

Registered number: 605384

**LGBT Support and Advocacy
Network Ireland CLG
(A Company Limited by Guarantee)**

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 DECEMBER 2024

**3 Harmony Court
Harmony Row
Dublin 2**

**Strata Audit
Statutory Audit Firm**

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

COMPANY INFORMATION

Directors

Bernardine Quinn
Stephen Burke
Martin Cooke
Orla Howard
Sean Denyer
Suzanne Crowe
Claire O'Connell
Maria Molloy
Averil Power
Darryl Campbell (resigned 10 March 2025)
Clive Davis (resigned 9 April 2025)
Roderick Maguire (resigned 31 July 2024)

Company secretary

Stephen Burke

Registered number

605384

Registered office

Lgbt Ireland
80 Dame Street
Dublin 2
D02 W312

Independent auditors

Strata Audit
3 Harmony Court
Harmony Row
Dublin 2

Bankers

Allied Irish Banks
Bankcentre
Ballsbridge,
Dublin 4.

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

CONTENTS

	Page
Directors' Report	1 - 6
Independent Auditors' Report	7 - 9
Statement of Financial Activities	10
Balance Sheet	11
Statement of Changes in Funds	12
Statement of Cash Flows	13
Notes to the Financial Statements	14 - 23

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

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

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

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 2024.

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.

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.

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

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

Key Highlights in 2024 :-

- Further expanding our staff team which greatly enhanced our human resource capacity to meet the growing demand for our services and training and enabled us to engage in significant policy and advocacy work.
- Publishing our Shadow Report on Ireland's first National LGBTI+ Inclusion Strategy, titled Progress Made. Renewed Efforts Required. The report highlights the success of the public consultation that was undertaken in advance of the Strategy formation. However, it also notes structural flaws, including how some actions were not specific, concrete or measurable. The report concluded with ten recommendations..
- Growing resources to meet the increased demand for our Refugee & Asylum support service, Is Rainbow Muid.
- In partnership with the Rainbow Project in Belfast, further developing the All Island LGBTQIA+ forum to coordinate around policy, advocacy, and support issues that affect our community across the island of Ireland.
- The All Island LGBTQIA+ Forum also brought together the growing collection of Pride festivals which have popped up on all corners of the island which hadn't been successfully gathered together. A new Pride Toolkit was developed to support the creation of new Pride festivals in rural areas.
- Delivering regional and national healthcare education and networking events focusing on the health needs of the older LGBTQI+ population, training 175 LGBT Champions in older people's health and social care settings, and almost 600 professionals in the areas of mental health and community services.
- Hosting corporate Pride talks for over 1,000 employees across Ireland promoting allyship and inclusive organisational cultures.
- Producing, alongside our partners, Ember, Ireland's first community-informed guide for LGBTQIA+ end-of-life inclusion.
- Informing LGBTQI+ headed families of their rights in relation to surrogacy with our booklets and up to date guide to the Children and Family Relationship Act 2015.
- Hosting the initial and follow up LGBTQI+ Training Links Network meetings which supported the delivery of a bespoke CPD Conference for sector workers.
- Delivering National LGBT Pride in Health Conference in partnership with the RCSI in June 2024.

Attendance at Board Meetings

Board members attendance 2024 (4 meetings):

Bernie Quinn:	3
Claire O'Connell	4
Clive Davis:	3
Orla Howard:	3
Marty Cooke:	4
Roderick Maguire	1
Sean Denyer	4
Stephen Burke:	3
Suzanne Crowe	3
Maria Molloy	3
Averil Power	3

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

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

Review of Activities, Achievements and Performance

Support services:

Our staff and volunteer provided the following supports during 2024

- Helpline and online chat service.
- Support through email.
- Tele friend service
- In person and virtual support groups were ran during 2024

Over 211,000 people visited our website www.lgbt.ie

Training:

During 2024 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.

- LGBT Champions Training to health and social care staff working with older people.
- 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 2024, 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.
- As an active member of the Coalition Against Hate, we engaged extensively with the membership and through our advocacy to campaign for the Criminal Justice (Hate Offences) Act 2024, which came into effect on December 31, 2024.
- 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.

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

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

Financial Review

The financial outcome for 2024 is set out in the statement of financial activities and additional notes are provided showing income and expenditure in greater detail.

Income in 2024 was €702,881 which was a 3% increase on 2023. This increase is reflective of the expansion of LGBT Irelands Activities and increased donations and grants received during the year.

