



**CONSORTIUM**  
for stronger lgbt+ communities

# The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations 2019-20

**Company Number: 03534603**

**Charity Number: 1105502**

## **Annual General Meeting Minutes**

Prior to the start of the AGM, Rachael Maskell, Shadow Minister for the Voluntary Sector and Charities, was warmly welcomed and delivered a speech to Consortium's membership.

- We are doing fantastic work on the ground at this challenging time
- “There is no lockdown in aspiration and hope for where we all end up”
- We need to ensure our challenging work is pressed upon policy-makers – we need to ensure we are here at the end of this pandemic
- We need to look at how we can remove institutional discrimination across all protected characteristics, challenging real structural inequalities in our country
- Important organisations have a seat at the table in places of power to break down the established inequalities
- The sector is more than capable of speaking for itself
- “It’s the stories that move our hearts and move the barriers as well”
- 3 key challenges we need to see significant change with:
  1. Resources – ‘Never more needed and never more in need’. We don’t know what will happen come Spring. I am raising at every opportunity in parliament, for money for large and micro orgs that do the hard graft. Looking at resilience of the sector, including resources and ensuring their funding
  2. Power – we know how power changes things. Doesn’t always sit with central government. Each of us has the power to make change. We have witnessed this in LGBT+ community – change happens because we are on the streets. How does power happen? Sitting at the table, having a voice, being heard.
  3. Partnerships and relationships – Observing that current relationship with government is very contractual. Orgs are exchanging their services for money and this can silence their voice. Don’t want to bite the hand that feeds us. There is more we can do to put organisations on a stronger footing. We are co-producers – not servant & master relationships. Looking at changes to Charity Commission to allow orgs to function well. There will be a formal consultation on this.
- We see you as partners in achieving equality, moving forwards with the LGBT+ sector at our side. There is lots to do.



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**Saturday 14<sup>th</sup> November 2020**  
**Virtual AGM Held via Zoom Webinar**

## **Present**

### **Staff and Trustees**

Carina Badger	Acting Chair
Chris French	Incoming Chair
Kevin Griffith	Treasurer
Hannah Taylor	Trustee
Liz McDermott	Trustee
Emily Macaulay	Trustee
Leni Candan	Trustee
Paul Roberts	Chief Exec
Briony Williamson	Head of Membership and Engagement
Maria Antoniou	Sector Resilience & Funding Officer
Philip Moir	Engagement and Information Officer
Martin Karadzhov	London Engagement Officer
Shaan Surat Knan	Trans Organisations Network Officer
Louise Cook	Grants Officer
Laura Clarke	National LGB&T Partnership Stakeholder Engagement Officer

### **Staff Apologies:**

Harry Quilter Pinner	HOME Project Manager
Freiya Benson	Grants Administrator
Tom Montrose-Moss	Evaluation Manager (LGBT+ Futures Programme)

### **Members**

Cici	Carey-Stuart	Encompass Network
Jackie	Briggs	Families Together London
Patrick	Lyster-Todd	Fighting With Pride
Alison	Brown	Fighting with Pride
Scarlett	Turner	Fuelled Dance Theatre
Santi	Sorrenti	G(EN)DER SWAP CIC
Mary	Deans	GIRES
Imale	Ndhlovu	House of Rainbow
Elsa	Da Silva	House of Rainbow
Jide	Macaulay	House Of Rainbow CIC



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Andy	Train	Hull & ER LGBT+ Forum
Dominic	Arnall	Just Like Us
JC	Trabolsi	Lambeth Links
Jackie	Earl	Leicester LGBT Centre
Emma	Meehan	LGBT Foundation
Maruska	Greenwood	LGBT Health and Wellbeing
John	Garner	London Bisexuals Meetup group
Susie	Green	Mermaids
Emma	Jones	METRO Charity
Lukasz	Konieczka	Mosaic LGBT+ Young Persons' Trust
Kim	Tatum	Mzz Kimberley's LIFE
Jack	Chapman	Navigate Brighton
Dave	Moreton	Open House Oasis Waterloo
Leviathen	Hendricks	Out for Sport
Vicki	Carter	Out For Sport
Nicola	Longworth- Cook	Out2gether
Jen	Hartmann	Outbutin
Charles	Beaton	OutStories Bristol
Debbie	Brixey	Pink Times
Mazz	Image	Pink Times
Laila	EI-Metoui	Proud London Councils
Gerard	Swan	Quest
Sue	Gorbing	SAND (Safe Ageing No Discrimination)
Heather	Paterson	SAYiT
Sue	Sanders	SCHOOLS OUT UK
Carol	Robinson	Sh-OUT North East Ltd.
Glenn	Street	SOLID.
Helen	Walsh	Space Youth Project
John	Dugdale	Spectra London
Roberta	Francis	Tags
Marcus	Morgan	The Bisexual Index
Peter	Flockhart	The Cactus Club
Jack	Tielemans	The Proud Trust
Daniel	Hibbs- Woodings	Tonic Housing
Anna	Kear	Tonic Housing Association Limited
Kirsty	Lewiis	Trans-Staffordshire
Chay	Brown	TransActual
Helen	Belcher	TransActual CIC
Rico	Chace	TransActual UK CIC
Leila	Zadeh	UKLGIG



