area, GOSHH, the Gay Project, Midlands LGBT+ and LINC including professional bodies such as the Irish Association for Counselling and Psychotherapy. The group is working to achieve a full ban on conversion practices on the island of Ireland

Coalition Against Hate Crime

LGBT Ireland is a proud member of the Coalition Against Hate Crime Ireland (CAHC), a civil society coalition whose members represent groups commonly targeted in hate crimes. The coalition includes minority ethnic groups, religious minorities, LGBTQI+ communities, people with disabilities, and others, as well as academics and researchers working to advance the aims and objectives of the steering group. CAHC is chaired by the Irish Council for Civil Liberties (ICCL).

LGBTQI+ Sectoral Working Group on Garda Diversity and Integration

The LGBTQI+ Sectoral Working group was established to ensure that LGBTQI+ organisations from around the country meet regularly to discuss policing issues affecting our community. The primary objective of this group is to inform the implementation of the Garda Diversity and Integration Strategy. Through regular meetings and collective advocacy the group aims to ensure that Garda policy and practice, and victim support services, are aware, inclusive and supportive of the diverse identities, needs, and challenges facing members of the LGBTQI+ community.

National Action Group for LGBTI+ Traveller & Roma; Roma Rights

LGBT Ireland is a proud member of the National Action Group for LGBTI+ Traveller & Roma; Roma Rights since 2017. The group is a collective that aims to increase the promotion, protection, inclusion and celebration of LGBTI+ Travellers and Roma individuals and their families within their communities, organisations and services as well as the LGBTQI+ community and services.

Samaritans

Outside of our normal operating hours, the National LGBT Helpline has been supported by our partnership with the Samaritans on freephone 116-123 when callers need support 24/7, day or night.

Fundraising

LGBT Ireland has experienced substantial growth as an organisation over the past three years, prompted by unparalleled challenges confronting the LGBTQI+ community, including the covid-19 pandemic, a surge in hate speech and hate crimes, an unprecedented increase in LGBTQI+ refugee and Asylum Seekers coming to Ireland, leading to an increased need for support and wider services.

Funding this growth became a major challenge and in 2022, LGBT Ireland took the decision to recruit a fundraiser to the team. The generosity of our incredible supporters and with a new focus on key partnerships with organisations with a shared purpose we were supported to allow the much needed expansion of services in 2022.

Acknowledgements

Staff and Board

Alongside our incredible 58 strong volunteer team, LGBT Ireland consists of our staff team and Board of Directors. In 2022, the staff team was made up of our CEO, Senior Training and Advocacy Coordinator, Head of Fundraising and Partnerships, Champions Programme Coordinator, Policy and Research Manager, Services Development Coordinator, Administration and Finance Officer, Key Support Worker, two Refugee Support Workers and two part time Trainers. Trainers and Refugee Support workers reported to the Senior Training and Advocacy Coordinator and remaining staff reported to the CEO, with the CEO reporting to the Board of Directors. There were 9 people serving on the Board of Directors. All of the Directors have a wealth of skills and experience including delivering frontline services, law reform, governance, and strategic communications. The Board met five times in 2022.

Staff Team in 2022

Paula Fagan	Chief Executive Officer
Collette O'Regan	Senior Training and Advocacy Coordinator
Pádraig Rice	Policy and Research Manager
Claire Murphy	Head of Fundraising and Partnerships
James O'Hagan	Champions Programme Manager
Steven O' Riordan	Services Development Coordinator
Ben Howe	Administration and Finance Officer
Gerard Sweetman	Key Support Worker
Mariam B.Chattouh	Refugee Support Worker
Pam Buchanan	Training Officer
Jennie Hogan	Training Officer
Alan Edge	Ban Conversion Practices Campaign Coordinator
Dmytro Madalits	Ukrainian Refugee Support Worker

Network member organisations

Thanks to our amazing network member organisations: the Gay Project, Outcomers, Outwest, LGBT Kilkeny, LGBT Dublin and AMACH LGBT! We are enormously grateful to you for your dedication to supporting the LGBTQI+ community and to supporting us.



Our funders

LGBT Ireland is very grateful to the major funders who continue to support this incredibly important work. We could not have continued to deliver and grow our services, training and advocacy initiatives without your help. Thanks to POBAL, HSE's National Office of Suicide Prevention, HSE Sexual Health and Crisis Pregnancy Programme, Department of Children, Equality, Disability, Intergration and Youth, The Community Foundation for Ireland, St Stephens Green Trust, PayPal, SSE Airtricity, Apple & Adobe.



