



consortium
of lesbian, gay, bisexual & transgendered
voluntary and community organisations

Strategic Plan 2016 - 20

Trans

Infrastructure

Collaboration

Bisexual

Sexual Orientation

Lesbian

Membership

Non-Binary

Gay

Engagement

Gender Identity



Chair & Chief Executive's Introduction



Dr Greg Ussher,
Chair of Trustees

Over the last 5 years, we have seen a wide range of change both within political and infrastructure contexts. This has resulted in the need to completely rethink and reshape the way infrastructure organisations such as LGBT Consortium provide vital support, information and strategic guidance to its Members.

LGBT Consortium has worked hard to be leaner and more Member driven organisation through our change processes,. We have strengthened our position as a key partner in shaping LGBT policy and voice within Government and the wider voluntary sector and will continue to play an active and strong role in this.

Our Strategic Plan for 2016-20 marks a new chapter in how LGBT Consortium has evolved over the years and adapted to this changing environment. We aim to be bold and ambitious in what we deliver, focussing all activity on what serves the needs of our diverse Members the most.

Collaboration is at the heart of our new strategy, exploring every opportunity to partner alongside others as we look to a more sustainable future not only for Consortium but the LGBT sector as a whole. LGBT issues don't sit in isolation and we will continue to actively engage with cross-cutting community issues to ensure all parts of the sector have opportunities to engage with our work and the development of progressive social policy.



Paul Roberts,
Chief Executive

Who We Are



LGBT Consortium Board & Staff Team,
June 2015

LGBT Consortium is the UK's national umbrella body for lesbian, gay, bisexual and trans voluntary and community organisations.

Set up in 1998, the organisation focusses on the development, support and strengthening of LGBT groups, organisations and projects so they can deliver direct services and campaign for individual rights.

We are both a registered charity and company limited by guarantee with a small but dedicated staff team and a Board of 8 Directors/Trustees.



The Environment

Whilst developing our Strategic Plan, we have taken into account a range of environmental factors that will affect our vision. These are profiled in the diagram and explained below.

Internal Environment

Over the last few years the organisation has developed its funding mix, to adapt to external changes, resulting in a reorganised and smaller but more focussed staff team. We aim to keep the core team at around 5 full time equivalents.