Total expenditure totalled €702,711 a 2% increase on 2023.

As we apply Charities SORP, we apply the performance method of recognising grants and have deferred over €320,175 in revenue. This figure accounts for programmes that did not happen in 2024 as they are time dependent programmes which are scheduled to take place throughout the year.

Financial Results

At the end of the financial year the charity has net assets of €55,727 (2023: €55,557) and the surplus for the year amounted to €170 (2023: deficit = -€10,056).

The surplus for 2024 includes an adjustment of €8,975 to write off historical amounts. The Board monitor projected income and expenditure at each Board meeting and are committed to ensuring that the organisation achieve a break even situation where possible.

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.

Future Developments

The directors are not expecting to make any significant changes in the nature of the activities in the near future. There will be a change in executive leadership within the organisation, with the CEO advising the Board in January 2025 of her intention to exit the role at the end of July 2025. This allowed sufficient time for succession planning to be undertaken with the Senior Leadership team within the organisation, and a robust recruitment process to employ a new CEO. The Board have successfully recruited a new CEO with excellent skills and experience, minimising any risk to operations and funding that could arise from this transition.

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

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

Directors and Secretary

The directors who served during the year were:

Bernardine Quinn
Stephen Burke (Company Secretary)
Martin Cooke
Orla Howard
Sean Denyer (Chairperson)
Suzanne Crowe
Claire O'Connell
Maria Molloy
Averil Power
Darryl Campbell (resigned 10 March 2025)
Clive Davis (Treasurer) (resigned 9 April 2025)
Roderick Maguire (resigned 31 July 2024)

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 Financial Statements of the charity for the year ended 31 December 2024 have been prepared 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)". 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'.

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.

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

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

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 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Lgbt Ireland, 80 Dame Street, Dublin 2, D02 W312.

Statement on relevant audit information

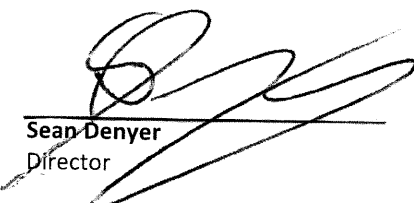
Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:


- 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

The auditors, Strata Audit, continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board on 8 July 2025 and signed on its behalf.


Sean Denyer
Director


Suzanne Crowe
Director

8/7/25

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
FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024, 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 2024 and of its profit 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.

**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)
FOR THE YEAR ENDED 31 DECEMBER 2024**

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 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

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)
FOR THE YEAR ENDED 31 DECEMBER 2024


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: <http://www.iaasa.ie>. 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
Strata Audit

Statutory Audit Firm

3 Harmony Court
Harmony Row
Dublin 2

Date: 8 July 2025

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

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
AS AT 31 DECEMBER 2024

		Restricted	Unrestricted	Total	Total
		funds	funds	funds	funds
		2024	2024	2024	2023
Note		€	€	€	€
<u>Income from:</u>					
Donations		30,000	125,827	155,827	160,922
Charitable Activities					
Statutory and philanthropic grants		520,799	-	520,799	501,343
Other Activities		-	26,255	26,255	18,874
Total Incoming Resources	4	550,799	152,082	702,881	681,139
<u>Expenditure on:</u>					
Charitable Activities		492,568	79,004	571,572	562,639
Governance Costs		-	4,988	4,988	9,832
Costs of generating voluntary income		10,119	5,090	15,209	24,033
Other Costs		48,112	62,830	110,942	94,691
Total Resources Expended		550,799	151,912	702,711	691,195
Net Income/(expenditure)		-	170	170	(10,056)
Transfer between funds		-	-	-	-
Net movement in funds		-	170	170	(10,056)
Reconciliation of funds					
Total funds brought forward		18,722	36,835	55,557	65,613
Total funds carried forward		18,722	37,005	55,727	55,557

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.

The notes on pages 14 to 23 form part of these financial statements.