Rialtas na hÉireann
Government of Ireland



FACILITATED BY
Community
Foundation
Ireland

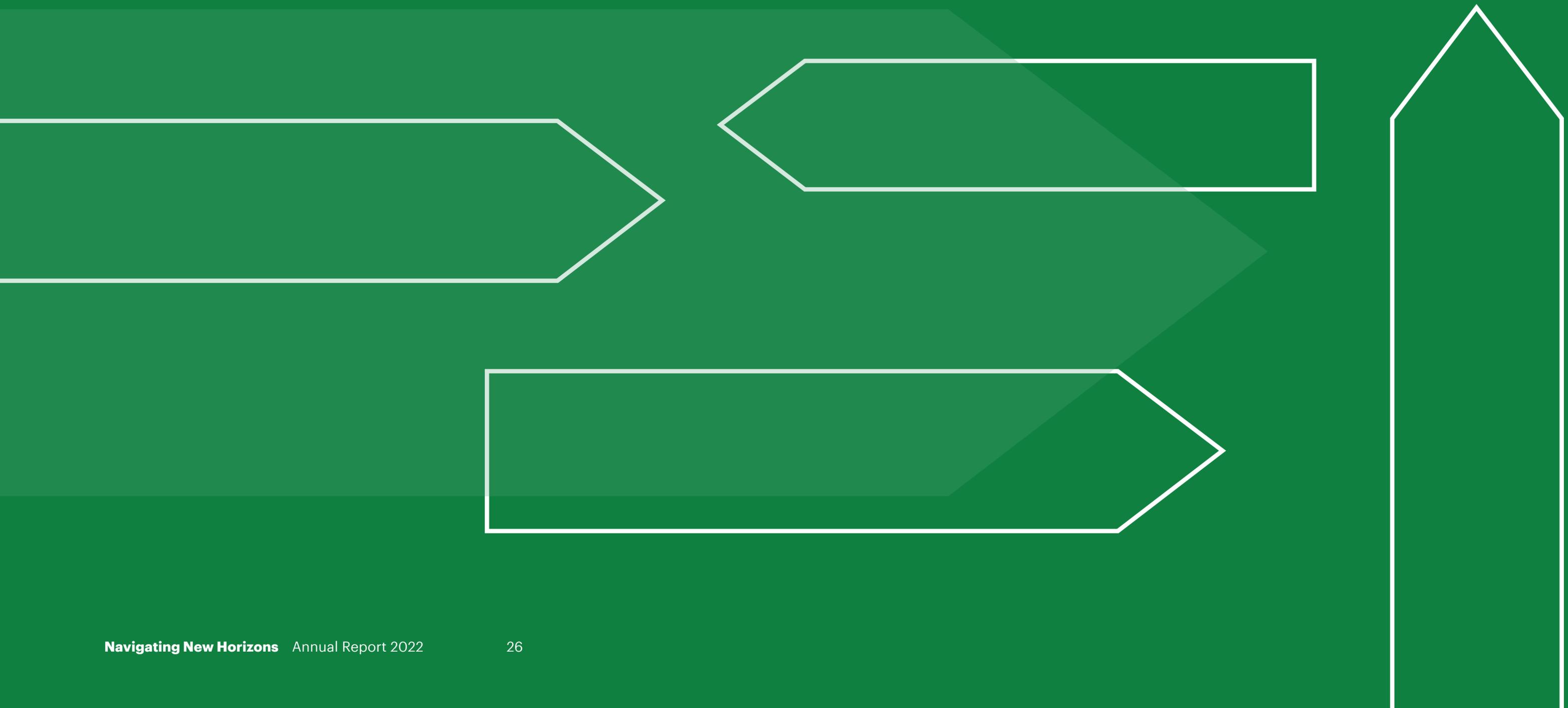


ssgt

st.stephen's
green trust

A heartfelt thank you to the organisations and individuals who made generous donations in 2022. The impact of our work with the LGBTQI+ community is greatly enhanced by your support.