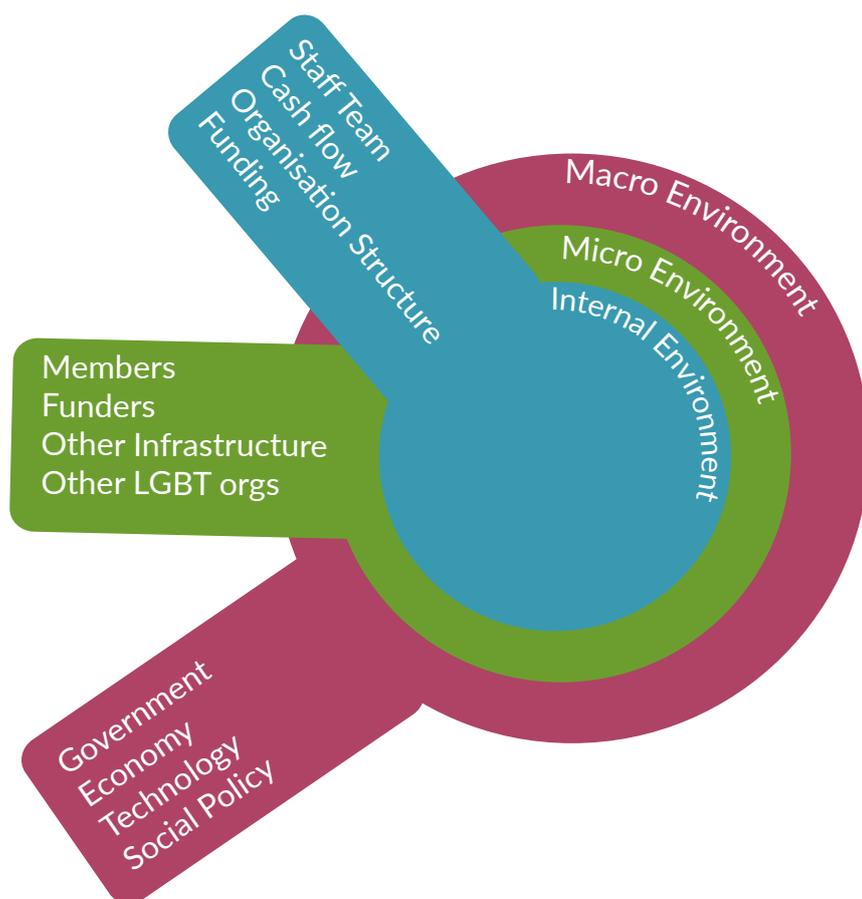
Micro Environment

The makeup of our membership is evolving and we are adapting to this by reviewing our membership model, whilst ensuring our core membership base continues to have a range of worthwhile benefits.

We understand that funders are more adverse to funding infrastructure services and are working with both our membership and other infrastructure bodies to identify new models of working to sustain the support we provide. We will remain vocal within the field of infrastructure to ensure specialist voices are heard at all times.

Macro Environment

The current political environment appears to be one that continues to actively support equality and in particular LGB and Trans issues. This is something we will continue to engage with strategically, developing our broker role between decision makers and the LGBT sector and ensuring that the relevance of LGBT policy is understood across a wide range of contexts. Our own LGBT issues don't sit in isolation so we must focus on cross-cutting community needs. Whilst the economy remains fragile and funds scarce, we will continue to remain a lean and focussed organisation, putting our attention where it will make the most difference. This will include continued use of technology to aid our reach into LGBT organisations across the whole UK.



Our Purpose

To support a proactively collaborative LGBT sector that benefits the diverse communities it serves.

Strategic Goals

Whilst the work defined within our previous Strategic Plan remains relevant, we have reprofiled this into 3 core areas to better reflect our refined ways of working and drawing partnership working into the heart of everything we do operationally as well as strategically.

We will work with our Member organisations in the following core areas:

Membership & Engagement

Support and benefit our Members to thrive and grow

Voice & Communication

Listen and consult with our Members and ensure their voices are heard

Collaboration & Networks

Lead the sector in sustainable ways of working

“Join the LGBT Consortium to ensure you're part of the bigger picture. They have access to the highest-level decision-makers and a skilled, helpful staff team”

“We are stronger together. We cannot do it all so we need a voice that we can trust to represent us and the Consortium is the only independent voice we have”



Strategic Objectives

We have created a series of strategic objectives to support our strategic goals, pairing initial actions alongside these. It is important that we are able to monitor and evaluate our progress on our Strategic Plan so short term, medium term and long term goals have been set for each strategic area.

Whilst we have prepared for what we believe is the most likely direction of travel, we recognise that the environment in all contexts can change. Therefore, each objective will be reviewed and reported on each year before our Annual General Meeting, with a view to supplementary actions being agreed for the forthcoming year.

Membership & Engagement

Short Term now - 1yr	Medium Term now - 2 years	Long Term now - 5 years
Objective		
Reflect the changing environment of the voluntary, community and social enterprise sector in our membership offering	To be a broker of collaboration opportunities beyond the UK for our Members	To support our Members' long term sustainability

Voice & Communication

Short Term now - 1yr	Medium Term now - 2 years	Long Term now - 5 years
Objective		
To improve awareness of diversity within the sector and visibility to the wider community	To be an effective broker between our Members, decision makers and influencers	To have a working model of collaboration within the sector and between our Member and decision makers

Collaboration & Networks

Short Term now - 1yr	Medium Term now - 2 years	Long Term now - 5 years
Objective		
To nurture current partnerships and to build on their success to shape model of good practice	Diversify and grow income streams to the sector	Identify remaining gaps in the sector to fully meet its needs



Get in Touch

For more information about the diversity of work LGBT Consortium undertakes, please visit our website www.lgbtconsortium.org.uk

To get in touch, please contact us on:

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“Consortium offers perfect information and support for small community organisations, especially when first setting up.”

“The Consortium offers our organisation a vital link to other members to ensure we work with a range of organisations representing the full diversity of our communities”

“Our financial stability requires a new partnership working approach and the LGBT Consortium can play a big part in that future.

