GREEN SYNERGY

England & Wales · Charity number 1153883

Details

Status	Registered
Legal form	Charitable company
Company number	08399741
Registered	2013-09-20
Register	View on the Charity Commission register

Contact

Address	49 Roman Pavement Lincoln LN2 5RD
Phone	01522533077
Email	info@greensynergy.org.uk
Website	www.greensynergy.org.uk

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Activities

Objects: 1)TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES OF LINCOLN IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY. 2)TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF THE PUBLIC IN LINCOLN BY:(A) THE PRESERVATION, CONSERVATION AND THE PROTECTION OF THE ENVIRONMENT AND THE PRUDENT USE OF RESOURCES;(B) THE RELIEF OF POVERTY AND THE IMPROVEMENT OF THE CONDITIONS OF LIFE IN SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES;(C) THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION.SUSTAINABLE DEVELOPMENT MEANS “DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS. 3)TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT IN LINCOLN BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY. FOR THE PURPOSE OF THIS CLAUSE ‘SOCIALLY EXCLUDED’ MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELIGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT; POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN; POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS; CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY). 4)THE PROMOTION AND PROTECTION OF GOOD HEALTH IN LINCOLN IN PARTICULAR BY THE PROVISION OF OPPORTUNITIES TO ENGAGE IN THERAPEUTIC HORTICULTURE AND AGRICULTURE. 5)TO ADVANCE THE EDUCATION OF THE PUBLIC IN LINCOLN IN HORTICULTURE, AGRICULTURE AND CONSERVATION OF THE ENVIRONMENT. 6)TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR OTHER LEISURE TIME OCCUPATION OF INDIVIDUALS IN LINCOLN WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE INFIRMITY OR DISABILITY, FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.WHILE OUR PRIMARY TARGET AREA IS CITY OF LINCOLN WE WILL DELIVER THESE OBJECTIVES OUTSIDE OF THIS AREA WHERE AND WHEN REQUIRED.

Activities: Green Synergy is a Lincoln based charity, which uses the positive medium of gardening to help people come together to socialise, learn and thrive. Our work is focused in Lincoln's most disadvantaged communities and with isolated and vulnerable groups.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

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Geography

- **Area of benefit:** LOCAL
- Lincolnshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£369,911	£308,160	-	-
2024-03-31	£386,036	£329,636	-	-
2023-03-31	£325,842	£313,684	-	-
2022-03-31	£742,835	£215,625	£632,036	9
2021-03-31	£210,676	£148,089	-	-

Trustees

Name	Role	Appointed
Sharon Page	Chair	2024-04-24
Caroline Clarkson		2024-09-27
Catherine Helen Collier		2017-01-17
Daniel Lee Andrew Carter		2026-01-09
David Hopkins		2025-09-11
Dr Jessica Charlotte Hodgson		2026-03-06
Ethan Miller		2024-09-16
Hannah Louise Phillips		2026-02-16
Joshua Manvell		2024-11-29

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GREEN SYNERGY

England & Wales - Charity number 1153883

Accounts

GREEN SYNERGY

growing the community, together

GREEN SYNERGY TRUSTEE'S ANNUAL REPORT 2024-2025

Growing Communities Together



Charity No: 1153883
Company No: 08399741

Our vision is creating healthier and caring communities connecting nature, people and plants

Green Synergy Trustee Report and Financial Statements 31st March 2025

Status	Green Synergy was founded in 2012 and is a charitable company limited by guarantee, incorporated on 12th February 2013 and registered as a charity on 20th September 2013.
Charity Number	1153883
Company Number	08399741
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD.
Trustees	Sharon Page — Chair Caty Collier — Interim Chair Ethan Miller Caroline Clarkson Joshua Manvell — Appointed 29th November 2024 David Hopkins — Appointed 11th September 2025 Jane Loffhagen — Resigned 26th March 2024 Rachel Gibbons — Resigned 29th November 2024 Susan Kernachan — Resigned 23rd May 2025 Ryan McCormick — Resigned 3rd October 2025
Senior Management Team	Mrs Alison Talbot Miss Ana Oliveira Miss Abbie Phillips Ms Victoria Potterton since September 2024
Bank Accounts	Co-operative Bank & Charity Bank & CAF Bank
Independent Examiner	Eva Stevens BSc, CPFA Employee of Community Accounting Plus Units 1 & 2 North West, 41 Talbot Street Nottingham, NG1 5GY
Solicitors	Sills & Betteridge Solicitors, 18-28 Clasketgate Lincoln, Lincolnshire, LN2 1JN

Chair's Foreword

I am delighted to be presenting this Annual Report as my first as Chair of the charity.

I joined Green Synergy as a Trustee in 2024 and was delighted to be asked to take over as Chair in the summer of 2025. As a relative newcomer to the area - I moved to Lincolnshire in 2021 to be closer to my parents - I was keen to bring my professional experience in governance and operations to support a local charity, having been Chair of a community-based charity when I lived in East London. I come from a long line of keen gardeners and am passionate about the benefits that gardening and being outdoors can bring, so Green Synergy's mission and values really resonated with me. I was also extremely proud to be joining such a successful and well-respected local charity.

Green Synergy continued to go from strength to strength in 2024/25. We launched our new Strategic Plan for 2024 - 27 'Growing Our Communities Together' and we were extremely proud that our impact and the work of our amazing team of staff and volunteers was recognised by being awarded the 'Best Gardening and Horticulture Charity 2024 - East Midlands' awards in the not-for-profit awards 2024 and a Bronze award from the Defence Employee Recognition Scheme (ERS).

Enabling our local communities to be able to connect with gardening, green spaces and nature is at the heart of what we do and as a person-centred charity, seeing the difference that we make to peoples' lives and to receive so much positive feedback - some of which is shared in this report - is what inspires us and drives us forward to continuously grow and develop what we do. Even in the face of adversity, when our polytunnel at Hillside was vandalised the day after our Family Fun Day, the community and a number of our supporters rallied round immediately to support us and help repair the damage and replace stolen equipment for which we are enormously grateful.

I hope you enjoy reading our annual report and join me in thanking our amazing team of staff and volunteers for their work and dedication. 2025/26 promises to be another busy year for the charity and we look forward to supporting even more members of our community in accessing and experiencing the benefits of gardening and nature.



Sharon Page - Chair of the Board of Trustees

Green Synergy Overview

Green Synergy is a well-respected Lincoln based gardening and horticulture charity that supports people to socialise, learn and thrive. **Our vision** is creating healthier and caring communities connecting nature, people and plants. **Our mission** is to inspire, enable and empower people in Greater Lincolnshire to meet, grow, learn and thrive through community gardening and connecting with nature.

Our charity currently manages two community gardens, Hillside Garden and Ellie's Memorial Garden as well as developing outreach urban gardening and our work supports people of all ages in the most under-served communities in Lincolnshire to improve their mental and physical wellbeing. The ward in which we are based is in the bottom 25% of all neighbourhoods in England and its health deprivation is very acute being in the worst 18% in England.

Our programmes focus on delivering community gardening and therapeutic horticulture programmes to support people in the most deprived communities in Lincolnshire to improve their mental and physical wellbeing whilst managing the green spaces in environmentally responsible ways. We offer garden design and build services supporting local communities to develop green spaces into new community gardens in a sustainable and responsible manner.

We are so much more than a gardening charity - with volunteering, older people's warm and cool spaces, activities and community engagement events to bring people together and the support for people living in Lincolnshire to improve their mental health and wellbeing. Green Synergy enables people to learn skills for life, for work and encourages people to care for themselves, each other and the environment whilst bringing communities together to create more life chances, quality green spaces and re-connect people to green spaces, growing and nature.

2023 was our 10th anniversary as a charity and Green Synergy won the Best Gardening and Horticulture Charity- East Midlands in the Non-Profit Organisation Awards.



Best Gardening & Horticulture Charity 2023 & 2024 - East Midlands

Using community gardening to support people to socialise, learn and thrive.

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Structure, Governance and Management

Our objects:

i) To develop the capacity and skills of the members of the socially and economically disadvantaged communities of Lincoln in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

ii) To promote sustainable development for the benefit of the public in Lincoln by:
   a. the preservation, conservation and the protection of the environment and the prudent use of resources;
   b. the relief of poverty and the improvement of the conditions of life in socially and economically disadvantaged communities;
   c. the promotion of sustainable means of achieving economic growth and regeneration. Sustainable development means "development which meets the needs of the present without compromising the ability of future generations to meet their own needs".

iii) to promote social inclusion for the public benefit in Lincoln by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one of more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender rehabilitating into society).

iv) The promotion and protection of good health in Lincoln in particular by the provision of opportunities to engage in therapeutic horticulture and agriculture.

v) To advance the education of the public in Lincoln in horticulture, agriculture and conservation of the environment.

vi) To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals in Lincoln who have need of such facilities by reason of their youth, age infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.

While our primary target area is Greater Lincolnshire where we will deliver these objectives.

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Public benefit: In considering the activities of the charity, the Trustees note with due regard to the Charity Commission guidance on public benefit. In particular, the Trustees consider how specific projects and programmes will contribute to delivering and furthering the impact of Green Synergy's charitable objectives and our strategic objectives.

The Trustees who are also Directors of the limited company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2025. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (as amended by Update bulletin 1).

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Governing document: The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 12 February 2013 and most recently amended 05 September 2017. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

Recruitment and appointment of new Trustees: As set out in the Articles of Association, the Board of Trustees must consist of not less than three. There is no maximum number of members on the Board of Trustees. Green Synergy undertakes thorough external recruitment for Trustees and nominations for new Trustees are made to the Board of Trustees for approval following an external recruitment process. New Trustees are subject to due diligence checks, references and a DBS check. Members of the Board of Trustees are subject to rotation. At the Annual General Meeting, one third of the Board members retire, these being the longest serving members. Retiring members are eligible for reappointment.

Organisational Structure: The Trustees govern Green Synergy, and the Board of Trustees meets at least five times each year. In addition, the Chair or Vice Chair meets with the Chief Executive on regular occasions during the year to review progress of the charity's work. Sub-groups are convened to deal with specific issues arising in the work of the organisation. A Chief Executive Officer is appointed to implement Green Synergy's vision and mission and manage the day-to-day operations.

Induction and training of new trustees: New Trustees undertake an induction and are provided with an information pack to brief them on their legal obligations under charity and company law and the management and operation of Green Synergy. New Trustees undertake their induction at Green Synergy's premises, providing an opportunity to meet employees and discuss projects and activities. Green Synergy encourages further training for Trustees, either internally or through external providers, where this helps them to undertake their role.

Related parties: Green Synergy delivers a large proportion of its projects through partnership working with other voluntary sector organisations, statutory bodies, and the local authority.

Reference and administrative details:
Registered Charity Number (England and Wales) 1153883
Registered Company Number (England and Wales) 08399741
Registered Office: 49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD
This report has been prepared in accordance with the special provisions of Part 15 of Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees on 30/10/2025 and signed on its behalf by:



Sharon Page - Chair of Trustees



City of Lincoln Mayor and Sheriff - Global Harvest Celebration - October 2024

Our Team

Ali Talbot – Chief Executive



I have had the pleasure of working in the public, private and third sectors at senior management level for the past 32 years specialising in strategic, operational, marketing and communications, project and resource management of charities, youth, sports, leisure and cultural services including sport, leisure, tourism, visual and performing arts services.

Prior to coming to Green Synergy, I held roles as Chief Executive of Headliners (UK), CEO of Cerebral Palsy Sport, a national disability sports charity and formerly RNIB's National Leisure Services Manager. I had the honour of chairing LOCOG's London 2012 Disability Community Engagement Forum as well as being Event Director for the Nottingham 2015 CPISRA World Games and is a current member of Scope's National Assembly. I am the mum to two young men both who have impairments and I'm a military wife. I love Italian food, gardening, walking, gymnastics, reading and am a closet 80's music fan. When I'm not working, I can be found on a side of an athletics track or rugby pitch supporting my sons or in my treasured happy place – my garden!

Abbie Phillips – Projects and Delivery Manager



Joining Green Synergy in 2025 as the Projects & Delivery Manager, I work with the team to ensure that we meet our project targets, as well as delivering gardening and therapeutic horticulture sessions on the garden for our adult and children's programmes. In my previous role, I held the position as the Future Talent Programme Lead for a large logistics company where I was responsible for running all of our Future Talent Programmes for the business nationally and supporting its trainees (including apprentices, graduates and T-levels). I have always been extremely passionate about guiding the younger generation through the world of work, helping them develop their knowledge & skills, and seeing them grow. My position at Green Synergy allows me to continue contributing to this passion, and combine it with my keen interest in gardening, crafts and making a difference. In my spare time, I enjoy being in the outdoors, doing photography, and being a volunteer gardener at a local care home.

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Ana Oliveira – Gardens Manager

I studied botanical horticulture at Kew and wrote my dissertation on why and how nature benefits us. I have worked in garden management, horticulture and teaching garden design. The biophilia hypothesis suggests that humans possess an innate tendency to seek connections with nature and other forms of life. This has certainly been the case for me. My first step into understanding it was to study landscape architecture. The second was to study botanical horticulture at Kew. As I wrote my dissertation on why and how nature benefits us, I developed a great interest in how that could be enabled, both in terms of human engagement, but also in how we design the outdoor environment. Previous jobs in garden management, horticulture and teaching garden design were enriching; however, I now wanted to add social rehabilitation and wellbeing into the mix. Hillside Garden is the stage where sustainability, nature conservation and human health all meet. It is the future we should all strive for.



Vic Potterton – Projects and Delivery Co-ordinator

I'm Vic and I have worked in Creative Arts and Mental Health and Holistic Wellbeing for over 25 years and have a passion for empowering individuals and communities to explore what makes them feel truly alive! I believe in the power of creating safe, inclusive, spaces where people can explore art, music, movement and mindfulness as a catalyst for self-expression, healing and joy. As humans we live in a busy, demanding society that for many breeds isolation, and disconnect. During our lifetime more than a quarter of us will need support with our mental health and it is vitally important that we have access to spaces where we can reconnect, recharge and reach out for companionship and support. Nature has an incredible power to remind us of our connection to the world and to a sense of belonging beyond the individual self. Green Synergy allows people to gently bud and flower at their own pace and provides the soil for people to grow and flourish alongside like-minded others.



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Lizzie McFarlane: Projects Officer Following on from struggles with my own mental health, I rediscovered my affinity for growing and started volunteering with Green Synergy in September 2015. This affirmed to me my love of people and my passion to work with communities to improve people's lives and support them in a positive way. After 12 months as a volunteer, I successfully applied for a role as a Trainee Project Officer with an apprenticeship in Horticulture. I am now a fully-fledged Project Officer and deliver the Green WRAP, Neuro Thrive and Better Together projects. I enjoy using my coaching skills to support people who are experiencing mental ill health and help them to progress on their recovery journeys.	
Brodi Wyman: Projects Officer I initially started as an apprentice at Green Synergy and over the past 3 years I have built up my skills and confidence working throughout all areas of the charity. I enjoy this role because of the variety of work and the ability to incorporate my different passions and share them with young minds. Using gardening, craft and games to educate and support our community has made such a difference to my own life. I have always wanted to work with children and being able to do a job that impacts lives and drives their passion for the environment has been extremely rewarding for me. Watching as children gain more interest in growing their own plants and wanting to be more involved with the things we do, has been amazing. I am continually learning and can't wait to see what the future holds.	

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Wendy Slater – Community Engagement Co-ordinator

I came to Green Synergy with a long and varied background of experience gained from being a volunteer, as well as from working for and with Charities, Trusts, Communities, Partnerships and Authorities. I also have the experience of life, dealing with adversity and pushing through barriers. Personally, I feel my life has been a journey of me having to prove myself, until I started to ask why and who am I proving myself to? The skills I learnt on that journey I now share with others in order to help them to empower themselves and progress. I also share coping strategies as they are a great way to break through barriers. I returned to education later in life as I believe a door never completely closes. After undertaking a few short courses, I enrolled full time and now have a BA(Hons) in Socio-Legal Studies, as well as an MSc in Sustainable Communities and Environments. These help my work with both the community and on the garden. I have three grown up daughters, two grandsons and a granddaughter. I moved to Lincoln late 2022 but remain a true Yorkshire Lass at Heart! Glass half full / half empty? It's simple – you have the wrong size glass! Or alternatively its refillable!



Jane Wright – Freelance Projects Assistant & Garden Assistant

I started in July 2024 as a freelance garden assistant and I'm now also a project assistant. This involves working with the volunteers and participants on the Hillside Garden. The thing that strikes me about Green Synergy, is how supportive everyone is, and we all learn from and encourage each other. Working outside is great for everyone's mental health, you can feel your stress evaporate when you're involved. Previously I have worked in the Crown Prosecution Service as a Crown Court caseworker, and more recently as a photographer; exhibiting and attending art fairs. I love football, both watching my beloved Blades, and also I play walking football for the Lincoln City Foundation ladies team. I am a cold-water swimmer, I recently swam in Crummock water with my two lovely labradors. I am a photographer, specialising in dereliction. I have an allotment, which is my peaceful creative space. I do grow veg there, but the snails and slugs have moved in. I will keep trying to grow sprouts!!



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Katie Rooker – Freelance Children and Young People's Projects Assistant & Garden Assistant Through volunteering with Green Synergy, I've seen first-hand the benefits therapeutic horticulture and community gardening can have. After completing an employability project ran by Green Synergy, I was successful in becoming a member of the team. My role is Garden Projects Assistant and I help the Garden Manager and Projects Team to support volunteers and beneficiaries through different projects and sessions we run at Hillside Garden. I really enjoy interacting with the range of people I encounter through my role, as well as the variety of activities and tasks we provide at the garden. I studied Zoology at the University of Lincoln, and have an interest in animals, plants, and conservation. I enjoy trying to learn how to look after new houseplants and teaching my cat new tricks	
Trudy Norris- Freelance Projects Officer I have worked as Green Synergy's Project Manager but in 2023 wanted to evolve the way I work and so became one of our freelance team members. With a nudge from an elder, I developed an interest in plants as food and medicine from my late teens. As a result, I switched from a degree in politics to studying for a degree in Health and Community Studies. I then trained in Western Herbal Medicine for 3 years and have been in practice as an herbalist for 25 years (FNIMH). As my interests in influences in health and wellbeing grew, I then sought to develop my skills and trained in adult learning (PGCE) and to qualify as a Counsellor (BACP). Green Synergy enables me to work with all my passions in life: plants, people and communities.	

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Ruby Berridge – Freelance Projects Officer

Hello, my name Ruby and I am a Freelance Project Officer at Green Synergy, so you might see me at different sessions. I believe that mental health care is really important; and I feel that a connection with nature, being outside and gardening, is one of the key areas for self-nurturing and sustaining individual well-being. I have a background in healthcare; with a recent focus on nutrition, phytotherapy and supporting people with cancer. My other interests include edible gardening, my pet succulents, being outdoors, walking, reading, drawing and crafts. Family, communication and community are important to me and I'm excited about my role at Green Synergy, meeting new people and making new connections. I feel I have seen the valuable contribution the charity, staff and volunteers make to individuals using the garden, the local community, wildlife, and to Lincoln generally, as a supportive and therapeutic/accessible (much needed) green space.



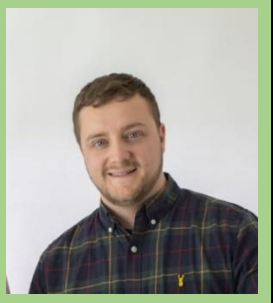


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Our Trustees

Sharon Page: Chair I am a newly appointed trustee and a relative newcomer to Lincolnshire having moved here in 2020 to be closer to my parents. I have spent almost 30 years in senior leadership roles in higher education and the arts and culture sector in the UK and the Middle East. I was keen to bring my professional experience of governance and operations to support a local charity, having been a trustee and Chair of a community-based charity, The Mill, when I lived in East London. I come from a long line of gardeners – my mum has amazing green fingers and anything she puts in the soil grows! I am passionate about the benefits that gardening and being outdoors can bring, particularly the pleasures and health benefits of growing fruit and vegetables.	
Caty Collier: Interim Chair & Trustee In my day job I am the Social Prescribing Development Lead for Lincolnshire working as part of the personalised care team alongside colleagues from health and social care. I have over 25 years' experience in the voluntary and community sector and am passionate about the wellbeing benefits of being in nature and the outdoors. I first got to know Green Synergy in 2012, prior to it becoming a charity when they were seeking advice on incorporation. In 2016, I was invited to become a Board Member. In my spare time, I practice yoga, morris dance and am involved in community music, as well as being a well-intentioned but not very expert gardener!	
David Hopkins: Trustee I am a CIMA qualified accountant with over 10 years' experience, having initially moved to Lincoln for university to study for a degree in Accountancy & Finance. I have worked in a variety of sectors ranging from construction to environmental consultancy and, more recently, healthcare. I am looking forward to being able to contribute my skills and expertise to benefit Green Synergy and I am passionate about the outdoors and nature, as well as initiatives that support people's wellbeing and mental health. In my personal life I enjoy spending time with my 2 young sons, relaxing outdoors, travelling and trying new things.	

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Joshua Manvell – Trustee In my 'working life' I'm Business Compliance Manager for an ecommerce jewellery retailer based in Lincolnshire. I'm a Chartered Member of The Institute of Occupational Safety and Health (IOSH) and am responsible for the management of Health and Safety, Environmental Performance, Contract Management, and Data Protection throughout the business (all the stereotypically exciting jobs…). My work experience has been varied - from construction, to theatre, and now retail, so I am hopeful that the skills I have picked up along the way will be beneficial to the Charity. I'm from Lincolnshire originally and wanted to get involved with Green Synergy as soon as I heard about its goals. I personally love being outdoors, and appreciate the benefits it can bring, so it's great to know that we can help others achieve those same benefits, especially in terms of mental health and wellbeing. In my personal time I love to travel, spend time with friends and family and spend time relaxing outdoors.	
Ethan Miller: Trustee I am Ethan and I am a Health & Safety Officer, I am an IOSH grade member who supports my employer throughout all levels to achieve statutory compliance. I am experienced in occupational Health & Safety management and Facilities management. I pride myself on my communication, crisis management and a keen eye to detail. Outside of my professional working life I enjoy crafting jewellery, getting into nature, cycling and kayaking, however my favourite passion is my wonderful son.	
Caroline Clarkson: Trustee I am the managing director and a trustee director of ECLISSE UK Ltd, an employee-owned company based in Lincolnshire supplying pocket door and concealed frame door systems for home improvements and multi-million-pound projects alike. I was inspired to offer my services as a Trustee for the Green Synergy after visiting Hillside Community Garden and seeing how the team supports the local community through activities that promote wellbeing, personal development and a connection with nature. I'm passionate about the outdoors and green spaces. While I used to spend my weekends outdoors kayaking, a shoulder injury now has me enjoying nature through long walks with my dog".	

Our 2024 – 2027 Strategy

It has been exciting to launch our 2024 – 2027 "Growing Our Communities together" strategy during 2024-2025 and focus the charity's work on our five strategic priorities which are detailed below.

Green Synergy's 2024-2027 Strategic Objectives:

- Growing People
- Growing Green Spaces Sustainably
- Growing Communities and Partnerships
- Growing Giving and Resources
- Growing Sustainability

A full copy of our strategy can be downloaded here

To track the progress of our charitable work and measure the impact of our work, the Executive team produce an annual Service Delivery Plan that details how operationally we will aim to deliver against our Growing Communities Together strategy. Aligned to our strategic plan was the defined outcomes that we have deployed to measure the impact of our work.

Our core strategic outcomes are:

i. % of participants feel their self confidence levels have improved
ii. % of participants feel their wellbeing has improved
iii. % of participants feel less isolated
iv. % of participants feel they have learnt new skills

Our Values

- **Inclusive**
  - We seek to be welcoming, accepting, trusting, accessible and non-judgemental with our diverse communities.
- **Understanding**
  - We care, support and empower people, plants and our places to thrive and feel safe.
- **Respectful**
  - We treat people with dignity, fairness, integrity and respect at all times.
- **Collaborative**
  - We work towards productive partnerships to enable communities and people to connect and grow.

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Our Cornerstones

- **Person Centred:** We take an empathetic approach through active listening, acting and supporting people where they are at in an accepting environment.
- **Sustainable:** Managing our resources responsibly and protecting the sustainability of our people, places, finances and our plants safely.
- **Growth:** Enabling people, places and our organisation to grow through skills building, partnership connections and income development.
- **Innovative:** Adopting creative, agile, responsive and resourceful approaches to our services, communities and organisation.

Our Operating Principles

- All people matter and our role is to enable positive change through opportunities to have fun, improve life chances and choices.
- We place community at the heart of what we do through active asking, listening and responding to needs.
- We deliver quality services that are consistent and reflective whilst measuring, communicating and learning from our impact.
- We ensure consistent good governance, management and leadership across all aspects of the charity's services by effective and efficient use of resources to grow people, places and plants.
- We responsibly manage, protect and build sustainable spaces and operations with oversight and scrutiny.
- We positively communicate our message in tailored, inclusive and accessible manner.
- We create safe spaces for all team, volunteers and participants through effective risk and health and safety management.
- We adopt collaborative approaches to alliances and innovative partnerships with a wide range of sectors.



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A Review of Our Year 2024-2025

2024-2025 saw Green Synergy launch its new strategic plan "Growing our communities together" where our charitable work focused on Growing People, Growing Green Spaces Sustainably, Growing Communities and Partnerships, Growing Giving and Resources and Growing Sustainability. There is a lot of growing in there and it is a real pleasure to be able to share where the charity has grown this year – in its reach, the difference we have made and it our impact.

Enabling our local communities in Lincoln and across Greater Lincolnshire to be able to connect with gardening, green spaces and nature connectedness is core to our charitable focus to enable people to socialise, learn and thrive. Through the work of our exceptional staff team and supported by our incredible volunteers, Trustees, partners and funders we have been able to make a significant difference to people's lives.

Green Synergy prides itself on our values and the quality of our services and we were delighted to be awarded the **Best Gardening & Horticulture Charity 2024 - East Midlands** award in the Not-for-Profit Awards 2024. Green Synergy was also awarded the Bronze award from the Defence Employer Recognition Scheme (ERS). The Armed Forces Covenant is an Enduring Covenant between the people of the United Kingdom His Majesty's Government and all those who serve or have served in the Armed Forces of the Crown and their Families. Green Synergy is also proud that the charity has been certificated for Cyber Essentials Plus and Cyber Essential for 2024-2025 as a commitment to ensuring cyber security.







It is a complete team effort that enables us to deliver what we deliver, and it is down to the hard work, dedication and support of our staff team, volunteers, Trustees, supporters, partners and funders. For this we thank every single person that has supported us in 2024/2025. We are truly indebted to you all as this has enabled us to reach **9617** people this year and make a positive difference to their lives. Thank You!

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Growing our Communities Together is at the heart of what Green Synergy delivers, and it has been an absolute pleasure to welcome so many to the gardens through 57 garden visits and to see so many people enjoying the garden through our events programme. Our See How our Garden Grow's National Lottery Community Fund Reaching Communities project came to an end in September 2024 and we were truly delighted to have been awarded a further four years of funding from the National Lottery Community Fund for our Branching Out project which commenced on October 1st. Through our community engagement programmes we have been able to reach **697** people through our engaging series of garden events and **590** people through our Warm Spaces coffee morning activities, Knit and Natter activities and make **13** food bank referrals for community members. The charity undertook **104** community engagement activities and events reaching **7241** people and our social media activities created **361,718** impressions. We attended new events to mark Great Big Green Week in Lincoln Central Market, loved meeting so many people at the Countryside Lincs Show and met so many people at Aubourn Halls and Gardens Open Day.






As part of our community support programme, the charity also secured funding from The Community Organisations Cost of Living Fund which enabled Green Synergy to support **624** people with warm spaces activities, lunch clubs and personal warm packs. The project was supported by **9** volunteers donating **356** hours and supported by **4** staff with **628.7** hours.





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The charity also faced some difficult times with the mindless vandalism of our polytunnel on Hillside the night after our Family Fun Day. With the very kind and swift support from the Grand Lodge of Mark Masons Fund, the National Lottery Community Fund, Lincolnshire Community Foundation, Lincoln Colonia Rotary Club, Lincoln Rotary Club and the National Vintage Tractor & Engine Club – Lincs Group, the charity was able to repair the polytunnel to full operations again, replace the children's equipment that had been stolen and also install more cameras onto the garden. We also had our children's garden fences damaged over the festive period so not a festive return for us in January 2025.





Enabling people to connect to green spaces through our social therapeutic horticultural programmes is key to our adult mental health programmes and through our community listening we have sought to provide a wider range of opportunities for adults to improve their mental health and wellbeing. In 2024-2025 saw the launch of our Green Chances project supporting military veterans and people who have served. Our work was kindly supported by The Veterans Foundation and has enabled us to provide much needed support to our veterans' community in Lincolnshire. We were also able to secure one year funding for our Layers of Green project to support adults with neuro-diverse needs. Sadly, the high suicide rates in Lincoln continue and the charity was pleased to continue our men's suicide prevention work through our Green Shoots of Wellness II project funded by the Lincolnshire Suicide Prevention Fund.

In September 2024 our three-year Tower Power project funded by BBC Children in Need came to an end and the charity was delighted to have secured a further three years of funding from BBC Children in Need for our Family Nature Zone project. Responding to our local community, they shared that they wanted more opportunities to connect with nature with their children as a family and our project seeks to provide those experiences for families in our local community.

Last year our children's projects reached **400** young people including **158** children that we had not previously worked with. We delivered **53** sessions supported by **71** hours of volunteering supporting the project with a range of exciting events, holiday programmes and after school activities. Our Green

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Explorer's Holiday and Activities Food (HAF) programme supported **39** children and young people to enjoy healthy food, discover green spaces and enjoy nature connections.







Our Better Together wellbeing project directly supported **32** adults including **25** people new to the project with their mental health and wellbeing journeys and supported by **152** hours of Green Buddies volunteering.

38 people were positively supported through our Green WRAP project, and our pilot Layers of Green project supported **26** people of which **23** individuals were new to us. We love growing and cooking food on the garden and our Growing and Cooking on a Budget project supported **54** people, our Green Shoots of Wellness men's suicide prevention programme supported **41** men into wellness, and our Green Chances project sessions supported **41** veterans.

Green Synergy is so very blessed to have an amazing group of volunteers who support us through the year and we love to celebrate and recognise our volunteers' incredible contributions. Our volunteers supported the charity with an amazing **2313** volunteering hours this year and we had a lovely Volunteer's Week where we were able to say a massive 'thank you' for their time, dedication, talents and skills. We have also developed a range of corporate volunteering opportunities for companies and organisations to bring their teams to support us. These have included B&Q, volunteering days including B&Q, Zellar, Minster School, Arbor Education and Lincolnshire Scout Network to support the charity's operations whilst improving the volunteers' wellbeing.





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Green Synergy was pleased to be commissioned to work with Voluntary Centre Services and to undertake a Green Spaces improvement project at Moorland Community Centre. The project involved creating new planters, new flower beds and a significant planting programme to improve the biodiversity of the site. The work on the site resulted in **5** Planters have been installed on site with sustainable sourced wood, **1** Beehive Composter and **1** Bug hotel has been installed on site, **310** plants, **2210** bulbs and **18** herb plants being planted as well as **920** litres of peat free compost and **1030** litres of wood chip being laid.






Green Synergy also worked in partnership with the Neighbourhood team of the city of Lincoln Council to undertake a large green spaces improvement programme in Sincil Bank in Lincoln to improve the area and to tackle fly tipping. Large planters were constructed in partnership with Lincoln College and installed on site in Thesiger Street and our team also built planters for Shakespeare Street. Our team also really enjoyed completing the final element of the Portland Street Market Garden project having taken it over from Sage Gardener installing planters, growing spaces and hanging planters to promote green walls planting.






The synergy of partnerships are very important to Green Synergy and we are delighted to have create new partnerships and collaborations with organisations such as Lincoln College, Mc Donalds, Pennells's Nurseries, Bowmer and Kirkland, First Steps Education, Good For Nothing, Climate Coalition, Lincolnshire Sleep Hub, Lincolnshire Agricultural Society, Lincolnshire Warm Spaces Group, Natural England's East Midlands Inclusion Hub, Lincoln Community Hub Network and the National Academy for Social Prescribing.

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Communicating our message is something we have been working hard to improve over the past two years, and our social media presence has continued to grow in the last year with the charity generating a total of **361,718** impressions over our social media platforms. We introduced a Blue-Sky account to our social media platforms, aligned to a range of national themed social media campaigns such as Great Big Green Week and worked in partnership with the University of Lincoln on an Employer project to create a range of short films about the charity. Our website content has continued to be developed with new event, partnerships and volunteer stories sections.

As the charity is evolving, so is our staff team and we said farewell to Rebecca as her gardening and horticulture apprenticeship came to an end and wishing her all the best for her future career. We welcomed Vic to our team as Community Development and Delivery Manager who brought a wealth of experience of managing projects and we were delighted that Jane joined us in a Gardens Assistant and now Projects Assistant role. Through the New to Nature Legacy Fund we were also able to deploy Equality and Diversity Training to our team to aid their personal development.

As our staff team has evolved, so has our Board of Trustees who continue to provide much valued advice, knowledge, guidance and support to the charity. We welcomed Sharon, Caroline, Ethan and Joshua to our Board of Trustees and we thank all of our Trustees for their tireless support.






As we look forward to 2025-2026 with optimism and delivering on our second year of our strategy, we wish to thank everyone who is and has been part of our journey so far – you are all part of the Green Synergy family.

Ali Talbot

Chief Executive

Green Synergy

Our Impact





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The Gardens

Hillside Garden

Hillside Garden is a beautiful haven of green spaces right in the heart of the Tower Estate in the City of Lincoln and this year has seen an incredibly busy year. The focus on Hillside Garden has been on increasing our resilience to drought conditions, developing the range of cultivars, species and specimens on the garden to increase the biodiversity of the garden.

The charity and the garden are blessed with having an incredible team of volunteers who support our garden operations and in 2024/2025 we were supported by **2313** volunteer hours for gardening sessions. Our great productive partnership with the Lincolnshire Prison and Probation Service's Community Payback team and Abbey Access Training has enabled us to undertake key projects on the garden including building the raised bed in the children's garden and constructing the new IBCs to improve rainwater harvesting from the children's garden pergola roof.

Through our community engagement activities, we have attracted a wide range of corporate partnerships who have come along and supported our garden operations with corporate volunteering days. The corporate groups have included B&Q Lincoln, Zellar Group, Minster School, Arbor Education and Lincolnshire Scout Network and we are incredibly grateful for all their help.





Garden Operations

With the history of the Hillside Garden as a former quarry, we know that we have to work hard to support the garden's resilience to drought so through improved sustainability practices, we are focused on improving the soil, harvesting more rainwater and building the garden's resilience to climate change.

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There has been a significant focus on developing our compost bays and improving how we generate compost and mulch for the gardens through our green waste management and with our volunteers and staff gaining more knowledge on these practises, it is supporting the garden operations. With the level of compost and mulch generated, we have been able to continue to mulch the market garden and the herbaceous borders to suppress weeds and protect herbaceous plants through the winter whilst the use of our woodchipper has enabled us to keep paths and walkways safe through reusing chipped wood cuttings.





Through the seasons, our team of staff and volunteers have worked hard to enable us to for the first time build partnerships to sell produce to restaurants and we have been able to grow and sell chard, spinach, broad beans, lettuce, tomatoes, runner beans, peas, courgettes apples, pears, blackberries, quince as well as pot marigold flowers. Our team have also taken on a lot of transplanting of plants into the garden including cosmos, marigolds, gypsophila as well as cutting ornamental grasses as well as continuing to nurture and shape our willow tunnel and support the growing of our willow and hazel grove. Significant time over the months since summer 2024 were spent by our team undertaking temporary repairs on our polytunnel and after the devastating attack on our polytunnel on the evening of August 6th 2025. We were overwhelmed by the support we received from the local community and further afield and to used what nature had given us by brambling around our compound fence and gazebo to deter future attacks. Sadly, that was not the only damage we sustained over the year with the mindless vandalism of our children's pergola and then to the garden fence over the Christmas / New Year period.






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Plant Sale 2024

In May 2024, Green Synergy hosted our annual plant sale and for the first time we held it on a sunny weekend. Our team had continued to grow some of the plants from seeds collected on Hillside Garden during the autumn and winter and nurtured by our amazing project participants as well as planters made by our volunteers and planted up. A lovely element that we also do when we attend community engagement events is to hand out small packets of harvested seeds when someone signs up to our newsletter. It is a far more sustainable gift to give to enable people to learn to grow plants. Our plant sale attracted **139** visitors, and we raised over £1,100 for our charity.





Ellie's Memorial Garden

Green Synergy was delighted to have been awarded a small grant from the BUPA Foundation that enabled our team to commence some of the restoration works required to enable Ellie's Garden to become a community resource for the Tower Estate. The dilapidated raised beds were removed and all plants dug out, and new bed edging laid to provide a more sustainable growing space. The plants were then replanted along with a wide range of perennials, bulbs, and herbs. The compost bays have also been rebuilt at the end of the garden to enable us to start composting the green waste from the garden whilst bark mulch was laid on all beds to aid moisture retention and weed suppression.





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Our Projects

Tower Power & Family Nature Zone






Tower Power was our children and young people's programme funded by BBC Children in Need and in this year, we were grateful to Children in Need for supporting our new three-year project Family Nature Zone. Family Nature Zone is a project designed to foster joy, connection, and development in children predominantly aged 1–7 though not limited to this age range and have engaged with families with children of all ages. Through nature-based, gardening, and craft activities we have engaged children and their families in weekly themed sessions, the project promotes positive peer relationships, strengthens community ties, and enhances both mental and physical well-being. Our approach integrates:

- ***Nature Connectedness:*** Activities such as gardening, bug hunts, and outdoor exploration.
- ***Creative Expression:*** Weekly crafts tailored to seasonal themes and natural materials.
- ***Play and Social Development:*** Games and group activities that encourage cooperation and fun.
- **Special Events:** Collaborations with external providers like Forest School and SoundLincs, plus larger community events such as our Summer Family Fun Day.

Through all these activities we are able to see improvements in a child's connection to nature, connection to peers and other adults and their self-confidence. We have also been able to give them new opportunities and experiences that without the group they would not have access to. This year the team reached **158 unique** children through weekly sessions, trips and events and 400 including our special Family Fun Day which was a huge success. We were supported by 65 hours volunteering by dedicated volunteers, supporting the smooth running and quality of sessions. We use a simple visual feedback system to gauge children's enjoyment which resulted in 😊**Smiley Faces**: 246, 😐**Neutral Faces**: 7 and ☹️**Sad Faces**: 1. This overwhelmingly positive response reflects the success of our sessions in creating enjoyable and meaningful experiences.