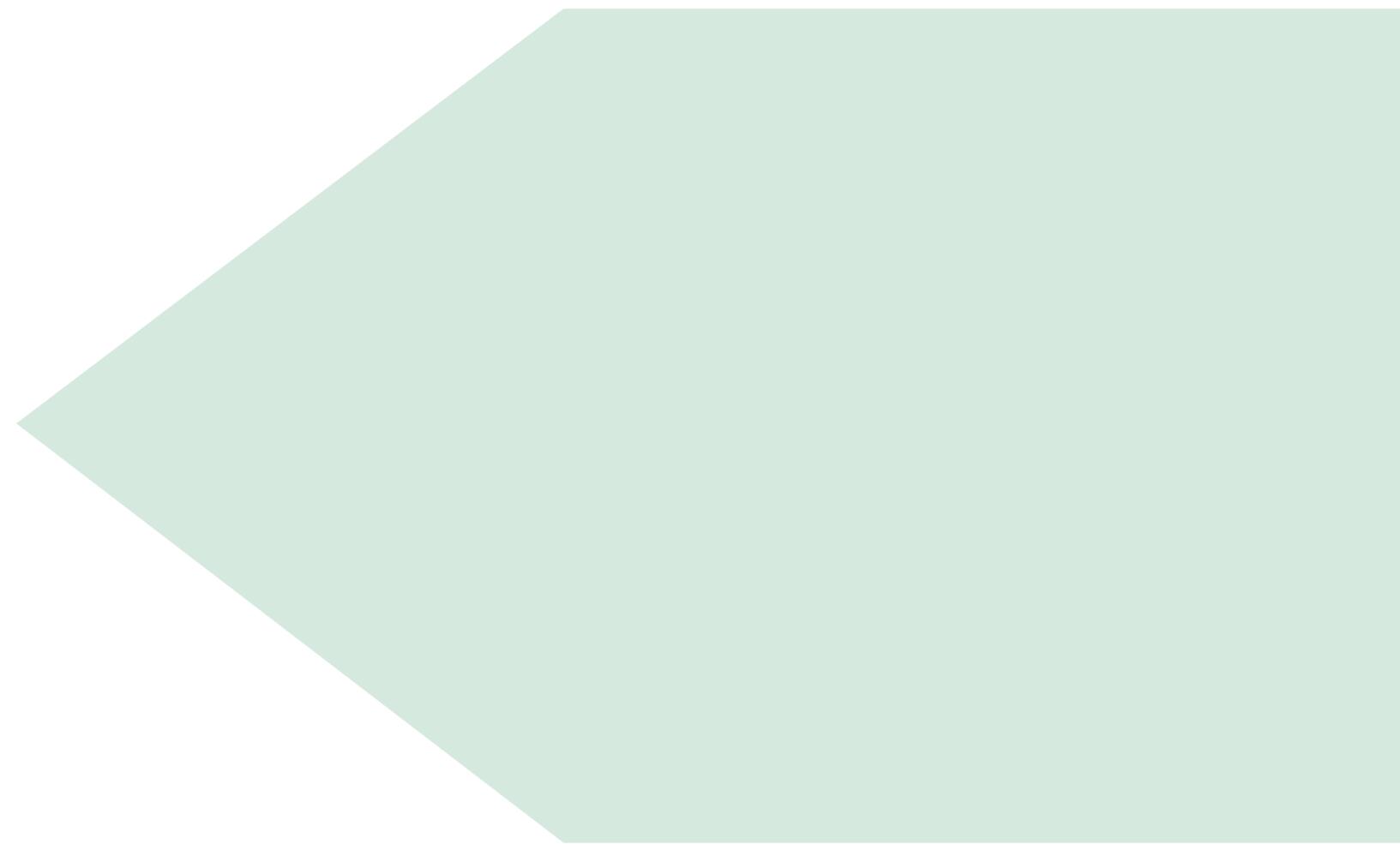
Financial Statements 2022



Company Information

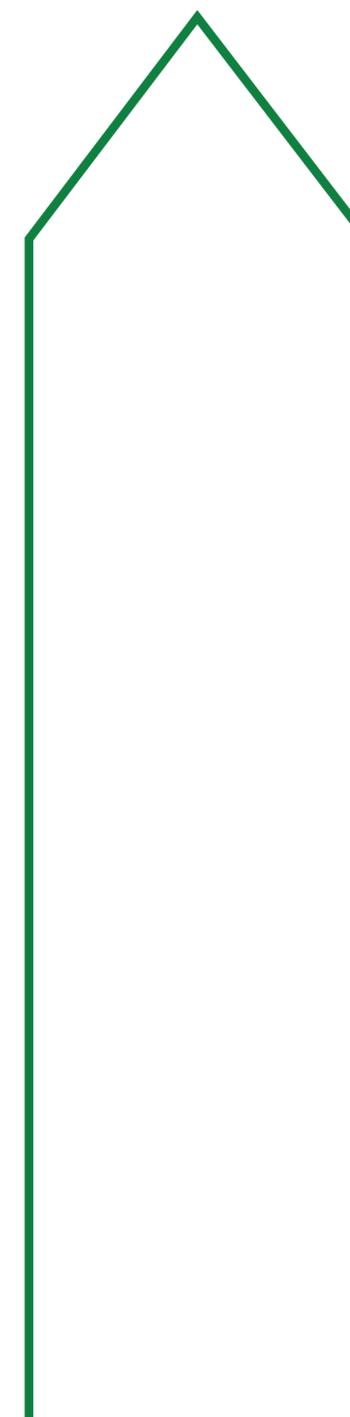
Directors	Bernardine Quinn Clive Davis Stephen Burke Martin Cooke Orla Howard Kate Moynihan (resigned 8 April 2022) Sean Denyer Suzanne Crowe Claire O’Connell Roderick Maguire
Company secretary	Stephen Burke
Registered number	605384
Registered office	LGBT Ireland 80 Dame Street Dublin 2 D02 W312
Independent auditors	Duignan Carthy O’Neill Limited Chartered Accountants & Registered Auditors 84 Northumberland Road Ballsbridge Dublin 4.