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Jenny-Anne	Bishop OBE	Unique Transgender Network North Wales and TransForum Manchester
Trudy	Howson	Westminster LGBT Forum
Chris	Barlow	Westminster LGBT Forum
Alan	Martin	Westminster LGBT Forum

### Minutes from Last AGM

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There were no comments, corrections or amendments to the minutes from the last AGM.

### Chair of Trustees report

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Carina Badger, Acting Chair of Trustees, delivered the report on behalf of the Trustee Board.

- Reflecting on a difficult and challenging year for everyone
- Trustees proud of the Consortium team, particularly in the response to the pandemic and how the team responded swiftly to Member needs
- Admiration for the work of our Members and how they have taken action, supported each other and collaborated
- We are more resilient when we work together—the spirit of collaboration is a source of hope
- Board held an open recruitment process for trustees this year
- Delighted to welcome three new trustees: Chris, Leni and Emily. They will all seek ratification during the voting on Resolutions
- Governance Away Day held including an audit of diversity of the Board and the diverse range of skills everyone brings
- Plans afoot to strengthen governance even further and make most of skills available
- Don't want the 'path of least resistance' or the 'same old thing'. Excited about how the dynamic can support the CEO and whole team
- Board will blog about their development throughout the year
- Extend thanks to Yuri Polyakov who stood down this year
- Also extend massive thanks to our former Chair Helen Belcher who served her full 6 years on the Board, 3 of those as Chair
- Incredibly grateful and thankful for her work and support. She has left Consortium in such a resilient state—speak volumes
- New 1 year strategic plan built out of necessity due to fast-changing environment due to Covid
- Strategy is based on input from Members and their needs. Use insight data, member data to inform throughout
- Next year Consortium will embark on development of a 5-year Strategic Plan to be ratified at next year's AGM. Will be lots of opportunity to engage with this
- Review of the core work undertaken under our strategic headings



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- Final note to introduce Chris as the incoming Chair, subject to his ratification on the Board by the membership
- Chris comes from a Member org and has a wealth of experience, energy and passion to bring to the role and excited to welcome him into post from this AGM

### Treasurers Report

The financial reporting was delivered by Kevin Griffith, Consortium's Treasurer. Kevin showed several graphs to highlight where Consortium's income came from and expenditure went.

- Consortium had an income of £741,810 in the financial year 2019-20, which is up from the previous year (£449,523).
- Much of the increase is due to the onward LGBT+ Futures Grants Programme, with 66 grants awarded.
- Expenditure for the year was £767,018. The excess is due to the higher levels of restricted funds carried over into the beginning of this financial year.
- There was a surplus on unrestricted funds of £12,462
- Consortium carried over £83,682 of restricted funds into the 2020-21 financial year, for specific project work.
- Consortium carried over £96,148 of unrestricted funds into the new financial year, up from £83,686 from the previous year.

### CEO Report

- Reminder of reporting period: April 2019 – March 2020
  - Pre-pandemic
- Focus of my reporting will be on this period but will of course make reference to pandemic at the end
- Team grew during period to 9, most remain part time. Had 7 FTE
- Membership
  - Another year of growth across membership – in part thanks to grant giving role
  - Over 420 Members now across the UK
    - Recognise differences across UK. Not a numbers game
  - High retention rate across membership – thanks to Members
  - Inevitable higher rate of member turnover at the community level end of membership and this continues
    - Something we want to explore more around – are there barriers to sustainability or growth?
  - 65% of Members actively engaged with our direct work during this financial year
  - 96% of Members would recommend Consortium to other LGBT+ groups



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- Want to thank Members for this and to recommend others to join
  - Following rebrand, developed Membership Management System
    - Mention Member dashboard
  - TON network grew by 30% in the year—proud of what Shaan and the groups have achieved. 60+ Trans-led groups now engaged
  - Looking at as a model for other development
  - Also increased the diverse makeup of our Membership and working hard to ensure we appear attractive to those working with most marginalised and under represented LGBT+ communities
- Member Support
  - Important development during this year.
  - LGBT+ Futures Programme
  - Enabled enhanced member training and skills development
  - Also moved us forward with our LGBT+ Fund plans
  - Focus on training first
    - 177 groups engaged with training
    - 60 key opportunities developed
    - 5 community conferences
    - Consistent positive feedback
    - Informing future Member resources
  - Also gave tailored intensive fundraising support to 21 groups
- Grant Giving
  - Published our Feasibility Study into LGBT+ Fund
  - Shaped our thinking and development around future income generation for the sector and the role we can play
  - Not just about money!
  - Secured £400,000 of funds from Government Equalities Office to distribute to English LGBT+ orgs
  - 66 grants made across diverse range of issues both geographically and thematically
  - Also secured £20K from private donor and worked with them to establish the Intersections Fund
  - 12 grants made focused on BAME/PoC, LBT Women, and LGBT+ people of faith orgs
  - Developed partnership with GiveOut UK, The Funding Network and Macquarie Bank—City4LGBT+
    - Raised 26K for 4 LGBT+ orgs, two domestic, two international
- Outcomes Framework
  - Launched at the AGM last year