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Green Explorers – Holiday, Activities and Food (HAF) Programme





Our Green Explorers programme is funded through the Holidays, Food and Activities (HAF) programme, delivered by Green Synergy as one-off events during school holidays. Designed for children aged 7–15 who receive free school meals, the project offers a fun, enriching day filled with nature-based activities, crafts, and gardening. Green Explorers provides a safe, fun, and educational space for children to connect with nature, learn new skills, and enjoy healthy food during the holidays. Each session included a carousel of engaging activities such as bird feeder making, potato planting, bug hunts, sensory walks, and creative crafts and healthy fruit snacks and a nutritious lunch with take-home items to extend the experience beyond the session.

Participant's Voices

The team delivered two event days during the summer and winter holidays reaching **39** children of which 27 were new participants to the charity and we were supported by **7.5** hours of volunteering. Each of the children were asked to rate their experiences from 1 (terrible) to 5 (great) and **65%** rated the session 5/5 and **23%** rated it 4/5. Capturing children's voices are important to us and we love sharing their words when asked if they would come again and what they enjoyed:

"Yes, I've come twice. I'd love to come again."

"All 😊 I just liked being outside." "

"Of course, I am an explorer, I will come.

"Definitely. This was my second time coming."

The positive feedback and strong engagement demonstrate the value of this programme in supporting children's wellbeing and development.

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See How Our Garden Grows / Branching Out – National Lottery Community Fund

Our See How Our Garden Grows (SHOGG) project delivery entered its final year of delivery in 2024-2025 with the project ending on 30th September 2024. We were delighted to have secured four years of funding from the National Lottery Community Fund from 1st October 2024 that enables the charity to focus on making a positive difference to our local communities, increasing our reach, visitors, networking, partnerships and engagement with our local communities in Lincoln through the development of the community gardens. Our community engagement events programme has been developing the range of opportunities for local communities to come together. In response to Green Synergy's 2024 community listening, the charity has offered key opportunities for local communities of the Tower Estate, Abbey Ward and Lincoln residents to access support and to reduce isolation, improve their emotional and physical health, and combat loneliness by taking part in community events in our community gardens and community hub.

Our community team delivered a series of well supported community events which have been very well supported by residents, the wider community and stakeholders. This included five seasonal events including the Spring Celebration, Plant Sale, Great Big Green Week Pop Up Plant Sale, Family Fun Day and Global Harvest Celebration which attracted **697** people. Our Christmas wreath and decoration workshops were held in November and our Carols on the Garden took place on a cold sunny December Wednesday where we were delighted to welcome local school Monks Abbey Choir Squad, families, parents and the City of Lincoln Civic Party.







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Our Community Hub Development work with our Warm spaces programme continued to provide vital support to our local community and over the year 135 coffee mornings and Knit and Natter sessions have been delivered reaching **590** people. Local community members also enjoyed community experience trips to the National Craft Centre, The Hub in Sleaford and the historic market town of Newark. Our workshops programme enabled the delivery of **4** planting and slow cooker workshops engaging **97** people. Enabling access to green spaces is an important part of our community engagement work and Green Synergy has hosted **57** garden visits and engaged **59** and the charity's community engagement activity attended **104** events resulting in a reach of **7421** people being engaged.

These activities have included Countryside Lincs Show, Community Doughnut Discission - LocalMotion Lincoln, Women in Third Sector Leadership Conference, two Faces to Names events, Multiply Champions Celebration Event Speech by CEO, Arboretum Advisory Group Meeting, the LVET conference, Aubourn Open Garden event, BGU / Bowmer & Kirkland Engagement Meetings, Lincoln Climate Commission Event, LVET Income Sprint with David Regler, Good For Nothing Community Event, Lincoln Civic Prayer Breakfast, It's All About People Conference & Expo, VCS Voluntary Sector Forums, Lincoln City of Sanctuary meeting, Urban Agriculture Consortium - FarmStarts for the Future event, Lincoln College Big Welcome Event, Climate Hope Digital Workshop, Monks Abbey Parents event, Shine Lincolnshire Celebrating Communities and Lincolnshire Wildlife Trust Nextdoor Nature event.







As part of our corporate partnerships programme, new partnerships were forged with Arbor Education, Balfour Beattie, B&Q, Zellar, Minster School, Arbor Education and Lincolnshire Scout Network who enabled us to undertake some of the initial bed digging out at Moorland Community Centre and supported the phase 1 restoration of Ellie's Memorial Garden.

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Green Synergy truly could not deliver all that we do without the incredible volunteers who support our garden. Read more about some of our incredible volunteers by reading their stories here. Volunteers Week saw a volunteer's celebration on the garden with recognition certificates for all our volunteers. We were delighted to host a series of corporate volunteering days, and we thank those organisations who came to help us. Our amazing volunteers have supported us with **2313.25** volunteering hours!



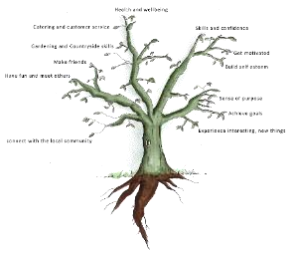


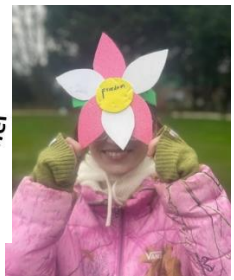



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Better Together Project (B2G)





Better Together II is a unique partnership project with Abbey Access Training and Developmentplus supporting people to improve their mental health and wellbeing. 2024-2025 represented what was the final year of the Round 2 funding from National Lottery Community Fund and we were delighted to secure a further two years of funding to support this much needed project. As part of the Better Together partnership, Green Synergy provided weekly sessions held on Hillside Garden offering individuals a choice of activities including a wide range of seasonal gardening tasks and linked nature-connection activities such as eco crafts, walking, healthy cooking, arts, movement and well-being sessions. Complementing our onsite delivery, the team also delivered outreach sessions and group visits to local activities and places of interest such as Wilder Doddington, Dance Free and the Lincoln Arboretum. Additional one-off events included the Plant Sale, Family Fun Day, Autumn Harvest Event, Carols on the Garden and our Better Together joint Christmas Party.









Summary of project outputs and outcomes achieved.

The delivery of the sessions has contributed to the achievement of these amazing outcomes for our participants:

- **100% of Participants reported improvements in their health and wellbeing.**
- **100% of Participants gained new skills through involvement.**
- **100% of Participants reported an increase in confidence.**
- **100% of Participants felt an improvement in their self-esteem.**

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The Better Together programme has a unique blend of partnership working and collaborations that has enabled us to deliver these highlights.

Skills Development & Volunteering:

- ✓ Participants led plant sale preparations and events, contributing to fundraising.
- ✓ Green Buddies programme expanded, with new volunteers inducted and supporting sessions.
- ✓ Participants showed increased confidence, independence, and leadership, including co-facilitating evaluations and creative sessions.
- ✓ Participant completed a Level 2 Certificate and began volunteering and equine therapy.

Creative & Reflective Activities:

- ✓ Introduced creative evaluation through poetry, crafts, and seasonal reflections.
- ✓ Developed a rich collection of participant poems, photos, and writings.
- ✓ Created thank-you letters to celebrate individual contributions; many said it was the first time they had received positive personal recognition.

Events & Community Building:

- ✓ Plant sale, seasonal celebrations, and parties including Halloween and Christmas.
- ✓ Cross-project partnership events like picnics and sculpture walks.
- ✓ Trips to Doddington Hall and Hartsholme Park, fostering nature connection and group wellbeing. One participant reflected:
- ✓

"I looked up at the trees swaying in the wind and felt they were dancing with me."

Mental Health & Wellbeing Support:

- ✓ Participants increasingly opened up about personal challenges, supported by trusted staff relationships.
- ✓ Group cohesion and mutual support grew, with some previously withdrawn individuals now actively engaging.

Seasonal & Sustainable Gardening:

- ✓ Planted, maintained, and harvested crops throughout the year.
- ✓ Began successional sowing, seed saving, and winter crop planning.
- ✓ Supported produce sales to local businesses and enabled participants to take food home.

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Participant's Voices

Many of the adults we support feel let down by education, the workplace and society in general and often feel marginalised, isolated and excluded from their communities. For many, the sessions are a lifeline and somewhere they can be around like-minded people in a space where they won't be judged or criticised.

"You're caring nature towards me is hugely appreciated by myself and the rest of my family too. I'm very blessed to have met someone like you who cares and show's a huge amount of passion and commitment towards their job. I'm honestly not used to being cared for in this way as I've had problems in authority throughout most of my life." JP

Many of our group have felt ostracised for being neurodiverse, having unique learning needs or through disability, recovery or mental health. In Lincolnshire 70% of neurodiverse adults have mental health struggles and for participant W being part of the garden is a vital part of her self-care:

"Being outside in the fresh air and gardening is what gives me peace of mind and that's how I cope with it. Being part of this project and being around other people makes me feel better. They don't judge me because they understand me and have been there too." WW

Another participant L describes how the group:

"Makes me feel fulfilled and purposeful and gives me a positive outlook on life" LR

We have seen firsthand how vital it is to feel like a valued member of your community and have access to spaces where you can simply be yourself. In a supportive, encouraging environment people are free to flourish and thrive, exploring their own unique gifts and using them to help and support others as they grow in confidence and self-worth.






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Growing and Cooking on A Budget

The Growing and Cooking on a Budget project has thrived over the past year, kindly supported by the National Lottery Community Fund and Multiply Additional Fund enabling us to bring people together through growing, cooking, and sharing food. Participants have taken an active role in every part of the journey from sowing seeds and harvesting produce to creating delicious, nutritious meals using what they've grown. Delivered twice weekly on Tuesdays and Thursdays at Hillside Community Garden and supported by 110 volunteering hours, the project delivered a range of planting, harvesting, and foraging activity sessions, and reached 54 people who were all new to the charity.

A major highlight has been the growing independence and confidence among participants, many of whom have brought in their own recipes, shared equipment like soup makers, and led sessions for the wider group. Seasonal produce was at the heart of many shared meals, with standout moments including the Greek salad made with garden-grown ingredients, warming soups, and over 20 fresh pizzas cooked in the wood-fired cob oven





Creative sessions brought added joy, such as making edible Christmas decorations for garden birds and wildlife, blind cheese tastings, and festive outdoor cooking around the communal fire pit. Participants also contributed personal stories, photos, and recipes, deepening the project's impact and sense of community.

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Cooking on a Budget Case study

Participants N and M both took on inspiring leadership roles in the garden's community cooking sessions, demonstrating how food can build both confidence and community.

N brought in his own soup maker and prepared a Carrot and Coriander Soup for the group and garden volunteers. The soup was a huge success, with the recipe eagerly shared among participants. This group encouragement led to the 'Soup of the Week' feature where N tried a new recipe out and cooked for the participants and volunteers. The experience inspired N to experiment further, and he now regularly makes soup as part of his home cooking.

M chose experiment with his recipes trying things like a re-fried bean, avocado, and feta salsa open sandwich, which was thoroughly enjoyed by everyone. The dish sparked conversation and connection, and for many it was the first time they had tried some of the ingredients.

Both participants have said that the experience has encouraged them to cook more at home. These sessions have not only strengthened practical cooking skills but also created a welcoming space to share food, ideas, and a sense of community.



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Green Shoots of Wellness II – Suicide Prevention Fund

Our Green Shoots of Wellness II project is a Lincoln Suicide Prevention Fund Wave 4 funded project supported **41** men at risk of suicide with the opportunity to grow shoots of wellness and confidence to improve their wellbeing, develop coping strategies and resilience to reduce the risk of self-harm and suicide. The participants connected with green spaces and nature, building social support networks collaboratively with each other, access a safe space, grow confidence, develop new skills and be encouraged to use empathic and person-centred wellness tools identified by the participants themselves to improve their mental health.






Project outcomes achieved

The Green Shoots of Wellness II project delivered considerable meaningful and measurable improvements in participants' mental health, wellbeing, and social connection with significant positive impact:

- **100%** of participants reported increased life satisfaction, with an average improvement of 72% in wellbeing scores with men feeling more confident in their own abilities to seek help
- **93%** felt more connected to their community and felt they now had access to safe spaces and new friendships, highlighting the value of shared experiences and peer support.
- **93%** said they had learnt a new skill, including gardening, creative practices, and self-care techniques.
- **79%** felt more resilient and better able to take on life's challenges after participating in the sessions and more able to react to triggers and early warning signs and better support their mental health and well-being.
- **100%** highlighted that they would recommend the project to a friend, showing the strength of the programme's impact and the trust built within the group.

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Highlights and Achievements

The Green Shoots of Wellness II project has achieved significant successes, particularly in challenging the stigma around discussing mental health, especially for men. Through the safe, supportive environment both on and off the Garden, men were encouraged to open up about their mental health struggles, something that is often difficult due to societal expectations and stereotypes surrounding masculinity.

One of the key successes was fostering intergenerational connections, with men from different age groups coming together to share their experiences. This allowed participants to support one another, offering advice, empathy, and guidance, which helped build a strong sense of community. By sharing stories and strategies for managing mental health, participants learned that they were not alone, and that seeking help and supporting each other were important steps in their recovery journey. The combination of nature-based activities, communal cooking, and group discussions provided a unique platform for men to break down barriers, build resilience, and increase confidence in seeking help when needed.

"You're the first place I've come across who look at things a completely different way. You are all very welcome in my life and thankyou from the bottom of my heart for believing in me and allowing me to feel loved and supported you have given me my confidence back"

Participant's Voices

Many men shared that this informal setting helped them open up about their mental health and reflect on the strategies they use to stay well, such as using affirmations, engaging in regular exercise, and spending time with others in a safe, supportive space. For older men, connection to the natural world emerged as a particularly powerful source of personal connection. One participant, C, reflected that "everything in nature is alive, and it is this connection to our Earth that creates harmony." This deep sense of a direct and personal relationship with nature became a central element in many men's wellness journeys, especially when in coping with anxiety, depression and trauma.

"The group here has been relaxing. Everyone is kind-hearted and I have enjoyed my time here." "I enjoy coming here and it's helped me get more active. I've learnt to be more relaxed and honest around people and see myself as a guardian or elder for the group."

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Green WRAP

Green Wrap (Wellness Recovery Action Planning) is a project supported by the Lincolnshire Mental Health and Wellbeing Community Investment Fund – Sustainability is a 10-week programme of workshops based on wellness recovery action planning, a structured personal recovery programme that is used to promote, enable and sustain recovery. As part of our WRAP programme, participants developed their own wellness toolbox, and Green WRAP does this with an emphasis on what can be discovered and worked with in nature. This may include developing daily maintenance plans, grounding techniques, learning about thinking patterns and how to change them, mindfulness and techniques to support polyvagal theory.

The programme was delivered our programme to three cohorts across the year as well as offering shorter 4-week courses and taster sessions, engaging with a variety of people with a mix of lived experience and support needs. We delivered this project using a person-centred approach with allowed us to adapt our delivery to best meet the needs and desires of the people attending.







Project outcomes achieved.

- **85%** of participants reported improved mental health.
- **92%** of the participants reported that their confidence had improved
- **77%** of participants reported learning new personal and green skills.
- **92%** of participants reported that their resilience and ability to manage life challenges has improved.
- **100%** of participants stated they would recommend Green WRAP to others.

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Project Highlights and Achievements

- **Participant numbers**: **38** out of 36 target participants were supported this year with strengthened partnerships with social prescribers, The Network, Darkside CIC and other local organisations, leading to increased referrals and participation. Taster sessions and engagement meetings played a key role in broadening outreach. A particularly successful collaboration with The Network provided a creative and safe space for young adults, blending WRAP techniques with craft activities to encourage open discussions.
- **Peer Support:** A key success was the establishment of a peer-led support group, where participants felt safe to share openly for the first time. The group took the initiative to continue meeting monthly and began creating a mental health resource box with affirmations, self-care tools, and significant personal items.
- **Personal Impact:** Several participants reported increased self-awareness and improved communication with their families, leading to better support at home. One participant described the programme as *the only place where they felt calm enough to notice small details, like flowers blooming symbolising hope and personal growth*. Another found comfort in using natural objects, like beach stones, as mindfulness tools learned in the sessions.

Participant's Voices

"I feel a great relief knowing I can come to Green Wrap, a safe and non-judgemental place, to talk through any challenges I'm facing and feel a sense of relief in doing that."

"Walking through the garden gate I feel a physical change in my body. My shoulders drop and the feel lighter. It's a place I feel calm enough to be able to notice the small details in nature."

" I was so inspired by our talk that I spent the afternoon creating a 'life map'. Our chat made me re-evaluate things and the tools have made a big impact on how to navigate tricky times"

"At Green Wrap sessions I discovered it calming to have a 'natural fidget' item on me. At the beach, I collected several stones used the mindfulness tools. Both really helped. I look forward to the next session with you.






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Green Chances – Veterans Project

Green Chances is our innovative pilot project kindly supported by The Veterans Foundation that positively supported xx military veterans who are struggling with their mental health and wellbeing. Green Chances's activities walked alongside veterans who were experiencing mental health issues to come together to improve their personal mental health and well-being. The project's aimed to support, enable, and empower military veterans experiencing mental health conditions to overcome barriers to enable them to move forward in their lives. Green Synergy's experienced delivery team supported individuals who had served through person-centred activities rooted in gardening, green spaces and green nature connectedness to support veterans to reduce isolation, build resilience, gain the skills and confidence to reach their full potential.





The project delivered **47** sessions including getting to know the garden session and project delivery sessions. Green Chances enabled **62** veterans to take part in gentle, fun gardening and green spaces activities to improve their mental health and wellbeing, reduce their isolation, build confidence and have fun. These therapeutic activities included learning more about planting and growing vegetables from seed, propagating, watering, composting and harvesting the produce. Also, in response to the veterans' interests, some of them undertook carpentry activities to start to build benches for the garden.

Project outcomes achieved.

- **94.33%** of veterans reported that their mental health has improved**.**
- **91.33%** of veterans reported that they have gained new personal and green skills.
- **100%** of veterans that took part in the project reported that their confidence levels had increased.

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Project Highlights and Achievements

- **Focus on Wellness and Healing:** The project activities were shaped around encouraging our veterans to think about and promote self-care when managing everyday mental health and wellbeing needs. The activities were centred around the veterans being based in Hillside Garden and taking part in a range of activities such as seeding, propagating and planting to promote nature connectedness. Our team guided the veterans through mindfulness activities and discussing stress management techniques to support their wellbeing.
- **Skills Building:** Whilst undertaking activities across the months, the veterans saw the change in the seasons and the different needs of the garden, and the different activities and skills needed to look after the green spaces. Alongside these practical activities, our experienced project team weaved in blended personal development skills building which focused on building the confidence, feeling of safety and creating a safe space to talk for the veterans.
- **Growing Hope and Friendship for Veterans**: Within the Green Chances project, we have seen something truly wonderful take shape. The group has become a safe, welcoming, and supportive space where ex-Forces men and women can reconnect with nature and with each other. Many of the veterans who came along live with the long-term effects of physical injuries, PTSD, anxiety, depression and other mental health struggles. But here in the safe, supportive environment of Green Synergy's Hillside Garden they have been finding solidarity, friendship, and a real sense of belonging.

Participant's Voices

"I feel seen and heard on the garden and that everyone is very genuine and feels safe and comfortable with everyone I've met".

"because I can only process one at a time and has witnessed many in the course of a single day, I now opts for medication and taking each day as it comes, some bad, some good.".

"It's wonderful to connect with others and share real experiences of war. I feel really valued and listened to."



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Layers of Green

The Layers of Green project was funded by the Mental Health and Wellbeing Community Investment Fund – Innovation as a pilot which supported 26 people aged 18-30 years old living in Lincoln and surrounding areas who were experiencing mental health challenges and provide layers of support, nature connectedness and physical activities to improve their mental health, wellbeing, build confidence and resilience through the 5 Ways to Wellbeing. The aim of the activities was to be active, connect, learn, give back, have fun and thrive and the project was supported by **53** volunteering hours.

Project Outcomes

- **80%** of participants reporting that they feel their mental health and wellbeing had improved.
- **75%** of participants reporting that their confidence had increased.
- **75%** of participants reporting that they feel their mental health had improved
- **80%** of participants reported increased skills to cope with self-care.









Project Highlights and Achievements

- **Improved mental health and wellbeing:** Participants reported reduced anxiety, fewer negative thoughts, and feeling more grounded. Many described the sessions as a "*reason to get out of bed*," especially during the winter.

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- **Stronger social connections:** Deep friendships were formed, and the group created their own online chat to stay in touch between sessions. One participant said: "I really care about how they are and look out for them." Group members regularly share pictures, facts, and interests, from folklore to nature and health.
- **Supporting Creativity and Exploring new Activities:** Sessions offered a variety of options, including gardening, journaling, painting, mini-golf, nature crafts, and outdoor Dungeons & Dragons. This flexibility allowed everyone to find something that suited their interests and comfort levels.
- **Access to green spaces:** Being outdoors provided a calming, low-pressure environment where participants felt safe to be themselves. For those who find indoor spaces overwhelming, the garden became a vital sanctuary.







Impact on Wellbeing

Since joining the group, G has experienced a marked transformation in his mental health, reporting a reduction in both PTSD symptoms and the frequency of intrusive suicidal thoughts. He now feels more energetic, less stressed, and is spending less time in bed-clear signs of a shift toward improved wellbeing. Nature has played a powerful role in this change and G has benefited from spending increased time outdoors, helping to calm and distract his mind away from overthinking. G particularly loves the sensory elements of being in nature, the breeze, the warmth of sunshine, and the presence of animals.

Participant's Voices

"I really care about how they are and look out for them."

"It's exceeded my expectations. I don't feel nervous coming to the group and feel very happy to be invited."

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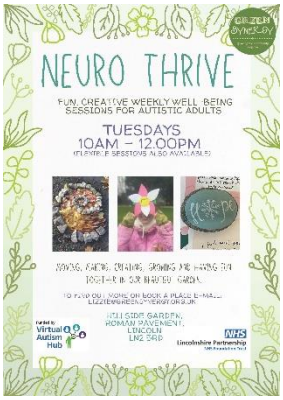
The Year Ahead – 2025-2026

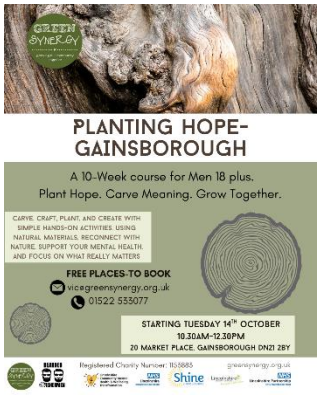
2025-2026 presents a year of evolution for the charity with the second year of delivery for our 2024-2027 Strategy 'Growing our Community Together' and the range of new projects that we have secured funding to deliver. As ever our focus of our charity's work is to support people to socialise, learn and thrive through gardening and therapeutic horticulture. Our vision is to create healthier and caring communities connecting nature, people and plants to inspire, enable and empower people in Greater Lincolnshire to meet, grow, learn and thrive through community gardening and connecting with nature. We look forward to working with and supporting our communities to grow and thrive along with our team and charity.

We are delighted to have secured four years of National Lottery Community Funding for our Branching Out project which is a community and organisational development project enabling Green Synergy to continue to develop organisationally, deliver a range of community engagement events and programmes, to build our sustainability and to increase access to gardening, horticultural and community activities. The project also aims to reduce isolation and create a sense of community ownership and care by bringing people together in green spaces; increase volunteers' skills and confidence and extend Green Synergy's reach into under-served communities in Lincoln and greater Lincolnshire through attendance at events.

2025-2026 also sees the charity evolving with our project delivery and we are looking forward to delivering two new projects supporting neurodiversity through the Neuro Thrive and VAH Layers of Green projects supported by Lincolnshire Virtual Autism Hub and continue to deliver the third and final year of our Green WRAP programme. With the level of mental health referrals coming into the charity, we were delighted to have secured a further two years of funding for our Better Together project funded by the Reaching Communities Fund from Natonal Lottery Community Fund. The team look forward to supporting many more people on their mental health journey.









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The charity is also delighted to have secured one years' funding for our county-wide Planting Hope project supporting men who are at risk of suicide. Delivery will take place with ten weeks programmes in each district across Lincolnshire.

Our community events programme is also growing, and we are delighted to be launching a new Spring Celebration event in 2025- 2026 in our community events programme on Hillside Garden. As events on the garden grow, the charity is also delighted to be returning back to Lincolnshire Show for the two-day county show in June 2025. Come along and see us near the Countryside Ring. Alongside our community events programme and increasing our reach and awareness across the county by branching out our activities, the charity is still focused on providing much needed support on our doorstep to the communities of the Abbey Ward and other areas in Lincoln. Through kind funding from the Lincoln Community Lottery Fund and the Bishops of Lincoln Social Justice fund, the team will be able to keep delivering our warm spaces programme of coffee mornings and now lunch clubs.

As we continue to build our financial resilience as a charity, we will be embarking on a local community commissioned projects across Lincoln and the surrounding areas to enable us to make a positive difference through gardening to local communities whilst building our contract income as well as seeking contracts for services. Additionally, as the need for financial resilience is key, an important comp0onent for the charity is having long term operating bases. The charity is therefore currently exploring the option of managing a third garden in Cherry Willingham and securing a 25 lease for that garden.

With green spaces, gardens and responsible environmental management being at the heart of our programmes, project and volunteering activities, we will work hard to develop the resilience of each garden to climate change by improving rainwater harvesting, considering crop options and drought resilient plants as well as growing our offer for garden produce sales.

Growing people is a key priority in our strategy and we will continue to celebrate our amazing volunteers and staff team whilst working hard to communicate our messages and increase our reach and impact. We look forward to a healthy and productive 2025-2026.






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Financial Review 2024 - 2025

At the 31st March 2025, Green Synergy's total income was recorded as £369,911, compared to the restated income of £357,745 in 2023-2024, of which £300,584 was restricted and £69,327 was unrestricted funds. The expenditure to 31st March 2025 was recorded as £308,160, compared to £344,086 restated in 2023-2024, of which there were restricted expenditure of £273,144 and £35,016 unrestricted expenditure. The accounts balance resulting in a surplus of £61,751.
The total charity funds are £284,762 with a cash in bank position of £262,905.

Green Synergy has been fortunate to be supported by a number of our funders including:

- **BBC Children in Need** is supporting our Tower Power and Family Nature Zone programmes of activities for disadvantaged children from the local community.
- **National Lottery Community Fund** for See How Our Garden Grows and now Branching Out to support organisational development, community engagement, outreach and events programmes. and to diversify income streams and develop trading and commissioning revenues.
- **Lincolnshire Community Foundation** – for the delivery of slow cooker workshops
- **National Lottery Community Fund** for the collaborative project Better Together with Development plus and Abbey Access Training.
- **Mental Health and Wellbeing Investment Fund – Sustainability Stran**d for the delivery of the Green WRAP programme.
- **Lincolnshire County Council HAF Programme** for the delivery of the Holiday Activities and Food programmes.
- **Lincolnshire County Council** for the Multiply Champions programme.
- **LVET Health Inequalities VCSE Grant Fund** for the delivery of our Young Shoots project.

The charity was also pleased to secure a range of new funding to provide much needed mental health programme support for adults and children. These included:

- **The Veteran's Foundation** – Green Chances Veterans project
- **City of Lincoln Council Community Chest** for the Portland Street planter Phase 2 project.
- **Voluntary Centre Services –** Moorland Community Centre Green Spaces Improvement Project.
- **Lincolnshire Suicide Prevention Investment Fund Wave 4** for the delivery of the Green Shoots of Wellness II project.

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- **Mental Health and Wellbeing Investment Fund –Innovation Strand** for the delivery of our Green Nature and Nurture project.
- **BUPA Foundation** – Ellie's Garden Phase 1 Restoration
- **The Evan Cornish Grassroots** Fund - Better Together
- **Grand Master Mark Mason Fund and National Lottery Community Fund** – Polytunnel Repairs
- **Lincolnshire Community Foundation** – new cameras for Hillside Garden and polytunnel
- **The D'Oyly Carte Charitable Trust** for the match funding for Green WRAP project.

Some of these funds will be made available in future financial years and Green Synergy is very grateful to all its funders.

Reserves Policy

As the charity delivers its objectives through running projects a lot of costs are budgeted for within the projects and only arise on the delivery of these projects. Due to this, and to manage risk, the Trustees aim to hold reserves equivalent to six months 'core' running costs of the charity.

Management of Risk

Green Synergy carried out regular reviews of the charity's risk register and risk analysis and the Trustees review a summary risk register in quarterly governance cycles at Board meetings. The summary risk register includes the most important risks identified in the risk analysis plus important risks arising in current operations. Data security including cyber security is an increasing focus and the charity has reviewed its Data Protection Policy and procedures to comply with the UK's General Data Protection Regulation (GDPR).

Green Synergy takes the safeguarding of child, young people and adults at risk very seriously and the charity has a named Board Safeguarding lead in addition to our Designated Safeguarding Lead and Deputy Leads. Safeguarding and child protection policies and procedures are reviewed at least twice a year by the Chief Executive and reported to Trustees when new legislation or guidance is issued. External safeguarding training is compulsory for all new and current staff members and there is an on-going internal training, reviews of records of concern and case reviews and referrals if required.

Thank you to Our Funders

Without the vital funding and support provided to Green Synergy we could not support the many people we reach and support them to socialise, learn and thrive. We are indebted to these funders and donors, and we wanted to say a very big thank you to:

- National Lottery Community Fund – See How Our Garden Grows.
- National Lottery Community Fund Reaching Communities Fund – Branching Out Year 1.
- National Lottery Community Fund – Partnership Project – Better Together Year 1.
- HM Government NLCF The Community Organisations Cost of Living Fund
- BBC Children in Need – Family Nature Zone Year 1
- Mental Health and Wellbeing Investment Fund – Sustainability Strand Year 2 Green Wrap.
- Veterans' Foundation 2024/25 – Green Chances
- Lincolnshire County Council HAF Programme
- City of Lincoln Council Community Chest
- LVET Health Inequalities VCSE Grant Fund
- Lincolnshire County Council – Multiply Champions Funding
- Lincoln Community Lottery Fund
- Lincolnshire Community Foundation
- BUPA Foundation – Ellie's Garden Restoration
- Groundwork – Nature To Nature Legacy Fund
- LVET Health, Social Care and Wellbeing Research Fund – Layers of Green
- The Evan Cornish Grassroots Fund
- Grand Master Mark Mason Fund – Hillside Garden Polytunnel Repair
- National Lottery Community Fund Additional Grant – Hillside Polytunnel
- Corporate Donations:
- OMEX UK Group of Companies
- National Vintage Tractor & Engine Club – Lincs Group
- Lindum Rotary Club
- Lincoln Colonia Rotary Club
- Cherry Willingham Gardening Club
- EE
- Pennells Garden Centres.
- McDonalds
- Starbucks
- Majestic Wine
- Wickes Lincoln
- Aubourn Hall and Gardens
- The Woodland Trust Community Trees

Green Synergy Small companies provision statement

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

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Statement of Responsibilities

The trustees (who are also the directors of Green Synergy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies. Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 30/10/2025 and signed on its behalf by:



Ms Sharon Page
Chair of Trustees



GREEN SYNERGY

Green Synergy is a well-respected Lincoln based gardening and horticulture charity that supports people to socialise, learn and thrive. Our charity currently manages two community gardens, Hillside Garden and Ellie's Memorial Garden as well as developing outreach urban gardening. Our work supports people of all ages in the most under-served communities in Lincolnshire to improve their mental and physical wellbeing.

Our programmes focus on supporting people in the most deprived communities in Lincolnshire to improve their mental and physical wellbeing whilst managing the green spaces in environmentally responsible ways. We deliver community gardening and therapeutic horticulture programmes, volunteering, warm and cool spaces hub activities and community engagement events to bring people together in gardens and green spaces and to support people living in Lincolnshire to come together, meet new people and have fun.

2023 was our 10th anniversary as a charity and Green Synergy was proud to have won the Best Gardening and Horticulture Charity- East Midlands in the Non-Profit Organisation Awards.

Charity Number: 1153883

Green Synergy

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Green Synergy

Independent Examiner's Report to the trustees of Green Synergy ('the Company')

Independent examiner's report to the trustees of Green Synergy ('the Company')
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025.

Responsibilities and basis of report

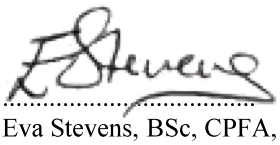
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Public Finance and Accountancy (CIPFA), which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Eva Stevens, BSc, CPFA, employee of Community Accounting Plus
member of the Chartered Institute of Public Finance and Accountancy (CIPFA)

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

30 October 2025

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £ (As restated)
Income and Endowments from:					
Donations and legacies	2	26,275	-	26,275	7,093
Charitable activities	3	40,372	300,584	340,956	348,464
Investment income	5	2,680	-	2,680	2,188
Total income		69,327	300,584	369,911	357,745
Expenditure on:					
Charitable activities	6	(35,016)	(273,144)	(308,160)	(344,086)
Total expenditure		(35,016)	(273,144)	(308,160)	(344,086)
Net income		34,311	27,440	61,751	13,659
Net movement in funds		34,311	27,440	61,751	13,659
Reconciliation of funds					
Total funds brought forward		178,464	44,547	223,011	209,352
Total funds carried forward	12	212,775	71,987	284,762	223,011

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 12.

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £ (As restated)
Income and Endowments from:				
Donations and legacies	2	7,093	-	7,093
Charitable activities	3	34,492	313,972	348,464
Investment income	5	2,188	-	2,188
Total income		43,773	313,972	357,745
Expenditure on:				
Charitable activities	6	(12,479)	(331,607)	(344,086)
Total expenditure		(12,479)	(331,607)	(344,086)
Net income/(expenditure)		31,294	(17,635)	13,659
Net movement in funds		31,294	(17,635)	13,659
Reconciliation of funds				
Total funds brought forward		147,170	62,182	209,352
Total funds carried forward	12	178,464	44,547	223,011

Green Synergy

(Registration number: 8399741)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £ (As restated)
Fixed assets			
Tangible assets	9	22,582	26,848
Current assets			
Debtors	10	5,123	1,886
Cash at bank and in hand		262,905	205,307
		268,028	207,193
Creditors: Amounts falling due within one year	11	(5,848)	(11,030)
Net current assets		262,180	196,163
Net assets		284,762	223,011
Funds of the charity:			
Restricted income funds			
Restricted funds	12	71,987	44,547
Unrestricted income funds			
Unrestricted funds		212,775	178,464
Total funds	12	284,762	223,011

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 2 to 13 were approved by the trustees, and authorised for issue on 30 October 2025 and signed on their behalf by:



.....
Sharon Page
Chair of Trustees

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Green Synergy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement
Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500.00 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Plant & machinery	10% on cost
Fixtures & fittings	25% on reducing balance
Computer equipment	25% on reducing balance
Land and buildings	10% on cost

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	21,584	21,584	-
Donations from individuals	4,061	4,061	7,093
Gift aid reclaimed	630	630	-
	26,275	26,275	7,093

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £ (As restated)
Grants & donations	-	279,929	279,929	319,192
Sales, fees and services	39,437	20,647	60,084	29,272
Events & activities	935	8	943	-
	40,372	300,584	340,956	348,464

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
Bridge Central	-	1,671	1,671
Children in Need	-	36,939	36,939
Development Plus	-	14,747	14,747
Grand Lodge of Mark Masons Benevolent fund	-	6,124	6,124
Groundwork	-	1,800	1,800
Lincoln County Council	-	2,000	2,000
Lincoln Lottery Community Fund	-	2,500	2,500
Lincolnshire Community Fund	2,050	4,500	6,550
Lincolnshire Cooperative	-	1,494	1,494
Lincolnshire County Council	-	37,983	37,983
Lincolnshire Partnership NHS Foundation	-	20,000	20,000
LVET	-	4,250	4,250
National Lottery Community Fund	-	134,375	134,375
OMEX UK	18,600	-	18,600
The Co-operative Bank	934	1,000	1,934
The Veteran's Foundation	-	10,000	10,000
Gift aid	630	-	630
Sundry donations	4,061	546	4,607
	26,275	279,929	306,204

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	2,680	2,680	2,188

6 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £ (As restated)
Charitable activities	-	-	-	378
Activities	16	683	699	15,350
Equipment repairs & renewals	10,775	14,713	25,488	22,618
Sessional workers	1,605	25,799	27,404	22,446
Trips & events	360	6,626	6,986	3,902
Volunteer expenses	53	822	875	484
Bank charges	76	12	88	3
Insurances	1,914	-	1,914	2,220
IT costs	4,055	169	4,224	6,420
Legal & professional fees	2,610	4,680	7,290	4,509
Marketing	986	478	1,464	1,273
Office rent & rates	3,597	-	3,597	3,415
Memberships & subscriptions	378	139	517	-
Office repairs & maintenance	1,450	146	1,596	5,521
Office costs	5,432	170	5,602	4,430
Utilities	2,391	-	2,391	2,807
Salaries NI & pensions	15,847	190,670	206,517	229,745
Recruitment	16	334	350	912
Supervision	35	810	845	330
Staff costs, training & travel	2,391	3,656	6,047	12,671
Depreciation	4,266	-	4,266	4,652
Allocation of overheads	(23,237)	23,237	-	-
	35,016	273,144	308,160	344,086

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Depreciation of fixed assets	4,266	4,652

8 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £ (As restated)
Staff costs during the year were:		
Wages and salaries	188,171	211,231
Social security costs	13,422	13,773
Pension costs	4,924	4,741
	206,517	229,745

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No	2024 No
Average number of employees	7	11

7 (2024 - 11) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £4,924 (2024 - £4,741).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £130,879 (2024 - £121,980).