Bankers Allied Irish Banks
Bankcentre Ballsbridge,
Dublin 4.



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LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2022.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of LGBT Support and Advocacy Network Ireland CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2022.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Objectives

The principal activity of the company is to develop and promote policies and services that advance rights of lesbian, gay, bisexual and transgender (LGBT) people.

Structure, Governance and Management

Structure

The organisation is a charitable company limited by guarantee, incorporated under the Companies Act 2014 on 1 June 2017. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

The company was established under a Constitution which established the objects and powers of the charitable company and is governed under its Constitution and managed by a Board of Directors.

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

Governance

- Garda vetting for all volunteers and for all staff who require garda vetting
- Review of national quality standards for LGBT Ireland's service completed in 2020 and the main recommendations were implemented in 2021, including enhanced training for existing volunteers, and extensive upgrades to the volunteer CRM system.
- Regular support and supervision meeting held with staff members
- Regular team meetings held which review progress is in line with strategic plan
- Regular Board meetings held in compliance with our governing documents
- Regular meetings of the board Governance, Audit and Risk sub-committee.
- All financial and monitoring reports submitted to funders in line with funding contracts
- Regular review of compliance with the Charities Regulator Governance Code Compliance.

Key Highlights in 2022 : -

- Expanding our staff team to ten which greatly enhanced our human resource capacity to meet the growing demand for our services and training and enabling us to engage in significant policy and advocacy work
-
- Expanding our Refugee & Asylum support service to include LGBTQI+ Ukrainian members, including the coordination of the LGBTQI+ sectoral response for those fleeing the war in Ukraine.
-
- Launching our All-island coalition to Ban Conversion Practices in May with a seminar opened by the Minister for Children, Equality, Disability, Integration and Youth.
-
- Delivering a national healthcare conference focusing on the health needs of older LGBTQI+ people, in June.
-
- Publishing three research studies in the year, covering the experiences and needs of LGBTQI+ mental health service users, LGBTQI+ Traveller and Roma, and LGBTQI+ people in the International Protection system.
- Finalising our Strategic Plan 2023-2027, which sets out a comprehensive and ambitious set of strategic goals and actions that aim to drive progress towards LGBTQI+ equality in Ireland in the next five years.
- Return of our in-person Volunteer Conference in November, was greatly welcomed by our volunteers who worked remotely throughout the pandemic.
- Commenced the rollout of our Rainbow Pathways Regional Project to enhance integrated referral pathways between LGBTQI+ organisations and mainstream services.

Attendance at Board Meetings

Board members attendance 2022 (5 meetings):

Bernie Quinn:	3
Claire O'Connell	4

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

Clive Davis:	4
Kate Moynihan:	2
Orla Howard:	5
Marty Cooke:	4
Roderick Maguire	5
Sean Denyer	4
Stephen Burke:	3
Suzanne Crowe	4

Review of Activities, Achievements and Performance

Support services:

Our staff and volunteer provided the following supports during 2022

- Helpline and online chat service.
- Support through email.
- Tele friend service
- In person and virtual support groups were ran during 2022

Over 113,843 people visited our website www.lgbt.ie

Training:

During 2022 LGBT Support and Advocacy Network Ireland provide training to the various aspects of society in Ireland, which includes the Corporate Sector, NGO and Charity Sector and Public Sector.

The training that LGBT Ireland provided were as follows which took place either in person or virtual.

- LGBTQI+ Awareness Training
- LGBTQI+ Diversity Training
- Pride Talks

Policy and Advocacy:

- Informed by the issues and experiences raised in our frontline services, LGBT Ireland advocates for the legal and policy reform needed to achieve equality and inclusion of all LGBTI+ people living in Ireland.
- In 2022, our work to achieve legal recognition for all LGBTI+ families continued as we worked extensively in coalition with other organisations and groups to achieve comprehensive and progressive AHR legislation.