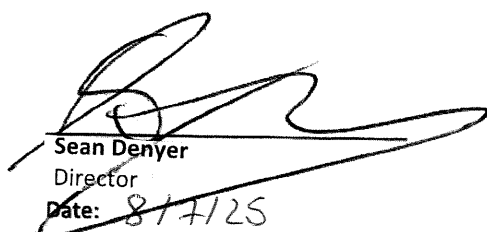
LGBT SUPPORT AND ADVOCACY NETWORK IRELAND CLG
(A Company Limited by Guarantee)

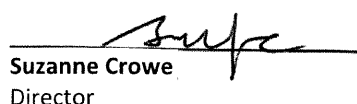
BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 €	2023 €
Fixed assets			
Tangible assets	7	10,752	15,173
		<u>10,752</u>	<u>15,173</u>
Current assets			
Debtors: amounts falling due within one year	8	5,626	21,839
Cash at bank and in hand	9	374,386	229,216
		<u>380,012</u>	<u>251,055</u>
Creditors: amounts falling due within one year	10	(335,037)	(210,671)
Net current assets		<u>44,975</u>	<u>40,384</u>
Total assets less current liabilities		<u>55,727</u>	<u>55,557</u>
Net assets		<u>55,727</u>	<u>55,557</u>
Capital and reserves			
Profit and loss account		55,727	55,557
Members' funds		<u>55,727</u>	<u>55,557</u>

These financial statements have been prepared in accordance with the small companies regime.

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


 Sean Denyer
 Director
 Date: 8/7/25

 8/7/25
 Suzanne Crowe
 Director

The notes on pages 14 to 23 form part of these financial statements.

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

STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Profit and loss account €	Total equity €
At 1 January 2023	65,613	65,613
Deficit for the year	(10,056)	(10,056)
At 1 January 2024	<u>55,557</u>	<u>55,557</u>
Surplus for the year	170	170
At 31 December 2024	<u><u>55,727</u></u>	<u><u>55,727</u></u>

The notes on pages 14 to 23 form part of these financial statements.

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

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
Cash flows from operating activities		
Surplus/(Deficit) for the financial year	170	(10,056)
Adjustments for:		
Depreciation of tangible assets	4,421	4,540
Decrease/(increase) in debtors	16,213	(7,795)
Increase/(decrease) in creditors	124,366	(17,552)
Net cash generated from operating activities	145,170	(30,863)
Cash flows from investing activities		
Purchase of tangible fixed assets	-	(2,342)
Net cash from investing activities	-	(2,342)
Net increase/(decrease) in cash and cash equivalents	145,170	(33,205)
Cash and cash equivalents at beginning of year	229,216	262,421
Cash and cash equivalents at the end of year	374,386	229,216
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	374,386	229,216
	374,386	229,216

The notes on pages 14 to 23 form part of these financial statements.

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

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

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 2024 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.

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

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

2. Accounting policies (continued)

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%
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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.

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

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

2. Accounting policies (continued)

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.

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.

4. Analysis of Income

	Unrestricted Funds2024	Restricted Funds2024	Unrestricted Funds2023	Restricted Funds2023
	€	€	€	€
HSE - NOSP	-	103,014	-	111,520
Pobal	-	90,094	-	87,850
DCEDIY	-	131,791	-	144,349
HSE - Social Inclusion	-	52,537	-	51,000
CFI	-	67,507	-	72,936
Department of Foreign Affairs	-	25,000	-	-
Mental Health Ireland	-	-	-	7,867
Other Grants	-	50,856	-	25,821
Donations	125,828	30,000	115,922	45,000
Training income	23,154	-	11,425	-
LGBT talk programmes	3,100	-	7,449	-
	152,082	550,799	134,796	546,343

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

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

5. Auditors' remuneration

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

	2024 €	2023 €
Fees payable to the auditor	<u>3,000</u>	<u>3,000</u>

6. Employees

Staff costs were as follows:

	2024 €	2023 €
Wages and salaries	440,781	429,948
Employer PRSI	47,832	47,022
	<u>488,613</u>	<u>476,970</u>

The average monthly number of employees, including the directors, during the year was as follows:

	2024 No.	2023 No.
Employees	<u>10</u>	<u>11</u>

Gross salary and employment benefit breakdown:

€60,000 - €70,000	-	1
€70,000 - €80,000	1	-

The CEO of LGBT Support and Advocacy Network Ireland CLG was the only staff member whose employment benefits were in excess of €70,000.