9 Tangible fixed assets

	Land and buildings £	Fixtures & fittings £	Computer equipment £	Plant & machinery £	Total £
Cost					
At 1 April 2024	23,408	7,591	10,427	3,000	44,426
At 31 March 2025	23,408	7,591	10,427	3,000	44,426
Depreciation					
At 1 April 2024	4,680	6,091	5,434	1,373	17,578
Charge for the year	2,343	375	1,248	300	4,266
At 31 March 2025	7,023	6,466	6,682	1,673	21,844
Net book value					
At 31 March 2025	16,385	1,125	3,745	1,327	22,582
At 31 March 2024	18,728	1,500	4,993	1,627	26,848

10 Debtors

	2025 £	2024 £ (As restated)
Trade debtors	3,177	1,886
Prepayments	1,941	-
Other debtors	5	-
	5,123	1,886

11 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	3,226	4,752
Other creditors	960	6,278
Accruals	1,662	-
	5,848	11,030

12 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General				
General Fund	178,464	69,327	(35,016)	212,775
Restricted funds				
Adult Projects	(1,320)	120,721	(105,662)	13,739
Children's Projects	4,861	39,592	(39,789)	4,664
Community Engagement & Events	38,586	124,347	(115,651)	47,282
Ellie's Memorial Garden	-	2,800	(3,773)	(973)
Hillside Community Garden	-	13,124	(8,269)	4,855
National Grid	2,269	-	-	2,269
Suicide Prevention	151	-	-	151
Total restricted funds	44,547	300,584	(273,144)	71,987
Total funds	223,011	369,911	(308,160)	284,762

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £ (As restated)
Unrestricted funds				
General				
General Fund	147,170	43,773	(12,479)	178,464
Restricted				
Adult Projects	7,059	106,990	(115,369)	(1,320)
Children's Projects	9,155	40,489	(44,783)	4,861
Community Engagement & Events	43,548	156,493	(161,455)	38,586
National Grid	2,269	-	-	2,269
Suicide Prevention	151	-	-	151
Willow & Hazel Grove	-	10,000	(10,000)	-
Total restricted funds	62,182	313,972	(331,607)	44,547
Total funds	209,352	357,745	(344,086)	223,011

A full description of the funds is contained in the Trustees annual report.

13 Analysis of net assets between funds

	Unrestricted		
	General	Restricted	2025 Total funds
	£	£	£
Tangible fixed assets	22,582	-	22,582
Current assets	196,041	71,987	268,028
Current liabilities	(5,848)	-	(5,848)
Total net assets	212,775	71,987	284,762

	Unrestricted		
	General	Restricted	2024 Total funds
	£	£	£ (As restated)
Tangible fixed assets	26,848	-	26,848
Current assets	162,646	44,547	207,193
Current liabilities	(11,030)	-	(11,030)
Total net assets	178,464	44,547	223,011

14 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2025	2024
	£	£
Independent examination	1,385	1,330
Other financial services	1,092	850
	2,477	2,180

15 Taxation

The charity is a registered charity and is therefore exempt from corporation taxation.

16 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

17 Related party transactions

There were no related party transactions in the year.

GREEN SYNERGY

England & Wales - Charity number 1153883

Accounts

Company No: 08399741

Charity No: 1153883

GREEN SYNERGY

TRUSTEES ANNUAL REPORT

2023/2024

GREEN SYNERGY

growing the community, together

Green Synergy Trustee Report and Financial Statements 31st March 2024

Status	Green Synergy was founded in 2012 and is a charitable company limited by guarantee, incorporated on 12th February 2013 and registered as a charity on 20th September 2013.
Charity Number	1153883
Company Number	08399741
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD.
Trustees	Alan Robson — Chair. Resigned January 30th, 2024. Caty Collier — Interim Chair Rachel Gibbons Susan Kernachan Jane Loffhagen — Resigned March 26th, 2024. Ryan McCormick — Appointed 10th January 2024 Sharon Page — Appointed 24th April 2024 Ethan Miller — Appointed 16th September 2024 Caroline Clarkson — Appointed 27th September 2024
Senior Management Team	Mrs Alison Talbot Miss Ana Oliveira Miss Katie Rayner Ms Victoria Potterton
Bank Accounts	Co-operative Bank & Charity Bank & CAF Bank
Independent Examiner	John O'Brien, FAIA, FCCA, FCIE employee of Community Accounting Plus Units 1 &2 North West 41 Talbot Street Nottingham NG1 5GY
Solicitors	Sills & Betteridge Solicitors, 18-28 Clasketgate, Lincoln, Lincolnshire. LN2 1JN

Chair's Foreword

What a year! Reading this report, I am blown away by the sheer scale of activity and positive impact that our small team of wonderful humans has achieved.

But of course, none of it would be possible without our partnerships, our community, our participants, our supporters, our volunteers and funders, so I find myself reflecting on the aptness of our name: Green *Synergy*. It is those synergies, the coming **together** that enables us all to be greater than the sum of our parts.

It was a big year in many ways, with the 10-year anniversary of our formation as a charity, listening to the needs of the people we serve, the board and staff team coming together to review our vision, mission, values and strategic direction. Not to mention the thousands of people we have talked to, walked alongside and learned from. It is this **community** of people that help make the gardens a vibrant yet safe place to be and make our charity a welcoming social space as well as an office.

Huge credit must go to Ali and the team for their outstanding work that has made a real difference to so many people and built a strong track record that has enabled the charity to secure further funding to develop our range of activity. As well as growing plants, we aim to **grow** skills, resilience, resources and resourcefulness to sustain our people and our work for as long as it is needed.



I am proud to play a tiny part in the award-winning, compost-making, community-building, people-nurturing organisation that is Green Synergy. Thank you so much to everyone who has contributed this year. Thank you to Alan and Jane, our outgoing trustees.

Welcome to our new trustees and team members, I know we are all looking forward to 'Growing our Community Together'.

Ms Caty Collier

Interim Chair of the Board of Trustees

Green Synergy. 49 Roman Pavement, Lincoln, Lincolnshire. LN2 5RD. Tel: 01522 533077
Charity Number: 1153883 Company Number: 08399741
Email: info@greensynergy.org.ouk Web: www.greensynergy.org.uk

Green Synergy Overview

Green Synergy is a well-respected Lincoln based gardening and horticulture charity that supports people to socialise, learn and thrive. **Our vision** is creating healthier and caring communities connecting nature, people and plants. **Our mission** is to inspire, enable and empower people in Greater Lincolnshire to meet, grow, learn and thrive through community gardening and connecting with nature.

Our charity currently manages two community gardens, Hillside Garden and Ellie's Memorial Garden as well as developing outreach urban gardening and our work supports people of all ages in the most under-served communities in Lincolnshire to improve their mental and physical wellbeing. The ward in which we are based is in the bottom 25% of all neighbourhoods in England and its health deprivation is very acute being in the worst 18% in England.

Our programmes focus on delivering community gardening and therapeutic horticulture programmes to support people in the most deprived communities in Lincolnshire to improve their mental and physical wellbeing whilst managing the green spaces in environmentally responsible ways. We offer garden design and build services supporting local communities to develop green spaces into new community gardens in a sustainable and responsible manner.

We are so much more than a gardening charity - with volunteering, older people's warm and cool spaces, activities and community engagement events to bring people together and the support for people living in Lincolnshire to improve their mental health and wellbeing. Green Synergy enables people to learn skills for life, for work and encourages people to care for themselves, each other and the environment whilst bringing communities together to create more life chances, quality green spaces and re-connect people to green spaces, growing and nature.

2023 was our 10th anniversary as a charity and Green Synergy won the Best Gardening and Horticulture Charity- East Midlands in the Non-Profit Organisation Awards.



Best Gardening & Horticulture Charity 2023 - East Midlands

Using community gardening to support people to socialise, learn and thrive.

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Structure, Governance and Management

Public benefit: In considering the activities of the charity, the Trustees note with due regard to the Charity Commission guidance on public benefit. In particular, the Trustees consider how specific projects and programmes will contribute to delivering and furthering the impact of Green Synergy's charitable objectives and our strategic objectives.

The Trustees who are also Directors of the limited company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (as amended by Update bulletin 1).

Governing document: The charity is controlled by its governing document, the Articles of Association, and is a company limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new Trustees: As set out in the Articles of Association, the Board of Trustees must consist of not less than three. There is no maximum number of members on the Board of Trustees. Green Synergy undertakes thorough external recruitment for Trustees and nominations for new Trustees are made to the Board of Trustees for approval following an external recruitment process. New Trustees are subject to due diligence checks, references and a DBS check. Members of the Board of Trustees are subject to rotation. At the Annual General Meeting, one third of the Board members retire, these being the longest serving members. Retiring members are eligible for reappointment.

Organisational Structure: The Trustees govern Green Synergy, and the Board of Trustees meets at least five times each year. In addition, the Chair or Vice Chair meets with the Chief Executive on regular occasions during the year to review progress of the charity's work. Sub-groups are convened to deal with specific issues arising in the work of the organisation. A Chief Executive Officer is appointed to implement Green Synergy's vision and mission and manage the day-to-day operations.

Induction and training of new trustees: New Trustees undertake an induction and are provided with an information pack to brief them on their legal obligations under charity and company law and the management and operation of Green Synergy. New Trustees undertake their induction at Green Synergy's premises, providing an opportunity to meet employees and discuss projects and activities. Green Synergy encourages further training for Trustees, either internally or through external providers, where this helps them to undertake their role.

Related parties: Green Synergy delivers a large proportion of its projects through partnership working with other voluntary sector organisations, statutory bodies, and the local authority.

Reference and administrative details:

Registered Charity Number (England and Wales) 1153883
Registered Company Number (England and Wales) 08399741
Registered Office: 49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD
This report has been prepared in accordance with the special provisions of Part 15 of Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees on and signed on its behalf by:

29th November 2024

Ms Caty Collier

Interim Chair



Volunteers at our Global Harvest Celebration - October 2023

Our Team

Ali Talbot – Chief Executive



I have had the pleasure of working in the public, private and third sectors at senior management level for the past 32 years specialising in strategic, operational, marketing and communications, project and resource management of charities, youth, sports, leisure and cultural services including sport, leisure, tourism, visual and performing arts services.

Prior to coming to Green Synergy, I held roles as Chief Executive of Headliners (UK), CEO of Cerebral Palsy Sport, a national disability sports charity and formerly RNIB's National Leisure Services Manager. I had the honour of chairing LOCOG's London 2012 Disability Community Engagement Forum as well as being Event Director for the Nottingham 2015 CPISRA World Games and is a current member of Scope's National Assembly. I am the mum to two young men both who have impairments and I'm a military wife. I love Italian food, gardening, walking, gymnastics, reading and am a closet 80's music fan. When I'm not working, I can be found on a side of an athletics track or rugby pitch supporting my sons or in my treasured happy place – my garden!

Vic Potterton – Community Development and Delivery Manager



I'm Vic and I have worked in Creative Arts and Mental Health and Holistic Wellbeing for over 25 years and have a passion for empowering individuals and communities to explore what makes them feel truly alive! I believe in the power of creating safe, inclusive, spaces where people can explore art, music, movement and mindfulness as a catalyst for self-expression, healing and joy. As humans we live in a busy, demanding society that for many breeds isolation, and disconnect. During our lifetime more than a quarter of us will need support with our mental health and it is vitally important that we have access to spaces where we can reconnect, recharge and reach out for companionship and support. Nature has an incredible power to remind us of our connection to the world and to a sense of belonging beyond the individual self. Green Synergy allows people to gently bud and flower at their own pace and provides the soil for people to grow and flourish alongside like-minded others. I look forward to being part of the team and supporting people to thrive and blossom in the beautiful community garden.

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Ana Oliveira – Hillside Garden Manager

I studied botanical horticulture at Kew and wrote my dissertation on why and how nature benefits us. I have worked in garden management, horticulture and teaching garden design. The biophilia hypothesis suggests that humans possess an innate tendency to seek connections with nature and other forms of life. This has certainly been the case for me. My first step into understanding it was to study landscape architecture. The second was to study botanical horticulture at Kew. As I wrote my dissertation on why and how nature benefits us, I developed a great interest in how that could be enabled, both in terms of human engagement, but also in how we design the outdoor environment. Previous jobs in garden management, horticulture and teaching garden design were enriching, however, I now wanted to add social rehabilitation and wellbeing into the mix. Hillside garden is the stage where sustainability, nature conservation and human health all meet. It is the future we should all strive for.



Katie Rayner – Finance and Office Manager

I was merchandise manager, marketing and communications departmental lead, and departmental finance officer for the past four years at the University of Lincoln Sports Centre and Shop. Prior to this, I worked as a veterinary assistant for 9 years at a village, first opinion small animal veterinary practice, and towards the latter end of my veterinary career, I decided to return to university to pursue a degree in business and management. After finishing my studies, I took a gap year and travelled around New Zealand. I own a miniature dachshund called Sully and a naughty pony called Woody, who both take up most of my time at weekends and evenings. Interests include horse riding (show jumping, XC and drag hunting with the Cranwell Bloodhounds), baking, football, interior design and travel. I also have a love of house plants and my collection continues to grow. One of my favourite pastimes is going out for coffee and cake!



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Lizzie McFarlane: Projects Officer

Following on from struggles with my own mental health, I rediscovered my affinity for growing and started volunteering with Green Synergy in September 2015. This affirmed to me my love of people and my passion to work with communities to improve people's lives and support them in a positive way. After 12 months as a volunteer, I successfully applied for a role as a Trainee Project Officer with an apprenticeship in Horticulture. I am now a fully-fledged Project Officer and deliver the BBO MOVE and Better Together projects. I enjoy using my coaching skills to support people who are experiencing mental ill health and help them to progress on their recovery journeys.



Brodi Wyman: Projects Officer

I initially started as an apprentice at Green Synergy and over the past 3 years I have built up my skills and confidence working throughout all areas of the charity. I enjoy this role because of the variety of work and the ability to incorporate my different passions and share them with young minds. Using gardening, craft and games to educate and support our community has made such a difference to my own life. I have always wanted to work with children and being able to do a job that impacts lives and drives their passion for the environment has been extremely rewarding for me. Watching as children gain more interest in growing their own plants and wanting to be more involved with the things we do, has been amazing. I am continually learning and can't wait to see what the future holds.



Wendy Slater – Community Engagement Co-ordinator

I came to Green Synergy with a long and varied background of experience gained from being a volunteer, as well as from working for and with Charities, Trusts, Communities, Partnerships and Authorities. I also have the experience of life, dealing with adversity and pushing through barriers. Personally, I feel my life has been a journey of me having to prove myself, until I started to ask why and who am I proving myself to? The skills I learnt on that journey I now share with others in order to help them to empower themselves and progress. I also share coping strategies as they are a great way to break through barriers. I returned to education later in life as I believe a door never completely closes. After undertaking a few short courses, I enrolled full time and now have a BA(Hons) in Socio-



Legal Studies, as well as an MSc in Sustainable Communities and Environments. These help my work with both the community and on the garden. I have three grown up daughters, two grandsons and a granddaughter. I moved to Lincoln late 2022 but remain a true Yorkshire Lass at Heart! Glass half full / half empty? It's simple – you have the wrong size glass! Or alternatively its refillable!	
Rebecca Graham - Garden and Horticulture Assistant I'm Rebecca I am a Garden and Horticulture Assistant who has just started at Green Synergy. My previous experience has been working with children with additional needs and working in a forest school with clinical professionals. My last role was working with a conservation charity in Manchester doing jobs such as gardening, installing fences, edging, tree planting and dead hedging. I have an allotment at home so love to grow my own produce and teach people how to grow their own and how to prepare the ground. I am looking forward to learning more about the different projects in Green Synergy and learning about how horticulture can help people in the community.	
Katie Rooker – Freelance Children and Young People's Projects Assistant & Garden Assistant Through volunteering with Green Synergy, I've seen first-hand the benefits therapeutic horticulture and community gardening can have. After completing an employability project ran by Green Synergy, I was successful in becoming a member of the team. My role is Garden Projects Assistant, I help the Garden Manager and Projects Team to support volunteers and beneficiaries through different projects and sessions we run at Hillside Garden. I really enjoy interacting with the range of people I encounter through my role, as well as the variety of activities and tasks we provide at the garden. I studied Zoology at the University of Lincoln, and have an interest in animals, plants, and conservation. I enjoy trying to learn how to look after new houseplants and teaching my cat new tricks	

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Trudy Norris- Freelance Projects Officer

I have worked as Green Synergy's Project Manager but in 2023 wanted to evolve the way I work and so became one of our freelance team members. With a nudge from an elder, I developed an interest in plants as food and medicine from my late teens. As a result, I switched from a degree in politics to studying for a degree in Health and Community Studies. I then trained in Western Herbal Medicine for 3 years and have been in practice as an herbalist for 25 years (FNIMH). As my interests in influences in health and wellbeing grew, I then sought to develop my skills and trained in adult learning (PGCE) and to qualify as a Counsellor (BACP). Green Synergy enables me to work with all my passions in life: plants, people and communities.



Ruby Berridge – Freelance Projects Officer

Hello, my name Ruby and I am a Freelance Project Officer at Green Synergy, so you might see me at different sessions. I believe that mental health care is really important; and I feel that a connection with nature, being outside and gardening, is one of the key areas for self-nurturing and sustaining individual well-being. I have a background in healthcare; with a recent focus on nutrition, phytotherapy and supporting people with cancer. My other interests include edible gardening, my pet succulents, being outdoors, walking, reading, drawing and crafts. Family, communication and community are important to me and I'm excited about my role at Green Synergy, meeting new people and making new connections. I feel I have seen the valuable contribution the charity, staff and volunteers make to individuals using the garden, the local community, wildlife, and to Lincoln generally, as a supportive and therapeutic/accessible (much needed) green space.





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Our Trustees

Caty Collier: Interim Chair & Trustee



In my day job I am the Social Prescribing Development Lead for Lincolnshire working as part of the personalised care team alongside colleagues from health and social care. I have over 25 years' experience in the voluntary and community sector and am passionate about the wellbeing benefits of being in nature and the outdoors. I first got to know Green Synergy in 2012, prior to it becoming a charity when they were seeking advice on incorporation. In 2016, I was invited to become a Board Member. In my spare time, I practice yoga, morris dance and am involved in community music, as well as being a well-intentioned but not very expert gardener!

Rachel Gibbons: Trustee



I became a trustee to Green Synergy after visiting Hillside Community Garden and being inspired by the work of the charity, seeing the life-affirming values and benefits to the community through connecting with nature in the garden. Green Synergy encourages people to embrace the outdoors for their wellbeing, health and self-belief.

My working life has been in agriculture, horticulture and conservation. For many years I was a consultant, linking farmers with the natural world around them, as well as working with Wildlife Trusts.

My family lives on a farm near Market Rasen where we host school visits, forest school camps, the Girl Guides, walkers and other groups. In my spare time I am a keen gardener and volunteer with several charities including being a First Responder for 16 years. I am also involved with biodiversity monitoring projects on our farm and in the county.

Susan Kernachan: Trustee



I joined the Board of Green Synergy in December 2020 to contribute my skills and experience to a local organisation that was about to go through a period of change. The time I spent in my own garden during the 2020 lockdown gave me a first-hand understanding of the physical and mental health benefits of horticulture and I'm an advocate for green social prescribing.

I've spent over 20 years as a senior property leader in disability charities, I've recently qualified as an EMCC Accredited Coach at Foundation Level and I'm a volunteer with The Lincoln Community Larder. I'm married with one son and have lived in Lincoln since 2012.

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Ryan Mc Cormick: Trustee

I joined Green Synergy as a Trustee as I wanted to make a difference to our communities and the values of the charity really resonated with me. I'm a business owner with years of experience in the development of gardens and projects including planting schemes, budget management, adherence to building and environmental regulations. A strength is supporting others in the development, design and implementation on projects that meet the needs of the users and stakeholders. The skills and experience I can offer to Green Synergy comes from 12 years of military service and 7 years as a business owner and landscape designer.



Sharon Page: Trustee

I am a newly appointed trustee and a relative newcomer to Lincolnshire having moved here in 2020 to be closer to my parents. I have spent almost 30 years in senior leadership roles in higher education and the arts and culture sector in the UK and the Middle East. I was keen to bring my professional experience of governance and operations to support a local charity, having been a trustee and Chair of a community-based charity, The Mill, when I lived in East London. I come from a long line of gardeners – my mum has amazing green fingers and anything she puts in the soil grows! I am passionate about the benefits that gardening and being outdoors can bring, particularly the pleasures and health benefits of growing fruit and vegetables.



Ethan Miller: Trustee

I am Ethan and I am a Health & Safety Officer, I am an IOSH grade member who supports my employer throughout all levels to achieve statutory compliance. I am experienced in occupational Health & Safety management and Facilities management. I pride myself on my communication, crisis management and a keen eye to detail. Outside of my professional working life I enjoy crafting jewellery, getting into nature, cycling and kayaking, however my favourite passion is my wonderful son.



Caroline Clarkson: Trustee

I am the managing director and a trustee director of ECLISSE UK Ltd, an employee-owned company based in Lincolnshire supplying pocket door and concealed frame door systems for home improvements and multi-million-pound projects alike. I was inspired to offer my services as a Trustee for the Green Synergy after visiting Hillside Community Garden and seeing how the team supports the local community through activities that promote wellbeing, personal development and a connection with nature. I'm passionate about the outdoors and green spaces. While I used to spend my weekends outdoors kayaking, a shoulder injury now has me enjoying nature through long walks with my dog".



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Our 2024 – 2027 Strategy

Throughout 2023 Green Synergy marked the 10th Anniversary from the establishment of our charity, and as the charity moves into its next decade it is an exciting phase of development from the perspective of the gardens, the team and all those we welcome to the gardens.
In order to evolve our new strategic plan, our Trustees and workforce team undertook a parallel Business Model Canvas process. This enabled the charity to explore our current and future services, the gardens' leases, our challenges, opportunities and risks. We undertook community listening to inform the thinking and looked at the current and future needs of our communities and the landscape that the charity is operating in. This process culminated in a Board and Team away day to enable the sharing and fertilisation of ideas to refine our vision, mission, values and cornerstones.

Green Synergy's 2024-2027 Strategic Objectives:

- Growing People
- Growing Green Spaces Sustainably
- Growing Communities and Partnerships
- Growing Giving and Resources
- Growing Sustainability

A full copy of our strategy can be downloaded here

Our Values

- **Inclusive**
  - We seek to be welcoming, accepting, trusting, accessible and non-judgemental with our diverse communities.
- **Understanding**
  - We care, support and empower people, plants and our places to thrive and feel safe.
- **Respectful**
  - We treat people with dignity, fairness, integrity and respect at all times.
- **Collaborative**
  - We work towards productive partnerships to enable communities and people to connect and grow.

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Our Cornerstones

- **Person Centred:** We take an empathetic approach through active listening, acting and supporting people where they are at in an accepting environment.
- **Sustainable:** Managing our resources responsibly and protecting the sustainability of our people, places, finances and our plants safely.
- **Growth:** Enabling people, places and our organisation to grow through skills building, partnership connections and income development.
- **Innovative:** Adopting creative, agile, responsive and resourceful approaches to our services, communities and organisation.

Our Operating Principles

- All people matter and our role is to enable positive change through opportunities to have fun, improve life chances and choices.
- We place community at the heart of what we do through active asking, listening and responding to needs.
- We deliver quality services that are consistent and reflective whilst measuring, communicating and learning from our impact.
- We ensure consistent good governance, management and leadership across all aspects of the charity's services by effective and efficient use of resources to grow people, places and plants.
- We responsibly manage, protect and build sustainable spaces and operations with oversight and scrutiny.
- We positively communicate our message in tailored, inclusive and accessible manner.
- We create safe spaces for all team, volunteers and participants through effective risk and health and safety management.
- We adopt collaborative approaches to alliances and innovative partnerships with a wide range of sectors.



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A Review of Our Year 2023-2024

2023 – 2024 was a momentous year for Green Synergy as we marked and celebrated our 10th Anniversary, and it was truly special as the charity was awarded the **Best Gardening & Horticulture Charity 2023 - East Midlands** award in the Not-for-Profit Awards. What a way to mark 10 years of our charity's work and it is a testament to the hard work, dedication and support of our staff team, volunteers, Trustees, supporters, partners and funders. For this we thank every single person that has supported us in 2023/2024. We are truly indebted to you all as this has enabled us to reach **4602** people this year. Thank You!

Growing our Communities Together is at the heart of what Green Synergy does so it has been incredible to see so many people visiting the gardens. Green Synergy is however so much more than a gardening charity and is proud of the trusted relationship we hold with so many of our local community residents so to be able to expand our Warm Spaces session during the winter months thanks to the funding from the Community Cost of Living Fund. The charity once again achieved our 5 Star Food Hygiene rating and was able to distribute **150** emergency warm packs reaching **180** people, issue **60** community grocery memberships, deliver **57** hot lunch club meals and deliver **31** warm spaces sessions and a slow cooker workshop.

Our See How our Garden Grow's National Lottery Community Fund Reaching Communities project continued to have positive impact in our local community and the charity reached **865** people through our wonderful series of garden events and **396** people through our Warm Spaces and coffee morning activities and **135** people through our Knit and Natter programme. The charity hosted **85** adults on specific garden visits, undertook **58** community engagement activities and events reaching **2381** people and our social media activities created **210,134** impressions.







Supporting people to make a positive difference to their lives is central to our adult projects delivery and we were delighted to secure new three-year funding for our Green WRAP (Wellness Recovery Action Plan) project and one year funding for our Green Nature and Nurture project to support

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young people with neuro-diverse needs. Given the high suicide rates in Lincoln, the charity has welcomed the opportunity to develop and deliver a new men's suicide prevention project. Our Green Shoots of Wellness project is delivered through new funding from the Lincolnshire Suicide Prevention Fund.

It is so important to us as a charity that we are able to provide support and services to people where and when they need it including to a range of demographic age groups from children, young people, adults and older people. Our Tower Power children and young people programme reached **216** young people last year including **74** we had never engaged with before. We supported **58** families with **86** hours of volunteering supporting the project with a range of exciting events, holiday programmes and after school activities. The new Green Explorer's Holiday and Activities Food (HAF) programme supported **30** children and young people to enjoy green spaces and nature connections for the first time.

Our Better Together wellbeing project directly supported **33** adults with their mental health and wellbeing journeys and **22** people were positively supported through our Green WRAP project. Our Growing and Cooking on a Budget project supported **33** people, our pilot Green Nature and Nurture project supported **7** people, and our Green Shoots of Wellness men's suicide prevention programme supported **19** men into wellness, and our The Forge Garden outreach sessions supported **40** people.

Green Synergy has worked hard to develop our volunteering programmes including how we celebrate and recognise our volunteers' incredible contributions. Our volunteers supported the charity with an amazing **3709** volunteering hours this year and it was lovely during Volunteer's Week to say 'thank you' for their time, talents and skills. We have also developed a range of corporate volunteering days and group volunteering days including Apogee Corporation and Lincolnshire Partnership Foundation Trust to aid the charity's garden operations whilst improving the volunteers' wellbeing.





2023/2024 also saw significant developments on the lease negotiations moving towards the finalisation of a 10-year lease with United Lincolnshire Hospitals Trust. The charity was also pleased

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to receive the news that the City of Lincoln Council would grant a 25-year lease for the management of Ellie's Memorial Garden. On Hillside Garden, the construction of the children's garden green pergola took place, the fences were painted, and the children designed the planting beds and decorated the fences with their handprints.

Green Synergy was pleased to secure funding from National Grid's Green Spaces Fund that enabled the project that designed and created a new Hazel and Willow Coppice Grove on Hillside Garden to create a wildlife-rich new habitat from a brown field site area. **21** new species and **160** new specimens were planted, **33** volunteering sessions were delivered reaching **64** volunteers and generating **561** volunteering hours.



Partnerships matter to Green Synergy and we can achieve so much more when we work together. We are pleased to support the development of LocalMotion Lincoln, and we were pleased to be able to host the national LocalMotion Places visit on Hillside Garden. Our proactive lead work to support Lincoln Climate Hope and our activities and events for Great Big Green Week 2023 helped raise the profile of the climate emergency and challenge for Lincoln. Green Synergy is proud of our partnership with the HM Prison and Probation Service's Community Payback team supporting with garden operations and planters making. We were also delighted to be the benefitting charity for the University of Lincoln Year 3 Music course Nebula Festival raising over £2,250 for the charity.



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Green Synergy's social media presence has grown in the last year and the charity reached over **51,000** impressions on Twitter and **121,269** impressions on Facebook. Our website content has continued to be developed with new event, partnerships and volunteer stories sections.

We saw some change in our staff team with Trudy stepping back to undertake new freelance opportunities, Helena moved to a new community role and Marcelina moved onto a full-time role with all our best wishes. Tiwonge joined us as the new Community Development and Delivery Manager overseeing the whole projects team and Jo, Tanya, Joanna and Ruby joined our freelance project team. We said farewell to Anna, a much-loved volunteer, supporter and friend of the charity and we wished her and her family well as they moved back to Latvia and then sadly also to Tiwo in July 2024 and thank her for her hard work whilst she was with us.

Our Trustee Board provides an incredible level of knowledge, guidance and support to the charity and we are so grateful to have a group of Trustees who will not only support our governance but also our events and opening up new opportunities for us. We thank all of our Trustees for their tireless support. The year has seen a lot of time spent on our board development with three Board sessions to develop and strengthen the charity's governance. We also saw some changes to our Trustee Board as we welcomed Ryan, Sharon, Ethan and Caroline to our Board. Sadly, Jane Loffhagen stepped down from our Board in March 2024 and our long serving Chair Rev Canon Alan Robson stepped down in January 2024. Alan has been an incredible supporter of the charity since 2016, and it was lovely to be able to mark his last days as Chair with a lovely celebration and gifts and we couldn't resist sharing a photo from him from the Global Harvest Celebration!





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Our Impact





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The Gardens

Hillside Garden

It has been a busy and productive year in the gardens, and we have been fortunate to have been supported by our incredible volunteers who support our garden operations. In 2023/2024 we were supported by **1588** volunteer hours for gardening sessions and **2121** volunteer hours with our Willow and Hazel Grove project. Our great partnership with the Lincolnshire Prison and Probation Service's Community Payback team together with external partners and sponsors has made significant contributions to the way in which we were able to tackle key projects this year and we are pleased to have hosted a range of corporate volunteering days including Apogee, Lincolnshire Co-op and Lincolnshire Partnership Foundation Trust (LPFT).

Garden Operations

Green Synergy continues to improve sustainability practices, with an emphasis on soil improvement, water savings, resilience to climate change and training of staff and participants. With our **soil improvement work,** following the expansion of our compost bays, all staff, volunteers and participants were trained on composting and green waste management. This resulted in over **11m3** of compost put back in the beds over autumn and winter. All the vegetable beds were mulched and so was the herbaceous border for the first time. Compost holds moisture in the soil, whilst improving fertility and soil structure, all of which will enable more resilient and healthier plants. A woodchipper was purchased and woodchips are now used in composting or directly as a mulch in newly planted areas. This supresses weed growth and preserves soil moisture.






Increasing the gardens biodiversity has been very important to Green Synergy and Yellow rattle was sowed for the second year in the orchard meadow, from seeds collected at Whisby by our Gardens Manager. Yellow rattle will reduce grasses vigour and increase diversity in the meadow whilst the willow and hazel project and the children's garden further increase the species diversity on site. Additionally, the charity has developed our drought resilience practises by following dry gardening

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principles, training staff and volunteers on watering techniques to reduce watering consumption whilst ensuring plant health and extending the rainwater harvesting containers on Hillside Garden.

Willow and Hazel Grove

Green Synergy has been able to regenerate a new area at Hillside with the creation of a hazel and willow coppice grove. This project was funded with the kind support of The National Grid Green Spaces Fund with the aim of increasing the number and species diversity on site with the planting of bare root hazel and other mixed hedging species. The willow was planted in January for both coppicing and creating a living willow tunnel, provide a local source of timber for activities, structures or workshops. The project would engage people with ancient woodland management practices. The project resulted in the planting of **21** new species, **160** new specimens, **175%** increase in number of woody species in the area and a **370%** increase in number of specimens in the area (excluding the willow tunnel). The team delivered **33** Volunteering sessions, **7** participant led sessions, 2 corporate volunteering days and opportunities for **21** people on probation to learn new skills. The project is enabling more opportunities for engaging with nature, craft activities and sustainability practices, visual screening from adjacent houses and increased biodiversity at Hillside and potential for income generation.



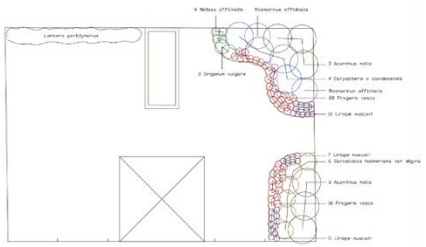



Children's Garden

The garden design and construction were shaped following a consultation with children and young people, volunteers and staff from our children's projects, and embedded sustainability principles. The aims were to create a shaded area for quiet play, with sensory plants to engage the children during sessions and create opportunities for children to feel ownership towards the garden. The design involves two ornamental beds created by Abbey Access Training as part of their construction courses, with sensory planting, one accessible raised bed for seasonal planting and a gazebo with gabion bench in addition to building the base to install two IBC containers, to collect up to 2000L of rainwater from the gazebo roof. The planting plan comprises non-poisonous plants, with year-round interest and ground cover, and provides opportunities to engage children with the senses.

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Edible species were combined with others with fragrant foliage and/or flowers, including herbs. Colour and texture were also considered, so the planting is visually pleasing, even for people who are colour blind. The result was **9** new species introduced, **95** specimens planted, and **24** construction learners involved during construction.






Plant Sale

In May 2023, Green Synergy hosted our annual plant sale. For the first time, some plants were grown from seeds collected on site throughout autumn and winter and nurtured by project participants. Some seeds were also packaged for distribution during events. The event attracted **62** visitors, and we raised £623.44 for our charity.





Ellie's Memorial Garden

Green Synergy is pleased to be able to confirm that approval has been given by the City of Lincoln Council for the granting of a 25-year lease for Ellie's Memorial Garden. The charity awaits the lease signing in 2024 and the north fence replaced by the City of Lincoln Council in advance of the charity undertaking a restoration project. Our work in the meantime has focused on maintaining the existing plant collection, cutting back or removing competitive species, pruning shrubs and trees for optimising fruiting and flowering, trimming back climbers and bulb planting. Raspberry runners were dug out, the main rose shrub was renovated and both apple trees were pruned to improve fruit picking and reduce load on the tree.

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Our Projects

Tower Power





Tower Power is our children and young people's programme funded by BBC Children in Need and Tower Power uses outdoor and gardening activities to enable children to have more fun, develop pride in themselves and their neighbourhood and engage positively in groups. This helps with improving their connectedness to the community and nature around them while supporting their development, mental and physical health and giving them a wider experience of the world. The team deliver two groups, Family Zone and Youth Group. Family Zone focuses on children between the ages of 4-7 and encouraging whole families to come along and join in during term time and school holidays. The Youth Group is delivered once a month on Hillside Garden for 8-14yrs from 4-5pm, and during holidays the sessions run alongside the Family Zone sessions.

This year the team reached **216** children through weekly sessions, trips and events including our special Family Fun Day which was a huge success. We had **95** children and young people come, of which **74** were children that we had never engaged with before. The project also delivered trips for families to Lincoln Cathedral and Skegness beach whilst we worked in partnership with Leaf and Land Collective to deliver Forest School sessions. The children were so proud to take part in a wheat project spanning a year where they planted, grew and harvested wheat which was then milled by a volunteer and baked into bread which they all got to eat. It was a great opportunity to show them where their food comes from.

The impact we make on the children and their families is so important and from the feedback and evaluation we ask children to rate the session on a smiley face scale. Throughout Year 2, **86%** of all the data collected was 😊 faces. For Year 3 so far, we have had **52** children attend the sessions, delivered a trip to Rand Farm Park for the Christmas celebrations for **26** children and their families where they got to meet Santa. **86%** of children gave a smiley face when asked how they felt about the session.

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Green Explorers – Holiday, Activities and Food (HAF) Programme

Green Explorers is our Holidays, Food and Activities programme funded by Lincolnshire County Council where we delivered one off community events during the school holidays. The sessions were a carousel of activities around craft, gardening, nature connectedness and fun for children between the ages of 7 and 15 who receive free school meals. The children received fruit snacks and lunch, a range of activities and some extras that the children took home at the end of the day. Some examples of activities include Making bird feeders, planting potatoes, bug hunts, sensory walks, colouring, planting sunflowers to take home and much more.





During the reporting period, we delivered 2 event days during the summer and winter holidays reaching 30 children and helping us reach a wider community of children and young people that wouldn't normally get to experience what we offer. We had 6 children from the first event return to the second as they enjoyed it so much! We have been awarded a second year of funding, our Easter event day went well gaining us some of the following feedback from the children and young people.

Some feedback we have received included "*I enjoy spending time here*"; "*All 🤓 I just liked being outside*" and in response to would you come again; their responses were: "*Yes. I've come twice. I'd love to come again*" and "*Definitely. This was my second time coming*". Additionally, as part of our feedback we ask the children how they enjoyed the day on a scale of 1-5, 1 being the worst and 5 being the best, 60% of children that attended our Winter Green Explorers gave the day a 5/5.



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See How Our Garden Grows – National Lottery Community Fund

We have had a very busy year with our See How Our Garden Grows (SHOGG) project delivery to support our community to socialise, learn and thrive. The project is focused on making a positive difference to our local communities, increasing our reach, visitors, networking, partnerships and engagement with our local communities in Lincoln through the development of the community gardens. See How Our Garden Grows is also aiming to increase community cohesion, support under-served communities, reduce isolation and improve people's mental and physical health.

We have offered an exciting series of events which have been very well supported by residents, the wider community and stakeholders. This included five seasonal events including the Easter Egg Hunt, Plant Sale, LocalMotion Lincoln Open Garden Visit: Great Big Green Week Open Garden, Family Fun Day and our Summer Garden Celebration and Global Harvest Celebration. The events attracted **865** people. Two Christmas wreath and decoration workshops were held in November and our Carols on the Garden took place on a cold sunny December Wednesday where we were delighted to welcome local school Monks Abbey Choir Squad, families, parents and the City of Lincoln Civic Party.

The Tower Coffee morning goes from strength to strength and people enjoyed two trips to Newark and the National Craft Centre in Sleaford. The coffee mornings and trips not only enable residents to socialise and bond, but also help to address and reduce isolation. The group also took part in a memorial rose planting in memory of Cliff, a much-loved local resident who lived on the Tower Estate. Our Knit and Natter group continue to produce some stunning crafts, and we are now using the bunting they have created at our events.

Our community engagement events along with attendance at events such as Faces to Names, Countryside Lincs, Wild Escape Lincoln, Wilder Lincolnshire festival, Lincoln Growth Conference, Aubourn Open Garden event and Connecting Communities events has enabled us to reach **2381** people. Our garden visits have also attracted **85** people over the year, and we hope to grow the number of visits next year.






We have delivered two SHOGG match-funded slow cooker workshops reaching **17** people and our community listening has identified significant demand for warm spaces activity support, as well as the local community

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requesting an additional warm space morning for which we are exploring funding options. The team have carried out **44** food bank referrals and these are becoming much more frequent. Green Synergy is also now part of the Lincolnshire Cost of Living Warm Spaces County group – the Lincs Community Response Group.