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- Encouraging LGBT+ orgs to think in terms of outcomes to help prove need, secure new and additional income, and create synergy across sector
- Currently exploring case studies of how it has worked in practice for Members alongside a toolkit on using Outcomes based thinking
  
- Voice and Comms work
  - Recognition of more work to be done here
  - Government's LGBT Advisory Panel
  - General Election work
  - GEOs LGBT Summit work
  
- Paul thanked the team and the trustees, particularly outgoing Chair Helen.
  
- What's Next
  - Leading sector through the pandemic and beyond
  - Sustainability and Resilience work
  - Equity and Inclusion work
    - Recruitment
    - Trustee development
    - Team development
    - Grant Giving
  - Strategic Planning
  - Income generation
    - Intersections Fund
    - Corporate and individual giving
  - New Partnership and Development Role

### Proposed Resolutions

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#### **1. Adoption of independently examined accounts**

That the independently examined Statement of Accounts for 2019/20 be adopted

- 52 in favour
- 0 against
- 5 abstentions

This Resolution was passed.

#### **2. Appointment of independent examiner.**

That the Trustees appoint a competent person to independently examine the 2020/21 annual accounts, and that they be paid for their services at a sum determined by the Consortium's Board.



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- 52 in favour
- 0 against
- 3 abstentions

This Resolution was passed.

### **3. Amendments to the Memorandum and Articles of Association**

That the membership approves the following changes to the Consortium of LGBT Voluntary and Community Organisations Articles of Association:

- Amend the last sentence of Article 13 to read:
  - The Annual General Meeting shall be held at such time and in such manner as the Directors shall appoint.
- Amend the second sentence of Article 16 to read:
  - The notice shall specify the manner of meeting, the day and the hour of meeting and, in case of special business, the general nature of that business.
- Insert a new clause (19a) to read:
  - In determining attendance at a general meeting, it is immaterial whether any two or more members attending it are in the same place as each other. Two or more persons who are not in the same place as each other attend a general meeting if their circumstances are such that if they have (or were to have) rights to speak and vote at that meeting, they are (or would be) able to exercise them.
- Amend Article 20 to remove the words “and place”.
- Amend Article 23 to remove the words “and from place to place”.
- Insert a new clause (23a) to read:
  - The chair of the meeting may adjourn a general meeting at which a quorum is present if a) the meeting consents to an adjournment, or b) it appears to the chairperson of the meeting that an adjournment is necessary to protect the safety of any person attending the meeting or ensure that the business of the meeting is conducted in an orderly manner.
- Insert a new clause (56a) to read:
  - A meeting of the Trustees may be held either in person or by suitable electronic means agreed by the Trustees in which all participants may communicate with all the other participants.

- 54 in favour
- 0 against
- 5 abstentions

This Resolution was passed.



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### **4. Adoption of Membership and Values Document**

That the membership supports and adopts the new 'Membership Values and Principles' document.

- 58 in favour
- 0 against
- 5 abstentions

This Resolution was passed.

### **5. Adoption of 1-year Strategic Plan**

That the membership supports and adopts the 1-year Strategic Plan for 2021.

- 52 in favour
- 0 against
- 6 abstentions

This Resolution was passed.

That the Membership ratifies the following Trustees to the Board of Directors for their first term, in line with the Memorandum & Articles of Association:

### **6. Ratification of Chris French as Trustee**

- 50 in favour
- 0 against
- 4 abstentions

This Resolution was passed.

### **7. Ratification of Leni Candan**

- 50 in favour
- 0 against
- 2 abstentions

This Resolution was passed.

### **8. Ratification of Emily Macaulay**

- 50 in favour
- 1 against
- 1 abstention

This Resolution was passed.

That the Membership ratifies the following Trustees to the Board of Directors for their second term, in line with the Memorandum & Articles of Association:

### **9. Ratification of Kevin Griffith**

- 50 in favour
- 0 against
- 2 abstentions

This Resolution was passed



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## **Any Other Business**

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There was no 'Any Other Business' raised from the floor.

**Meeting ended 14:00**