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

- We formally launched our coalition to ban conversion practices. This important campaign provided momentum that led to the DCEDIY commissioning seminal research into conversion practices in Ireland.
- As an active member of the Coalition Against Hate, we engaged extensively with the membership and through our own advocacy to enhance the Hate Crime Bill and campaign for its speedy passage through the Oireachtas.
- Intersectional discrimination continues to impact many members of the LGBTI+ community, therefore much of our work sought to effect legal and policy change for vulnerable populations within our community, particularly for LGBTI+ refugees and those seeking international protection here in Ireland.
- Keeping LGBTI+ equality matters on the political and policy makers agenda is crucial and we engaged extensively with decision makers, progressing key policy actions through the National LGBTI+ Inclusion Strategy.

Financial Review

The financial outcome for 2022 is set out in the statement of financial activities and additional notes are provided showing income and expenditure in greater detail.

Income in 2022 was €616,054 which was a 30.29% increase on 2021. This increase is reflective of the expansion of LGBT Irelands Activities and increased donations and grants received during the year.

Total expenditure totalled €631,389 a 40.31% increase on 2021

As we account on an accrual basis, we have also deferred over €212,570 in revenue. This figure accounts for programmes that did not happen in 2022.

Financial Results

At the end of the financial year the charity has net assets of €65,613 (2021: €80,948) and the loss for the year amounted to €15,335 (2021 surplus: €52,573).

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties the Charity faces relate to the risk of a decrease in the level of government funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation;

The charity mitigates these risks as follows:

- The charity continually monitors the level of activity, prepares and monitors its budgets targets and projections. The charity has a policy of maintaining sufficient cash reserves in line with our minimum reserve policy and keeps its reserve policy under review on an annual basis;
- The charity closely monitors emerging changes to regulations and legislation on an ongoing basis;

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

Future Developments

The directors are not expecting to make any significant changes in the nature of the activities in the near future. At the time of approving the financial statements, the company is continuing to develop our fundraising capacity within the organisation with a view to increasing the level of fundraised income for the coming year, to mitigate against an over reliance on once off project funding.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Bernie Quinn:

Claire O'Connell

Clive Davis:

Kate Moynihan (resigned 8th April 2022)

Orla Howard:

Marty Cooke:

Roderick Maguire

Sean Denyer

Stephen Burke:

Suzanne Crowe

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The company secretary who served throughout the financial year was Stephen Burke.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. The company has adopted many of the requirements of SORP on a voluntary basis and plans to be fully compliant with it in 2021. LGBT Support and Advocacy Network Ireland CLG subscribes to and is compliant with the following:

- The Companies Act 2014

- The Charities SORP (FRS 102)

Events After the Balance Sheet

There have been no significant events affecting the Charity since the financial year-end.

Government Department Circulars

LGBT Support and Advocacy Network Ireland CLG is compliant with relevant circulars including Circular: 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments" and DPE 022/05/2013

Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds'.

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

(A Company Limited by Guarantee)

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

Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Reserve Policy

LGBT Support and Advocacy Network Ireland CLG has just over 4 weeks expenditure in reserve and while 13 weeks is traditionally the recommended optimum reserve in the sector, the board are satisfied that the current level is sufficient to ensure the ongoing viability of the company and they have budgeted for annual increases in reserves to bring levels in to line with best practice.

The reserve is earmarked in the company's reserve policy to cover working capital requirements in addition to running costs in the event of delayed or reduced funding. The board review the reserve policy and the level of reserves annually for appropriateness when preparing the company's annual budget

The reserve will never go below the cost of company wind-up.

In addition to this, the organisation will build over a three year period, a reserve sufficient to run the organisation for 3 months to ensure that service provision will continue should a delay in acquisition of funding.

Accounting Records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 regarding adequate accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise, and the provision of adequate resources to the financial function. The accounting records are maintained at 80 Dames Street, Dublin 2. D02 W312

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Auditors

In accordance with Section 383(2) of the Companies Act 2014, the auditors, Duignan Carthy O'Neill Limited, Chartered Accountants, have indicated their willingness to continue in office.

On behalf of the Board

Clive Davis

Orla Howard

Director

Director

Date May 2023

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of LGBT Support and Advocacy Network Ireland CLG (the 'Company') for the year ended 31 December 2022, which comprise the Statement of Financial Activity, the Balance Sheet, the Statement of Changes in Funds, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(CONTINUED)

whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement on page 1, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our Auditors' Report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Elizabeth Murphy
for and on behalf of
Duignan Carthy O'Neill Limited
Chartered Accountants
Registered Auditors
84 Northumberland Road
Ballsbridge
Dublin 4
Date:

Statement of Financial Activities (including income & expenditure account) as at 31 December 2022