Community listening has been a central focus for our SHOGG project to enable us to respond to the needs of our local communities which has informed our new 2024-2027 strategy as well as our service planning. The community listening led us to apply and secure funding from the Community Organisations Cost of Living Fund which enabled us to support **654** people, deliver **57** winter lunches until the end of March and reach a **181** people with emergency warm packs.

Volunteering is at the heart of our community gardening programmes and we could not deliver what we do without the amazing support of our volunteers. Learn more about some of our incredible volunteers by reading their stories here. Our Spring Synergy clean up saw **17** people supporting our garden clean up and Volunteers Week saw a volunteer's celebration on the garden with recognition certificates for all our volunteers. We were delighted to host a series of corporate volunteering days, and we thank those organisations who came to help us. Our amazing volunteers have supported us with **3709** volunteering hours!

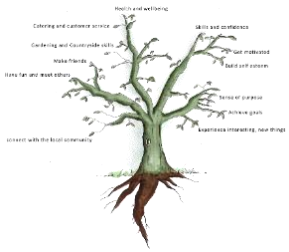




Our partnerships and collaborations are growing, and we have been pleased to be able to work in closer partnership with Lincoln LocalMotion and our CEO joining Lincoln Climate Hope to support the city's goal of achieving Net Zero by 2030. Our team have also developed new partnerships with different faculties in the University of Lincoln, including the Performing Arts courses who delivered a Nebula Festival raising over £2250 for our charity. We have collaborated with Bishop Grotesste University hosting two courses for garden visits and with a range of other stakeholders including Rebecca Poole of Lincoln Independent; Meryl Ward of Lincolnshire Rural Chaplaincy and Lincolnshire Pork; Leicestershire Social Prescribing team; Lincolnshire Organic Growers Organisation, NW Counselling Hub CIC, Lincolnshire Community Connectors, We are With You Charity, Old Wood Organic CIC, Lincolnshire Wildlife Trust and Steve Martin - Patient Safety Programme Manager from ULHT.

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Better Together Project (B2G)





Better Together II is a partnership project with Abbey Access Training and Developmentplus which resulted from successful extended funding from the Community Fund. This is the 3rd and final year for this round of funding on the project, which ends in December 2024. The project aims to support people with their personal growth, manage their mental health, to build confidence and self-esteem as well as enabling them to engage more fully in society. Sessions offer people choices of activity including a wide range of gardening tasks and linked activities such as eco crafts, walking, cooking, and planning sessions. The group have been a part of many events including the Plant Sale, Family Fun Day, Global Harvest Celebration and Carols on the Garden.

The team received **65** referrals into our programmes this year, **24** new people joining the project which has supported **33** participants to engage in our therapeutic horticulture sessions offering over **700** hours of support, through all 4 seasons, taking part in all aspects of gardening on Hillside Garden and beyond. In particular, the growing of fruit and vegetables through their full lifecycle, from sowing the seeds, to eating the harvest. The focus is always on encouraging social interactions, meaningful activity, and nature connectedness through our activities, and being together in the garden. By enabling people to care for plants and the garden, in turn they are better able to care for themselves.

Examples of some of the session activities are shown below:



Seed sorting



Bouquet making



Sustainable watering workshop

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Summary of project outputs and outcomes achieved.

The delivery of the sessions has contributed to the achievement of the following objectives:

- Improved the mental health and well-being of participants.
- Positive social connections among the groups
- Has contributed to greater understanding and awareness of mental health needs and the need for other services.
- Has led to learning of new skills and experience in gardening, crafts, which has boosted the confidence of participants even in other areas such as education, volunteering among others.

Project Highlights and Achievements

This year we have had many highlights on the programme including:

- A trip to Doddington hall Christmas display, where many people got to experience this wonderful, historical site for the first time.
- Picnics on the garden, where participants made food with produce, they had grown, to come together and share food as a community.
- Gardening workshops with Ana, our garden manager, to teach participants skills in sustainable gardening techniques.
- Volunteering: Four participants have expressed interest to become Green Nature Buddies. The nature buddies will, while enjoying their participation on the garden, support new participants with gardening, activities and will motivate new and existing participants.
- Floristry workshop which came out of a participant's aspiration to move into this career. The workshop allowed several people to learn this useful and creative skill.
- A stakeholder event at Hillside Community Garden, showcasing all that the project partnership had to offer. Allowing existing participants to share their experiences directly with potential new participants and referral partners.



Bird feeder Christmas decoration



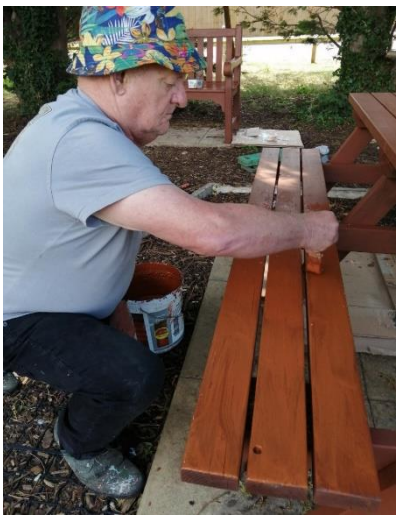
Doddington Hall trip



Sewing Green Manure seed in veg beds.

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Project Case Study



Chris has always enjoyed being part of the Green Synergy community. Before joining Better Together, Chris struggled with anxiety and loneliness. Chris explained how he joined:
"Due to my mental health condition, I had to resign from active employment. Due to this, I needed a group and an activity that would allow me to engage, interact and socialise with other people to fill the void in my life".
Since joining the group, Chris has positively engaged with other people in the groups. Chris is one of the participants who does not miss a session unless there is a valid reason. Chris cycles to and from the garden, which has helped his body fitness. The groups have also revived Chris's passion for baking. Chris bakes and brings cakes to the garden. Chris uses some of the ingredients from the garden to bake the cakes.
"I enjoy harvesting rhubarb from the Hillside Garden and using it as an ingredient for the cakes that I bake. I also use other fruits and vegetables from the garden to make healthy food for myself". In addition, Chris has gained gardening skills that have enabled him to grow crops on his allotment.

Testimony from a Social Prescribing Link Worker

"One of my clients (M) told me at the point that I was discharging her from our Social Prescribing service on 13/09/23: M attended the garden via the Better Together programme on Tuesday afternoons from mid-May until mid-Sept 2023 when she returned to university – something I don't think she could have successfully achieved without gaining the confidence she did from coming to the garden. M enjoys going to the Green Synergy Garden on Tuesdays. She feels able to share how she is feeling with L and J, and they always check in with her at the start of a session to ascertain what she feels able to do. M likes that she can work at her own pace and have a sitting down task if she feels physically exhausted. L and J have also shared some of the skills they are working on in the Green WRAP sessions on Wednesdays that M has been unable to attend; she is finding these useful for managing feelings and will keep using some of the strategies – like 'tapping' – to manage feelings of anxiety as she has found that this has worked. M expressed that she feels her mental health has improved a lot since she has been going out regularly each week and it has taught her that she can associate going out of the house with feeling better."

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Growing and Cooking on A Budget

In 2023, we launched a new Growing and Cooking on a Budget project kindly funded by the National Lottery Community Fund and designed as an additional support service for Better Together project participants to help tackle the cost-of-living crisis and supporting people with new knowledge, skills and experiences of how to grow and cook their own meals throughout the past year. The aim of the difference sessions is to develop knowledge on how to grow fruits and vegetables and the learn how to cook healthy, tasty meals. Some examples of the incredible food and meals that have been prepared are shown below



Jacket Potatoes on the fire pit



Runner Bean frame



Picnic on the garden



Homemade Hillside rhubarb crumble



Bumper potato harvesting



Harvesting to make into recipes.

It was clear that several project participants were experiencing financial hardship, so the project is supporting people to learn how to grow their own produce and what to make with it. The programme has positively supported **33** people to bring them closer to growing and learning to cook healthy meals.

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Green Shoots of Wellness – Wave 3 Suicide Prevention Fund

Our Green Shoots of Wellness project is a Lincoln Suicide Prevention Fund Wave 3 funded programme which aims to support men at risk of suicide with the opportunity to grow wellness and confidence to improve their wellbeing, develop coping strategies and resilience to reduce the risk of self-harm and suicide. By taking part in social and therapeutic garden activities, the participants can connect and notice green spaces and nature, build social support networks collaboratively with each other, access a safe space, grow confidence, develop new skills, and be encouraged to use empathic and person-centred wellness tools identified by the participants themselves to improve their mental health. The project was launched in 2023 and so far, we have implemented **96** hours of project delivery reaching and supporting **19** men. The project offers a person-centred approach that utilises a range of therapeutic gardening activities, arts and crafts, social interaction, workshops on gardening and trips. Due to the success of the project, Green Synergy has been awarded funding for Green Shoots of Wellness II for 2024/2025.






Project outcomes achieved

- At least **88.8%** of the current participants have expressed confidence in reaching out for help.
- At least **90%** expressed feeling safer in a community setting, particularly on Hillside Garden
- **80%** felt more connected with the community and now have 'awe spots' - places to visit to feel better.

Highlights and Achievements

The Green Shoots of Wellness is one of the diverse range of projects that has made great strides in supporting men to promote their mental health and wellness:

- **Signposting** participants to other support services.

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- **Supporting learning**: The garden activities included workshops in areas such as how to compost, how to water the garden, how to do edging. The workshops empowered participants and increased the confidence of the participants in gardening.
- **Supporting participants** with skills and employment support to secure a job. One of the participants, who engaged in the project activities and attended training in sustainable gardening was offered a job as a Garden Assistant at a care home.
- **Person centred approach** in adapted activities during garden sessions to suit the needs of participants. Some of the participants have different needs and we adapted the activities and allowed them to identify and work on activities that they enjoy and get confidence in doing.
- **Supporting exploration**: We organised activities outside of the garden such as visit to Doddington Hall. Participants also baked and cooked food for a Garden Picnic.
- **Social Support**: Participants worked together on the garden, shared experiences. Interesting topics ranged from music, languages, books, movies, books and cultures.

Project Impact

"The project has been a success to me as I am confident and have been supported to learn new skills that increases chances of me being employed. Even if I am offered the job, I am already on a pathway to becoming a Volunteer at Green Synergy". Participant J 2023/24

"In the coming year, I will become a volunteer and I am pleased that staff at Green Synergy are willing and committed to support me on the volunteer journey". Participant C 2023/24







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Green WRAP

Green Wrap (Wellness recovery action planning) is a project supported by the Lincolnshire Mental Health and Wellbeing Community Investment Fund – Sustainability and takes the form of a 10-week programme of workshops. The activities are based on Wellness Recovery Action Planning, a structured personal recovery programme that is used to promote, enable and sustain recovery. As part of the WRAP project, participants can develop their own wellness toolbox, and Green WRAP does this with an emphasis on what can be discovered and worked with in nature. This may include developing daily maintenance plans, grounding techniques, learning about thinking patterns and how to change them, Mindfulness and techniques to support polyvagal theory. The project launched in 2023, and the programme was delivered to three cohorts across the year reaching **22** people and engaging with a variety of people with a mix of lived experience and support needs. The project used a person-centered approach which allowed the team to adapt our delivery to best meet the needs and desires of the people attending.






Project outcomes achieved.

- **71%** of participants reported improved mental health.
- **59%** of the participants reported that their confidence had improved
- **57%** of participants reported learning new personal and green skills.
- **57%** of participants reported that their resilience and ability to manage life challenges has improved.

Project Highlights and Achievements

- **Peer Support:** This featured heavily and added huge value to all of this year's groups. At every stage, participants worked together to support each other and share their tools and experiences which helped others to progress

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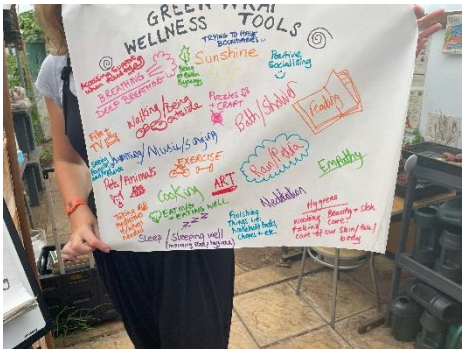
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- **Signposting to other support services**: As participants shared what they were experiencing, the team identified some support area which required participant to access specialist services.
- **Programmes Adaptability:** The ability to be able to adapt to the needs of each group including moving from mindfulness to EFT tapping, which the group said they enjoyed much more.
- **Positive impact on participants**: The participants shared that WRAP provided a platform to articulate their mental health challenges without being judged and encouraged them to know and use Wellness Shed Tools.
- **Reduced isolation and harm:** Participants reported that the sessions had reduced incidents of isolation and self-harm. "*This is a positive midweek activity that I love to attend without fail, I am happy to belong to a positive group", explained one of the participants.*
- **Session Variety**: The addition of herbal workshops with a WRAP practitioner which added real value. The feedback from these sessions were extremely positive and we aim to continue adding these for sessions in every group

Project Impact

"I have gained confidence in this moment in life because coming to Green Wrap I have felt nothing but heard and responded to, the reason this has helped because I used to lose my confidence by thinking people are going to ignore me but I've never felt ignored here ever, I have also found skills to make me feel more open about talking first.

I have started to put my dream mindset in action and getting support from Green Wrap to do so, this has made me see and feel hope in the future, I also have learnt techniques to make it possible to do so. So, all together I am feeling hopeful." Participant L 2023/24







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Green Nature and Nurture

Green Nature and Nurture was funded by the Mental Health and Wellbeing Community Investment Fund – Innovation, delivered from May 2023 to March 2024. It was a project focused on improving the mental wellbeing of young adults aged between 18 and 30 with neurodiversity. The sessions were delivered once a week on Hillside Garden from 10:30 to 12:00 on Wednesdays. We used Hillside Community Garden as a safe, peaceful, and secure place to develop young adults' ability to mix socially, make friends and learn practical skills that will help them to be more independent, build resilience and can improve their physical and emotional wellbeing. As part of the project, the team delivered a number of activities around gardening, craft and exploration, some of these include helping with the general maintenance of Hillside Garden, making clay prints of leaves and going on trips.






Project Outcomes

- **90%** of participants reporting that they feel their wellbeing has improved.
- **85%** of participants reporting that they feel their mental health has improved
- **90%** of participants reporting that they have positive plans
- **75%** of participants reporting that their confidence has increased.

Project Highlights and Achievements

- **Signposting:** Participants were then signposted to our Green WRAP project if they required additional support and three of the participants attended our Green Wellness Recovery Action Planning Project.

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- **Improving Wellbeing:** The participants benefited from the sessions and were supported with wellness tools. The holistic person-centred approach meant that participants were supported to transition and improve their well-being.
- **Experiential Activities:** The group experienced visits to Woodside Wildlife Park, Sherwood Forest, Lincoln Castle and Lincoln Arboretum to immerse them in green spaces and these were great ways to get the young people out to places that they hadn't experienced before.
- **Building confidence:** Participants reported that before they joined Green Nature and Nurture Project in June 2023, they didn't have much confidence and struggled to find meaning to life. It also proved to be a valuable tool to help us see into the lives of young people and how we can further support them.
- **Responding to need:** The learning from this project has led onto another Innovation Fund project, Layers of Green, which we are delighted to report will be starting in May 2024.

Project Impact

"I was not happy and not in the best head space, I felt like I was just giving and was not fully living my life" But at the end of the project this person shared things such as "The sessions have given me a sense of routine and structure", "The sessions gave me something to look forward to", "I feel like I can be myself without being judged". They reported having a more positive outlook on life as a whole as they had been able to give their life meaning, they said "I have a more positive day-to-day". Green Nature & Nurture participant






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New to Nature

New to Nature was an exciting programme of paid work placements in nature-focused roles. Our Garden and Horticulture Assistant role is one of 70 roles that has been created across the UK to encourage new and diverse talent into the Natural Environment sector. The project supported young people (aged 18-25) who are from ethnically diverse backgrounds, who are living with a disability or are from low-income households. Rebecca took part in the New to Nature programme as a Gardening and Horticulture Assistant with our charity and she had the opportunity to work alongside our Garden Manager in the gardens, learn about potential careers in the natural environment and connect with the other young people working in New to Nature roles across the country.

Our Green Synergy Trainee

Speaking of her experience, Rebecca said:

"To be supported is the best – it is what it should be, and no one should have to go through discrimination or bullying because of who they are. I understand what it feels like to be different and to feel like I can't communicate well. But there's always a way to communicate with people. You just have to think of a different way of going about it. Not everyone is going to think the same as you or be the same as you. So, it's all about adapting things for people. I personally have learnt a lot about myself and I feel like I'm becoming a better person because of being in this job."

Read more about Rebecca's experience in this role here.



Rebecca alongside our Gardens Manager Ana.

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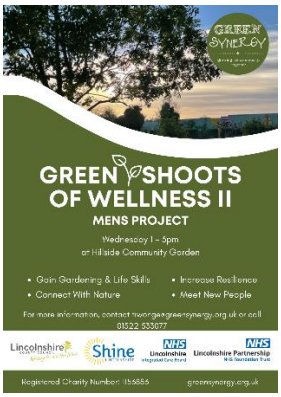
The Year Ahead – 2024-2025

2024/2025 represents a new and exciting phase of Green Synergy's development as the charity embarks on its new 2024-2027 Strategy 'Growing our Community Together' and our focus will be on Growing People, Growing Green Spaces Sustainably, Growing Communities and Partnerships, Growing Giving and Resources and Growing Sustainability. The focus on our charity's direction of travel is the vision of creating healthier and caring communities connecting nature, people and plants to inspire, enable and empower people in Greater Lincolnshire to meet, grow, learn and thrive through community gardening and connecting with nature. We look forward to working with and supporting our communities to grow and thrive along with our team and charity.

2024/2025 also represents a year of development for our project delivery of our mental health programmes as we introduce Layers of Green to our programme delivery for neurodiverse adults and continue to deliver the second year of Green WRAP and deliver Green Shoots of Wellness II to prevent suicides in Lincoln and surrounding areas.









The coming year also presents challenges for us and hard work to come as our Better Together funding is coming to an end and we are examining alternative funding sources. Our See How our Garden Grows project is also ending at the end of September but we are delighted to be able to share that the charity has secured four years of funding from the National Lottery Community Fund for our Branching Out project. The project will focus on continuing to build diverse income streams whilst reaching more communities and supporting them to socialise, learn and thrive.

Our children's project, Tower Power, comes to an end in September 2024 but we are delighted that BBC Children in Need have recognised the considerable needs of our local community and have grant funded the charity for a further three years to deliver our Family Nature Zone project.

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In response to our community listening, we will be starting to reach out to our considerable military veterans' community across Lincolnshire and developing new services and programmes to meet their needs.

As we look to build our financial resilience as a charity, we will be embarking on a number of local community commissioned projects across Lincoln and the surrounding areas to enable us to make a positive difference through gardening to local communities whilst building our contract income.

Core to the charity and our delivery is having a secure base of operations so finalising the lease for Hillside Garden with United Lincolnshire Hospital Trust is a key priority following the offer of a ten-year garden lease. We will also be finalising the twenty-five-year lease for Ellie's Memorial Garden with the City of Lincoln Council.

With the garden's management at the heart of our programmes, project and volunteering activities, we are making a commitment to increase the resilience of the garden to climate change by increasing more rainwater harvesting and also developing our charity income through new market garden produce for sales offers.

We will continue to support, develop and celebrate our incredible volunteers and our new strategy places a renewed focus on developing new partnerships and collaborations for us to work in synergy with.

Our team will continue to develop the ways in which we communicate our opportunities to reach more people - we recognise not everyone uses social media so we will use diverse methods to reach people. Our community engagement programme and the events we have planned for 2024/25 provides exciting opportunities for our communities to come together to enjoy the green spaces and have fun.

With the changes within our Trustee Board, we will seek to attract new trustees with the right skills sets and experience to support our charity for the future and we are continuing to place a significant importance on looking after the wellbeing of our team through wellbeing days and supervision support.







Best Gardening & Horticulture Charity 2023 - East Midlands
Using community gardening to support people to socialise, learn and thrive.

Green Synergy. 49 Roman Pavement, Lincoln, Lincolnshire. LN2 5RD. Tel: 01522 533077
Charity Number: 1153883 Company Number: 08399741
Email: info@greensynergy.org.ouk Web: www.greensynergy.org.uk

Financial Review 2023-2024

At the year end the charity's total income to 31st March 2024 had grown year to £386,036 compared to £325,842 in 2022/23. The expenditure to 31st March 31st, 2024, was recorded as £329,636 compared to £313,684 in 2023/2024 of which there were unrestricted reserves of £178,267 (2023: £39,746) and £87,485 (2023: £245,849) were restricted. The expenditure totalled resulting in a surplus of £56,400.
The total charity funds are £265,752 with a cash in bank position of £233,630.

Green Synergy has been fortunate to continue being supported by a number of our funders including:

- **BBC Children in Need** is supporting our Tower Power programme of activities for disadvantaged children from the local community.
- **National Lottery Community Fund** for See How Our Garden Grows to support organisational development, community engagement, outreach and events programmes. and to diversify income streams and develop trading and commissioning revenues.
- **Lincolnshire Co-op Community Champions** for our Plant to Plate programme the installation of a cob oven.
- **Lincolnshire Community Foundation** – for the delivery of slow cooker workshops
- **National Lottery Community Fund** for the collaborative project Better Together with Development plus and Abbey Access Training.

The charity was also pleased to secure a range of new funding to provide much needed mental health programme support for adults and children. These included:

- **National Grid Green Spaces Fund** to create a new Willow and Hazel Grove on Hillside Garden
- **NLCF The Community Organisations Cost of Living Fund** for the delivery of warm spaces, warm lunch and warm packs for our community.
- **People's Postcode Trust** for the delivery of our B2G Green Chances programme.
- **Groundwork UK – New to Nature Fund** for the recruitment and employment of a Garden and Horticulture Assistant Apprentice role for 12 months.
- **Lincolnshire County Council HAF Programme** for the delivery of the Holiday Activities and Food programmes.
- **LVET Health Inequalities VCSE Grant Fund** for the delivery of our Young Shoots project.
- **City of Lincoln Council Community Chest** for the Portland Street planter Phase 2 project.

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- **Lincolnshire County Council** for the Multiply Champions programme.
- **Lincolnshire Suicide Prevention Investment Fund Wave 3** for the delivery of the Green Shoots of Wellness project.
- **Mental Health and Wellbeing Investment Fund – Sustainability Stran**d for the delivery of the Green WRAP programme.
- **Mental Health and Wellbeing Investment Fund –Innovation Strand** for the delivery of our Green Nature and Nurture project.
- **The D'Oyly Carte Charitable Trust** for the match funding for Green WRAP project.
- **Lloyds Bank Foundation Trading and Sustainability Programme** – in kind training support of £6,000

Some of these funds will be made available in future financial years and Green Synergy is very grateful to all its funders.

Reserves Policy

As the charity delivers its objectives through running projects a lot of costs are budgeted for within the projects and only arise on the delivery of these projects. Due to this, and to manage risk, the Trustees aim to hold reserves equivalent to six months 'core' running costs of the charity.

Management of Risk

Green Synergy carried out regular reviews of the charity's risk register and risk analysis and the Trustees review a summary risk register in quarterly governance cycles at Board meetings. The summary risk register includes the most important risks identified in the risk analysis plus important risks arising in current operations. Data security including cyber security is an increasing focus and the charity has reviewed its Data Protection Policy and procedures to comply with the UK's General Data Protection Regulation (GDPR). In 2023/2024 Green Synergy achieved Cyber Essentials accreditation.

Green Synergy takes the safeguarding of child, young people and adults at risk very seriously and in 2023/2024 the charity appointed a Board Safeguarding lead in addition to our Designated Safeguarding Lead and Deputy Leads. Safeguarding and child protection policies and procedures are reviewed at least twice a year by the Chief Executive and reported to Trustees when new legislation or guidance is issued. External safeguarding training is compulsory for all new and current staff members and there is an on-going internal training, reviews of records of concern and case reviews and referrals if required.

Thank you to Our Funders

Without the vital funding and support provided to Green Synergy we could not support the many people we reach and support them to socialise, learn and thrive. We are indebted to these funders and donors, and we wanted to say a very big thank you to:

- National Lottery Community Fund – See How Our Garden Grows.
- BBC Children in Need
- National Lottery Community Fund – Reaching Communities funding the Better Together programme, funded by Reaching Communities. Lead partner Development Plus.
- HM Government NLCF The Community Organisations Cost of Living Fund
- People's Postcode Trust
- Heritage Lottery Fund & Groundwork – New to Nature Fund
- Lincolnshire Community Foundation
- Lincolnshire County Council HAF Programme
- City of Lincoln Council Community Chest
- Lincolnshire County Council – Multiply Champions Funding
- LVET Health Inequalities VCSE Grant Fund
- Lincolnshire Suicide Prevention Investment Fund Wave 3
- Mental Health and Wellbeing Investment Fund – Sustainability Strand
- Mental Health and Wellbeing Investment Fund – Sustainability Strand
- The D'Oyly Carte Charitable Trust
- National Grid Green Spaces Fund
- Lloyds Bank Foundation Trading and Sustainability Programme.
- University of Lincoln – Nebula Festival
- Waitrose
- Lincolnshire Co-op
- The Co-operative
- Aubourn Hall and Gardens
- Wickes Lincoln
- Lincolnshire Prison and Probation Services Community Payback Woodworking workshop – donating planters for sale
- Pennells Garden Centres.
- Mc Donalds
- Starbucks
- Majestic Wine

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Green Synergy Small companies provision statement

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

Statement of Responsibilities

The trustees (who are also the directors of Green Synergy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies. Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject
- to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on **29 November 2024** and signed on its behalf by:



Ms Caty Collier: Interim Chair

Independent examiner's report to the trustees of Green Synergy ('the Company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

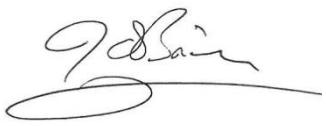
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attentionshould be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....

John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....03/12/2024.....


GREEN
SYNERGY
growing the community,
together

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	7,093	-	7,093	32,668
Charitable activities	3	34,493	342,262	376,755	292,321
Investment income	5	2,188	-	2,188	853
Total income		43,774	342,262	386,036	325,842
Expenditure on:					
Charitable activities	6	(12,188)	(317,448)	(329,636)	(313,684)
Total expenditure		(12,188)	(317,448)	(329,636)	(313,684)
Net income		31,586	24,814	56,400	12,158
Net movement in funds		31,586	24,814	56,400	12,158
Reconciliation of funds					
Total funds brought forward		147,170	62,182	209,352	197,194
Total funds carried forward	12	178,756	86,996	265,752	209,352

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for the period is shown in note 12.

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	32,668	-	32,668
Charitable activities	3	41,189	251,132	292,321
Investment income	5	853	-	853
Total income		74,710	251,132	325,842
Expenditure on:				
Charitable activities	6	(20,821)	(292,863)	(313,684)
Total expenditure		(20,821)	(292,863)	(313,684)
Net income/(expenditure)		53,889	(41,731)	12,158
Transfers between funds		21,067	(21,067)	-
Net movement in funds		74,956	(62,798)	12,158
Reconciliation of funds				
Total funds brought forward		72,214	124,980	197,194
Total funds carried forward	12	147,170	62,182	209,352

The notes form an integral part of these financial statements.

Green Synergy

(Registration number: 08399741)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	9	26,848	31,499
Current assets			
Debtors	10	16,304	158
Cash at bank and in hand		233,630	183,429
		249,934	183,587
Creditors: Amounts falling due within one year	11	(11,030)	(5,734)
Net current assets		238,904	177,853
Net assets		265,752	209,352
Funds of the charity:			
Restricted income funds			
Restricted funds	12	86,996	62,182
Unrestricted income funds			
Unrestricted funds		178,756	147,170
Total funds	12	265,752	209,352

For the financial year ending 31 March 2024, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 5 to 16 were approved by the trustees, and authorised for issue on November 29th 2024 and signed on their behalf by:



Caty Collier
Interim Chair

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019)
- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Green Synergy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement
Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2024

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500.00 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Plant & machinery	10% on cost
Fixtures & fittings	25% on reducing balance
Motor vehicles	25% on reducing balance
Computer equipment	25% on reducing balance
Land and buildings	10% on cost

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts dueaccording to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similarproceeds	-	-	31,130
Donations from individuals	7,093	7,093	1,538
	7,093	7,093	32,668

3 Income from charitable activities

Unrestricted funds

	General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	342,262	342,262	251,132
Sales, fees and services	34,493	-	34,493	40,100
Events & activities	-	-	-	1,009
Sundry receipts	-	-	-	80
	34,493	342,262	376,755	292,321

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
Urban Challenge	-	1,553	1,553
Development Plus	-	60,887	60,887
People's Postcode Places	-	25,000	25,000
Lincolnshire County Council	-	43,571	43,571
D'Oyly Carte Charitable Trust	-	3,500	3,500
Groundwork	-	3,341	3,341
Earnest Cook	-	89	89
Children in Need	-	32,829	32,829
LVET	-	5,000	5,000
The National Lottery Community Fund	-	109,004	109,004
Community Organisation Cost of Living Fund	-	43,824	43,824
Lincolnshire Community Foundation	-	3,000	3,000
Sundry	7,093	520	7,613
National Grid	-	10,000	10,000
Sage Gardener	-	144	144
	7,093	342,262	349,355

5 Investment income

	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	2,188	2,188
	2,188	2,188

6 Expenditure on charitable activities

	Unrestricted funds General	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Charitable activities	120	-	120	-
Activities	9,716	5,635	15,351	13,936
Equipment repairs & renewals	3,880	18,737	22,617	14,763
Sessional workers	-	22,446	22,446	7,859
Trips & events	-	3,903	3,903	1,944
Volunteer expenses	-	484	484	6,763
Bank charges	3	-	3	48
Insurances	2,220	-	2,220	2,062
IT costs	6,191	230	6,421	4,766
Legal & professional fees	4,154	355	4,509	9,250
Marketing	1,147	126	1,273	1,599
Office rent & rates	3,405	10	3,415	4,124
Office repairs & maintenance	3,855	1,666	5,521	1,283
Office costs	4,051	380	4,431	4,622
Utilities	2,807	-	2,807	4,187
Salaries NI & pensions	9,861	205,466	215,327	217,308
Recruitment	672	240	912	1,560
Supervision	-	330	330	660
Depreciation	4,652	-	4,652	5,527
Staff costs, training & travel	5,474	7,195	12,669	8,757
Allocation of overheads	(50,216)	50,216	-	-
Sundry	196	29	225	2,666
	12,188	317,448	329,636	313,684

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2024	2023
	£	£
Depreciation of fixed assets	4,652	5,527

8 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	196,813	201,204
Social security costs	13,773	12,178
Pension costs	4,741	3,926
	215,327	217,308

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

2024 No	2023 No
Average number of employees	11	12

11 (2023 - 12) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £4,742 (2023 - £3,926).

No employee received emoluments of more than £60,000 during the year.

The chief executive officer, as the highest paid member of staff, received benefits totalling £55,088 (2023 - £29,648).

9 Tangible fixed assets

	Land and buildings £	Fixtures & fittings £	Computer equipment £	Plant & machinery £	Total £
Cost					
At 1 April 2023	23,408	7,591	10,427	3,000	44,426
At 31 March 2024	23,408	7,591	10,427	3,000	44,426
Depreciation					
At 1 April 2023	2,340	5,591	3,770	1,226	12,927
Charge for the year	2,340	500	1,664	147	4,651
At 31 March 2024	4,680	6,091	5,434	1,373	17,578
Net book value					
At 31 March 2024	18,728	1,500	4,993	1,627	26,848
At 31 March 2023	21,068	2,000	6,657	1,774	31,499

10 Debtors

	2024 £	2023 £
Trade debtors	16,304	-
Other debtors	-	158
	16,304	158

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	4,752	3,788
Other creditors	6,278	1,946
	11,030	5,734

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General				
General Fund	147,170	43,774	(12,188)	178,756
Restricted funds				
Adult Projects	7,059	135,281	(110,061)	32,279
Children's Projects	9,155	40,490	(43,394)	6,251
Community Engagement & events	43,548	156,491	(153,993)	46,046
National Grid	2,269	-	-	2,269
Suicide Prevention	151	-	-	151
Willow & Hazel Grove	-	10,000	(10,000)	-
Total restricted funds	62,182	342,262	(317,448)	86,996
Total funds	209,352	386,036	(329,636)	265,752

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General					
General Fund	72,214	74,710	(20,821)	21,067	147,170
Restricted					
Adult Projects	77,842	80,902	(130,618)	(21,067)	7,059
Children's Projects	9,346	50,286	(50,477)	-	9,155
Community Engagement & events	35,452	109,905	(101,809)	-	43,548
National Grid	-	10,039	(7,770)	-	2,269
Suicide Prevention	2,340	-	(2,189)	-	151
Total restricted funds	124,980	251,132	(292,863)	(21,067)	62,182
Total funds	197,194	325,842	(313,684)	-	209,352

The specific purposes for which the funds are to be applied are as follows:

A full description of the funds is contained in the Trustees annual report.

13 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	26,848	-	26,848
Current assets	151,908	98,026	249,934
Current liabilities	-	(11,030)	(11,030)
Total net assets	178,756	86,996	265,752

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	31,499	-	31,499
Current assets	115,671	67,916	183,587
Current liabilities	-	(5,734)	(5,734)
Total net assets	147,170	62,182	209,352

14 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2024 £	2023 £
Independent examination	1,330	1,200
Other financial services	850	-
	2,180	1,200

15 Taxation

The charity is a registered charity and is therefore exempt from taxation.

16 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

17 Related party transactions

There were no related party transactions in the year.



GREEN SYNERGY

Green Synergy is a well-respected Lincoln based gardening and horticulture charity that supports people to socialise, learn and thrive. Our charity currently manages two community gardens, Hillside Garden and Ellie's Memorial Garden as well as developing outreach urban gardening. Our work supports people of all ages in the most under-served communities in Lincolnshire to improve their mental and physical wellbeing.

Our programmes focus on supporting people in the most deprived communities in Lincolnshire to improve their mental and physical wellbeing whilst managing the green spaces in environmentally responsible ways. We deliver community gardening and therapeutic horticulture programmes, volunteering, warm and cool spaces hub activities and community engagement events to bring people together in gardens and green spaces and to support people living in Lincolnshire to come together, meet new people and have fun.

2023 was our 10th anniversary as a charity and Green Synergy was proud to have won the Best Gardening and Horticulture Charity- East Midlands in the Non-Profit Organisation Awards.

Charity Number: 1153883

GREEN SYNERGY

England & Wales - Charity number 1153883

Accounts

GREEN SYNERGY

GREEN SYNERGY
growing the community, together

TRUSTEES REPORT & FINANCIAL STATEMENTS 31 MARCH 2023



Charity No: 1153883

Green Synergy Trustee Report and Financial Statements 31st March 2023

Status	Green Synergy was founded in 2012 and is a charitable company limited by guarantee, incorporated on 12th February 2013 and registered as a charity on 20th September 2013.
Charity Number	1153883
Company Number	08399741
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD.
Trustees	Alan Robson – Chair Caty Collier – Vice Chair Karol Szlichcinski – Treasurer – Resigned 18th April 2023 Rachel Gibbons Susan Kernachan Jane Loffhagen – Appointed 8th August 2022 Sarah Clarke – Secretary. Resigned 26th October 2022
Chief Executive	Mrs Alison Talbot
Bankers	Co-operative Bank & Charity Bank
Independent Examiner	John O'Brien, employee of Community Accounting Plus
Solicitors	Sills & Betteridge Solicitors, 18-28 Clasketgate, Lincoln, Lincolnshire. LN2 1JN

Chair's Foreword

Welcome to Green Synergy's Trustees Annual Report for 2022-2023. We welcomed our new CEO Ali Talbot in September 2022. Ali has certainly hit the ground running and the Board would like to thank her for her astounding work ethic and ability to engage with a wide variety of people and organisations. We are grateful for all her passion and professionalism in taking on this new era in Green Synergy's development.

The staff team worked incredibly hard particularly during the first part of the year to keep all our projects running until the new CEO was able to start in post. I would like to record my personal thanks to all the staff, volunteers and trustees who pulled together and stepped up to meet numerous challenges during this time to help keep the charity's valuable work going.

The charity's achievements this year included a series of open garden events that were very well attended. The charity reached many new participants and families, fulfilled project outcomes and funders were updated in a timely fashion. Ali was instrumental in reviewing our website and developing our social media presence as well as reviewing and updating policies and internal systems. As we neared the end of the financial year, a clear 'pipeline' of funding bids and grants was created to help secure the charity's work into the future. Along with fresh ideas from the team for generating income, this continues to strengthen the diversity of funding, including unrestricted funds.

The year did present some challenges and opportunities. Throughout the year we engaged with United Lincolnshire Hospitals Trust regarding our lease for the Hillside Garden. On our part we truly desire a meaningful partnership for mutual benefit and discussions are still ongoing.

Within this year we said farewell to Green Synergy's founder, Mary Hollis, who having stepped down as CEO the previous year, continued to support the team in the early part of 2022/23. As a charity we remain eternally grateful for Mary's vision and passion, without which none of this would have happened. "Green Synergy belongs to everyone who is involved with it and, everyone who is involved with it becomes part of Green Synergy".

We saw the role of Trudy Norris evolve, who had given so much to Green Synergy and continues to support us as a freelancer. Office Manager Julie Pilkington stepped down and we wish her well. Our Treasurer Karol Szlichcinski, who was so vital in tiding us over until our new CEO arrived, also stepped down during this year and we thank him for his commitment and dedication during his tenure.

Our new team members are just as passionate about making a difference to people, and the Board is proud of the whole team's achievements and commitment to supporting the most vulnerable

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people within our communities. Green Synergy throughout this 2022/3 year has been a voice and support for those whose voices have not been heard, those who have been left behind or left out. As always in a time of turmoil it is in the small acts of kindness that change happens for good.

Without doubt Green Synergy is a values-based organisation and continues to be so as it moves forward.



Rev Canon Alan J Robson MSc FRAgS FRAS

Chair of the Board of Trustees

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Green Synergy Overview

Green Synergy is a Lincoln based gardening and therapeutic horticulture charity that supports people to socialise, learn and thrive. Our charity's work supports people of all ages in the most deprived communities in Lincolnshire to improve their mental and physical wellbeing. Green Synergy enables people to learn skills for life, for work and encourages people to care for themselves, each other and the environment. Our charity delivers community gardening and therapeutic horticulture programmes, activities, events and garden design and builds to bring communities together to create more life chances, quality green spaces and re-connect people to green spaces, growing and nature connectedness. Green Synergy delivers a gardening and social activities for children, young people and adults as well as a range of community engagement programmes, warm and cool spaces activities, community events and activities to bring people together in our community gardens and spaces and to support people living in Lincolnshire to improve their wellbeing.
Our community programmes enable people who are extremely socially isolated and living in very under-served communities to meet, socialise and receive support, guidance and reduce their isolation.