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

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

7. Tangible fixed assets

	Office equipment €
Cost or valuation	
At 1 January 2024	21,412
At 31 December 2024	<u>21,412</u>
Depreciation	
At 1 January 2024	6,239
Charge for the year	4,421
At 31 December 2024	<u>10,660</u>
Net book value	
At 31 December 2024	<u>10,752</u>
At 31 December 2023	<u>15,173</u>

8. Debtors

	2024 €	2023 €
Other debtors	-	345
Prepayments	5,626	4,424
Income receivable	-	17,070
	<u>5,626</u>	<u>21,839</u>

9. Cash and cash equivalents

	2024 €	2023 €
Cash at bank and in hand	<u>374,386</u>	<u>229,216</u>

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

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

10. Creditors: Amounts falling due within one year

	2024	2023
	€	€
Trade creditors	-	400
Taxation and social insurance	8,152	10,373
Other creditors	3,225	1,024
Accruals	3,485	10,152
Deferred income (note 11)	320,175	188,722
	<u>335,037</u>	<u>210,671</u>

11. Deferred income

	2024	2023
	€	€
DCEDIY (Note 16)	97,649	82,388
CFI	79,139	48,645
White Research BV	61,654	-
Department of Foreign Affairs (Note 18)	35,000	25,000
HSE Spoken word (Note 15)	9,315	15,077
HSE - Social Inclusion (Note 15)	9,376	-
SSE Grant	15,000	-
St Stephen's Green Trust	10,000	-
Pobal - SSNO (Note 14)	1,890	1,264
The Ireland Funds	-	2,901
National Womens Council	-	6,896
Dublin City Council	1,152	6,551
	<u>320,175</u>	<u>188,722</u>

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.

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

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

13. Reconciliation of movement in Funds

	Opening Surplus as at 01/01/2024 €	2024 €	Closing Surplus as at 31/12/2024 €	2023 €
Restricted Funds	18,722	-	18,722	18,722
Unrestricted Funds	36,835	170	37,005	36,835
	<u>55,557</u>	<u>170</u>	<u>55,727</u>	<u>55,557</u>

14. Pobal - SSNO

The total monies that will be awarded in respect of the grant are €269,287 of which €90,720 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.

	2024 €	2023 €
Opening balance	1,264	-
Amount received	90,720	89,114
Amount due at year-end	-	-
Released to income (note 4)	(90,094)	(87,850)
Deferred at 31 December 2024 (note 11)	<u>1,890</u>	<u>1,264</u>

Expenses due at year-end in respect of this Pobal grant amounted to €Nil

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

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

15. HSE

LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from the HSE for the calendar year 2024.

The total monies that were awarded in respect of the grant in 2024 were €101,464. 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.

	2024	2023
	€	€
Opening balance (note 11)	15,077	2,397
Amount received	103,014	124,200
Amount due at year-end	-	-
Released to income (note 4)	(103,014)	(111,520)
Released to income (other)	(5,762)	-
Deferred at 31 December 2024 (note 11)	9,315	15,077

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 2024.

The total monies that were awarded in respect of the grant in 2024 were €147,051. 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.

	2024	2024
	€	€
Opening balance (note 11)	82,388	122,224
Amount received	147,051	96,703
Amount due at year-end	-	-
Released to income (note 4)	(131,791)	(144,349)
Write off of unrecoverable amount	-	7,810
Deferred at 31 December 2024 (note 11)	97,648	82,388

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

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

17. HSE- Social Inclusion

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 2024.

The total monies that were awarded in respect of the grant in 2024 were €61,913. 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.

	2024
	€
Opening balance	-
Amount received	61,913
Amount due at year-end	-
Released to income (note 4)	(52,537)
	<hr/>
Deferred at 31 December 2024	9,376
	<hr/>

18. Department of Foreign Affairs

During the financial year, LGBT Support and Advocacy Network Ireland CLG (LGBT Ireland) received a grant from the Department of Foreign Affairs for the calendar year 2024.

The total monies that were awarded in respect of the grant in 2024 were €35,000. The grant has been awarded in respect of the Shared Island Civic Society 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.

	2024	2023
	€	€
Opening balance	25,000	-
Amount received	35,000	25,000
Amount due at year-end	-	-
Released to income	(25,000)	-
	<hr/>	<hr/>
Deferred at 31 December 2024 (note 11)	35,000	25,000
	<hr/>	<hr/>

19. Related party transactions

Payments made to directors in respect of services rendered during the year were €Nil (2023: €Nil).

No other related party transactions occurred during the year.

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

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

20. Key Management Personnel Remuneration

The total management remuneration for the senior management team was €228,424, comprising of 4 individual team members in 2024 (2023: €207,803 for 4 individuals). 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 8/7/25