	Note	Restricted funds 2022 €	Unrestricted funds 2022 €	Total funds 2022 €	Total funds 2021 €
Income from:					
Donations		-	123,490	123,490	40,779
Charitable Activities					
Statutory and philanthropic grants		483,184	-	483,184	483,184
Other Activities		-	9,380	9,380	15,885
Total Incoming Resources	4	483,184	132,870	616,054	429,422
Expenditure on:					
Charitable Activities		449,067	113,047	562,114	372,836
Governance Costs		5,679	1,822	7,501	4,013
Costs of generating voluntary income		8,025	25,363	33,388	-
Other Costs		23,718	4,668	28,386	-
Total Resources Expended		486,489	144,900	376,849	631,389
Net Income/(expenditure)		(3,305)	(12,030)	(15,335)	52,573
Transfer between funds					
Net movement in funds		(3,305)	(12,030)	(15,335)	52,573
Reconciliation of funds					
Total funds brought forward		22,189	58,759	80,948	28,375
Total funds carried forward		18,884	18,884	18,884	80,948

All activities relate to continuing operations. There are no other recognised gains or losses other than those listed above and the net income for the financial year.

Balance Sheet as at 31 December 2022

	Note	2022 €	2021 €
Fixed assets			
Tangible assets	7	17,371	-
		17,371	-
Current assets			
Debtors: amounts falling due within one year	8	14,044	16,800
Cash at bank and in hand	9	262,421	192,488
		276,465	209,288
Creditors: amounts falling due within one year	10	(228,223)	(128,340)
Net current assets		48,242	80,948
Total assets less current liabilities		65,613	80,948
Net assets		65,613	80,948
Capital and reserves			
Profit and loss account		65,613	80,948
Shareholders' funds		65,613	80,948

The financial statements were approved and authorised for issue by the board:

Director

Director

Date:

Statement of Changes in Funds for the year ended 31 December 2022

	Profit and loss account €	Total equity €
At 1 January 2021	28,375	28,375
Surplus for the year	52,573	52,573
At 1 January 2022	80,948	80,948
Surplus for the year	(15,335)	(15,335)
At 31 December 2022	65,613	65,613

The notes on pages 14 to 24 form part of these financial statements.

Statement of Cash Flows for the year ended 31 December 2022

	2022 €	2021 €
Cash flows from operating activities		
(Deficit)/Surplus for the financial year	(15,335)	(15,335)
Adjustments for:		
Depreciation of tangible assets	1,699	-
Decrease/(increase) in debtors	2,756	(15,799)
Increase in creditors	99,883	21,726
Net cash generated from operating activities	89,003	89,003
Cash flows from investing activities		
Purchase of tangible fixed assets	(19,070)	-
Net cash from investing activities	(19,070)	-
Net increase in cash and cash equivalents	69,933	58,500
Cash and cash equivalents at beginning of year	192,488	133,988
Cash and cash equivalents at the end of year	262,421	192,488
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	262,421	192,488
	262,421	192,488

The notes on pages 14 to 24 form part of these financial statements.

Notes to the Financial Statements for the year ended 31 December 2022

1. General information

LGBT Support and Advocacy Network Ireland CLG is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is 80 Dame Street, Dublin 2, D02 W312, Ireland, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Director's Report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The Financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish Statute comprising the Companies Act 2014, and the Charities SORP (FRS102). Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council.

LGBT Support and Advocacy Network Ireland CLG is constituted under Irish company law as a company limited by Guarantee and is a registered charity and has adopted and reported its performance in accordance with the format provided for in the Charities SORP and in particular reports its performance for the

financial year in the format of the SORP's Statement of Financial Activities (SOFA).

Companies Act 2014 which became effective in law on 1 June 2015 and from that date applied the format and content of financial statements requirements appropriate for a company trading for the profit of its members to a company that is not for profit organisation. In order to provide information relevant to understanding the stewardship of the directors and the performance and financial position of the charity, LGBT Support and Advocacy Network Ireland CLG has prepared its financial statements in accordance with the formats provided for in the Charities SORP (FRS102) consistent with the prior year.

The directors consider the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation. Had the Companies Act format and content of financial statements requirements suitable for a company trading for the profit of its members been presented instead, a profit and loss account with related notes showing items such as Turnover and Cost of Sales would have been reported with a "profit" on ordinary activities showing before taxation.

Statement of Compliance

The Financial Statements of the charity for the financial year ended 31 December 2022 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

2.2 Income

The income shown in the income and expenditure account represents grants from funders, donations, payments for research services, deposit interest and training income invoiced during the period. Income not applied or expended in the period is deferred to future accounting periods.