Our Vision is for the people of Lincoln and the surrounding areas to have access to a network of local community gardening and city farming projects, therefore creating even happier, healthier, stronger and more sustainable individuals and communities.

Our Mission to use community gardening, city farming and eco-therapies to support people come together to socialise, learn and thrive.

Public benefit: In considering the activities of the charity, the Trustees have had due regard to the Charity Commission guidance on public benefit. In particular, the Trustees consider how specific projects will contribute to delivering and furthering the impact of Green Synergy's Charitable Objectives

Structure, Governance and Management

The Trustees who are also Directors of the company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (as amended by Update bulletin 1).

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Governing document: The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new Trustees: Green Synergy is managed by a Board of Trustees who are also the Company Directors. As set out in the Articles of Association, the Board of Trustees must consist of not less than three. There is no maximum number of members on the Board of Trustees. Nominations for new member are made to the Board of Trustees for approval following an external recruitment process. Members of the Board of Trustees are subject to rotation. At the Annual General Meeting, one third of the Board members retire, these being the longest serving members. Retiring members are eligible for reappointment.

Organisational Structure: The Trustees govern Green Synergy and the Board of Trustees meets at least five times each year. In addition, the Chair or Vice Chair meets with the Chief Executive on regular occasions during the year to review progress of the charity's work. Sub-groups are convened to deal with specific issues arising in the work of the organisation. A Chief Executive Officer is appointed to implement Green Synergy's vision and mission and manage the day-to-day operations.

Induction and training of new trustees: New Trustees undertake an induction and are provided with an information pack to brief them on their legal obligations under charity and company law and the management and operation of Green Synergy. New Trustees undertake their induction at Green Synergy's premises, providing an opportunity to meet employees and discuss projects and activities. Green Synergy encourages further training for Trustees, either internally or through external providers, where this helps them to undertake their role.

Related parties: Green Synergy delivers a large proportion of its projects through partnership working with other voluntary sector organisations, statutory bodies, and the local authority.

Reference and administrative details:
Registered Charity Number (England and Wales) 1153883
Registered Company Number (England and Wales) 08399741
Registered Office: 49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD
This report has been prepared in accordance with the special provisions of Part 15 of Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees on and signed on its behalf by:

15th December 2023

Rev. Canon Alan Robson MSc FRAgS FRAS: Chair

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Our Team

Ali Talbot – Chief Executive



I have had the pleasure of working in the public, private and third sectors at senior management level for the past 25 years specialising in strategic, operational, marketing and communications, project and resource management of charities, youth, sports, leisure and cultural services including sport, leisure, tourism, visual and performing arts services.

Prior to coming to Green Synergy, I was previously Chief Executive of Headliners (UK) a national youth multi-media charity. Prior to that I was CEO of Cerebral Palsy Sport, a national disability sports charity and was RNIB's National Leisure Services Manager. I had the honour of chairing LOCOG's London 2012 Disability Community Engagement Forum as well as being Event Director for the Nottingham 2015 CPISRA World Games and is a current member of Scope's National Assembly.

I have two sons who love sport and an RAF husband who isn't a great fan of sport. My eldest son has cerebral palsy and is an international FrameRunner. My favourite food is Italian food, I love gardening, walking gymnastics, reading and am a closet 80's music fan. When I'm not working, I can be found on a side of an athletics track supporting my sons or in my treasured happy place – my garden!

Tiwonge Simkonda – Community Development and Delivery Manager



My name means "we should be grateful". As per my name, I am very grateful to be part of the Green Synergy Team. I am an avid advocate for social justice and human rights and my previous work experience with WaterAid, ActionAid and Trocaire has provided me immense opportunities to influence positive and transformative change in the lives of vulnerable people and communities. My role in Green Synergy will involve designing programs, setting up Program and grants management systems and the delivery of our Projects that are aimed at improving the mental well-being of children, young people and adults. I enjoy music, dancing, cooking, and spending time with my family and friends. I look forward to working alongside passionate and enthusiastic people in Green Synergy and I believe that "Together we will achieve More!!

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Ana Oliveira – Hillside Garden Manager

I studied botanical horticulture at Kew and wrote my dissertation on why and how nature benefits us. I have worked in garden management, horticulture and teaching garden design. The biophilia hypothesis suggests that humans possess an innate tendency to seek connections with nature and other forms of life. This has certainly been the case for me. My first step into understanding it was to study landscape architecture. The second was to study botanical horticulture at Kew. As I wrote my dissertation on why and how nature benefits us, I developed a great interest in how that could be enabled, both in terms of human engagement, but also in how we design the outdoor environment. Previous jobs in garden management, horticulture and teaching garden design were enriching, however, I now wanted to add social rehabilitation and wellbeing into the mix. Hillside garden is the stage where sustainability, nature conservation and human health all meet. It is the future we should all strive for…



Katie Rayner – Finance and Office Manager

I was merchandise manager, marketing and communications departmental lead, and departmental finance officer for the past four years at the University of Lincoln Sports Centre and Shop. Prior to this, I worked as a veterinary assistant for 9 years at a village, first opinion small animal veterinary practice, and towards the latter end of my veterinary career, I decided to return to university to pursue a degree in business and management. After finishing my studies, I took a gap year and travelled around New Zealand. I own a miniature dachshund called Sully and a naughty pony called Woody, who both take up most of my time at weekends and evenings. Interests include horse riding (show jumping, XC and drag hunting with the Cranwell Bloodhounds), baking, football, interior design and travel. I also have a love of house plants and my collection continues to grow. One of my favourite pastimes is going out for coffee and cake!



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Lizzie McFarlane: Projects Officer

Following on from struggles with my own mental health, I rediscovered my affinity for growing and started volunteering with Green Synergy in September 2015. This affirmed to me my love of people and my passion to work with communities to improve people's lives and support them in a positive way. After 12 months as a volunteer, I successfully applied for a role as a Trainee Project Officer with an apprenticeship in Horticulture. I am now a fully-fledged Project Officer and deliver the BBO MOVE and Better Together projects. I enjoy using my coaching skills to support people who are experiencing mental ill health and help them to progress on their recovery journeys.



Brodi Wyman: Projects Officer

I initially started as an apprentice at Green Synergy and over the past 3 years I have built up my skills and confidence working throughout all areas of the charity. I enjoy this role because of the variety of work and the ability to incorporate my different passions and share them with young minds. Using gardening, craft and games to educate and support our community has made such a difference to my own life. I have always wanted to work with children and being able to do a job that impacts lives and drives their passion for the environment has been extremely rewarding for me. Watching as children gain more interest in growing their own plants and wanting to be more involved with the things we do, has been amazing. I am continually learning and can't wait to see what the future holds.



Wendy Slater – Community Engagement Co-ordinator

I come to Green Synergy with a long and varied background of experience gained from being a volunteer, and from working for and with Charities, Trusts, Communities, Partnerships and Authorities. I also have the experience of life, dealing with adversity and pushing through barriers. Personally, I feel my life has been a journey of me having to prove myself, until I started to ask why and who am I proving myself too? The skills I learnt on that journey I now share with others in order to help them to empower themselves and progress. I have three grown up daughters, two grandsons and a granddaughter. I moved to Lincoln late 2022 but remain a true Yorkshire Lass at Heart! Glass half full / half empty? It's simple – you have the wrong size glass! Or alternatively its refillable!



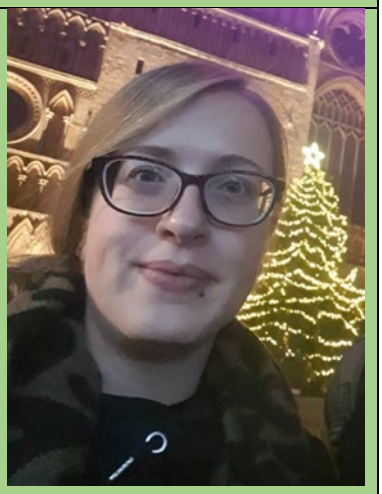
Rebecca Graham - Garden and Horticulture Assistant

I'm Rebecca I am a Garden and Horticulture Assistant who has just started at Green Synergy. My previous experience has been working with children with additional needs and working in a forest school with clinical professionals. My last role was working with a conservation charity in Manchester doing jobs such as gardening, installing fences, edging, tree planting and dead hedging. I have an allotment at home so love to grow my own produce and teach people how to grow their own and how to prepare the ground. I am looking forward to learning more about the different projects in Green Synergy and learning about how horticulture can help people in the community.



Katie Rooker – Freelance Children and Young People's Projects Assistant & Garden Assistant

Through volunteering with Green Synergy I've seen first-hand the benefits therapeutic horticulture and community gardening can have. After completing an employability project ran by Green Synergy, I was successful in becoming a member of the team. My role is Garden Projects Assistant, I help the Garden Manager and Projects Team to support volunteers and beneficiaries through different projects and sessions we run at Hillside Garden. I really enjoy interacting with the range of people I encounter through my role, as well as the variety of activities and tasks we provide at the garden. I studied Zoology at the University of Lincoln, and have an interest in animals, plants, and conservation. I enjoy trying to learn how to look after new houseplants and teaching my cat new tricks



Tanya Akrofi – Freelance Projects Officer

Tanya is a storyteller and trainee counsellor. She believes whole-heartedly in the medicinal benefits of connecting with the natural world around us. We all have a story to tell and by empowering people to find their voice, we can encourage them to celebrate their experiences and honour their challenges. This is what Tanya hopes to do. She is honoured to join the wonderful team at Green Synergy.



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Trudy Norris- Freelance Projects Officer Trudy was our Project Manager and in 2023 wanted to change her evolve her work and so became one of our freelance team members. With a nudge from an elder, I developed an interest in plants as food and medicine from my late teens. As a result, I switched from a degree in politics to studying for a degree in Health and Community Studies. I then trained in Western Herbal Medicine for 3 years and have been in practice as a herbalist for 25 years (FNIMH). As my interests in influences in health and wellbeing grew, I then sought to develop my skills and trained in adult learning (PGCE) and to qualify as a Counsellor (BACP). Green Synergy enables me to work with all my passions in life: plants, people and communities.	
Ruby Berridge – Freelance Projects Officer Hello, my name Ruby and I am a Freelance Project Officer at Green Synergy, so you might see me at different sessions. I believe that mental health care is really important; and I feel that a connection with nature, being outside and gardening, is one of the key areas for self-nurturing and sustaining individual well-being. I have a background in healthcare; with a recent focus on nutrition, phytotherapy and supporting people with cancer. My other interests include edible gardening, my pet succulents, being outdoors, walking, reading, drawing and crafts. Family, communication and community are important to me and I'm excited about my role at Green Synergy, meeting new people and making new connections. I feel I have seen the valuable contribution the charity, staff and volunteers make to individuals using the garden, the local community, wildlife, and to Lincoln generally, as a supportive and therapeutic/accessible (much needed) green space.	

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Our Trustees

Rev. Canon Alan Robson MSc FRAgS FRAS: Chair

I joined Green Synergy in 2016 and became Chair in 2017. I am a Methodist Minister and Agricultural Chaplain for the County and I am also a founding member of the Lincolnshire Rural Support Network, helping farming families across the whole of Lincolnshire. My core driver is my ever-changing faith in spiritual exploration and mysteries of human well-being. My passion is for people finding wholeness out of crisis- also finding hope in hopeless situations.



Caty Collier: Vice Chair & Trustee

Currently working as Social Prescribing Development Lead for Lincolnshire, I and have over twenty years' experience in the voluntary and community sector. I first got to know Green Synergy in 2012, prior to it becoming a charity when they were seeking advice on incorporation. In 2016, I was invited to become a Board Member. In my spare time, I practice yoga and am involved in community music and dance. Past voluntary roles have included wildlife habitat restoration and building a school in a remote part of Tanzania.



Rachel Gibbons: Trustee

I became a trustee to Green Synergy after visiting Hillside Community Garden and being inspired by the work of the charity, seeing the life-affirming values and benefits to the community through connecting with nature in the garden. Green Synergy encourages people to embrace the outdoors for their wellbeing, health and self-belief.

My working life has been in agriculture, horticulture and conservation. For many years I was a consultant, linking farmers with the natural world around them, as well as working with Wildlife Trusts.

My family lives on a farm near Market Rasen where we host school visits, forest school camps, the Girl Guides, walkers and other groups. In my spare time I am a keen gardener and volunteer with several charities including being a First Responder for 16 years. I am also involved with biodiversity monitoring projects on our farm and in the county.



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Jane Loffhagen: Trustee

I am Jane Loffhagen- Trustee on the Board of Green Synergy. I have lived in Lincoln since 1985, raised my family here and until 2019 worked in the public sector as a Probation Officer. In 2019 I was elected to the City of Lincoln Council for Abbey ward, where Green Synergy is situated, and am committed to supporting the work of such a marvellous local charity into the future. The way the charity supports people with all kinds of issues or none is very impressive.



Susan Kernachan: Trustee

I joined the Board of Green Synergy in December 2020 to contribute my skills and experience to a local organisation that was about to go through a period of change. The time I spent in my own garden during the 2020 lockdown gave me a first-hand understanding of the physical and mental health benefits of horticulture and I'm an advocate for green social prescribing.

I've spent over 20 years as a senior property leader in disability charities, I've recently qualified as an EMCC Accredited Coach at Foundation Level and I'm a volunteer with The Lincoln Community Larder. I'm married with one son and have lived in Lincoln since 2012.





Using community gardening to support people to socialise, learn and thrive.

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A Review of Our Year 2022-2023

2022 – 2023 was a year of change for Green Synergy as our founder and former Chief Executive Mary Hollis stepped back from the charity to pursue new adventures in February 2022. The team were supported by Trustees during a long interim period until our new Chief Executive Ali Talbot joined in September 2023. The charity paid tribute with a celebration event for the hard work and dedication of Mary in founding the charity and working so hard to grow the charity.

It was an incredible busy year to Green Synergy is what turned out to be the hottest summer on record for our community, team and our garden. It brought home the importance of how we need preserve and manage our natural world and our natural resources and led to us future planning on how the plants and rainwater harvesting could be managed effectively.

Green Synergy was delighted to be recognised in 2022 with a national award from Simple Magazine by Waitrose as winners of the Most Community Minded Organisation. The award recognised and celebrated organisations, businesses and community groups that are doing their best to improve their little corner of the world. We were delighted to win the award and Green Synergy were featured in the March edition of Simple Magazine. Our second award was from YMCA Lincolnshire. We were awarded Age Friendly Business award. Green Synergy achieved the standards required to be awarded the accreditation, which included. Respect and Inclusion, Customer Comfort, Clear Marketing and Communications and Accessibility.









The scope of the project's delivery grew with new projects in the form of the Community Renewal Fund enabling us to create new accredited courses in Horticulture and Environmental Conservation and saw the commencement of the design and build project for The Forge Day Centre in Scunthorpe. Our National Grid funded Warm Spaces programme enabled the charity to distribute over 150 personal warm packs, deliver two slow cooker workshops and launch a new Knit and Natter group in response to our community listening.

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The charity has continued to provide a range of services to a range of demographic age groups from children, young people, adults and older people. Our Tower Power children and young people programme reached **180** young people last year and **55** families with **80** hours of volunteering supporting the project with a range of exciting events, holiday programmes and after school activities. The Green Influencers children and young people green social action programme reached **141** young people and worked with 7 partners.

Our Better Together wellbeing project directed supported **30** adults with their mental health and wellbeing journeys and **16** people moved into training, learning or employment through our BBO Move programme delivery.

The Growing and Cooking on a Budget project has reached **11** people so far but this has only just commenced and our gardens programme was supported by **2092** volunteering hours.

The See How our Garden Grows project reached **1186** people through our garden events and **286** people through our Warm Spaces and coffee morning activities and **91** people through our Knit and Natter programme. The charity hosted **73** adults on specific garden visits and the team undertook **40** community engagement activities and events reaching **1487** people.





Green Synergy's social media presence has grown and the charity reached over **19,000** impressions on Twitter and **112,631** impressions of Facebook as well as creating a new website which is now well visited with new features, events pages, volunteer stories and up to date news features.

There were changes to the team in 2022/ 2023 with Tom, John, Julie and Zoe moving on to pastures new and we thank them for their incredible work supporting the projects, people and gardens. New team members Katie, Roxanna, Jo, Katie, Marcelina and Ali joined the Green Synergy team and 23 new volunteers joined the incredible Green Synergy Garden volunteer team. We are so very proud of the volunteers that support our charity come rain or shine and it was lovely during Volunteers Week in June 2022 to be able to recognise the contribution of so many volunteers with a volunteer's celebration, social media film and thank you certificates for our truly special group of volunteers. A massive thank you to each and every one of you!

Our Trustee Board is such a valuable part of our volunteering contributions as they support the operation and development of all our governance processes with their tireless support. October 2022 saw one of our founding Trustees step down from the charity so our heartfelt thanks go to Sarah Clarke for her long-standing service to the charity. Our sincere thanks also go to Treasurer Karol Szlichcinski who stepped down in this year.







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Our Impact





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The Gardens

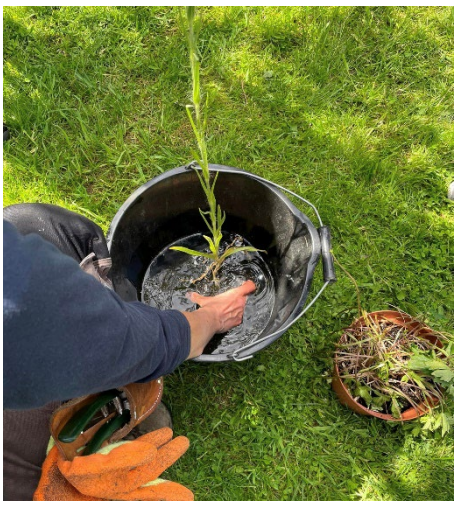
Hillside Garden

It has been a busy year in the gardens with many improvements and changes in infrastructure and operations. This was enabled by specific funding together with increased capacity in the team, volunteers and beneficiaries. Our garden volunteer hours between 17/01/2023 and 15/06/2023 totalled an amazing 1046 hours. A new partnership with the Lincolnshire Prison and Probation Service's Community Payback team together with external partners and sponsors also made valuable contributions.

Operations



The operational focus in the garden covered three main areas: improving horticulture practices, supporting Hillside Garden's resilience in face of climate change and updating the H&S procedures. The CRF project funded the purchase of vital tools and machinery which improved our horticulture standards. Edging shears and half-moons make the bed edges much crisper and tidier; propagators allow us to grow plants from seed or cuttings and a woodchipper will allow us to turn woody waste into compost. Wickes Lincoln kindly also donated machinery and equipment, such as hedge trimmers or secateurs. Hedges have been trimmed with hand shears prior to this and an electric trimmer has made the process much quicker. Risk assessments were reviewed for the new machinery and other garden tasks with existing ones updated, including COSHH. PPE provision has been reviewed and additional equipment was purchased. Any chemicals used on site, such as paint or varnishes, are now non-hazardous.



Climate change has presented a significant challenge in our green spaces. The uneven distribution of rainfall and an unusually hot summer in 2022 meant severe drought on Hillside Garden. Our rainwater reserves were nearly empty at the beginning of the summer and a decision was made to reduce water consumption until we could top up our tanks. Potted plants were sold off and many others were no longer watered. Some simply went dormant until Autumn, and watering was focused solely edible crops.

William Booth, who was previously involved in setting up Hillside Garden, came to our rescue twice. He brought 1000l of water each time to ensure we had enough for the most critical plants. Thank you, William!

To mitigate the effects of climate change we focused on training staff, volunteers and beneficiaries in sustainable use of water and how to grow plants for draught resilience. We plan to expand our water storage in 2023.

Composting

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The other focus for Hillside was in improving and expanding our composting facilities, as compost makes the soils more water retentive and reduces plants susceptibility to stress. We also trained on composting for staff, volunteers and beneficiaries.

The existing compost area underneath the Leyland cypress was proven to be unsuited due to the lack of moisture. The trees intercept much of the rainfall, meaning the green waste was not breaking down. A new area was created by the heritage orchard meadow, where it is exposed to the rain. We built a total of **14** bays throughout 2022/2023, including a weed and soil sieve to dry out any weeds before composting them with capacity to accommodate all the green waste produced on site. The green waste from the old bays has been gradually transferred to the new area where it started to break down.





Cob oven

This development was kindly funded by Lincolnshire Co-op Community Champions Fund and was part of the charity's community engagement activities and the oven was built in partnership with Abbey Access, Hilt Holt Wood and our beneficiaries and local residents. Abbey Access constructed the base and the timber shelter with learners from their construction and joinery courses. The team used mostly reclaimed materials to reduce the carbon footprint of the build, including bricks, fence panels and timber from pallets. The oven was built using traditional construction methods and materials. The clay was reinforced with straw and the finishing was done using lime render. Building and firing up the oven have become meaningful events for both volunteers and beneficiaries.



Standing out area

Green Synergy has a history of plant growing on Hillside Garden so to improve nursery practices and facilitate maintenance of potted plants, we created a standing out area alongside the Therapeutic Garden using geotextile membrane. This area is semi shaded, which reduces watering needs and plant losses over the summer months. By having pots over a membrane, we no longer have grass to mow

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in between the plants, and it has become easier to keep track of the existing stock.

Ellie's Memorial Garden

Green Synergy is currently holding guardianship of Ellie's Memorial Garden and in 2023 we are working to secure a long-term lease to manage the garden from the City of Lincoln Council.

In 2022, Ellie's Memorial Garden underwent some much-needed renovation. One of the local residents who had been the garden custodian in recent years, was no longer able to undergo the necessary maintenance, particularly the woody species. The focus was on cutting back and pruning overgrown vegetation and emptying and refurbishing the compost bays. The CRF project learners and probation services undertook most of these tasks.

Climbers, shrubs and trees have all been pruned and all beds are being edged. The Lincoln Conservation Volunteers group came alongside our valued supporter William Booth to empty the compost bays and spread the compost in our vegetable beds at Hillside. The community payback group has refurbished the bays using new pallets.





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Our Projects

Tower Power





Since last April Green Synergy have delivered multiple events and trips that have been a great success in helping us support children and young people in Lincoln. These trips included to the Woodside Wildlife Park where families from the Tower estate got to take a coach together and enjoy a day out. Our annual Family Fun Day which is an open event with free activities and food for all and was a wonderful day of fun and laughter. The sun shone on our 2022 Global Harvest Celebration which brought people from the estate together in a celebration of the garden and food and attracted over **150** people. Our organisation also had a great success in building partnerships that helped us provide the children with more experiences and opportunities. Some of these include the YMCA, Lincoln City Football Foundation, Rhubarb Theatre, Leaf and Land collective and Soundlincs. This year also saw the charity develop a new partnership with McDonald's as part of BBC Children in Need's Community Connections Project, where the team have developed a plan of how they can support us with advertisement in their restaurants and donate Tower Power with fruit snacks and water for events and trips. The Tower Power has engaged over **180** young people and it is estimated that **90** of these were new to the project. This has been achieved through our weekly sessions as well the trips and events. In 2022/2023 the charity has established an effective method of delivery, splitting the ages into their own groups, and giving specialised activities for them. This ranges from gardening, craft and games, each building up the connectiveness that young people have to nature, the community and themselves. One of the main challenges within the project is managing some of the challenging behaviour often seen when working with children in deprived areas, some of the things we have done to help with this was developing an agreement with the children in our sessions on what they do and don't want to see in the sessions' behaviour wise. Tower Power have three dedicated volunteers who come every week to help with our sessions, estimated that each volunteer has done around **80** hours. One of our volunteers Kath also bakes bread for the young people every week.

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Green Influencers
Youth Empowerment and Environmental Action

Proudly supporting youth social action #iwill | Department for Digital, Culture Media & Sport | COMMUNITY FUND | The Ernest Cook Trust

The Green Influencers Scheme aims to help young people aged 10 -14 years old in deprived urban areas, to create deep, lasting and meaningful connections with the natural environment while learning and building skills that will help them to contribute to their local community through youth-led environmental action.

Our funding ended in June 2023, but during our time with this project Green Synergy have managed to engage with a range of groups and schools to help reach the wider community of Lincoln, connecting with a young people to get them involved in youth social action. An example of this would be Bishop King Primary school adding to their vegetable garden and improving their wildlife trail so that it was more accessible and wildlife friendly. Through this project Green Synergy has built partnerships that will last into the future, already having given us more opportunities such as we have continued work with Monks Abbey Primary school's Eco Warriors group.

Green Synergy has delivered **9** youth social action groups with **4** being delivered in this year. Our charity reached **141** young people so far of which **77** of those young people were in this year as there has been more success in being able to attend schools. There are no active volunteers on the Green Influencers project.







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See How Our Garden Grows – National Lottery Community Fund

We have had a very busy year here at Green Synergy with our community's input shaping our community engagement events and workshops. Our approach remains person-centred making sure that we hear and prioritise the needs and wants of our community on the Tower Estate and surrounding areas of Lincoln.

Over the past year we have had an exciting series of events which have been very well supported by residents, the wider community, and stakeholders. The charity delivered five seasonal events and workshops and our Global Harvest Celebration attracted over **160** people in October, eating food from around the world cooked by local residents. Two Christmas wreath and decoration workshops were held in November and our Carols on the Garden took place on a cold sunny December Tuesday. We were delighted to welcome local School Monks Abbey and the Birchwood Community Choir.

The Tower Power Coffee morning goes from strength to strength and this year we have been on three wonderful trips. The group explored the historic town of Horncastle and its market, attended an armistice event at Bomber Command and enjoyed a fun outing to Kinema in The Woods. We have also organised a variety of events including Slow Cooker workshop, craft sessions and a free fire safety session with Lincolnshire Fire and Rescue. The Coffee mornings and trips not only allow residents to socialise and bond, but also help to combat and reduce isolation.







Thanks to funding from the Lincolnshire Coop Community Fund last summer, we constructed a Community Cob Oven. Our beneficiaries from various groups on the garden, the local community, and our young people's group participated in building the oven. The oven offers us the chance to cook outdoors and encourage learning and socialising. For our Global Harvest Celebration, we were able to cook over 160 jacket potatoes.

Unfortunately we have also faced challenges this year. The high cost of living has posed difficulties for many members of our community. Our well attended events and trips have provided some relief while also promoting wellness and mental health. Funding from The National Grid Community Matters Fund and Lincolnshire Community Foundation has enabled us to run a warm hub here at Green Synergy through the winter months. The funding has also offered us the chance to run four Slow Cooker workshops. The workshops provided an excellent environment for cooking, discussing food, and enjoying a shared lunch. All attendees went home with a slow cooker, and we received positive feedback from everyone who participated.

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Through the See How Your Garden Grows project, we have collaborated with various groups, schools, and organisations in the city. Over the past year we have also collaborated with three nearby schools in the Tower Estate area: Carlton Academy, Monks Abbey Primary and Christ Hospital. Together, we provided warm packs and offered spaces on our Slow Cooker workshops. This collaboration has enabled us to help local families that are dealing with increased price rises. We also supported the Forest Skies Federation community event.

Our new volunteer pathway that ensures the safety of our volunteers and allows us to provide a fulfilling experience. Our dedicated volunteers play a crucial role in our mission to improve the gardens and support the charity. Together they work towards creating a beautiful, mindful, and peaceful community gardens, which wouldn't be possible without their support and commitment. We celebrate our volunteers and the support that they give us and our Volunteer pages on our website celebrate the stories of our volunteers and during volunteer week we run a volunteer thank you campaign.





Throughout the year, we held volunteer recruitment activities with our partnership with Lincolnshire Coop resulting in a successful Spring Synergy 'Spring Clean' event for Hillside Garden. This event attracted new volunteers and thoroughly enjoyed by all. Additionally BBC Radio Lincolnshire has been very supportive and has conducted several interviews live and recorded on the garden. Currently our team of volunteers consists of **23** Garden Volunteers, **3** Young People Volunteers and **5** Trustees that donate their time and expertise to the charity.

Our partnership with Lincoln University has been very productive and this year we welcomed a student for his final-year placement. He conducted a listening project with our elderly residents, while also assisting the young people's team with filming and recording. Graduate Employment and Alumni Relations Officer Heather Saunders volunteered at the Hillside Garden and wrote a blog about her experience, which attracted more volunteers to Green Synergy and we attended two employer engagement events. We would like to say thank you to all who have been part of our community engagement this year and Green Synergy look forward to working with everyone next year and developing new and interesting ideas and events.

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Building Better Opportunities MOVE

In what was the final year of the BBO Move project, Green Synergy are shining a light on the key successes from the programme, the challenges we overcame and our wonderful participants. BBO Move was an employability project funded by the European Social Fund and the Big Lottery Community fund to help people with greater barriers to work to build skills and confidence. This was a multi partner project and Green Synergy offered practical sessions in basic horticulture as well as industry standard strimmer and spraying qualifications. We used a person-centred approach and structured mentoring to best support participants to achieve their personal and professional goals. This was the last delivery year for the project, with sessions ending in December 2022. The charity engaged a total of **16** people, **7** of whom were new in this reporting period. From this group, **5** people moved into training and **7** into employment. This meant that over the course of our 7 years of funding, we achieved all outcomes for the project. In addition, several of our BBO Move participants, took on a volunteering role at Hillside Garden and continue to help and support the day-to-day maintenance of the space.



Project highlights

- **Former Participant wins an award:** When Gary first joined BBO Move, he had worked in the same career for over 30 years but due to circumstances this was no longer possible. He identified one of his biggest barriers to work was functional skills and a lack of confidence. Whilst on the garden he found a passion for all things gardening, but more than anything, he gained a renewed confidence in himself and his ability. He exited the project into work, at the Covid vaccination centres and onto a functional skills course. He continues to volunteer at Hillside Garden on his days off and this year, we were so proud to hear the news that he received the Lincolnshire Adult Skills and Family Learning Service Learner of the Year 2022. Gary really represents what BBO Move was all about, supporting people to see and achieve their full potential. It has been an amazing project to be a part of.
- **Job opportunities:** The project had great success this year with one participant who went into employment at West Lindsay Landscapes. We worked with our partner, Abbey Access Training to enable him to do his CSCS card, which combined with the practical skills he had learnt at the garden, an NVQ in Horticulture, and one to one support he received, meant he was able to reach his goal of employment at a landscape firm. We have stayed in touch, and he is still thriving in his job and is set or promotion on completion of his first year. When asked about his time at Green Synergy, he said:
    - *"I've really enjoyed it, everyone is really friendly, and I've made some long-term friends. I enjoy the work we do here, I've always enjoyed working outside with my hands, so this is pretty perfect or me. Hopefully I will be getting an apprenticeship soon, when I spoke to West Lindsay Landscapes, I did reference what I'm doing at Green Synergy and how much I'm enjoying it. They seemed to really like what I'm doing here as well so that's really helped me get my foot in the door. It's a big CV boost." TE June 2022.*

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- **Launch of CRF level 2 NVQ**: The start of the new CRF NVQs brought new opportunities for many BBO Move participants who were keen to take on more formal learning and qualification. They were able to complete the course, helping to build their CV and improve their chances of employment in the industry.
- **Green Synergy plant sale:** Our annual plant sale is always a chance for BBO Move participants to shine as they worked together, to prepare the garden for the annual plant sale. This year was no exception as they worked in the weeks leading up and volunteered to support on the day. Some of our participants even took the opportunity to invite family members to the event to show all the hard work they had done in the garden.
- **The Cob Oven:** BBO Move participant joined forces with volunteers, community members and other project participants to build our new cob oven. This was a great opportunity for everyone to learn this heritage skill and leave a real mark on Hillside Garden.



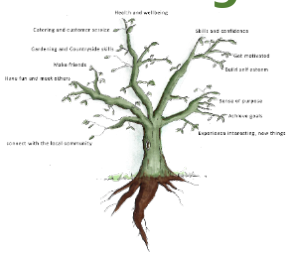


Person-Centred Support

2022/2023 saw the final recruitment of project participants onto the BBO Move project and this presented some challenges as the landscape of the local community had changed. The majority of unemployed people, who were close to the work market were being signposted to the DWP funded provision, meaning that the participants coming into BBO Move were those with greater barriers to work.

This has always been an area in which the charity shines, we were mindful of the limited time left to work with people in order to support them towards their personal goals and meaningful project outcomes in a person-centred manner. The team established a new referral system, undertook an extensive recruitment push and attended a range of partnership events including Faces to Names to showcase our project offers. This enabled us to reach the project targets and also provide the best possible outcomes for our project participants.

Better Together Project (B2G)





The Better Together project is grant funded by the National Lottery Community Fund to deliver Stage 2 of the project until 2024. B2G '2' is a partnership project which resulted from successful extended funding for our partnership with Abbey Access Training and Development Plus. Green Synergy has delivered two 2 Hour sessions weekly for participants on our 2.5-acre Hillside Community Garden. The charity has engaged with 30 participants, 20 of whom were new to the project. Sessions offer individuals choices of activity including a wide range of gardening tasks and linked activities such as eco crafts, walking, cooking, and planning sessions. The group have been a part of many events including the Plant Sale, Family Fun Day, Autumn Harvest Event, Carols on the garden.

Project Highlights

- **Cathedral Visit in December:** We enjoyed another wonderful visit to Lincoln cathedral where we were given a guided tour of the building and told the history and stories. We ended the day with a hot drink and cake in the café before wishing everyone happy festivities.
- **Wreath making at Hillside**: We worked with our participants to make seasonal wreaths. They then took these home to decorate their doors.









Photo Credit: *Photo taken by JA on the garden*

- **Arboretum walks:** This year saw us venture off the garden a lot more with regular walks to the arboretum. We would take time along the way to notice how things changed through the seasons, explored all corners of the arboretum and regularly stopped off for a hot drink and a piece of cake at the arboretum café.

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- **Planting:** This year, Better Together led the charge on planting seeds for all Hillside needs. We were successful in harvesting a variety of seeds from the garden which we have grown into little plants. These are used in the garden as well as in the plant sale.
- **Volunteer pathways:** A longstanding volunteer left our project, and we provided a reference for them to volunteer with another community project for which they were successful. We have another volunteer who has stayed with the project and is a part of the team. We have reviewed our volunteer recruitment pathway for non-project volunteers and will consider placements for students going forward.

Growing and Cooking on a Budget

In February 2023, we launched a new Growing and Cooking on a Budget project kindly funded by the National Lottery Community Fund and designed as an additional support service for Better Together project participants to help tackle the cost-of-living crisis. It was clear within the project participants that they were experiencing financial hardship, so the project is supporting people learn how to grow their own produce, and what to make with it. So far in our first 2 months of delivery we have engaged with 11 participants which is made up of existing Better Together participants, as stipulated in the funding agreement.





Since the commencement of the project. The team and participants have designed a dedicated planting bed which we will use to demonstrate, on a small scale how to grow produce from scratch. Green Synergy's team consulted with participants to decide what they would most like to grow and cook and to date the team have planted lots of seeds and some are starting to show.

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Community Renewal Fund Partnership

HM Government | Working and Connecting Communities | Lincolnshire County Council – Working for a better future

Green Synergy, together with seven other Lincoln charities, Lincoln City Council Heritage and Besa Construction aligned strategically in a joint bid for the Community Renewal Fund (CRF). CRF aimed to pilot local projects ahead of the UK Shared Prosperity Fund. As part of this partnership, Green Synergy delivered two Level 2 qualifications accredited by City and Guilds, a Level 2 Certificate in Environmental Conservation and a Level 2 Award in Horticulture. These were aimed at the unemployed and economically inactive.

The funding enabled Green Synergy to employ a full-time member of staff to deliver both qualifications and to invest in tools, machinery and the potential for a portable classroom for Hillside Garden. The fund also covered PPE, stationery and travel expenses for the learners, enabling economically disadvantages candidates to still obtain a qualification. Learners who completed the qualification also had free access to further training in strimming, application of pesticides and first aid.

CRF in Numbers

- 30 learners engaged in one of our courses.
- 15 learners were new to Green Synergy
- 22 learners achieved a qualification.
- 6 moved into employment during or after the course.
- 5 have pursued further training or volunteering opportunities after the course.

Learner's Testimonies

- *"Learnt how to use equipment and tools, improved my confidence and social skills".*
- *"Reignited a passion for being outdoors and enjoyed learning again. This course has built my confidence and health back up. Given me direction."*
- *"Project group and leaders were all very welcoming and knowledgeable. I have enjoyed further developing my knowledge in this field and working outdoors."*
- *"I felt much more supported in this course. We are encouraged to ask questions or help."*
- *"The help I had received on the project has been a combination of health therapy for myself. It has been a massive help on my current journey."*
- *"I enjoy the social aspect and how much Ana is willing to explain more and more if you ask for it."*
- *"I would be worse off emotionally. Having a reason to get out of bed and being out in the sun made a massive difference in my mood."*
- *"The Hillside Garden has a real sense of calm about it. The people show love and respect for one another. There is a real sense of community. I have enjoyed the learning and the course and Ana*

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has a very engaging way of delivering the course. I have enjoyed getting to know other course attendees and building up positive relationships with them."







Key Achievements and Highlights

- CRF had an impact at several levels, both for Green Synergy and the participants. For Green Synergy, the fund has built team capacity and expertise in work-based qualifications with two staff members enrolled in a Level 3 Assessment and Quality Assurance course funded by CRF. It also improved garden operations and infrastructure through tools and other equipment acquired. These have been used across all projects and improved horticulture practices at Hillside Garden.
- Another benefit has been the improvement of horticulture standards at Hillside. Students provided extra gardening hours during their training and some moved into volunteering or employment with Green Synergy after the course. Their improved skills have made a difference in our garden operations.
- The courses also provided additional exit pathways for BBO Move of Better Together participants, many of which found the courses as a useful stepping stone towards employment or further training. Working in partnership with other organisations has also opened doors for further collaborations and expanded opportunities for beneficiaries referred from each partner.
- Not all learners achieved a qualification, however, many have moved into employment or into further training with our partners. Others have improved their social skills and ability to engage in education or other volunteering opportunities.

Commissioned Projects

The Forge, Scunthorpe

The Forge Project Day Centre in Scunthorpe offers food and vital support services to those who are homeless and roofless. That support includes food and a warm space, but also services such as such as the local Housing Advice Team, drug and alcohol agencies or mental health agencies.
The charity secured funding from NHS charities and Green Synergy was commissioned to design and build a garden in their tarmac courtyard. The aim was for staff and service users to grow edible crops for their canteen, but also ornamental plants to improve the aesthetics of the area. As part of the bid, Green Synergy was also commissioned to provide gardening sessions and produce a resource pack of guides to maintain the garden.

