

Registered Charity 1153883



Registered Company 8399741

Green Synergy Trustees Report & Financial Statements 31 March 2022



Contents of the Financial Statements for the Year Ended 31st March 2022

	Page
Report of the Trustees	2 to 27
Independent Examiner's Report	28
Statement of Financial Activities	29
Balance Sheet	30
Cash Flow Statement	31
Notes to the Cash Flow Statement	32
Notes to the Financial Statements	33 to 40

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 12 th February 2013 and registered as a charity on 12 th February 2013.	
Charity Number	1153883	
Company Number	08399741	
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD	
Trustees	Alan Robson Cathy Collier Karol Szlichcinski Rachel Gibbons Annie Holliwell-Brown Nick Mallinder Simon Lloyd Smith Susan Kernachan Sarah Clarke J Loffhagen	Chair Vice Chair Treasurer Resigned on 21.02.2022 Resigned on 21.02.2022 Resigned on 01.02.2022 Secretary Appointed on 08.08.2022
Chief Executive	Mary Hollis Ali Talbot	Up to 28.02.2022 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.

Remuneration policy for key management: In accordance with our governing document the charity does not remunerate its trustees. The day to day running of the charity is delegated to the CEO who is remunerated 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

<p>Ali Talbot – Chief Executive</p> <p>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.</p> <p>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.</p> <p>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!</p>	
<p>Mary Hollis - Founder and former Chief Executive & Company Secretary</p> <p>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.</p>	
<p>Trudy Norris- Projects Manager</p> <p>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.</p>	

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 Frisbee 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 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 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.

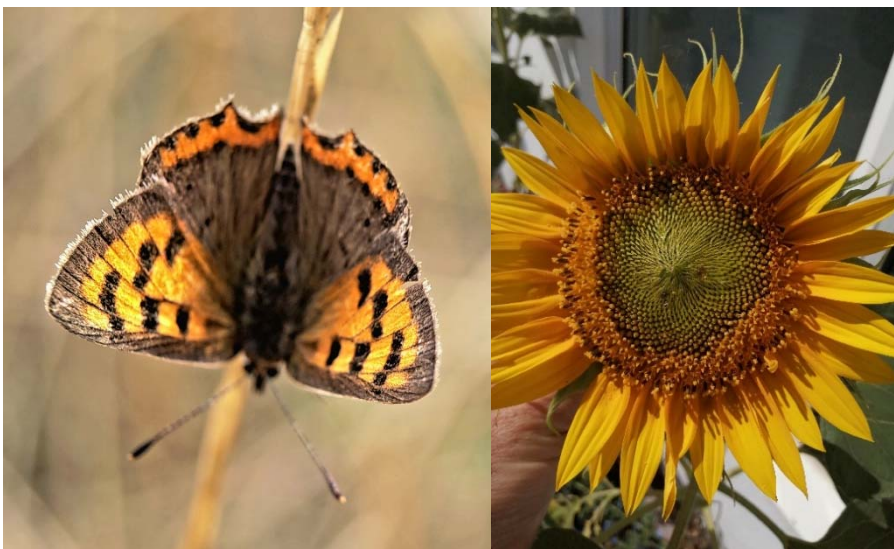
Our thoughts and thanks are with all of them as we navigate through this time of change.

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 Dunescape, 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 trimmer 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

Proudly supporting
youth social action



Department for
Digital, Culture
Media & Sport



COMMUNITY
FUND



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



Working and Connecting
Communities



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'être* 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		<u>59,764</u>	<u>683,071</u>	<u>742,835</u>	<u>210,676</u>
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		<u>29,161</u>	<u>186,464</u>	<u>215,625</u>	<u>148,090</u>
NET INCOME		30,603	496,607	527,210	62,586
Transfers between funds	16	<u>(165)</u>	<u>165</u>	<u>-</u>	<u>-</u>
Net movement in funds		30,438	496,772	527,210	62,586
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>43,776</u>	<u>61,050</u>	<u>104,826</u>	<u>42,239</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>74,214</u></u>	<u><u>557,822</u></u>	<u><u>632,036</u></u>	<u><u>104,825</u></u>

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		<u>42,739</u>	<u>146,962</u>	<u>189,701</u>	<u>87,208</u>
		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		<u>65,394</u>	<u>553,024</u>	<u>618,418</u>	<u>99,971</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>74,214</u>	<u>557,822</u>	<u>632,036</u>	<u>104,826</u>
NET ASSETS		<u>74,214</u>	<u>557,822</u>	<u>632,036</u>	<u>104,826</u>
FUNDS	16				
Unrestricted funds				74,214	43,776
Restricted funds				<u>557,822</u>	<u>61,050</u>
TOTAL FUNDS				<u>632,036</u>	<u>104,826</u>

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:



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	<u>114,181</u>	<u>44,150</u>
Net cash provided by operating activities		<u>114,181</u>	<u>44,150</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(13,714)	(2,886)
Sale of tangible fixed assets		<u>909</u>	<u>-</u>
Net cash used in investing activities		<u>(12,806)</u>	<u>(2,886)</u>
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	<u>84,545</u>	<u>43,281</u>
Cash and cash equivalents at the end of the reporting period	2	<u><u>185,921</u></u>	<u><u>84,545</u></u>

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	<u>75,124</u>	<u>3,986</u>
Net cash provided by operations	<u><u>114,181</u></u>	<u><u>44,150</u></u>

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	<u>(3,780)</u>	<u>(2,663)</u>
Total cash and cash equivalents	<u><u>185,921</u></u>	<u><u>84,545</u></u>

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	<u>(2,663)</u>	<u>(1,117)</u>	<u>(3,780)</u>
	<u>84,545</u>	<u>101,376</u>	<u>185,921</u>
Total	<u><u>84,545</u></u>	<u><u>101,376</u></u>	<u><u>185,921</u></u>

The notes form part of these financial statements

Green Synergy

Notes to the Financial Statements **for the Year Ended 31 March 2022**

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...

Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

3. GRANTS AND DONATIONS

	2022	2021
	£	£
Donations	12,490	13,562
Grants	<u>52,256</u>	<u>59,460</u>
	<u>64,746</u>	<u>73,022</u>

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	<u>88</u>	<u>-</u>
	<u>52,256</u>	<u>59,460</u>

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

		2022	2021
	Activity	£	£
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	<u>326,350</u>	<u>-</u>
		<u>678,089</u>	<u>137,654</u>

continued...

Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

5. RAISING FUNDS

Other trading activities

	2022	2021
	£	£
Advertising	<u>2,490</u>	<u>1,704</u>

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	<u>38,727</u>	<u>9,679</u>	<u>48,406</u>
	<u>179,912</u>	<u>33,223</u>	<u>213,135</u>

7. SUPPORT COSTS

	Management £
Hillside Community Garden	11,410
Tower Power	6,520
Better Together	5,614
SHOGG	<u>9,679</u>
	<u>33,223</u>

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	<u>710</u>	<u>-</u>

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	<u>2,675</u>	<u>3,986</u>
	<u>162,294</u>	<u>117,074</u>

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.

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Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

11. INDEPENDENT EXAMINATION

The total fees paid in respect of the independent examination were as follows:

	2022 £	2021 £
Independent examination fees	<u>3,300</u>	<u>3,000</u>

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	<u>-</u>	<u>-</u>	<u>(4,125)</u>	<u>(1,455)</u>	<u>(5,580)</u>
At 31 March 2022	<u>3,000</u>	<u>7,591</u>	<u>-</u>	<u>10,427</u>	<u>21,018</u>
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	<u>-</u>	<u>-</u>	<u>(3,574)</u>	<u>(387)</u>	<u>(3,961)</u>
At 31 March 2022	<u>926</u>	<u>4,923</u>	<u>-</u>	<u>1,551</u>	<u>7,400</u>
NET BOOK VALUE					
At 31 March 2022	<u>2,074</u>	<u>2,668</u>	<u>-</u>	<u>8,876</u>	<u>13,618</u>
At 31 March 2021	<u>-</u>	<u>1,945</u>	<u>735</u>	<u>2,175</u>	<u>4,855</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	2,390	-
Other debtors	535,021	43,389
Prepayments and accrued income	<u>172</u>	<u>1,998</u>
	<u>537,583</u>	<u>45,387</u>

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	<u>101,425</u>	<u>24,256</u>
	<u>108,866</u>	<u>32,624</u>

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...

Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

15. LOANS

An analysis of the maturity of loans is given below:

	2022 £	2021 £
Amounts falling due within one year on demand:		
Bank overdrafts	<u>3,780</u>	<u>2,663</u>

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
	<u>61,050</u>	<u>496,607</u>	<u>165</u>	<u>557,822</u>
TOTAL FUNDS	<u>104,826</u>	<u>527,210</u>	<u>-</u>	<u>632,036</u>

continued...

Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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
	<u>683,071</u>	<u>(186,464)</u>	<u>496,607</u>
TOTAL FUNDS	<u>742,835</u>	<u>(215,625)</u>	<u>527,210</u>

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
	<u>42,164</u>	<u>19,337</u>	<u>(451)</u>	<u>61,050</u>
TOTAL FUNDS	<u>42,239</u>	<u>62,587</u>	<u>-</u>	<u>104,826</u>

continued...

Green Synergy

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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
	<u>147,249</u>	<u>(127,912)</u>	<u>19,337</u>
TOTAL FUNDS	<u>210,676</u>	<u>(148,089)</u>	<u>62,587</u>

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...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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.