2.3 Government grants

Grants are accounted under the performance model as permitted by FRS 102 and Charities SORP. Grants relating to expenditure on tangible fixed assets are credited to the statement of financial activities at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

2.4 Interest income

Interest income is recognised in profit or loss using the effective interest method.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment - 25%

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.6 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.7 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2.8 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.9 Taxation

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

2.10 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Going Concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The Directors have assessed and continue to assess the risks associated with Covid 19 and are satisfied that LGBT Support and Advocacy Network Ireland CLG is a going concern.

4. Analysis of Income

	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
HSE - NOSP	-	149,839	149,839	111,275
Pobal	-	85,906	85,906	90,000
DCEDIY	-	111,919	111,919	80,771
Slaintecare	-	26,756	26,756	50,294
CFI	3,368	34,678	38,046	22,822
Adobe	8,547	-	8,547	7,626
IHREC	-	14,130	14,130	3,370
St Stephens Green Trust	-	28,400	28,400	1,600
Mental Health Ireland	-	22,133	22,133	-
Dublin City Council	1,162	-	1,162	-
Other Grants	-	-	-	5,000
Donations	113,781	-	113,781	40,779
Training income	6,012	9,423	15,435	15,885
	132,870	483,184	616,054	429,422

5. Auditors' remuneration

During the year, the Company obtained the following services from the Company's auditors:

	2022 €	2021 €
Fees payable to the auditor	3,000	2,891

6. Employees

Staff costs were as follows:

	2022 €	2021 €
Wages and salaries	330,727	241,530
Employer PRSI	35,391	26,361
	366,118	267,891

7. Tangible fixed assets

	Office equipment €
Cost or valuation	
Additions	19,070
At 31 December 2022	19,070
Depreciation	
Charge for the year on owned assets	1,699
At 31 December 2022	1,699
Net book value	
At 31 December 2022	17,371
At 31 December 2021	-

8. Debtors

	2022 €	2021 €
Cost or valuation		
Prepayments	7,675	-
Income receivable	6,369	16,800
	14,044	16,800
Income receivable is comprised of a donation for €21,369 (2021: €16,800).		

9. Cash and cash equivalents

	2022 €	2021 €
Cash at bank and in hand	262,421	192,488

10. Creditors: Amounts falling due within one year

	2022 €	2021 €
Trade creditors	-	41
Taxation and social insurance	11,421	20,423
Other creditors	1,396	532
Accruals	2,836	2,634
Deferred income (note 11)	212,570	104,710
	228,223	128,340

11. Deferred income

	2022 €	2021 €
DCEDIY	122,224	47,230
CFI	41,632	23,178
St Stephens Green Trust	-	13,400
Adobe	-	8,547
HSE - NOSP	2,397	8,725
IHREC	-	3,630
Mental Health Ireland	1,867	-
The Wheel	10,000	-
Dublin City Council	9,820	-
Apple	24,630	-
	212,570	104,710

The above amounts comprise monies received in respect of specific projects where the performance related tasks have not been completed at year-end. The funders are aware and have agreed to the deferral of these grants at year-end.

12. Company status

The company is limited by guarantee and consequently does not have share capital. The liability of the members is limited. Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, to contribute for payment

of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up. Each member is liable for an amount not exceeding €1.

13. Reconciliation of movement in Funds

	Opening Surplus as at 01/01/2022 €	2022 €	Closing Surplus as at 31/12/2022	2021 €
Restricted Funds	22,189	(3,305)	18,884	22,189
Unrestricted Funds	58,759	(12,030)	46,729	58,759
	80,948	(15,335)	65,613	80,948

14. Pobal - SSNO

The total monies that will be awarded in respect of the grant are €270,000 of which €85,906 was in respect of the current year. The grant has been awarded and restricted to assist with staffing and core overhead costs and is not capital in nature. No capital grant was received from Pobal during the year or from any other source.

The grant was used by LGBT Ireland in accordance with the signed agreement between Pobal and themselves, dated 14 June 2019. LGBT Ireland have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 13/2014.

	2022 €
Opening balance	-
Amount due for 2022	-
Amount received	85,906
Amount due at year-end	-
Released to income	(85,906)
Deferred at 31 December 2022	-

Expenses due at year-end in respect of this Pobal grant amounted to €3,609, and were paid post year-end

15. HSE

LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from the HSE for the calendar year 2022.

The total monies that were awarded in respect of the grant in 2022 were €146,756. The grant has been awarded and restricted to assist with staffing costs and the delivery of training courses, and is not capital in nature. No capital grant was received from the HSE during the year or from any other source.

LGBT Ireland have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 13/2014.

	2022 €
Opening balance	8,725
Amount due for 2022	-
Amount received	143,511
Amount due at year-end	-
Released to income	(149,839)
Deferred at 31 December 2022	2,397

16. Department of Children, Equality, Disability, Integration and Youth (DCEDIY)

LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from DCEDIY for the calendar year 2022.