The Project

The site survey and design were carried out through 2022 and the build took place in 2023. Given the lack of exposed soil on site, the garden is made of raised beds 65cm tall and 95cm wide. These measurements ensure maintenance accessibility for all users, including those with disabilities. Sustainability was embedded in all stages of the design and local provision of materials was prioritised whenever possible. The timber is FSC certified, and the soil came from a local contractor with proven environmental practices alongside the Wildlife Trust. Benches are made of stone filled gabions from Hillside with timber tops made from reclaimed pallets. A refurbished 1000l IBC container was sourced to use as a water butt and the timber frame on which it rests was once again made of reclaimed pallets. To extend the lifespan of the beds, timber sleepers were used throughout. All the beds were lined with UV resistant polythene and coated with non-hazardous decking oil to minimize decay as much as possible. The planting plan focused on herbs, edible crops and ornamental plants suited for their growing conditions. Some plants were propagated or grown from seed at Hillside, whilst others were sourced from a local nursery. The Forge service users are currently planting and sowing seeds as part of the gardening sessions delivered by Trudy.







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The Year Ahead – 2023-2024

2023 represents a significant milestone for Green Synergy as it is our 10th Anniversary year and we are looking forward to marking this significant year in our charity's history with a series of events include a Summer garden Celebration celebrations and the launch of our 10th Anniversary fundraising campaign £10 for 10 years. In our 10th year, the charity will be developing a new 2024-2027 strategy and we are looking forward being able to undertake substantial community listening so our strategy responds to the needs of our community. Green Synergy wishes to grow and diversify our income streams by seeking out more diverse opportunities and supporters to support our work and increasing our supporter base with fundraising campaigns.

This year also represents a year of growth of project delivery for the charity as we will be launching three new mental health and wellbeing programmes due to new funding being secured. The Green WRAP (Wellness Recovery Action Planning) three-year project kindly funded by the Mental Health and Wellbeing Investment Sustainability Fund aims to support adults over the age of 18 to support their wellness and recovery.

Green Nature and Nurture funded by the Mental Health and Wellbeing Investment Innovation Fund will seek to support young people with neuro-diverse needs in connecting with nature and green spaces. Our Suicide Prevention Fund Wave 3 project Green Shoots of Wellness is focused on supporting adult men who are struggling with the mental health and to prevent them falling into crisis. We will also be delivering Year 3 of our Tower Power Children in Need funded project to improve the lives of children and young people in the local community and through Better Together delivering services that support wellbeing and social activities.







Key to Green's Synergy's management of the Hillside Garden is protecting and developing the biodiversity on the garden. Through the funding secured from National Grid Green Spaces Fund, a new Willow and Hazel Coppice Grove will be created alongside the lower eastern side of our garden adjacent to Roman Pavement residential housing border. The aim is to increase native species of

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hedgerow and provide the charity with sustainable sources of willow and hazel for use on the garden and projects in the future.

Partnerships matter to Green Synergy and none more important than with United Lincolnshire Hospital Trust so the charity will be working hard to seek a more sustainable arrangement with our Hillside Garden lease and developing other outreach opportunities. We look forward to working with our local partners and the City of Lincoln Council on community outreach urban gardening projects. We value the benefits that productive partnerships can derive for our beneficiaries so with the kind support of the National Lottery Community Fund, our See How Our Garden Grows project will continue to be focused on developing our range of collaborations and providing much needed community support. Green Synergy has a range of exciting community events planned for the 1oth Anniversary year to bring people and plants together in a natural green space.

Communicating our message of what we do as a charity is so important so we can reach more people who need support so we will be focused on increasing our reach and awareness to others across the City, County and regionally of what we offer through gardening and therapeutic horticulture through growing social media, website and community engagement activities.

Continuing to strengthen Green Synergy's governance processes is important and our Trustee Board is looking forward to an externally facilitated Board Development programme kindly funded by Lloyds Bank Foundation Enhance programme to enable the Board to develop governance policies, a Board skills audit and Board recruitment to attract new trustees to the Board.

The wellbeing of the team is key to us so we are committing to delivering quarterly wellbeing days for our whole team. Investing in our team is also really important to ensure they develop the right skills to meet their needs and those of the people we support. The training investment will include Year 2 of a Thrive Social Therapeutic Horticulture programme for a team member, a Level 2 Youth Work qualification for one of our youth delivery team as well as safeguarding, health and safety training across the whole team.



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Our Current Strategy

Green Synergy has developed a three-year strategic business plan that aims to

1. **Developing the Community Garden Hub** - including having an appropriate lease/ ownership agreement in place to be able to complete the development of a fully operational, accessible, and secure garden with appropriate infrastructure including an eco-designed office and community building.

2. **Grow and develop our charitable activities** to fulfil our mission and vision- ensuring that we have adequate and sustainable financial and human resources in place to do this and that we effectively monitor, measure, and communicate the associated outcomes and outputs.

Our charitable activities broadly fall into the following interconnected delivery themes.

- **Mental Health and Wellbeing**- Using gardening, nature and animal based therapeutic activities for the betterment of people's mental health and overall wellbeing.
- **Life and Vocational Skills**- Providing opportunities for people to increase their skills, knowledge and confidence and realise their potential.
- **Community Connections and Social Inclusion**- providing accessible places (gardens and green spaces) and activities (groups and events) that actively promote inclusivity.
- **Children and Young People** (CYP)- Offering a safe, nurturing environment for CYP to socialise, learn and thrive. This work has grown significantly in the last twelve months and although it relates to each of the other themes, we have included a discrete section for children and young people to collate all of the delivery activities that are specifically for them.
- **Environmental Sustainability**- Enhancing local environmental sustainability through practical, educational activities and raising awareness of global environmental sustainability issues through promotional work. This is a cross-cutting theme that underpins the other strands and is therefore integrated into all other sections.

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Our New 2024/2027 Strategy

Green Synergy is currently working to develop a new strategic plan for 2024-2027 and we look forward to undertaking extensive community listening through the year as well as sharing and consulting on the strategy plans. It is core to what we do that we listen learn, discuss and respond to what our community is telling us they need so we can look after them as they look after us.



Financial Review 2022-2023

At the year end the charity had funds of £209,352 (2022: £215,625 as the previous account of 2022/22 are restated from £632,035) of which there were unrestricted reserves of £39746 (2022: £77,902) and £245,849 (2022: £554,133) were restricted. The expenditure totalled £313,682 resulting in a surplus of £12158.

Green Synergy has been fortunate to secure significant amount of funding in contracts and grants during this financial year:

- **BBC Children in Need** is supporting our programme of activities for disadvantaged children from the local community.
- **Ernest Cook Trust**: for the Green Influencers scheme to deliver environmental social action projects with 10–14-year-olds.
- **National Lottery Community Fund** for See How Our Garden Grows to support organisational development, community engagement, outreach and events programmes. and to diversify income streams and develop trading and commissioning revenues.
- **Greater Lincolnshire MOVE National Lottery Community Fund** saw the final year of Building Better Opportunities grant from the to deliver a programme to help unemployed people to move back into employment.
- **UK Government Community Renewal Fund** to deliver social and therapeutic gardening courses, including accredited basic horticulture training.

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- **National Grid Community Matter Fund** to deliver a warm spaces and warm packs programme as well as supporting fuel poverty advice and guidance.
- **National Lottery Reaching Communities**: Better Together programme to deliver a programme to support people with mental health conditions.
- **The Bishop of Lincoln's Social Justice Fund** to support activities for older people and inter-generational activities.
- **Country Landowners Association** to meet capital costs of children's garden improvements.
- **Lloyds Bank Foundation** with unrestricted funds to support the development of Green Synergy.
- **Lincolnshire Co-op Community Champions** for the installation of a cob oven.
- Mere Charity
- **Lincolnshire Community Foundation** – for the delivery of warm spaces and slow cooker workshops
- **Lincolnshire County Council Suicide Prevention Fund Wave 3** for the delivery of the Green Shoots of Wellness project.

Some of these funds will be made available in future financial years. Green Synergy is very grateful to all its funders.

Reserves Policy

As the charity delivers its objectives through running projects a lot of costs are budgeted for within the projects and only arise on the delivery of these projects. Due to this the Trustees aim to hold reserves equivalent to six months 'core' running costs of the charity.

Management of Risk

Green Synergy carried out regular reviews of the charity's risk register and risk analysis and the Trustees review a simplified risk register in quarterly Governance cycles at Board meetings. The simplified risk register includes the most important risks identified in the risk analysis plus important risks arising in current operations.

Data security including cyber security is an increasing focus and the charity has reviewed its Data Protection Policy and procedures to comply with the UK's General Data Protection Regulation (GDPR). In 2022/2023 Green Synergy achieved Cyber Essentials accreditation.

Green Synergy takes the safeguarding of child, young people and adults at risk very seriously and in 2022/2023 the charity appointed a Board Safeguarding lead in addition to our Designated Safeguarding Lead and Deputy Leads. Safeguarding and child protection policies and procedures are reviewed at least twice a year by the Chief Executive and reported to Trustees when new legislation or guidance is issued. External safeguarding training is compulsory for all new and

current staff members and there is an on-going internal training, reviews of records of concern and case reviews and referrals if required.



Green Synergy. 49 Roman Pavement, Lincoln, Lincolnshire. LN2 5RD. Tel: 01522 533077
Charity Number: 1153883 Company Number: 08399741
Email: info@greensynergy.org.ouk Web: www.greensynergy.org.uk

Thank you to Our Funders

Without the vital funding and support provided to Green Synergy we could not support the many people we reach and support them to socialise, learn and thrive.

We are indebted to these funders, and we wanted to say a very big thank you to:

- BBC Children in Need
- Ernest Cook Trust funding the Green Influencers Scheme
- National Lottery Community Fund for Building Better Opportunities grant from Lead partner for Greater Lincolnshire MOVE - Urban Challenge.
- National Lottery Community Fund – Reaching Communities funding the Better Together programme, funded by Reaching Communities. Lead partner Development Plus.
- Community Renewal Fund, provided by UK Government. Lead partner Abbey Access.
- Lloyds Bank Foundation
- National Lottery Community Fund – See How Our Garden Grows.
- Country Landowners Association
- The Mere Charity
- Lincolnshire Community Foundation
- Bishop of Lincoln's Social Justice Fund
- Sincil Bank Community Chest
- Lincolnshire County Council – Multiply Champions Funding
- Suicide Prevention Investment Fund Wave 3
- Lincolnshire Co-op
- National Grid Community Matters Fund
- Crowdfunder – Co-op Warm Spaces Fund
- Wickes Lincoln
- Lincolnshire Prison and Probation Services Community Payback Woodworking workshop – donating planters for sale.

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Small companies provision statement

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

Statement of Responsibilities

The trustees (who are also the directors of Green Synergy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies. Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject
- to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 15 December 2023 and signed on its behalf by:



Rev. Canon Alan Robson MSc FRAgS FRAS: Chair **15th December 2023**

Green Synergy

Independent Examiner's Report to the trustees of Green Synergy ('the Company')

Independent examiner s report to the trustees of Green Synergy ('the Company')
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity s accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner s statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....

John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street Nottingham
NG1 5GL

Date:15/12/2023

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains

Note	Income and Endowments from:	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £ (As restated)
	Donations and legacies	2	32,668	-	32,668	39,746
	Charitable activities	3	41,189	251,132	292,321	245,849
	Investment income	5	853	-	853	-
	Total income		74,710	251,132	325,842	285,595
	Expenditure on:					
	Charitable activities	6	(20,821)	(292,863)	(313,684)	(215,625)
	Total expenditure		(20,821)	(292,863)	(313,684)	(215,625)
	Net income/(expenditure)		53,889	(41,731)	12,158	69,970
	Transfers between funds		21,067	(21,067)	-	-
	Net movement in funds		74,956	(62,798)	12,158	69,970
	Reconciliation of funds					
	Total funds brought forward		72,214	124,980	197,194	127,224
	Total funds carried forward	12	147,170	62,182	209,352	197,194

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for the period is shown in note 12.

Green Synergy

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £ (As restated)
Income and Endowments from:				
Donations and legacies	2	39,746	-	39,746
Charitable activities	3	-	245,849	245,849
Total income		39,746	245,849	285,595
Expenditure on:				
Charitable activities	6	(11,143)	(204,482)	(215,625)
Total expenditure		(11,143)	(204,482)	(215,625)
Net income		28,603	41,367	69,970
Transfers between funds		(165)	165	-
Net movement in funds		28,438	41,532	69,970
Reconciliation of funds				
Total funds brought forward		43,776	83,448	127,224
Total funds carried forward	12	72,214	124,980	197,194

The notes on pages 44 to 52 form an integral part of these financial statements.

Green Synergy

(Registration number: 8399741)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £ (As restated)
Fixed assets			
Tangible assets	9	31,499	13,618
Current assets			
Debtors	10	158	4,616
Cash at bank and in hand		183,429	189,701
		183,587	194,317
Creditors: Amounts falling due within one year	11	(5,734)	(10,741)
Net current assets		177,853	183,576
Net assets		209,352	197,194
Funds of the charity:			
Restricted income funds			
Restricted funds	12	62,182	124,980
Unrestricted income funds			
Unrestricted funds		147,170	72,214
Total funds	12	209,352	197,194

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 41 to 52 were approved by the trustees, and authorised for issue on 15 December 2023 and signed on their behalf by:



.....

Rev Canon Alan Robson Trustee

The notes on pages 44 to 52 form an integral part of these financial statements.

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019)
- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Green Synergy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset s use. Other support costs are allocated based on the spread of staff costs. '

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Plant & machinery	10% on cost
Fixtures & fittings	25% on reducing balance
Motor vehicles	25% on reducing balance
Computer equipment	25% on reducing balance
Land and buildings	10% on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds		
	General	Total 2023	Total 2022
	£	£	£ (As restated)
Donations and legacies;			
Donations from companies, trusts and similar proceeds	31,130	31,130	34,764
Donations from individuals	1,538	1,538	4,982
	32,668	32,668	39,746

3 Income from charitable activities

	Unrestricted funds	Restricted	Total	Total
	General	funds	2023	2022
	£	£	£	£ (As restated)
Grants & donations	-	251,132	251,132	245,849
Sales, fees and services	40,100	-	40,100	-
Events & activities	1,009	-	1,009	-
Sundry receipts	80	-	80	-
	41,189	251,132	292,321	245,849

4 Grants & donations

	Unrestricted funds	Restricted funds	Total
	£	£	£
Urban Challenge	-	31,956	31,956
Development Plus	-	17,134	17,134
CRF	-	20,811	20,811
Lincolnshire County Council	-	11,360	11,360
Earnest Cook	-	9,788	9,788
Children In Need	-	40,139	40,139
Lincolnshire Community Foundation	-	2,000	2,000
Reaching Communities	-	53,253	53,253
The Mere Trust	-	1,400	1,400
The National Lottery Community Grant	-	53,252	53,252
The National Grid Community Matters	-	9,999	9,999
Lloyds Foundation	27,250	-	27,250
Sundry	5,418	40	5,458
	32,668	251,132	283,800

5 Investment income

Unrestricted funds	Total
General	2023
£	£
Interest receivable and similar income;	
Interest receivable on bank deposits	853	853
	853	853

6 Expenditure on charitable activities

	Unrestricted funds General	Restricted funds	Total 2023	Total 2022
	£	£	£	£ (As restated)
Fundraising	-	-	-	2,490
Charitable activities	-	-	-	213,135
Activities	10,714	3,222	13,936	-
Equipment repairs & renewals	468	14,295	14,763	-
Sessional workers	1,506	6,353	7,859	-
Trips & events	-	1,944	1,944	-
Volunteer expenses	452	6,311	6,763	-
Bank charges	48	-	48	-
Insurances	2,062	-	2,062	-
IT costs	3,239	1,527	4,766	-
Legal & professional fees	5,112	4,138	9,250	-
Marketing	561	1,038	1,599	-
Office rent & rates	4,124	-	4,124	-
Office repairs & maintenance	1,021	262	1,283	-
Office costs	4,190	432	4,622	-
Utilities	2,149	2,038	4,187	-
Salaries NI & pensions	2,858	214,450	217,308	-
Recruitment	-	1,560	1,560	-
Supervision	-	660	660	-
Depreciation	3,186	2,341	5,527	-
Training & travel	1,830	6,927	8,757	-
Allocation of overheads	(24,509)	24,509	-	-
Sundry	1,810	856	2,666	-
	20,821	292,863	313,684	215,625

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023
	£
Depreciation of fixed assets	5,527

8 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	201,204	153,897
Social security costs	12,178	5,722
Pension costs	3,926	2,675
	217,308	162,294

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

2023	2022
No	No
Average number of employees	12	9

12 (2022 - 9) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £3,926 (2022 - £2,675). No employee

received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £29,648. The 2022 figures are not available for comparison

9 Tangible fixed assets

	Land and buildings £	Fixtures & fittings £	Computer equipment £	Plant & machinery £	Total £
Cost					
At 1 April 2022	-	7,591	10,427	3,000	21,018
Additions	23,408	-	-	-	23,408
At 31 March 2023	23,408	7,591	10,427	3,000	44,426
Depreciation					
At 1 April 2022	-	4,923	1,551	926	7,400
Charge for the year	2,340	668	2,219	300	5,527
At 31 March 2023	2,340	5,591	3,770	1,226	12,927
Net book value					
At 31 March 2023	21,068	2,000	6,657	1,774	31,499
At 31 March 2022	-	2,668	8,876	2,074	13,618

10 Debtors

	2023 £	2022 £ (As restated)
Trade debtors	-	2,390
Accrued income	-	172
Other debtors	158	2,054
	158	4,616

11 Creditors: amounts falling due within one year

	2023 £	2022 £ (As restated)
Short term loan	-	3,780
Other taxation and social security	3,788	3,066
Other creditors	1,946	595
Deferred income	-	3,300
	5,734	10,741

12 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General					
General Fund	72,214	74,710	(20,821)	21,067	147,170
Restricted funds					
Adult Projects	77,842	80,902	(130,618)	(21,067)	7,059
Children's Projects	9,346	50,286	(50,477)	-	9,155
Community Engagement & events	35,452	109,905	(101,809)	-	43,548
National Grid	-	10,039	(7,770)	-	2,269
Suicide Prevention	2,340	-	(2,189)	-	151
Total restricted funds	124,980	251,132	(292,863)	(21,067)	62,182
Total funds	197,194	325,842	(313,684)	-	209,352

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
General					
General Fund	43,776	39,746	(11,143)	(165)	72,214
Restricted					
Restricted Funds Combined	83,448	245,849	(204,482)	165	124,980
Total funds	127,224	285,595	(215,625)	-	197,194

The specific purposes for which the funds are to be applied are as follows:

A full description of the restricted funds and projects is contained in the Trustees annual report.

The previous years restricted funds could not be split out, the layout used was substantially different and does not lend itself to clear comparison.

The transfer from the Adult Projects fund to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.

13 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	31,499	-	31,499
Current assets	115,671	67,916	183,587
Current liabilities	-	(5,734)	(5,734)
Total net assets	147,170	62,182	209,352

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Tangible fixed assets	13,618	-	13,618
Current assets	58,596	135,721	194,317
Current liabilities	-	(10,741)	(10,741)
Total net assets	72,214	124,980	197,194

14 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity s' independent examiner Community Accounting Plus are analysed as follows:

	2023 £	2022 £
Independent examination	1,200	2,750
	1,200	2,750

The previous year's accountants were Wright Vigar.

15 Taxation

The charity is a registered charity and is therefore exempt from taxation.

16 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

17 Related party transactions

There were no related party transactions in the year.

GREEN SYNERGY

England & Wales - Charity number 1153883

Accounts

Registered Charity 1153883

Registered Company 8399741

Green Synergy Trustees Report & Financial Statements 31 March 2022











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Green Synergy Trustee Report and Financial Statements 31st March 2022

Status	Green Synergy was founded in 2012 and is a charitable company limited by guarantee, incorporated on 12th February 2013 and registered as a charity on 12th February 2013.		
Charity Number	1153883		
Company Number	08399741		
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD		
Trustees	Alan Robson	Chair	
	Caty Collier	Vice Chair	
	Karol Szlichcinski	Treasurer	
	Rachel Gibbons		
	Annie Holliwell-Brown	Resigned on 21.02.2022	
	Nick Mallinder	Resigned on 21.02.2022	
	Simon Lloyd Smith	Resigned on 01.02.2022	
	Susan Kernachan		
	Sarah Clarke	Secretary	
	J Loffhagen	Appointed on 08.08.2022	
Chief Executive	Mary Hollis	Up to 28.02.2022	
	Ali Talbot	05.09.2022	
Bankers	Co-operative Bank & Charity Bank		
Auditors	Wright Vigar Limited, Chartered Accountants & Business Advisers, 15 Newland, Lincoln, Lincolnshire, LN1 1 XG		
Solicitors	Sills & Betteridge Solicitors, 18-28 Clasketgate, Lincoln, Lincolnshire. LN2 1JN		

Welcome

On behalf of the Board as Green Synergy entered its ninth year, I want to share a few statements of gratitude and congratulations for the past year. Once again, we are hugely grateful to our Auditors - Wright Vigar - for scrutinizing our accounts and being such good overseers of all our transactions and I expect beyond this AGM we will continue to appreciate your help!

To all our grant providers and varied donors, we give a genuine heartfelt thank you! Without you we would not have a Green Synergy at all. The impact Green Synergy makes upon many lives would be massively diminished. Each donation, however large or small, is welcomed and appreciated. It would be remiss not to celebrate the very generous gifts from the National Lottery and the ongoing support of Lloyds TSB Foundation Charitable Trust. Thank you!

We host a wide range of people and **the reports from the staff within this document bear testimony to the wonderful work** of all the team, paid and unpaid, that changes many lives for the better. Thank you, team!

Post-Covid transition has been a trial for everyone. I want to record my gratitude to the staff team for all they did through Covid and beyond it to keep communications between one another and beneficiaries compassionate and useful.

This was the year we knew our Founder and CEO would be leaving us. Mary Hollis was and became a pivotal figure in all that Green Synergy stood for, her values seeped into Green Synergy's values, but she knew she had played her part and needed to capture fresh opportunities for her life journey. Mary left Green Synergy in February 2022. The Board and the community acknowledged her many contributions with thanks and love for everything she had done.

I'd like to highlight the Board's appreciation and acknowledgment to the whole team - some of you were very new to post as Mary left us. Julie, the Office Manager and so much more! Helena, our community engagement lead and so much more! Ana and Paul both very new taking up leading posts in developing the garden and new learning programmes - a baptism of fire which you both have done a sterling job! I am in awe of how you stepped up and forward in this time of huge change. To Lizzie and Trudy, Tom, Zoe, Brodi and John - you each have been and are fantastic ambassadors for Green Synergy!

My final thanks go to you the Board for all the support we have given one another as we set about recruiting a new CEO. I am sure we will be successful! The heart and purpose of Green Synergy matters deeply to each one of you and I know despite undoubted setbacks we will prevail in fulfilling our charitable purposes for the benefit of Lincoln City and wider Lincolnshire's community!
Yours sincerely

Rev Canon Alan J Robson: Chair of the Board of Trustees

(Postscript: Green Synergy successfully appointed our new CEO, Ali Talbot, who commenced on Monday 5th September 2022. We look forward to the next steps in Green Synergy's story!)

Green Synergy Overview

Green Synergy exists to fulfil the following charitable objectives, as stated in our governing document:

1. Use community gardening and city farming to develop skills and capacity of the members of the socially and economically disadvantaged communities in such a way that they are better able to identify and help meet their own needs and to participate more fully in society.
2. Promote sustainable environmental, economic and social development for the benefit of the public.
3. Promote social inclusion.
4. Promote and protect good health in particular, by providing opportunities to engage in therapeutic horticulture and agriculture.
5. Advance the education of the public in horticulture, agriculture and conservation of the environment.
6. Provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation.

Our Vision is for the people of Lincoln and the surrounding areas to have access to a network of local community gardening and city farming projects, therefore creating even happier, healthier, stronger and more sustainable individuals and communities.

Our Mission to use community gardening, city farming and eco-therapies to support people come together to socialise, learn and thrive.

Public benefit: In considering the activities of the charity, the Trustees have had due regard to the Charity Commission guidance on public benefit. In particular, the Trustees consider how specific projects will contribute to delivering and furthering the impact of Green Synergy's Charitable Objectives

Structure, Governance and Management

The Trustees who are also Directors of the company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (as amended by Update bulletin 1).

Governing document: The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new Trustees: Green Synergy is managed by a Board of Trustees who are also the Company Directors. As set out in the Articles of Association, the Board of Trustees must consist of not less than three. There is no maximum number of members on the Board of Trustees. Nominations for new member are made to the Board of Trustees for approval. Members of the Board of Trustees are subject to rotation. At the Annual General Meeting, one third of the Board members retire, these being the longest serving members. Retiring members are eligible for reappointment.

Organisational Structure: The Trustees govern Green Synergy. The Board of Trustees meets at least four times each year. In addition, the Honorary Officers meet with the Chief Executive on regular occasions during the year to discuss the work of the organisation. Sub-groups are convened to deal with specific issues arising in the work of the organisation. A Chief Executive Officer is appointed to implement Green Synergy's vision and mission and manage the day-to-day operations.

Induction and training of new trustees: New Trustees undertake an induction and are provided with an information pack to brief them on their legal obligations under charity and company law and the management and operation of Green Synergy. New Trustees undertake their induction at Green Synergy's premises, providing an opportunity to meet employees and discuss projects and activities. Green Synergy encourages further training for Trustees, either internally or through external providers, where this helps them to undertake their role.

Related parties: Green Synergy delivers a large proportion of its projects through partnership working with other voluntary sector organisations, statutory bodies, and the local authority.

Renumeration policy for key management: In accordance with our governing document the charity does not renumerate its trustees. The day to day running of the charity is delegated to the CEO who is renumerated in accordance with the charity's PayScale, which are benchmarked against national scales for the sector and region. Any pay rises of management staff are agreed by the Board. There were no bonuses or additional payments made to any management staff during this financial year. Total remuneration paid to key management during the year amounted to £36,882 (£35,101).

Reference and administrative details:
Registered Charity Number (England and Wales) 1153883
Registered Company Number (England and Wales) 08399741
Registered Office: 49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD

Independent Examiner: Wright Vigar Limited, Chartered Accountants & Business Advisers, 15 Newland, Lincoln, Lincolnshire, LN1 1 XG

Trustees Serving in the year 1st April 2020 to 31st March 2021 A full list of trustees who have served the charity within this period can be seen on pages 11 and 12.

Our Team

Ali Talbot – Chief Executive



I have had the pleasure of working in the public, private and third sectors at senior management level for the past 25 years specialising in strategic, operational, marketing and communications, project and resource management of charities, youth, sports, leisure and cultural services including sport, leisure, tourism, visual and performing arts services.

Prior to coming to Green Synergy, I was previously Chief Executive of Headliners (UK) a national youth multi-media charity. Prior to that I was CEO of Cerebral Palsy Sport, a national disability sports charity and was RNIB's National Leisure Services Manager improving access to all aspects of culture, leisure, arts and sport for blind and partially sighted people. I had the honour of chairing LOCOG's London 2012 Disability Community Engagement Forum as well as being Event Director for the Nottingham 2015 CPISRA World Games and is a current member of Scope's National Assembly.

I have two sons who love sport and an RAF husband who isn't a great fan of sport. My eldest son has cerebral palsy and is a national and international FrameRunner. My favourite food is Italian food, I love gardening, walking gymnastics, reading and am a closet 80's music fan. When I'm not working, I can be found on a side of an athletics track supporting my sons or in my treasured happy place – my garden!

Mary Hollis - Founder and former Chief Executive & Company Secretary



The Board of Trustees would like to place on record their sincere thanks to Mary for her 10 years of service to the charity she founded. Mary left the charity in February 2022 and the Trustees wish her well for the future.

Trudy Norris- Projects Manager



I was delighted to be appointed to this role to work alongside passionate and talented people. With a nudge from an elder, I developed an interest in plants as food and medicine from my late teens. As a result, I switched from a degree in politics to studying for a degree in Health and Community Studies. I then trained in Western Herbal Medicine for 3 years and have been in practice as a herbalist for 25 years (FNIMH). As my interests in influences in health and wellbeing grew, I then sought to develop my skills and trained in adult learning (PGCE) and to qualify as a Counsellor (BACP). Green Synergy enables me to work with all my passions in life: plants, people and communities.

Ana Oliveira – Hillside Garden Manager

The biophilia hypothesis suggests that humans possess an innate tendency to seek connections with nature and other forms of life. This has certainly been the case for me. My first step into understanding it was to study landscape architecture. The second was to study botanical horticulture at Kew. As I wrote my dissertation on why and how nature benefits us, I developed a great interest in how that could be enabled, both in terms of human engagement, but also in how we design the outdoor environment. Previous jobs in garden management, horticulture and teaching garden design were enriching, however, I now wanted to add social rehabilitation and wellbeing into the mix. Hillside garden is the stage where sustainability, nature conservation and human health all meet. It is the future we should all strive for…



Julie Pilkington: Office & Finance Manager

I joined the organisation in November 2021 and I have worked in the voluntary sector for over five years. I jumped at the opportunity to work with such an incredibly supportive organisation. My role is varied and each day brings its own challenges and joys. I am excited to see the changes in our garden over the coming year from all the hard work of our team of staff and volunteers. I have been gardening since I was a little girl, helping my dad out on our garden & allotment. I currently have a wonderfully productive vegetable patch at home and share the fruits of my labour with family & neighbours.



Paul Rodgers – Outdoor Learning Officer

As a child I was fascinated by nature and the natural world. I would spend entire summers in the garden immersed in the wildlife around the pond and flower beds. I have gone on to work in Environmental Management, conservation, and managing public spaces for nature. This led me to Green Synergy in January of 2022 and I have been leading on delivering NVQ courses on Hillside Garden. The more I age the more apparent that green spaces and natural environments are healing and provide calm in a hectic and chaotic world. Our community garden and staff provide a relaxed, safe space that encourages people to learn and grow. I hope to enhance the fantastic garden we already have and help people develop their skills.



Tom Espin: Hillside Projects Assistant

I started as a volunteer with Green Synergy in September of 2017 and then became a Project Assistant on the staff team in December 2018. I am now jointly responsible for supervising the Get into Gardening sessions and developing the Hillside site. My interests are gardening, history, baking, music and wildlife. For the last fourteen years, I have been a member of the North Lincolnshire Horticultural Society and enjoy helping out with our annual show and plants sales. My real passion is growing vegetables, this has been passed down from my father and grandfather who taught me how to garden from an early age



Lizzie McFarlane: BBO MOVE and Better Together Projects Officer

Following on from struggles with my own mental health, I rediscovered my affinity for growing and started volunteering with Green Synergy in September 2015. This affirmed to me my love of people and my passion to work with communities to improve people's lives and support them in a positive way. After 12 months as a volunteer, I successfully applied for a role as a Trainee Project Officer with an apprenticeship in Horticulture. I am now a fully-fledged Project Officer and deliver the BBO MOVE and Better Together projects. I enjoy using my coaching skills to support people who are experiencing mental ill health and help them to progress on their recovery journeys.



Helena Mair: Community Engagement Officer

What a wonderful year at Green Synergy I have really enjoyed working with the local and the wider community of Lincoln. I have worked in the charity sector for a very long time working with volunteers and supporting communities Green Synergy is a wonderful place to work and I have enjoyed my year. I live in the city and have a small garden which I love to spend time in. My time in the garden makes me feel happy and alive. Over the past year I have been growing lots of Sunflowers in my garden with the help of my Ukrainian friend Anna. I'm starting to think about next year and already enjoying looking through seed catalogues. I look forward to being on Hillside for the coming year.



Brodi Wyman: Trainee Children's Projects Coordinator

I initially started as an apprentice at Green Synergy and over the past 3 years I have built up my skills and confidence working throughout all areas of the charity. I enjoy this role because of the variety of work and the ability to incorporate my different passions and share them with young minds. Using gardening, craft and games to educate and support our community has made such a difference to my own life. I have always wanted to work with children and being able to do a job that impacts lives and drives their passion for the environment has been extremely rewarding for me. Watching as children gain more interest in growing their own plants and wanting to be more involved with the things we do, has been amazing. I am continually learning and can't wait to see what the future holds.



Zoe Rumsby-Wilkinson: Children's Projects Coordinator

'Variety is the spice of life' is my motto as I am a charity worker, gardener, sustainable textile artist, Ultimate Frisbeer and a keen cyclist. My background is in international development, where I have worked on poverty reduction, environmental and human rights programmes in Africa, Asia and the Middle East. I have also run art programmes with young adults with mental health issues. I have experience of working on an organic fruit and vegetable farm in New Zealand. I have a deep interest in New Zealand's native plants, Maori natural remedies and culture relating to my Maori grandma. I work on Green Synergy's Children's and young people's programmes. We deliver outdoor, gardening and nature sessions with children on Hillside Community Garden, Lincoln. We also deliver the Green Influencers programme, focusing on youth empowerment and environmental action, with schools and youth groups across Lincoln.



John Murty:

Growing up in Scotland, I had the opportunity to do Landscape & Heritage and Landscape & Architecture qualifications. This included the preservation, restoration & presentation of the built & natural heritage. My wife & I have an allotment in Newark where we have introduced non-typical plants, including sweet potatoes and used a potager style design. We trade produce & make pickles, cakes & beer and share emotional & practical support with our fellow gardeners.



Our Trustees

Rev. Canon Alan Robson: Chair

I joined Green Synergy in 2016 and became Chair in 2017. I am a Methodist Minister and Agricultural Chaplain for the County and I am also a founding member of the Lincolnshire Rural Support Network, helping farming families across the whole of Lincolnshire. My core driver is my ever-changing faith in spiritual exploration and mysteries of human well-being. My passion is for people finding wholeness out of crisis- also finding hope in hopeless situations.



Caty Collier: Trustee

Currently working as Social Prescribing Development Lead for Lincolnshire, I and have over twenty years' experience in the voluntary and community sector. I first got to know Green Synergy in 2012, prior to it becoming a charity when they were seeking advice on incorporation. In 2016, I was invited to become a Board Member. In my spare time, I practice yoga and am involved in community music and dance. Past voluntary roles have included wildlife habitat restoration and building a school in a remote part of Tanzania.



Annie Brown: Trustee up to 21.02.2022

I have been involved in Green Synergy since its inception. I have lived in Lincoln for the last thirty years and during that time I have joined various voluntary and community groups, helping to organise many local events and activities. As a local resident, I have first-hand knowledge of some of the issues faced by the local communities we work with. I have previously run my own gardening business.



Dr Sarah Clarke: Secretary

I have been involved with Green Synergy since its inception in 2012, first as treasurer and currently as secretary. My interests lie in growing plants and crops and giving everyone the opportunity to get involved and realise health benefits of gardening as well as knowing the satisfaction of getting a plant to flower or fruit. I grew up on a farm and am a Crop Scientist, working with farmers to help them understand and optimise the production of their crops. On a much smaller scale, I enjoy the veg patch at home and am encouraging the next generation in gardening and developing an understanding of where food comes from.



Dr. Karol Szlichcinski: Treasurer

I am a management consultant specialising in strategy, information technology and organisation development, and ran a consulting business for over 25 years. Through the Worshipful Company of Management Consultants, a City of London livery company, I have consulted to several charities and mentored charity managers. I worked with small businesses in Lincolnshire for five years under the Lincolnshire Broadband Initiative. My family background was in farming and horticulture, and I believe in the benefits of green spaces and gardening for mental health and wellbeing.



Rachel Gibbons: Trustee

I I became a trustee to Green Synergy after visiting Hillside Community Garden and being inspired by the work of the charity, seeing the life-affirming values and benefits to the community through connecting with nature in the garden. Green Synergy encourages people to embrace the outdoors for their wellbeing, health and self-belief.

My working life has been in agriculture, horticulture and conservation. For many years I was a consultant, linking farmers with the natural world around them, as well as working with Wildlife Trusts.

My family lives on a farm near Market Rasen where we host school visits, forest school camps, the Girl Guides, walkers and other groups. In my spare time I am a keen gardener and volunteer with several charities including being a First Responder for 16 years. I am also involved with biodiversity monitoring projects on our farm and in the county.



Susan Kernachan: Trustee

I joined the Board of Green Synergy in December 2020 to contribute my skills and experience to a local organisation that was about to go through a period of change.

The time I spent in my own garden during the 2020 lockdown gave me a first-hand understanding of the physical and mental health benefits of horticulture and I'm an advocate for green social prescribing.

I've spent over 20 years as a senior property leader in disability charities, I've recently qualified as an EMCC Accredited Coach at Foundation Level and I'm a volunteer with The Lincoln Community Larder.

I'm married with one son and have lived in Lincoln since 2012.



A Review of Our Year 2021-2022

2021/22 has been another extraordinary year for Green Synergy. This was the year that our founder and CEO, Mary Hollis, said farewell and headed off to new ventures after ten years at the helm. It was also a time of change for several board members as, through ill-health or changes in family circumstances, we had had to bid farewell to Annie, Simon and Nick.

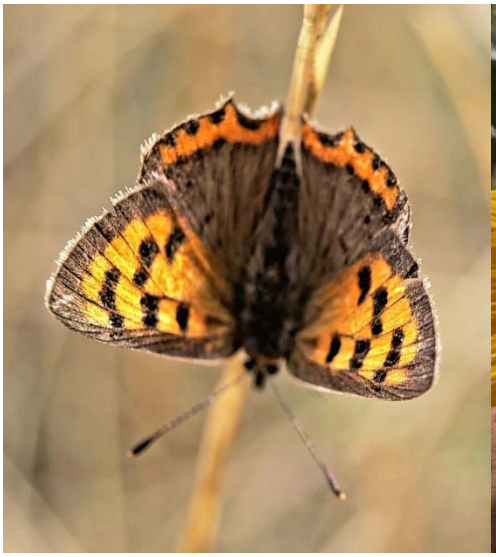
Our thoughts and thanks are with all of them as we navigate through this time of change.

It was also a year where the staff team increased markedly, thanks to Mary's efforts in securing funding from the National Lottery Communities Fund and others. We had long identified the need for more capacity to help manage the office and finances, as well as for developing our garden-based and community activities. We have welcomed new team members who have brought a huge amount of experience, passion and commitment to the charity.

Key to this year, as the chair's letter states, was the recruitment of a new chief executive officer. With support from Social Farms and Gardens, we embarked on an initial round of recruitment over the winter of 2021. This was successful but as we made arrangements to welcome our new CEO, their personal circumstances changed and they had to withdraw before taking up the post. In spring 2022 we embarked upon a second round of recruitment.

We are grateful for the support from Social Farms and Gardens throughout this process, and for the contribution, patience and fortitude of the whole team (staff, volunteers and trustees) who have pulled together and stepped up in many ways until we welcome our new CEO.

There is a strong shared vision for Green Synergy, and exciting opportunities on the horizon. We have an incredible team and are very much looking forward to this new era in the charity's development as it continues to grow and thrive.





Our Outputs

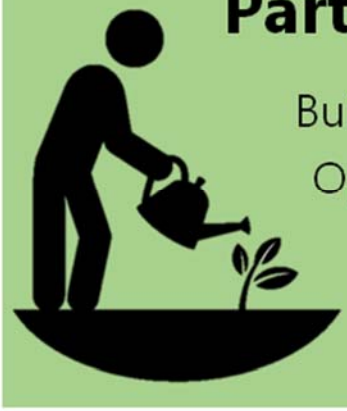
97 children

reached through Tower Power



16 New Participants

Building Better Opportunities



126 children

to be involved as Green Influencers



43 referrals

to the Better Together scheme



23 participants

to CRF Project



25 referrals into

The New Growth Project



Tower Power



Tower Power is a children and young people's programme kindly supported by Children in Need, and 2021 saw us secure 3 further years of funding. It is based in the Tower Estate in Lincoln and uses outdoor and gardening activities to enable children to have more fun, develop pride in themselves and their neighbourhood and engage positively in groups, whilst also improving their connectedness to the community and nature around them.

2021/2022 has been a successful year of us delivering weekly sessions of Kid's Club and Teen Zone on Hillside Community Garden. We have connected with 97 children and partnered with a wide variety of organisations to provide exciting activities, including:

- Forest school with the Land and Leaf Collective
- Rhubarb Theatre drama and craft sessions
- Football and sports with Lincoln City Football Foundation
- Spring gardening challenge with the YMCA

Tower Power re-established the Homework Club which provide a safe space for children to do their homework and have access to computers. We have had support with running the activities from local families and from a team of wonderful volunteers who include Rose Hill, a retired local grandmother who has been volunteering with Green Synergy for 10 years, Anna Punka-Lipatova, a local mother and florist and Katherine Mitchell, our resident baker who provides freshly baked food for the children.

In Summer 2021, we ran an exciting event and trip for the local families, after COVID restrictions were lifted. We ran a Summer Tea Party, including tea and cake, circus activities, wildlife activities and craft stalls, on Hillside Garden that was attended by over 100 visitors. We also took the families to Mablethorpe beach for fun times at the seaside and beach wildlife activities with Dynamic Dunescapes, a beach wildlife conservation project.



Christmas 2021 saw festive spirits lifted in the community by a family trip to meet Father Christmas at Rand Farm, supported by the High Sheriff's Fund. The children got to meet farm animals, to participate in elf workshops, help Mrs Claus decorate cookies and meet Father Christmas who gave each child a present. Children were delighted and many parents said how wonderful it was to visit the farm with friends and families from the local community. Spring 2022 saw the children and young people involved in gardening challenges on Hillside Garden with the YMCA. They created a recycled hanging planter, grew fruit and vegetables from seed and planted the children's garden with decorative plants and vegetables.

Brodi Wyman, Trainee Children's Projects Coordinator



See How Our Garden Grows:

It has been a very exciting year here at Green Synergy for the See How Our Garden Grows project kindly funded by the National Lottery Community Fund.

We held our first workshop in December which was delivered by one of our volunteers and local florist. Anna taught our participants how to make a foraged Christmas wreath. The foliage was foraged locally from around Hillside. The results were spectacular, and participants were delighted with their completed wreaths. We hope to run more wreath workshops this year so keep an eye open.

In February we ran a Bird Box workshop for local families. We had over 15 families attend the morning and over 30 bird boxes were made. We also made bird cakes and gave information out on how to attract birds to your garden. The event was lots of fun and young people were able to learn new skills using tools and wood.

We started the Tower Power Coffee morning in July 2021 and the group are growing in strength and numbers. The group have been on local trips and supported Green Synergy events running the coffee and cake stands at the annual plant sale and family fun day. Members of the group are also selling crafts made by the members. The group hope to organise more trips and are starting to think how we can grow the group more and attract new members.

We look forward to more events and workshops in the coming year.







Green Synergy Bird Box Workshop February 2022



Christmas 2021



Selling Crafts in our local community

Helena Mair: Community Engagement Coordinator

New Growth – Suicide Prevention Project

Funder - The SHINE Network Duration – 1 Year from June 2021

Project Delivery 1 weekly session.

This project was delivered by 2 members of staff and was a privilege to deliver. After some challenges recruiting staff, we were delighted to welcome John Murty to the team. John is a trained mental health practitioner and showed great skill and compassion working with the men within this project. John was able to support men with strategies for managing mental health issues and strong feelings in addition to building new referral pathways. These included referrals from health practitioners such as occupational therapy from the adjacent mental health units. This worked particularly well as individuals could visit us on the garden whilst on the ward and then progress to our provision. Over the year we received 35 referrals to the project mainly from the community mental health service and social prescribers.

Learning for the Organisation

As a result of this funding, Green Synergy has built on its ability to understand and work with people in crisis and who are having suicidal thoughts. Staff undertook suicide prevention training and regular updates on the project in team meetings meant we talked much more about suicide and its impact. Both the staff team and people on projects became more literate about suicide not fearing the discussion but embracing it and enabling people to talk openly about their mental health and that of others.

As a result of this funding, we were able to:

- Reconnect people with support from mental health services where previously they had not had a good experience.
- Give regular opportunity for people to discuss and problem solve the issues they were experience.
- Nurture positive peer support that resulted in sustained friendships and support networks being born.
- Safely challenge stigma and self-stigma.
- Refer people to other community provision that was better for them.
- Receive referrals from a wider range of partners and to collaborate with them to 'build a bridge' into community provision.
- Provide a safe place and space for people to return to when they had an acute episode of ill health.

What have people said about their experience of these projects?

"Coming to Green Synergy has changed my life, I had not been out for 10 years and I now have the amigos for life" (TL from the friendship group)

"When I come here, I don't feel judged – I can be myself and I want to do more of that" AT

"This is a safe space and gives me hope" AW







Preparing the way for a new Cherry Tree – New Growth Project.

Trudy Norris – Projects Manager

Building Better Opportunities MOVE



BBO Move is an employability project funded by the European Social Fund and the Big Lottery Community fund to help people with greater barriers to work to build skills and confidence. This is multi partner project and Green Synergy offers practical sessions in basic horticulture as well as industry standard strimmer and spraying qualifications. We use a person-centred approach and structured mentoring to best support participants to achieve their personal and professional goals

Some examples of the work we have done this year



Laura started her journey with Green Synergy as part of our Better Together project. After some time, she felt ready to move forward and has ideas for starting her own business. Laura joined BBO Move where she gained gardening skills, qualifications and was able to access training around the basics of self-employment. She wrote her first business plan and went onto access the enterprise scheme through DWP and has now launched her craft business. Laura regularly attends Green Synergy events with her home-made crafts and food and had even delivered a cooking workshop in the garden for our Better Together project.

Tom joined BBO Move in March 2021 as he was hoping to start a new career in Landscaping. He was able to be supported on BBO Move to progress his aspirations, whilst also taking part in our CRF Level 2 certificate in Environmental conservation. Here is what he had to say about his experience after a few weeks.

'I like how everyone is so welcoming and friendly, I get on with everyone and I have made long term friends. I've always liked working outside and with my hands.
Hopefully I will be starting an apprenticeship soon with West Lindsay Landscapes. I referenced what I am doing with Green Synergy and how much I am enjoying it. It has really helped me get my foot in the door. Volunteering and training are a big CV booster.'



Following this, we referred Tom to Abbey Access training to complete his CSCS card to allow him access on building sites. He went on to do a trial with West Lindsay Landscapes and has been offered a full-time job.

This year saw us return to Hillside Community Garden, after a 3-month lockdown, with weekly sessions for our participants. We worked closely with the group, teaching them the basics of horticulture, and building their skills and knowledge. Most were relieved to be back outside again, however we did notice that there had been a big impact on the mental health and wellbeing of many participants. We continued to work to support everyone and signposted to partners and services as appropriate. Most importantly, we were able to give people time to rebuild their confidence and overcome their barriers.



We were able to further develop our partnerships this year, most successfully with Continental Landscapes who we helped develop some exciting opportunities for Move participants. We have had one volunteer start an apprenticeship, working in the arboretum and studying at Riseholme.

The project also developed further job roles which 3 current or excited participants started in April 2022. This year has seen 16 new participants, 3 participants progress into work and 1 start a university degree. We are now into the final year of delivery of this project and are excited to see what the next steps are for all our participants

Lizzie Mcfarlane, BBO MOVE and Better Together Projects Officer

Lincoln Green Influencers
Youth Empowerment and Environmental Action

The Green Influencers Scheme aims to help young people aged 10 -14 years old in deprived urban areas, to create deep, lasting and meaningful connections with the natural environment while learning and building skills that will help them to contribute to their local community through youth-led environmental action.

Green Mentors, Brodi Wyman and Zoe Rumsby-Wilkinson, work with groups of young people to carry out environmental projects in their communities. In Lincoln the scheme is run by Green Synergy, it runs for 2.5 years and is funded by the Ernest Cook Trust and #iwill for 2 years.

2021/2022 saw us coordinate an amazing range of youth-led environment groups, examples include:

- Lincoln Sea Cadets on the Brayford. The Sea Cadets created a boat garden from a recycled ship-wrecked boat.
- St Giles Church. The children from St Giles created a nature herb rockery made from the same limestone as Lincoln Cathedral.
- Happy Culture Café (Vegan café) and Home educated children. This group did nature and gardening activities and anti-litter campaigns on St Martin's Square.
- LSST Priory Academy. The children created nature homes for hedgehogs, insects and birds for their new allotment during woodwork lessons.





We secured £5,000 of funding grants for the following Green Influencer projects:

- LSST Priory Academy School allotment. This funding helped launch the school allotment which is being used to grow food for the school. The opening of the allotment was filmed by ITV Calendar News.
- Happy Culture Cafe and Home Educated Group Eco-Events and Gardening. This group will run a series of seasonal local community eco-events raising awareness on environment issues and introduce more plants to St Martin's Square to attract more wildlife to the area.
- Tower Power Living roof made of plants on Hillside Community Garden. A living roof of plants to provide more covered learning areas for the children and to encourage more wildlife to the garden.

During this programme, we worked with Tomas, a 15-year-old eco-teenager. He ran sessions on water pollution with the Lincoln Sea Cadets and he regularly gives us updates for the Green Influencers social media on the fantastic environmental work he carries out related to Lincolnshire rivers and countryside.

Zoe Rumsby-Wilkinson, Children and Young People Projects Coordinator

Better Together Project (B2G)



This stage two project is grant funded by the National Lottery Community Fund and will enable delivery of stage 2 until 2024. B2G '2' is a partnership project which resulted from successful extended funding for our partnership with Abbey Access Training and Development Plus.
We consulted with participants and referral agencies/partners on the blueprint for the extended funding and what delivery would look like to reflect voiced participant needs.

The Green Synergy's provision has maintained its original structure which was developed from discussion with people who had mental health issues and needs. Thus, we offer 2 x sessions on Hillside Garden offering a range of activities for people including horticulture, crafts, and fire pit cooking. Other partners offer different learning and wellbeing opportunities. All partners offer skilled mentoring.

Year 1 has seen the shadow of Covid 19 impacting on people in terms of their mental health and ability to engage and ultimately attend a project in a sustained manner. This has been an influence across adult projects. However, as life has returned to normal, so engagement and referrals have begun increased. We have noticed during this time in B2G and other projects that the support needs for many people are more complex and potentially require more contact time from staff. The consequence of this is that staff wellbeing and training requires more attention to ensure we protect from burn out and compassion fatigue.



An activity that was representative of Green Synergy values and our person-centred approach to delivery was the revamp of the Therapeutic Garden. This area was originally planted as a colour wheel with a containing feathered fence. There had been many ideas from the group about how this area could be revamped and improved to make it more welcoming as not many people seemed to go in there.

We were very lucky to have a skilled volunteer with design skills who offered to come to the garden and work with the group on the redesign. We had mood boards, plant catalogues, pooled ideas. The group chose the plants they wanted to introduce and then voted on a tree as a centre piece for the area. Together the group then did the plant ordering, planting and soft landscaping over a 6-month period. There was an area of gentle contention (and much humour) on what colour to paint the fence. To resolve this the group decided to take a vote. The vote was equal and so the painting was on hold until a member of the group returned to the garden after being a missing person for 3 months. They had the casting vote and the fence is now painted.

Trudy Norris Projects Manager

Community Renewal Fund Partnership

The UK Community Renewal Fund (CRF) replaces the European Social Fund, following the exit of the United Kingdom from the European Union. The CRF partnership in Lincoln is formed by Green Synergy alongside 7 other Lincoln charities, Lincoln City Council Heritage and Besa Construction. The partnership will pilot/test in preparation for the UK Shared Prosperity fund.

The COVID-19 pandemic has exacerbated unemployment amongst young people, those age 50+ and those experiencing mental ill-health. Under the CRF, Green Synergy targeted these issues by offering level 2 NVQ qualifications in work-based Environmental Conservation and Horticulture. The fund also enabled training opportunities for staff and purchase of technical equipment.



The delivery started with the L2 Certificate in Environmental Conservation and progressed to the L2 Award in Horticulture. Both courses were a popular avenue of progression for BBO Move and Better Together participants, together with external referrals or individual applications. Green Synergy expanded its community reach and our cohorts had a wide range of ages, backgrounds, abilities and genders.



The courses delivery requirements and higher numbers on site created new opportunities for development and maintenance of the garden. We created a new meadow in the orchard area, the established meadow was weeded out of competitive species, and tasks such as edging and weeding could be done more regularly. Off site, learners also developed skills in planting, fencing and tool use.

Several learners became employed during or after the course. Another positive impact was the increase in confidence, learning, together with improvement of their interpersonal skills and the forging of new relationships. We expect similar outcomes towards the project end date in December 2022.

Learner testimony

'[Before I started the course] I was unemployed as I was made redundant. That really affected my confidence to go for work. [During the course] I have made friends that I hope to keep for a long time. I found a way into employment again. I really like the atmosphere at Green Synergy and It was very enjoyable to learn new skills in new places. The course and the way it was delivered got my confidence back.' **TE**

Ana Olivieria, Hillside Garden Manager

The Year Ahead - 2022-23

2021 – 22 has been a year of change at Green Synergy as our founder Mary Hollis left the charity and we wish her well for the future. Our coming year offers significant opportunities to reach more people and to support our local communities on the Tower Estate, Abbey Ward and our wider Lincoln communities.

As a charity our *raison d'etre* is to support people socialise, learn and thrive and with the kind support of the National Lottery Community Fund, our See How Our Garden Grows project will be focused on providing much needed community support as well as raising awareness of the vital work we do through our engaging events programme, communications and social media activity as well as launching our new website.

Green Synergy wants to develop our range of community partnerships and reaching out to like-minded partners and organisations to enable us to support the most under-served communities in Lincoln. This also includes seeking a more sustainable arrangement with our Hillside Garden lease and developing other opportunities.

Given the trying economic times we are living through, our pre-employability programmes to support our local communities to move closer to the labour market will be a key focus along with the delivery of our CRF City and Guilds training courses.

Our BBO Better Together programme will continue to work hard to enable people to develop vital skills and build their self-confidence, skills and experiences. With the vital support from BBC Children in Need we are looking forward to delivering our Tower Power Kids Club and Green Influencers project activities to increase children and young people's access to nature, gardening and green spaces.

Our charity seeks to strengthen our governance processes by undertaking an organisational policy review to ensure our governance and policy framework that supports our work is appropriate as well as investing in our teams through training and development.

Green Synergy also wishes to grow and diversify our income streams by seeking out more diverse opportunities and supporters to support our work and increasing our supporter base with fundraising campaigns. We also wish to seek out commissioned work which will showcase the fantastic skills of our brilliant team to enable us to develop more green spaces.



Our Strategy

Green Synergy has developed a three-year strategic business plan that aims to:

1. **Developing the Community Garden Hub** - including having an appropriate lease/ ownership agreement in place to be able to complete the development of a fully operational, accessible, and secure garden with appropriate infrastructure including an eco-designed office and community building.

2. **Grow and develop our charitable activities** to fulfil our mission and vision- ensuring that we have adequate and sustainable financial and human resources in place to do this and that we effectively monitor, measure, and communicate the associated outcomes and outputs.

Our charitable activities broadly fall into the following interconnected delivery themes.

- **Mental Health and Wellbeing**- Using gardening, nature and animal based therapeutic activities for the betterment of people's mental health and overall wellbeing.
- **Life and Vocational Skills**- Providing opportunities for people to increase their skills, knowledge and confidence and realise their potential.
- **Community Connections and Social Inclusion**- providing accessible places (gardens and green spaces) and activities (groups and events) that actively promote inclusivity.
- **Children and Young People** (CYP)- Offering a safe, nurturing environment for CYP to socialise, learn and thrive. This work has grown significantly in the last twelve months and although it relates to each of the other themes, we have included a discrete section for children and young people to collate all of the delivery activities that are specifically for them.
- **Environmental Sustainability**- Enhancing local environmental sustainability through practical, educational activities and raising awareness of global environmental sustainability issues through promotional work. This is a cross-cutting theme that underpins the other strands and is therefore integrated into all other sections.



Financial Review 2021-2022

At the year end the charity had funds of £632,036 (2021: £104,825) of which
there were unrestricted reserves of £74,214 (2021: £43,775) and £557,822 (2021: £61,050) were restricted.

Green Synergy has been fortunate to secure a substantial amount of funding in contracts and grants during this financial year:

- BBC Children in Need: £99,650, to deliver a programme of activities for disadvantaged children from the local community.
- National Lottery Community Fund for See How Our Garden Grows.
- Greater Lincolnshire MOVE, funded by a Building Better Opportunities grant from the National Lottery Community Fund: £77,448 to deliver a programme to help unemployed people to move back into employment.
- National Lottery Reaching Communities: Better Together programme: £114,425 to deliver a programme to support people with mental health conditions.
- The Bishop of Lincoln's Social Justice Fund: £3,195 to support activities for older people and inter-generational activities.
- UK Government Community Renewal Fund: £83,247 to deliver social and therapeutic gardening courses, including accredited basic horticulture training.
- Country Landowners Association: £4,560 to meet capital costs of garden improvements.
- Lloyds Bank Foundation: £50,000 unrestricted funds to support the development of Green Synergy.
- National Lottery Reaching Communities (See How Our Garden Grows programme): £322,839 to support a programme of organisational development to diversify income streams and develop trading and commissioning revenues.
- Lincolnshire Co-op Community Champions: £2,657 for the installation of a cob oven.
- Ernest Cook Trust: additional commitments of £24,440 for the Green Influencers scheme to deliver environmental social action projects with 10–14-year-olds.
- Lincolnshire Co-op Community Champions
- Mere Charity

Some of these funds will be made available in future financial years. Green Synergy is very grateful to all its funders.

Reserves Policy

As the charity delivers its objectives through running projects a lot of costs are budgeted for within the projects and only arise on the delivery of these projects. Due to this the trustees aim to hold reserves equivalent to six months 'core' running costs of the charity.

Management of Risk

Green Synergy carried out a detailed risk analysis using a template provided by NCVO. We plan to update this periodically.

The Trustees review a simplified risk register at each Board meeting. The simplified risk register includes the most important risks identified in the risk analysis plus important risks arising in current operations.

Data security including cyber security is an increasing focus and the charity has reviewed its Data Protection Policy and procedures to comply with the UK's General Data Protection Regulation (GDPR)

Safeguarding and child protection policies and procedures are to be reviewed twice a year by the Chief Executive and reported to Trustees when new legislation or guidance is issued. External safeguarding training is compulsory for all staff and there is an internal on-going training and skills sharing child protection plan.

Thank you to Our Funders

Without the vital funding and support provided to Green Synergy we could not support the many people we reach and support them to socialise, learn and thrive.

We are indebted to these funders, and we wanted to say a very big thank you to:

- BBC Children in Need
- Building Better Opportunities grant from National Lottery Community Fund. Lead partner for Greater Lincolnshire MOVE is Urban Challenge.
- National Lottery Community Fund – reaching Communities funding the Better Together programme, funded by Reaching Communities. Lead partner Development Plus.
- Bishop of Lincoln's Social Justice Fund
- Community Renewal Fund, provided by UK Government. Lead partner Abbey Access.
- Country Landowners Association
- Ernest Cook Trust funding the Green Influencers Scheme
- Lloyds Bank Foundation
- Suicide Prevention Fund supporting the Managed Care Network



This report has been prepared in accordance with the special provisions of Part 15 of Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees on 5 October 2022 and signed on its behalf by:

Alan J Robson

.....

Rev. Canon Alan Robson: Chair

Independent Examiner's Report to the Trustees of Green Synergy (Registered number: 08399741)

Independent examiner's report to the trustees of Green Synergy ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Paul Colcomb
FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Date: 5 October 2022

Green Synergy

Statement of Financial Activities
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants and donations	3	59,764	4,982	64,746	73,022
Charitable activities					
Hillside Community Garden		-	194,628	194,628	62,218
Tower Power		-	19,029	19,029	3,500
Better Together		-	135,582	135,582	42,064
Eco WRAP		-	2,500	2,500	9,872
Community Engagement		-	-	-	10,000
Suicide Prevention Groups		-	-	-	10,000
SHOGG		-	326,350	326,350	-
Total		59,764	683,071	742,835	210,676
EXPENDITURE ON					
Raising funds	5	620	1,870	2,490	1,704
Charitable activities	6				
General		-	-	-	-
Hillside Community Garden		13,277	65,116	78,393	54,868
Tower Power		4,910	36,034	40,944	32,299
Better Together		5,153	40,079	45,232	41,645
Eco WRAP		-	160	160	15,898
Community Engagement		-	-	-	1,676
SHOGG		5,201	43,205	48,406	-
Total		29,161	186,464	215,625	148,090
NET INCOME		30,603	496,607	527,210	62,586
Transfers between funds	16	(165)	165	-	-
Net movement in funds		30,438	496,772	527,210	62,586
RECONCILIATION OF FUNDS					
Total funds brought forward		43,776	61,050	104,826	42,239
TOTAL FUNDS CARRIED FORWARD		74,214	557,822	632,036	104,825

The notes form part of these financial statements

Green Synergy (Registered number: 08399741)

Balance Sheet
31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	12	8,820	4,798	13,618	4,855
CURRENT ASSETS					
Debtors	13	29,616	507,967	537,583	45,387
Cash at bank and in hand		42,739	146,962	189,701	87,208
		72,355	654,929	727,284	132,595
CREDITORS					
Amounts falling due within one year	14	(6,961)	(101,905)	(108,866)	(32,624)
NET CURRENT ASSETS		65,394	553,024	618,418	99,971
TOTAL ASSETS LESS CURRENT LIABILITIES		74,214	557,822	632,036	104,826
NET ASSETS		74,214	557,822	632,036	104,826
FUNDS	16				
Unrestricted funds				74,214	43,776
Restricted funds				557,822	61,050
TOTAL FUNDS				632,036	104,826

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 5 October 2022 and were signed on its behalf by:

Alan J Robson

.....

A J Robson - Trustee

The notes form part of these financial statements

Green Synergy

Cash Flow Statement
for the Year Ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	114,181	44,150
Net cash provided by operating activities		114,181	44,150
Cash flows from investing activities			
Purchase of tangible fixed assets		(13,714)	(2,886)
Sale of tangible fixed assets		909	-
Net cash used in investing activities		(12,806)	(2,886)
Change in cash and cash equivalents in the reporting period		101,376	41,264
Cash and cash equivalents at the beginning of the reporting period	2	84,545	43,281
Cash and cash equivalents at the end of the reporting period	2	185,921	84,545

The notes form part of these financial statements

Green Synergy

Notes to the Cash Flow Statement
for the Year Ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	527,210	62,587
Adjustments for:		
Depreciation charges	3,333	771
Loss on disposal of fixed assets	710	-
Increase in debtors	(492,196)	(23,194)
Increase in creditors	75,124	3,986
Net cash provided by operations	114,181	44,150

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Cash in hand	268	152
Notice deposits (less than 3 months)	189,433	87,056
Overdrafts included in bank loans and overdrafts falling due within one year	(3,780)	(2,663)
Total cash and cash equivalents	185,921	84,545

3. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21	Cash flow	At 31.3.22
	£	£	£
Net cash			
Cash at bank and in hand	87,208	102,493	189,701
Bank overdraft	(2,663)	(1,117)	(3,780)
	84,545	101,376	185,921
Total	84,545	101,376	185,921

The notes form part of these financial statements

1. STATUTORY INFORMATION

Green Synergy is an incorporated charity, limited by guarantee, registered in England and Wales. The charities registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	-	10% on cost
Fixtures and fittings	-	25% on reducing balance
Motor vehicles	-	25% on reducing balance
Computer equipment	-	25% on reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

3. GRANTS AND DONATIONS

	2022	2021
	£	£
Donations	12,490	13,562
Grants	52,256	59,460
	64,746	73,022

Grants received, included in the above, are as follows:

	2022	2021
	£	£
National Lottery	-	1,800
Ashden Trust	-	18,500
Lincolnshire Community Foundation	-	5,500
City of Lincoln Council	249	1,479
Lincolnshire County Council	-	5,000
Coronavirus Job Retention Scheme	1,719	4,587
Lloyds Foundation	50,000	5,000
Children in Need	-	17,594
Middlesex University	200	-
CAG Consultants	88	-
	52,256	59,460

Government grants are recognised in the Statement of Financial Activities on a systematic basis over the periods in which the entity recognises expenses for the related costs for which the grants are intended to compensate.

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Income for charitable activities	Hillside Community Garden	194,628	62,218
Income for charitable activities	Tower Power	19,029	3,500
Income for charitable activities	Better Together	135,582	42,064
Income for charitable activities	Eco WRAP	2,500	9,872
Income for charitable activities	Community Engagement	-	10,000
Income for charitable activities	Suicide Prevention Groups	-	10,000
Income for charitable activities	SHOGG	326,350	-
		678,089	137,654

continued...

5. RAISING FUNDS

Other trading activities

	2022	2021
	£	£
Advertising	2,490	1,704

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Hillside Community Garden	66,983	11,410	78,393
Tower Power	34,424	6,520	40,944
Better Together	39,618	5,614	45,232
Eco WRAP	160	-	160
SHOGG	38,727	9,679	48,406
	179,912	33,223	213,135

7. SUPPORT COSTS

	Management
	£
Hillside Community Garden	11,410
Tower Power	6,520
Better Together	5,614
SHOGG	9,679
	33,223

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	3,332	770
Deficit on disposal of fixed assets	710	-

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	153,897	100,405
Social security costs	5,722	12,683
Other pension costs	2,675	3,986
	162,294	117,074

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

	2022	2021
	9	9

No employees received emoluments in excess of £60,000.

continued...

11. INDEPENDENT EXAMINATION

The total fees paid in respect of the independent examination were as follows:

	2022	2021
	£	£
Independent examination fees	3,300	3,000

12. TANGIBLE FIXED ASSETS

	Plant and machinery	Fixtures and fittings	Motor vehicles	Computer equipment	Totals
	£	£	£	£	£
COST					
At 1 April 2021	-	6,245	4,125	2,514	12,884
Additions	3,000	1,346	-	9,368	13,714
Disposals	-	-	(4,125)	(1,455)	(5,580)
At 31 March 2022	3,000	7,591	-	10,427	21,018
DEPRECIATION					
At 1 April 2021	-	4,300	3,390	339	8,029
Charge for year	926	623	184	1,599	3,332
Eliminated on disposal	-	-	(3,574)	(387)	(3,961)
At 31 March 2022	926	4,923	-	1,551	7,400
NET BOOK VALUE					
At 31 March 2022	2,074	2,668	-	8,876	13,618
At 31 March 2021	-	1,945	735	2,175	4,855

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	2,390	-
Other debtors	535,021	43,389
Prepayments and accrued income	172	1,998
	537,583	45,387

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 15)	3,780	2,663
Social security and other taxes	3,066	5,281
Other creditors	595	424
Accruals and deferred income	101,425	24,256
	108,866	32,624

During the period, grant payments of £98,125 (2021: £22,399) was included in deferred income. This was deferred on the basis that the amounts are specified by the grant funder to be spent in specific periods.

continued...

15. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	3,780	2,663

This overdraft showing in the accounts is not a true bank overdraft as it relates to ongoing projects where expenses have been incurred and the grant income hasn't been received into the bank until after the year end, therefore the loan is from the unrestricted funds to the restricted funds.

16. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
Core	43,776	30,603	(165)	74,214
Restricted funds				
BBO Move	7,182	42,832	-	50,014
Bromhead Medical Charity	-	(165)	165	-
Social Justice Fund	-	2,303	-	2,303
Tower Power	-	65	-	65
High Sheriff Fund	3,500	(2,864)	-	636
Better Together	18,815	95,502	-	114,317
Hillside Community Garden	805	1,218	-	2,023
Children in Need	8,751	(1,899)	-	6,852
Lloyds Foundation Grant	160	(160)	-	-
Eco Therapy WRAP	(1,614)	2,340	-	726
Active Lincolnshire	462	-	-	462
Green Influencers Scheme	12,989	7,253	-	20,242
Suicide Prevention Fund	10,000	(6,828)	-	3,172
CRF Project	-	73,396	-	73,396
CLA 2021	-	4,560	-	4,560
SHOGG	-	279,054	-	279,054
	61,050	496,607	165	557,822
TOTAL FUNDS	104,826	527,210	-	632,036

continued...

16. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Core	59,764	(29,161)	30,603
Restricted funds			
BBO Move	78,223	(35,391)	42,832
Bromhead Medical Charity	-	(165)	(165)
Social Justice Fund	3,195	(892)	2,303
Tower Power	65	-	65
High Sheriff Fund	1,000	(3,864)	(2,864)
Better Together	135,581	(40,079)	95,502
Hillside Community Garden	3,740	(2,522)	1,218
Children in Need	23,363	(25,262)	(1,899)
Lloyds Foundation Grant	-	(160)	(160)
Eco Therapy WRAP	2,500	(160)	2,340
Green Influencers Scheme	24,439	(17,186)	7,253
Suicide Prevention Fund	-	(6,828)	(6,828)
CRF Project	83,248	(9,852)	73,396
CLA 2021	4,560	-	4,560
SHOGG	323,157	(44,103)	279,054
	683,071	(186,464)	496,607
TOTAL FUNDS	742,835	(215,625)	527,210

Comparatives for movement in funds	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
Core	75	43,250	451	43,776
Restricted funds				
People's Health Trust	135	-	(135)	-
Awards For All	1,386	(1,386)	-	-
BBO Move	-	7,182	-	7,182
Bromhead Medical Charity	225	-	(225)	-
Tower Power	-	89	(89)	-
High Sheriff Fund	-	3,500	-	3,500
BBO Steps forward	60	(60)	-	-
Better Together	13,354	5,461	-	18,815
Hillside Community Garden	2,245	(1,440)	-	805
Children in Need	5,110	3,641	-	8,751
Lincoln Community Lottery	4,000	(3,998)	(2)	-
Lloyds Foundation Grant	13,182	(13,022)	-	160
Eco Therapy WRAP	2,467	(4,081)	-	(1,614)
Active Lincolnshire	-	462	-	462
Green Influencers Scheme	-	12,989	-	12,989
Suicide Prevention Fund	-	10,000	-	10,000
	42,164	19,337	(451)	61,050
TOTAL FUNDS	42,239	62,587	-	104,826

continued...

16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Core	63,427	(20,177)	43,250
Restricted funds			
Awards For All	-	(1,386)	(1,386)
BBO Move	40,095	(32,913)	7,182
Tower Power	-	89	89
High Sheriff Fund	3,500	-	3,500
BBO Steps forward	3,849	(3,909)	(60)
Better Together	40,914	(35,453)	5,461
Hillside Community Garden	2,276	(3,716)	(1,440)
Children in Need	17,594	(13,953)	3,641
Lincoln Community Lottery	-	(3,998)	(3,998)
Lloyds Foundation Grant	-	(13,022)	(13,022)
Eco Therapy WRAP	9,872	(13,953)	(4,081)
Active Lincolnshire	1,150	(688)	462
Green Influencers Scheme	17,999	(5,010)	12,989
Suicide Prevention Fund	10,000	-	10,000
	147,249	(127,912)	19,337
TOTAL FUNDS	210,676	(148,089)	62,587

Restricted Funds
Restricted funds have arisen due to funds giving monies for specific projects. The projects undertaken by the Charity are funded by the following restricted funds:

Better Together
Better Together
Active Lincolnshire

Grow How
Awards for All

Hillside Community Garden
Building Better Opportunities Move
Building Better Opportunities Steps Forward
Hillside Community Garden
Eco Therapy WRAP
Green Influencer's Scheme
Bromhead Medical Charity
Lincoln Community Lottery
CLA 2021
CRF Project

Tower Power
Tower Power
Children in Need
High Sheriff Fund

Development
Lloyds Foundation

continued...

16. MOVEMENT IN FUNDS - continued

Global Garden
People's Health Trust

Suicide Prevention Group
Lincolnshire County Council

SHOGG
SHOGG
Social Justice Fund

Transfers between funds

Transfers in funds have been made where there has been an overspend on projects funded by restricted funds. This overspend has been covered by the general funds of the charity and so a transfer has been made to reflect this.

Bromhead Medical Charity
This project has ended and the remaining funds brought forward have covered some core costs in line with the grant agreements.

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 22.

GREEN SYNERGY

England & Wales - Charity number 1153883

Accounts

Registered Charity 1153883

Registered Company 8399741

Green Synergy Annual Report and Accounts
1st April 2020- 31st March 2021



















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Welcome

On behalf of all the Board thank you for reading this and for your presence and active support during this unprecedented year. Unprecedented, in that, what has been called upon are those extraordinary 'inner' resources and skills based on our jointly owned values. The team kept deeply focussed delivering support to our beneficiaries whilst at the same time showing love and compassion toward one another. A truly incredible demonstration of adaptability, flexibility that makes the Green Synergy community a joy to work within.

I have the pleasurable task today of just saying thanks! Showing gratitude because we all know that all things in life are a result of some collaborative effort, whether directly or indirectly, intentional or not. Green synergy is no exception; we value those in the City of Lincoln with whom we share a vision to alleviate and support those who are going through moments of vulnerability . Today as we officially put a cap on the year 2020/21 sensing we have moved from a 'project' to becoming powerhouse known affectionately by all as Green synergy we are excited about our future!

We must first say thanks again to the architect and first captain of this ship-Mary Hollis, who has, with wonderful energy and consummate skill navigated Green Synergy through a challenging year. We thank her for her vision to build a big enough ship, so that even today, there is room on it for so many to practice their craft, while contributing to the daunting mandate of implementing community-based programmes aimed at social development and mental health alleviation.

Thanks to all our stakeholders, past and present, who have made this journey both adventurous and worthwhile. To the, priceless beyond measure, our staff of Green Synergy, **who really make things happen around here,** I just want to say on behalf of the Board and Management, thank you for your time, talents and passion. I know you are appreciated by individuals you work with and this wider community. For all you have achieved and will achieve in the coming year. THANK YOU

Yours thankfully and sincerely

Rev Canon Alan J Robson
on behalf of the Board

Charity Overview

Green Synergy exists to fulfil the following charitable objectives, summarised from our governing document:

1. Use community gardening and city farming to develop skills and capacity of the members of the socially and economically disadvantaged communities in such a way that they are better able to identify and help meet their own needs and to participate more fully in society.
2. Promote sustainable environmental, economic and social development for the benefit of the public.
3. Promote social inclusion.
4. Promote and protect good health in particular by providing opportunities to engage in therapeutic horticulture and agriculture.
5. Advance the education of the public in horticulture, agriculture and conservation of the environment.
6. Provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation.

Our Vision is for the people of Lincoln and the surrounding areas to have access to a network of local community gardening and city farming projects, therefore creating even happier, healthier, stronger and more sustainable individuals and communities.

Our Mission to use community gardening, city farming and eco-therapies to help people come together to socialise, learn and thrive.

Public benefit: In considering the activities of the charity, the Trustees have had due regard to the Charity Commission guidance on public benefit. In particular, the Trustees consider how specific projects will contribute to delivering and furthering the impact of Green Synergy's Charitable Objectives

Structure, Governance and Management

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (as amended by Update bulletin 1).

Governing document: as an incorporated charity Green Synergy is governed by its Memorandum and Articles of Association.



Recruitment and appointment of new trustees: Green Synergy is managed by a Board of Trustees who are also the Company Directors. As set out in the Articles of Association, the Board of Trustees must consist of not less than three. There is no maximum number of members on the Board of Trustees. Nominations for new member are made to the Board of Trustees for approval. Members of the Board of Trustees are subject to rotation. At the Annual General Meeting, one third of the Board members retire, these being the longest serving members. Retiring members are eligible for reappointment.

Organisational structure: The Trustees govern Green Synergy. The Board of Trustees meets at least four times each year. In addition, the Honorary Officers meet with the Chief Executive on regular occasions during the year to discuss the work of the organisation. Sub-groups are convened to deal with specific issues arising in the work of the organisation. A Chief Executive Officer is appointed to implement Green Synergy's vision and mission and manage the day-to-day operations.

Induction and training of new trustees: New Trustees undertake an induction and are provided with an information pack to brief them on their legal obligations under charity and company law and the management and operation of Green Synergy. New Trustees undertake their induction at Green Synergy's premises, providing an opportunity to meet employees and discuss projects and activities. Green Synergy encourages further training for Trustees, either internally or through external providers, where this helps them to undertake their role.

Related parties: Green Synergy delivers a large proportion of its projects through partnership working with other voluntary sector organisations, statutory bodies, and the local authority.

Renumeration policy for key management

In accordance with our governing document the charity does not renumerate its trustees. The day to day running of the charity is delegated to the CEO who is renumerated in accordance with the charity's PayScale, which are benchmarked against national scales for the sector and region. Any pay rises of management staff are agreed by the Board. There were no bonuses or additional payments made to any management staff during this financial year.

Reference and administrative details:

Registered Charity Number (England and Wales) 1153883
Registered Company Number (England and Wales) 08399741
Registered Office: 49 Roman Pavement, Lincoln, LN2 5RD

Independent Examiner: Wright Vigar Limited, Chartered Accountants & Business Advisers, 15 Newland, Lincoln, Lincolnshire, LN1 1 XG

Trustees Serving in the year 1st April 2020 to 31st March 2021

A full list of trustees who have served the charity within this period can be seen on pages 9 and 10.