The total monies that were awarded in respect of the grant in 2022 were €186,913. The grant has been awarded and restricted to assist with the provision of community services, and is not capital in nature. No capital grant was received from the DCEDIY during the year or from any other source.

LGBT Ireland have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 13/2014.

	2022 €
Opening balance	47,230
Amount due for 2022	-
Amount received	186,913
Amount due at year-end	-
Released to income	(111,919)
Deferred at 31 December 2022	122,224

17. HSE - Champions

During the financial year, LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from the Department of Health, dispensed by Pobal, for the calendar year 2022.

The total monies that were awarded in respect of the grant in 2022 were €23,511. The grant has been awarded in respect of the Slaintecare Integration Fund and is not capital in nature. No capital grant was received from the DCEDIY during the year or from any other source.

LGBT Ireland have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 13/2014.

	2022 €
Opening balance	-
Amount due for 2022	-
Amount received	23,511
Amount due at year-end	-
Released to income	(23,511)
Deferred at 31 December 2022	-

18. Pobal - Slaintecare

During the financial year, LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from the Department of Health, dispensed by Pobal, for the calendar year 2022.

The total monies that were awarded in respect of the grant in 2022 were €26,756. The grant has been awarded in respect of the Slaintecare Integration Fund and is not capital in nature. No capital grant was received from the DCEDIY during the year or from any other source.

LGBT Ireland have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 13/2014.

	2022 €
Opening balance	-
Amount due for 2022	-
Amount received	26,756
Amount due at year-end	-
Released to income	(26,756)
	-

19. Related party transactions

Payments made to directors in respect of services rendered during the year were €Nil (2021: €Nil). No other related party transactions occurred during the year.

20. Key management personnel remuneration

The total management remuneration for the senior management team was €178,150, comprising of 4 individual team members in 2022. No director received remuneration from the company during the year.

21. Post balance sheet events

There have been no significant events affecting the company since the year-end.

22. Controlling party

The company is controlled by its members. It is the members responsibility to elect management to look after the affairs of the company.

23. Approval of financial statements

The board of directors approved these financial statements for issue on 18th May 2023.

Detailed Profit and Loss Account for the year ended 31 December 2022

	Note	2022 €	2021 €
Turnover		616,054	429,422
Gross profit		616,054	429,422
Less: overheads			
Administration expenses		(631,389)	(376,849)
Operating (loss)/profit		(15,335)	52,573
(Loss)/Profit for the year		(15,335)	52,573

Schedule to the Detailed Accounts for the year ended 31 December 2022

	2022 €	2021 €
Income		
Pobal - SSNO	85,906	90,000
HSE - NOSP	149,839	111,275
Slaintecare Integration Fund	26,756	50,294
DCEDIY	111,919	80,771
Donations	114,943	40,779
CFI	38,046	22,822
Adobe Grant	8,547	7,626
Training Income	15,435	15,885
IHREC	14,130	3,370
St Stephens Trust	28,400	1,600
Other Grants	-	5,000
Mental Health Ireland	22,133	-
	616,054	429,422

Schedule to the Detailed Accounts for the year ended 31 December 2022

	2022 €	2021 €
Administration expenses		
Staff salaries	330,727	241,530
Staff national insurance	35,391	26,361
Staff training	1,110	3,340
Hotels, travel and subsistence	20,872	2,967
Consultancy	50,515	7,375
Printing and stationery	6,555	2,590
Telephone and fax	13,466	11,222
Advertising and promotion	3,581	10,168
Trade subscriptions	1,509	600
Recruitment costs	1,580	1,077
Equipment R&M	13,697	6,166
Refugee & Asylum SSGT Programme Costs	12,814	1,598
Auditors' remuneration	4,994	3,500
Accountancy fees	2,506	513
Bank charges	498	469
Sundry expenses	3,265	2,723
Rent - non-operating leases	22,917	9,102

	2022 €	2021 €
Light and heat	332	-
Cleaning	1,649	-
Insurances	1,982	1,353
Repairs and maintenance	6,937	-
Depreciation - office equipment	1,699	-
National Volunteer Conference Costs	14,947	2,145
External Training Delivery Costs	2,579	-
Asylum Seeker Support	8,331	1,332
IHREC Research costs	13,515	3,370
Digital Transformation Costs	-	33,317
Website Development	-	1,026
Meeting expenses	3,485	3,005
Direct Programme Costs	18,480	-
Travel and Subsistence Costs	16,430	-
Conference and Seminar	7,526	-
Donation costs	7,500	-
	631,389	376,849



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