Our Staff

Mary Hollis- Founder and Chief Executive. Company Secretary

Many of my happiest childhood memories involve gardening, looking after an assortment of pets and farm animals, and visiting family, friends, and neighbours in my local community. These early influences led me to have a strong interest in sustainable development and to study for a BA and MSc in related subjects including International Rural Development and Organic Agriculture. I have worked and volunteered on a range of community development, agricultural and environmental projects in the UK and abroad including a city farm in London and a vocational training centre in Botswana. When I first moved to Lincolnshire in 2010, I was shocked that Lincoln didn't have its own city farm or community garden and together with a group of like-minded people began to discuss whether it may be possible to set one up. Ideas began to develop into action and in 2012 Green Synergy was founded.



Trudy Norris- Projects Manager

I was delighted to be appointed to this role to work alongside passionate and talented people. With a nudge from an elder, I developed an interest in plants as food and medicine from my late teens. As a result, I switched from a degree in politics to studying for a degree in Health and Community Studies. I then trained in Western Herbal Medicine for 3 years and have been in practice as a herbalist for 25 years (FNIMH). As my interests in influences in health and wellbeing grew, I then sought to develop my skills and trained in adult learning (PGCE) and to qualify as a Counsellor (BACP). Green Synergy enables me to work with all my passions in life: plants, people and communities.



Gill Wardle- PA to CEO

I love gardening so I was thrilled when I was offered the post of PA to Mary the CEO of Green Synergy. I find being in the garden and pottering very relaxing (even weeding). We have an allotment too and I'm interested in growing organically. There's such a satisfaction in being able to pick and eat something you've grown on the same day as well as eating things we've frozen when it's well past their season. I have a very broad administrative background with experience of the charity sector as well as the NHS. I really enjoy organising things (and people) and I'm really looking forward to growing alongside Green Synergy.



Lindsay Johnson: Better Together Project Officer

I started working with Green Synergy early in 2019. My interest in a career with Green Synergy arose from my passion for landscape, nature and the environment. Having studied an undergraduate degree in environmental management and a postgraduate diploma in Landscape Architecture, I am able to read a variety of outdoor spaces and identify how they can be improved to create safe, beautiful, healthy, thriving places. I care about the communities in which we live and am an advocate of the use of urban green space as a catalyst for social cohesion, a platform for environmental education and a way of mitigating the effects of climate change. As part of the Better Together team, my role at Green Synergy enables me to use gardening to have a positive effect on peoples' mental health and well-being.



Tom Espin: Hillside Projects Assistant

I started as a volunteer with Green Synergy in September of 2017 and then became a Project Assistant on the staff team in December 2018. I am now jointly responsible for supervising the Get into Gardening sessions and developing the Hillside site. My interests are gardening, history, baking, music and wildlife. For the last fourteen years, I have been a member of the North Lincolnshire Horticultural Society and enjoy helping out with our annual show and plants sales. My real passion is growing vegetables, this has been passed down from my father and grandfather who taught me how to garden from an early age



Lizzie McFarlane: BBO MOVE and Better Together Projects Officer

Following on from struggles with my own mental health, I rediscovered my affinity for growing and started volunteering with Green Synergy in September 2015. This affirmed to me my love of people and my passion to work with communities to improve people's lives and support them in a positive way. After 12 months as a volunteer, I successfully applied for a role as a Trainee Project Officer with an apprenticeship in Horticulture. I am now a fully-fledged Project Officer and deliver the BBO MOVE and Better Together projects. I enjoy using my coaching skills to support people who are experiencing mental ill health and help them to progress on their recovery journeys.



Brodi Wyman: Trainee Children's Projects Coordinator

From being a small child, I have been out and about in the wilderness, gardening, camping and all of that sort of stuff. I've always had a keen sense of responsibility for the environment and doing my best to help the planet and the people that inhabit it. I joined Green Synergy straight after leaving school, it was a miracle I found such a fitting job for my interests. My role with Green Synergy is an ever growing one, I've had the great opportunity to learn and develop my skills working closely with the children's project as well as having the chance to work closely with each of our staff members. I can't wait to see where this job will take me.



Zoe Wilkinson: Children's Projects Coordinator

'Variety is the spice of life' is my motto as I am a charity worker, gardener, sustainable textile artist, Ultimate Frisbeer and a keen cyclist. My background is in international development, where I have worked on poverty reduction, environmental and human rights programmes in Africa, Asia and the Middle East. I have also run art programmes with young adults with mental health issues. I have experience of working on an organic fruit and vegetable farm in New Zealand. I have a deep interest in New Zealand's native plants, Maori natural remedies and culture relating to my Maori grandma. I work on Green Synergy's Children's and young people's programmes. We deliver outdoor, gardening and nature sessions with children on Hillside Community Garden, Lincoln. We also deliver the Green Influencers programme, focusing on youth empowerment and environmental action, with schools and youth groups across Lincoln.



Helena Mair: Projects Support Officer (Temporary position)

I am so pleased to be working for Green Synergy part time supporting the team with administration. I have worked in the charity sector for a very long time working with volunteers and supporting communities. I am new to gardening so Green Synergy is a delightful place. I live in the city and have a small garden which I love to spend time in. My time in the garden makes me feel happy and alive. During the pandemic lockdown I learnt how to plant and germinate seeds successfully. I love to grow flowers to cut and put into a vase. My short time at Green Synergy has given me the confidence to grow more and this year I am hoping to grow a few vegetables.



Our Trustees

Rev. Canon Alan Robson: Chair

I joined Green Synergy in 2016 and became Chair in 2017. I am a Methodist Minister and Agricultural Chaplain for the County and I am also a founding member of the Lincolnshire Rural Support Network, helping farming families across the whole of Lincolnshire. My core driver is my ever-changing faith in spiritual exploration and mysteries of human well-being. My passion is for people finding wholeness out of crisis- also finding hope in hopeless situations.



Caty Collier: Trustee

I am the Area Coordinator for North Kesteven Voluntary Centre Services and have over twenty years' experience in the voluntary and community sector including management of a UK-wide Heritage Lottery Fund diversity project. I first got to know Green Synergy in 2012, prior to them becoming a charity when they were seeking advice on incorporation. In 2016, I was invited to become a Board Member. In my spare time, I am involved in community activities. Past voluntary roles have included wildlife habitat restoration and building a school in a remote part of Tanzania.



Annie Brown: Trustee

I have been involved in Green Synergy since its inception. I have lived in Lincoln for the last thirty years and during that time I have joined various voluntary and community groups, helping to organise many local events and activities. As a local resident, I have first-hand knowledge of some of the issues faced by the local communities we work with. I have previously run my own gardening business.



Dr Sarah Clarke: Secretary

I have been involved with Green Synergy since its inception in 2012, first as treasurer and currently as secretary. My interests lie in growing plants and crops and giving everyone the opportunity to get involved and realise health benefits of gardening as well as knowing the satisfaction of getting a plant to flower or fruit. I grew up on a farm and am a Crop Scientist, working with farmers to help them understand and optimise the production of their crops. On a much smaller scale, I enjoy the veg patch at home and am encouraging the next generation in gardening and developing an understanding of where food comes from.



Simon Smith: Trustee

I am the residential partner with JHWalter LLP a property and business consultancy located in the City of Lincoln, along with being a trustee on the board of The Lincolnshire YMCA. I became involved with Green Synergy through an invitation from the Chair to visit the community garden in the very early stages of development and was somewhat bowled over by the enthusiasm and determination shown by Mary and the whole team. Along with the fact that this very special place is only five minutes' walk from my home, allowing me to be able to benefit from its healing powers whenever I want.



Susan Kernachen: Trustee

I joined the Board of Green Synergy in late 2020 having been impressed by the commitment and energy of the team who provide so many valuable projects and activities. I am a senior property professional in a large disability charity and I've lived in Lincoln for 8 years. I would call myself an enthusiastic, but novice, vegetable grower and I spent a lot of time in the garden during the lockdown in 2020. This gave me a real understanding of the physical and mental health benefits of horticulture.



Nick Mallinder: Trustee I am Field Lead for Aviva Insurance, within the property sector, working across the whole of the UK. I have worked within the construction and property surveying sector for 20 years. I am passionate about leadership and evolving myself and people around me on the journey we call life. I have a wonderful wife and 4 beautiful children and enjoy spending time outdoors with them. Growing up, my grandfather introduced me to his allotment which created some amazing memories, this charity has developed and harmonised agriculture and horticulture within a community to improve wellbeing which is something I am very excited to become a part of.	
Karol Szlichcinski I am a management consultant specialising in strategy, information technology and organisation development, and ran a consulting business for over 25 years. Through the Worshipful Company of Management Consultants, a City of London livery company, I have consulted to a number of charities and mentored charity managers. I worked with small businesses in Lincolnshire for five years under the Lincolnshire Broadband Initiative. My family background was in farming and horticulture, and I believe in the benefits of green spaces and gardening for mental health and wellbeing.	

A Review of Our Year 2020-2021

When we set out our plans for the next twelve months in last year's annual report, little did we know about the ensuing COVID-19 pandemic. Subsequently, 2020-21 turned out to be our most extraordinary year to date.

We are so grateful that Green Synergy was able to secure the funding it needed to remain fully operational. Our staff team worked exceptionally hard to adapt our projects so beneficiaries could keep engaging safely and accessing the help they need. Our Board were a great support, meeting on a weekly basis at some points to keep abreast of the ever-changing situation and provide additional advice and guidance.

As is the case for everyone, COVID-19 presented us with some big challenges. As funders changed tack, closing their usual programmes to make way for COVID-19 emergency funding, three grants we were in the process of applying for were suspended. This left us with a budgeted deficit of £26,000 for the year. Thanks to the Ashden Trust and other grants from the National Lottery, Lloyds, the National Emergency Trust, Lincoln City and County Council's and the NFU, we were able to not only meet the deficit but secure additional funds. These covered our core running costs, enabled us to make COVID-19 safety adaptations to our office and garden, and provide additional support mechanisms to our beneficiaries and local community.

In last year's report, we set out our ambition that 2020-2021 was going to be our best year yet. Whilst it has turned out to be very different year from what we had planned, as Green Synergy has not only kept going, but continued to grow and thrive, we can definitely say it has. Though separated physically, the pandemic has brought our team closer together and the financial and logistical challenges have led us to innovate, finding creative solutions and new ways. I am grateful for everyone's commitment and creativity that has enabled us to come through this even stronger.





69 children

reached through Tower Power



13 New Participants

Building Better Opportunities



120 children

to be involved as Green Influencers



72 referrals

to the Better Together scheme



60 referrals

to Eco WRAP



95.7% positive reviews

from the local community



The Year Ahead- 2021-22

The impact of covid on mental health and employment means that charities like Green Synergy are needed more than ever. Since June 2020, our project referrals have increased by over 50% and during the lockdowns Hillside Community Garden became an important public green space in which the local community and hospital patients and staff felt safe to exercise and relax. We are now increasing our delivery capacity to meet these additional needs, help aid the COVID-19 recovery and build sustainable community resilience.

We were delighted to recently learn that our application to the National Lottery Community fund for support with organisational development was successful. We have been granted £322,000 over the next three years to increase our engagement with local community and develop new projects and income generating opportunities. The funding will pay for three new pots: an office and finance manager, and a projects manager and community engagement coordinator for Hillside as well as part-funding the CEO's post. We have also recently received funding form LPFT for a pilot group to support men at risk of suicide.

We are also continuing with work that was delayed due to covid including updating our strategic plan, implementing new monitoring and evaluation software, and revisiting our values statement.

We look forward to reporting back on our progress next year.

Mary Hollis-Founder and CEO



Tower Power



Tower Power is a children and young people's project, supported by Children in Need, that uses activities and learning to enable beneficiaries to have more fun, develop pride in themselves and their neighbourhood and engage positively in groups, whilst also improving their connectedness to the community and nature around them. We combine the natural world, creativity and learning in a safe environment so that the local kids have a space they can be themselves and have fun. This is the third and final year of the current funding. We are applying for additional grants to continue this work.



The last twelve months have been interesting, Covid-19 has meant a change in how we deliver the project. An all-round success has been the activity packs. At first, we tried 'covid safe' table- top activities but the uptake was fairly low, (as some families were still concerned about Covid) so we switched to delivering seasonal activity packs to peoples houses. We received lots of positive feedback from children and parents who have enjoyed doing them together. We have given out multiple packs, each had its own theme either round a holiday or seasonally appropriate. The packs themselves are made up of crafting activities, nature information/identification sheets, planting activities and some food. We supplied how-to guides and all the materials needed. We managed to keep the engagement level high, some new families joined the project as a result of the consultation that was carried out in Autumn 2020. In total, we have engaged with 69 children during from April 2020 to March 2021.

This project was originally created out of needs identified by local residents, including tackling antisocial behaviour, raising aspirations, confidence and self-esteem and improving physical and mental wellbeing for children and young people on the Tower Estate.

At the end of June 2021, we will be starting up face-to-face activities on the garden again. This will include running two-hour sessions every Wednesday where we will be making and growing a variety of fun things on the garden and providing the children with their own plants to take home. We are also planning events like a sports day and scarecrow making. To top it all off we have Wildlings Forest Schools running a series of sessions again.

Brodi Wyman, Trainee Children's Projects Coordinator

Building Better Opportunities MOVE and Steps Forward

BBO Move is an employability project funded by the European Social Fund and the Big Lottery Community fund to help people overcome barriers to work and build skills and confidence. This is multi partner project, with each organisation contributing their own specialisms. Green Synergy offers practical sessions in basic horticulture as well as industry standard strimmer and spraying qualifications. We use a person-centred approach to best support participants to achieve their personal and professional goals.



The past year has seen many great moments including building a bike rack, Toms top tips on Facebook, clearing a new route through the site, the discovery of a mature pear tree which the group pruned together, and a Christmas celebration where the volunteers gifted a bird table for Hillside. One of the biggest highlights for everyone has been the ability to keep running the face-to-face project sessions on Hillside from July through to December. This was possible due to government exemptions to covid-restrictions for mental health support groups and volunteering and gave participants a sense of consistency and normality in an uncertain world. This year we have expanded our offer to reflect the changing post-covid employment market. We joined with Community Lincs to run self-employment workshops which have already resulted in two participants launching their own businesses.



Participant testimonials

'The project has helped me set my mind at ease and helped me to develop into a more self-appreciating person' KB

'I have really enjoyed being like a family member at Green Synergy. I learned a lot of new things and loved being outside in the fresh air. The course gives me more confidence about myself, I get new skills, I meet lots of nice people and started my own business.' APL

This year we have recruited 13 new participants, and enabled four people to move into employment and and three into further learning opportunities.



As we come towards the end of the six-year project in December, we will continue to run session which help people to develop their gardening skills as well as increasing their confidence and aspirations. We are also looking to continue developing more opportunities locally for work placements and volunteering which will be a big benefit for people looking to get into work within the horticulture industry.

Lizzie Mcfarlane, BBO MOVE and Better Together Projects Officer

Lincoln Green Influencers
Youth Empowerment and Environmental Action

The Green Influencers Scheme aims to help young people (10-14 year olds), in deprived urban areas, create deep, lasting and meaningful connections with the natural environment while learning and building skills that will help them to contribute to their local community through youth-led environmental action.

Green Mentors, Brodi Wyman and Zoe Rumsby-Wilkinson, work with groups of young people to carry out environmental projects in their communities. In Lincoln, the scheme is run by Green Synergy. It is funded by the Ernest Cook Trust and #iwill for two years.



In winter 2021 we started running Lincoln Green Influencers. We networked remotely with schools, local environment groups and local youth groups. In February, we launched the Lincoln Green Influencers social media sites on Instagram and Facebook. We use social media to post weekly Lincoln-focused environment and nature activities and updates on our environment groups. In March, we asked the Tower Estate community to vote online for their favourite design for a Green Influencers' poster.

Spring saw us coming out of lockdown hibernation as we launched our first Green Influencers group with the 31st Lincoln Monks Abbey Scouts, meeting near Boultham Park. We are having fun helping the Scouts to develop their ideas on greening urban areas, recycling, reducing plastic pollution and a litter campaign.

Summer will see us launching an environment group on Hillside Garden with the local Tower Estate children and young people. We will also be working with local schools and local environment groups to establish more groups.

We aim to run 12 youth-led Environment groups (120 children) in 2020 and 2021.
These groups will help 10-14 year old's to Get into nature and the outdoors, set up their own environment group and Help the local community.

There will be many benefits to young people as a result of the scheme: They will be more connected to nature, have increased life-skills and more awareness of environment issues. There will also be benefits to the wider community as a result of the Green Influencers: more green spaces/ wildlife, more community cohesion, more awareness of environment issues.

Zoe Rumsby-Wilkinson, Children and Young People Projects Coordinator

Better Together Project

This is a 3-year partnership project targeted at people with mental health disturbance or ill health. We are in the second year of the project and continue to deliver to the aims of helping people to develop their skills, social connection and to improve their mental and emotional wellbeing, this project is funded by the National Lottery Community Fund.

There are a number of highlights. From a delivery perspective being able to maintain close engagement with participants throughout the pandemic/lockdowns via the partnership and also being able to continue delivery on site safely at times when other services were unable. The fact that we had a full group, outside with low temperatures on our last session before Christmas was great feedback.

Another highlight is that we are working more closely with referral services including Community mental health for the benefit of clients. This has enabled us to work with people alongside services to create smoother transitions for people and to ensure they feel safe and connected.

The Project in Numbers



In year two we have had 72 referrals through the project which includes 11 people carried over from year one. Participants have all had meaningful engagement meeting up with the Better Together team to talk about the programme, show them the garden and the catering and hospitably activities and offering taster sessions before they committed to joining the project.
56 people have then gone on to receive mentoring support. 18 have moved forward into further training or volunteering and some, an unexpected outcome for the project, have got into work. Others have left as life has changed direction for them and they felt they no longer needed the programme.

Of this number there are 4 people who participate at the garden as part of the project who don't want to be mentored but who are valued participants. They are supported by staff who have given them the confidence and support they need to join the groups and experience personal development through gardening.

Future Hopes
We have applied to extend funding for this project and really hope that it will be successful. We also aim to work more collaboratively with community mental health services and other support agencies to support people closely after leaving the wards and earlier in their recovery pathway. This will require a more collaborative and integrative working pattern for services.

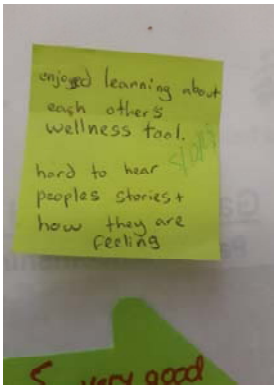
Trudy Norris Projects Manager

ECO WRAP

This project was funded by the LPFT Community Fund for one year and we were delighted to receive extended funding for three months. The project ended January 2021

This project aimed to develop a fresh approach to Wellness Recovery Action Planning. Initially, WRAP was developed by Mary Ellen Copeland to help people understand their mental health and sustain recovery and wellbeing in their own individual and unique way. WRAP is not a care plan but is a very useful recovery tool. At Green Synergy we wanted to introduce a connection with nature as a catalyst to wellness.

Project Highlights



Using eco wrap enabled us also to work more therapeutically with people, building on their recovery capacity and wellness tools in a small, safe group format. Issues that arose included; managing conflict more effectively, gaining insight into feelings and being able to articulate these more effectively, keeping safe, trauma related symptoms and disruption to mental wellbeing.

Eco wrap also really enabled us to improve referral pathways into Green Synergy. As a result of social prescribing, transitions for people are managed more effectively at a pace and point they are happy with. This gives participants more confidence in maintaining a locus of support and change.

This project opened up referrals for those with deeper vulnerabilities and enabled us to work more closely with the social prescribing service and other referral agencies. We received 60 referrals to the project and offering a drop in option enabled a soft and supported landing for people. The final highlight is learning with and alongside the people who are referred to us. They enable us to develop and grow with them and to deliver a service that meets the needs as safely and inclusively as possible.

Train the Trainer ECO Wrap set for Autumn 2021

Although we were able to maintain connection with people throughout the pandemic moving to delivery via zoom towards the project end, we did not deliver the Train the Trainer element for partner agencies. Due to the LPFT flexibility we will still be able to deliver this training later in the year.



Trudy Norris Projects Manager

Community Connection

Tower Estate Community Survey 2020

The Tower Council Estate Community consultation survey was commissioned by Children in Need and The National Lottery Awards for All Programme, undertaken by Green Synergy from July 2020 and December 2020.

The aims of the consultation were:

1. Assess the level of community engagement with the Hillside Garden and how Green Synergy delivers to the community needs:
    - Adults and children
    - Assess the level of support for Green Synergy's future plans for Hillside (including the development of an eco-hub building).
2. Adapting and responding to community requirements regarding COVID-19.

The survey target area was Tower Council Estate and Hillside Avenue, in Lincoln. **134 households** out of a total of 401 households were surveyed. This accounts for a third of the household population. Within these households 162 individuals were interviewed.

Summary of Survey Findings

Residents' Awareness of Green Synergy

- 82% of residents surveyed showed an awareness of Green Synergy.
- 54% of residents had visited Hillside Community Garden.
- The majority of children and teenagers interviewed had attended Green Synergy events.

Residents' Engagement with Green Synergy

- 95.7% of residents gave very positive views on the garden developments
- Attendance of Kids' Club accounted for 28%, and the majority, of the Green Synergy activities the residents were involved with.
- A third of the residents and family group often visit Hillside Garden. Children in the 10-15 year-old group are the most frequent visitors from the children/teenagers group.

COVID-19's impact on residents'

- 42% of residents surveyed said that they had been impacted by COVID-19. The impact seemed to be the most significant with carers of relatives, people with existing medical conditions, parents and older people.
- Residents' comments on COVID-19 focused on general health, issues of loneliness and isolation and economic impact.
- 8 residents mentioned how Hillside Garden had had a positive influence of them during the first lockdown in 2020.
- Residents recommendations for COVID safe activities were recorded and are being used in current project planning.

Future planning

Eco-Building on Hillside Garden

- 90% of residents surveyed gave positive responses to the proposed Eco-building on the Hillside Garden.
- Positive responses on the building from residents included the community focus, facilities for young people, resources for families and older people, and views on the building design.

Residents recommendations for future plans for Hillside Garden

Residents' ideas ranged from garden ideas, facilities for: older people, families and young people, arts and culture, sports and fitness and animals.

Green Synergy's Christmas Card and Christmas Raffle

In 2020 we delivered Green Synergy Christmas cards to all the residents on the Tower Estate to spread some hope and cheer at Christmas to the local community after the very challenging COVID-19 year. Thank yous to residents who had completed the Community survey were included in the cards and residents were informed that they had been entered into a free raffle offering the chance to win: a Christmas food hamper and 3 Christmas door wreaths (made from plants).

In addition to the cards, we also gave out 15 Christmas planters to elderly people on the Estate.





Left- The Christmas Wreath on the Green Synergy Christmas Card was created by Anna Punka-Lipatova who was on our Get into Gardening programme 2020 and who has now set up her own florist business.

Right- The Robinson family receiving their Christmas Door Wreath.

The Christmas cards and planters were funded by Covid support grants from the City and County Councils

Zoe Rumsby-Wilkinson, Children and Young People Projects Coordinator

Financial Review

At the year end the charity had funds of £104,826 (2020: 42,239) of which there were unrestricted reserves of £43,776 (2020: £75) and £61,050 (2020: £42,164) restricted.

Reserves Policy

As the charity delivers its objectives through the running projects a lot of costs are budgeted for within the projects and only arise on the delivery of these projects. Due to this the trustees aim to hold reserves equivalent to six months 'core' running costs of the charity. As the Covid 19 Pandemic hit at the end of the last reporting period (2019-20), we carefully considered the impact of this upon our charity's operations and reserves. We conducted impact assessments for all our projects and liaised with funders on adaptations that we would need to implement. We successfully applied for a number of Covid 19 support grants which have enabled us to more than adequately meet our financial needs for 2020-2021 and cover gaps in funding that arose due to the suspension of other grants steams during the pandemic.

This report has been prepared in accordance with the special provisions of part 15 of companies Act 2006 relating to small companies.

Aprroved by order of the Board of the Trustees and signed on its behalf by



Rev. Canon Alan Ronson. Chair

28 June 2021

Independent Examiner's Report to the Trustees of Green Synergy (Registered number: **08399741)**

Independent examiner's report to the trustees of Green Synergy ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report:

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement:

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4, the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Paul Colcomb FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland, Lincoln, Lincolnshire LN1 1XG

Date: 28 June 2021

Green Synergy

Statement of Financial Activities
for the Year Ended 31 March 2021

	Notes	Unrestricted funds	Restricted funds	2021 Total funds	2020 Total funds as restated
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Grants and donations	3	53,427	19,595	73,022	54,347
Charitable activities					
Hillside Community Garden		-	62,218	62,218	39,951
Tower Power		-	3,500	3,500	3,837
Better Together		-	42,064	42,064	38,570
Gardeners Question Time		-	-	-	1,188
Eco WRAP		-	9,872	9,872	9,872
Community Engagement		10,000	-	10,000	9,996
Suicide Prevention Groups		-	10,000	10,000	-
Investment income	4	-	-	-	30
Total		63,427	147,249	210,676	157,791
EXPENDITURE ON					
Raising funds		120	1,584	1,704	1,440
Charitable activities	5				
Hillside Community Garden		6,465	48,402	54,867	51,301
Tower Power		5,771	26,528	32,299	33,515
Better Together		5,582	36,063	41,645	37,946
Development		-	-	-	2,064
Gardeners Question Time		-	-	-	1,153
Eco WRAP		1,945	13,953	15,898	8,463
Community Engagement		290	1,386	1,676	10,131
Other		-	-	-	1,487
Total		20,173	127,916	148,089	147,500
NET INCOME		43,250	19,337	62,587	10,291
Transfers between funds	16	451	(451)	-	-
Net movement in funds		43,701	18,886	62,5867	10,291
RECONCILIATION OF FUNDS					
Total funds brought forward		75	42,164	42,239	31,948
TOTAL FUNDS CARRIED FORWARD		43,776	61,050	104,826	42,239

The notes form part of these financial statements

Balance Sheet
31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds as restated £
FIXED ASSETS					
Tangible assets	12	3,783	1,072	4,855	2,740
CURRENT ASSETS					
Debtors	13	1,098	44,289	45,387	22,193
Cash at bank and in hand		46,459	40,749	87,208	43,281
		47,559	85,038	132,595	65,474
CREDITORS					
Amounts falling due within one year	14	(7,564)	(25,060)	(32,624)	(25,975)
NET CURRENT ASSETS		39,993	59,978	99,971	39,499
TOTAL ASSETS LESS CURRENT LIABILITIES		43,776	61,050	104,826	42,239
NET ASSETS		43,776	61,050	104,826	42,239
FUNDS	16				
Unrestricted funds				43,776	75
Restricted funds				61,050	42,164
TOTAL FUNDS				104,826	42,239

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

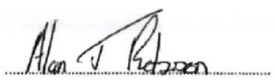
The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 June 2021 and were signed on its behalf by:



A J Robson - Trustee

The notes form part of these financial statements

1. STATUTORY INFORMATION

Green Synergy is an incorporated charity, limited by guarantee, registered in England and Wales. The charities registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (as amended by Update bulletin 1), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	25% on reducing balance
Motor vehicles	-	25% on reducing balance
Computer equipment	-	25% on reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

3. GRANTS AND DONATIONS

	2021	2020 as restated
	£	£
Donations	13,562	13,785
Grants	59,460	40,562
	73,022	54,347

Grants received, included in the above, are as follows:

	2021	2020 as restated
	£	£
National Lottery	1,800	-
Ashden Trust	18,500	-
Lincolnshire Community Foundation	5,500	-
City of Lincoln Council	1,479	-
Lincolnshire County Council	5,000	-
Coronavirus Job Retention Scheme	4,587	-
Lloyds Foundation	5,000	14,910
Children in Need	17,594	17,178
Lincoln Community Lottery Fund	-	5,000
LEAP	-	2,500
High Sheriff's Fund	-	3,000
Training Support Providers	-	910
Other grants	-	(2,936)
	59,460	40,562

Government grants are recognised in the Statement of Financial Activities on a systematic basis over the periods in which the entity recognises expenses for the related costs for which the grants are intended to compensate.

4. INVESTMENT INCOME

	2021	2020 as restated
	£	£
Bank interest	-	30

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Hillside Community Garden	45,566	9,301	54,867
Tower Power	28,829	3,470	32,299
Better Together	38,118	3,527	41,645
Eco WRAP	14,674	1,224	15,898
Community Engagement	1,628	48	1,676
	128,815	17,570	146,385

continued...

6. SUPPORT COSTS

	Management
	£
Hillside Community Garden	9,301
Tower Power	3,470
Better Together	3,527
Eco WRAP	1,224
Community Engagement	48
	17,570

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020 as restated
	£	£
Depreciation - owned assets	770	888

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

9. STAFF COSTS

	2021	2020 as restated
	£	£
Wages and salaries	100,405	80,560
Social security costs	12,683	15,268
Other pension costs	3,986	3,372
	117,074	99,200

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

2021	2020 as restated
9	8

No employees received emoluments in excess of £60,000.

10. PRIOR YEAR ADJUSTMENT

This year, grants received have been reviewed in detail by the Trustees and it was deemed appropriate to reallocate a number of them from Voluntary grants to Charitable Activity grants. Grants where there is a comparative in the prior year have also been reallocated.

continued...

11. INDEPENDENT EXAMINATION

The total fees paid in respect of the independent examination were as follows:

	2021	2020
	£	£
Independent examination fees	1,860	1,800

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Motor vehicles	Computer equipment	Totals
	£	£	£	£
COST				
At 1 April 2020	5,271	4,125	603	9,999
Additions	974	-	1,911	2,885
At 31 March 2021	6,245	4,125	2,514	12,884
DEPRECIATION				
At 1 April 2020	3,916	3,145	198	7,259
Charge for year	384	245	141	770
At 31 March 2021	4,300	3,390	339	8,029
NET BOOK VALUE				
At 31 March 2021	1,945	735	2,175	4,855
At 31 March 2020	1,355	980	405	2,740

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020 as restated
	£	£
Other debtors	43,389	21,993
Prepayments and accrued income	1,998	200
	45,387	22,193

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020 as restated
	£	£
Bank loans and overdrafts (see note 15)	2,663	-
Social security and other taxes	5,281	1,581
Other creditors	424	601
Accruals and deferred income	24,256	23,793
	32,624	25,975

During the period, grant payments of £22,399 (2020: £21,993) was included in deferred income. This was deferred on the basis that the amounts are specified by the grant funder to be spent in specific periods.

continued...

15. LOANS

An analysis of the maturity of loans is given below:

	2021	2020 as restated
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	2,663	-

This overdraft showing in the accounts is not a true bank overdraft as it relates to ongoing projects where expenses have been incurred and the grant income hasn't been received into the bank until after the year end, therefore the loan is from the unrestricted funds to the restricted funds.

16. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
Core	75	43,250	451	43,776
Restricted funds				
People's Health Trust	135	-	(135)	-
Awards For All	1,386	(1,386)	-	-
BBO Move	-	7,182	-	7,182
Bromhead Medical Charity	225	-	(225)	-
Tower Power	-	89	(89)	-
High Sheriff Fund	-	3,500	-	3,500
BBO Steps forward	60	(60)	-	-
Better Together	13,354	5,461	-	18,815
Hillside Community Garden	2,245	(1,440)	-	805
Children in Need	5,110	3,641	-	8,751
Lincoln Community Lottery	4,000	(3,998)	(2)	-
Lloyds Foundation Grant	13,182	(13,022)	-	160
Eco Therapy WRAP	2,467	(4,081)	-	(1,614)
Active Lincolnshire	-	462	-	462
Green Influencers Scheme	-	12,989	-	12,989
Suicide Prevention Fund	-	10,000	-	10,000
	42,164	19,337	(451)	61,050
TOTAL FUNDS	42,239	62,587	-	104,826

continued...

16. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Core	63,427	(20,177)	43,250
Restricted funds			
Awards For All	-	(1,386)	(1,386)
BBO Move	40,095	(32,913)	7,182
Tower Power	-	89	89
High Sheriff Fund	3,500	-	3,500
BBO Steps forward	3,849	(3,909)	(60)
Better Together	40,914	(35,453)	5,461
Hillside Community Garden	2,276	(3,716)	(1,440)
Children in Need	17,594	(13,953)	3,641
Lincoln Community Lottery	-	(3,998)	(3,998)
Lloyds Foundation Grant	-	(13,022)	(13,022)
Eco Therapy WRAP	9,872	(13,953)	(4,081)
Active Lincolnshire	1,150	(688)	462
Green Influencers Scheme	17,999	(5,010)	12,989
Suicide Prevention Fund	10,000	-	10,000
	147,249	(127,912)	19,337
TOTAL FUNDS	210,676	(148,089)	62,587

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
Core	(4,563)	(1,702)	6,340	75
Restricted funds				
People's Health Trust	7,799	(7,779)	115	135
Awards For All	-	1,386	-	1,386
Elspeth Thompson	2,550	(2,550)	-	-
BBO Move	-	1,785	(1,785)	-
Bromhead Medical Charity	281	(56)	-	225
Social Justice Fund	7,844	(4,586)	(3,258)	-
Lincoln Food Partnership	1,207	112	(1,319)	-
High Sheriff Fund	-	(22)	22	-
BBO Steps forward	-	60	-	60
Better Together	10,289	3,065	-	13,354
Hillside Community Garden	-	2,245	-	2,245
Children in Need	6,541	(1,431)	-	5,110
Lincoln Community Lottery	-	4,000	-	4,000
Lloyds Foundation Grant	-	13,182	-	13,182
Eco Therapy WRAP	-	2,467	-	2,467
Trip income	-	115	(115)	-
	36,511	11,993	(6,340)	42,164
TOTAL FUNDS	31,948	10,291	-	42,239

continued...

16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Core	10,344	(12,046)	(1,702)
Restricted funds			
People's Health Trust	1,724	(9,503)	(7,779)
Awards For All	9,996	(8,610)	1,386
Elspeth Thompson	-	(2,550)	(2,550)
BBO Move	30,024	(28,239)	1,785
Bromhead Medical Charity	-	(56)	(56)
Social Justice Fund	(1)	(4,585)	(4,586)
Lincoln Food Partnership	1,564	(1,452)	112
High Sheriff Fund	2,999	(3,021)	(22)
BBO Steps forward	9,928	(9,868)	60
Better Together	38,571	(35,506)	3,065
Hillside Community Garden	5,569	(3,324)	2,245
Children in Need	17,179	(18,610)	(1,431)
Lincoln Community Lottery	5,000	(1,000)	4,000
Lloyds Foundation Grant	14,909	(1,727)	13,182
Eco Therapy WRAP	9,870	(7,403)	2,467
Trip income	115	-	115
	147,447	(135,454)	11,993
TOTAL FUNDS	157,791	(147,500)	10,291

Restricted Funds

Restricted funds have arisen due to funds giving monies for specific projects. The projects undertaken by the Charity are funded by the following restricted funds:

Better Together
Better Together
Active Lincolnshire

Grow How
Awards for All

Hillside Community Garden
Building Better Opportunities Move
Building Better Opportunities Steps Forward
Hillside Community Garden
Eco Therapy WRAP
Green Influencer's Scheme
Bromhead Medical Charity
Lincoln Community Lottery

Tower Power
Tower Power
Children in Need
High Sheriff Fund

Development
Lloyds Foundation

Global Garden
People's Health Trust

Suicide Prevention Group
Lincolnshire County Council

continued...

16. MOVEMENT IN FUNDS - continued

Transfers between funds

Transfers in funds have been made where there has been an overspend on projects funded by restricted funds. This overspend has been covered by the general funds of the charity and so a transfer has been made to reflect this.

People's Health Trust
This project has ended and the remaining funds brought forward have covered some core costs in line with the grant agreements.

Bromhead Medical Charity
This project has ended and the remaining funds brought forward have covered some core costs in line with the grant agreements.

Tower Power
This particular grant has ended and the remaining funds brought forward have covered some core costs in line with the grant agreements.

Lincoln Community Lottery
This grant has been fully spent and balance used to cover some of the core costs in line with the grant agreement.The balance remaining on the fund is a debtor due to be received in relation to a payment for a service paid up front.

Eco-Wrap
There has been a small overspend on Eco-Wrap and so a transfer from Core to Eco-Wrap funds has cleared this. The balance remaining on the fund is a debtor due to be received in relation to the grant for this project.

BBO Move
There had been a small overspend on this project and so a transfer from Core to BBO Move funds has cleared this.

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

Green Synergy

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	2021	2020 as restated
	£	£
INCOME AND ENDOWMENTS		
Grants and donations		
Donations	13,562	13,785
Grants	59,460	40,562
	73,022	54,347
Investment income		
Bank interest	-	30
Charitable activities		
Income for charitable activities	137,654	103,414
Total incoming resources	210,676	157,791
EXPENDITURE		
Other trading activities		
Advertising	1,704	1,440
Charitable activities		
Wages	100,405	79,317
Social security	12,683	14,952
Pensions	3,986	2,773
Professional fees	-	2,537
Materials	8,047	7,632
Repairs and maintenance	1,508	370
Project events	25	3,690
Room hire	248	881
Other staff costs	1,051	4,768
Training	-	2,285
Travel	429	2,181
Equipment hire	433	(10)
	128,815	121,376
Other		
Wages	-	1,243
Social security	-	244
	-	1,487
Support costs		
Management		
Social security	-	72
Pensions	-	599
Materials	759	369
Insurance	994	989
Telephone	1,673	724
Postage and stationery	694	292
Sundries	1,540	595
Professional fees	5,937	9,676
Repairs and maintenance	104	1,421
Rent and rates	4,126	5,991
Other staff costs	-	65
Carried forward	15,827	20,793

Green Synergy

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	2021	2020 as restated
	£	£
Management		
Brought forward	15,827	20,793
Computer costs	592	426
Training	-	746
Travel	380	258
Allocation of core costs	-	1
Plant and machinery	384	426
Motor vehicles	245	326
Computer equipment	142	135
Bank charges	-	86
	17,570	23,197
Total resources expended	148,089	147,500
Net income	62,587	10,291

This page does not form part of the statutory financial statements

Once you have finished with this report, please either recycle or compost it.
Thank you.

Green Synergy 49 Roman Pavement, Lincoln LN2 5RD Tel: 01522 533077
Registered Charity: 1153883 Registered Company: 8399741
www.greensynergy.org.uk