



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 12 th February 2013 and registered as a charity on 20 th September 2013.	
Charity Number	1153883	
Company Number	08399741	
Registered Address	49 Roman Pavement, Lincoln, Lincolnshire, LN2 5RD.	
Trustees	Sharon Page Cathy Collier Ethan Miller Caroline Clarkson Joshua Manvell David Hopkins Jane Loffhagen Rachel Gibbons Susan Kernachan Ryan McCormick	Chair Interim Chair Appointed 29 th November 2024 Appointed 11 th September 2025 Resigned 26 th March 2024 Resigned 29 th November 2024 Resigned 23 rd May 2025 Resigned 3 rd 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	

Best Gardening & Horticulture Charity 2023 & 2024 - East Midlands
Using community gardening to support people to socialise, learn and thrive.

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

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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.



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Email: info@greensynergy.org.uk Web: www.greensynergy.org.uk



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.

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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

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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 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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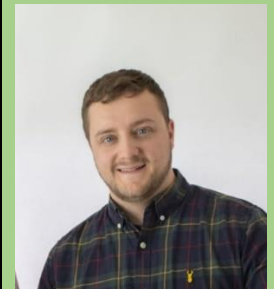
Joshua Manvell – Trustee

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".



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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 its 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



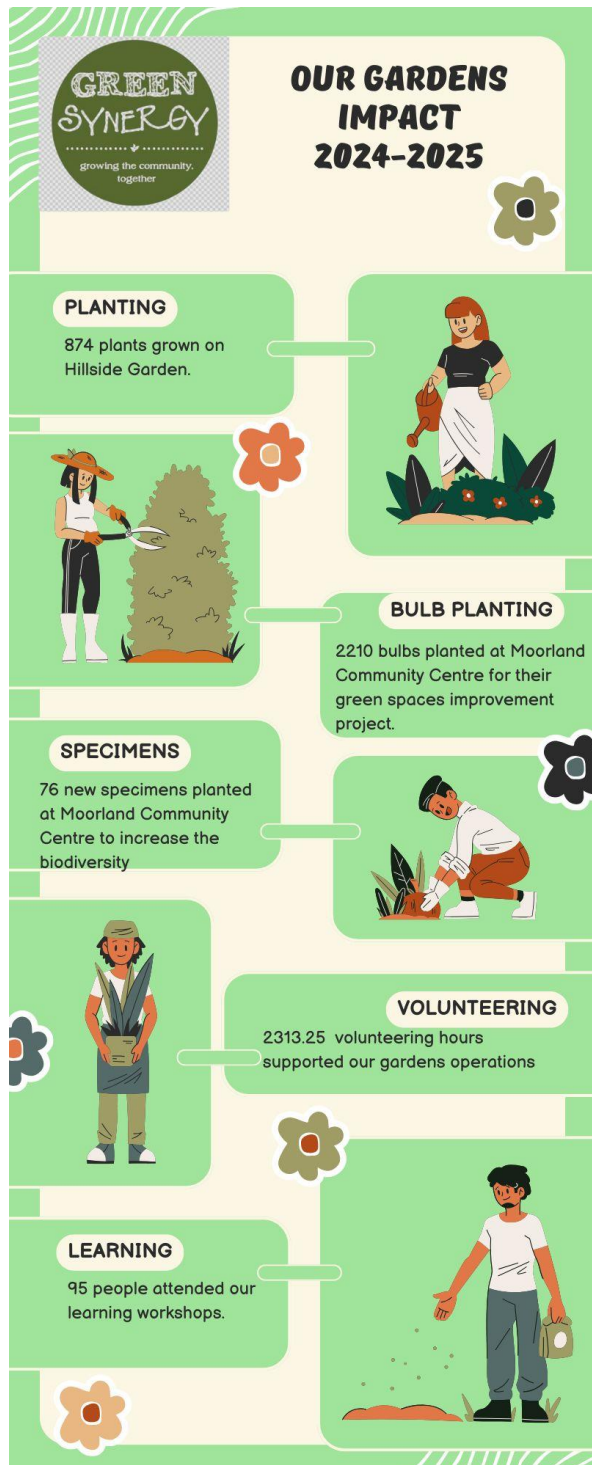
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Our Impact



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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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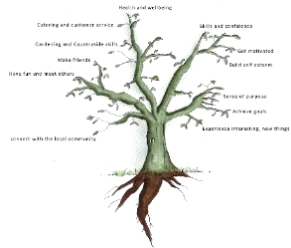
Green Synergy truly could not deliver all that we do without the incredible volunteers who support our garden. Read more about some of our incredible volunteers by reading their stories [here](#). Volunteers Week saw a volunteer's celebration on the garden with recognition certificates for all our volunteers. 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 shows 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



Let's do this
together.

Lincolnshire
COUNCIL
Working for a better future



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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Charity Number: 1153883 Company Number: 08399741

Email: info@greensynergy.org.uk Web: www.greensynergy.org.uk



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 thank you 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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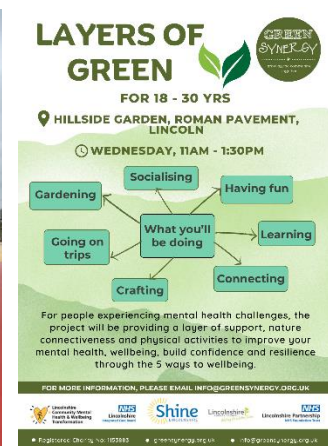
Layers of Green



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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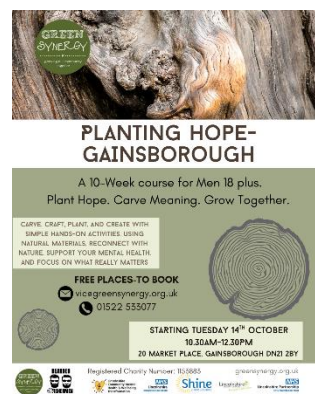


The Year Ahead – 2025-2026

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 National 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 component 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 Strand** 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.



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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



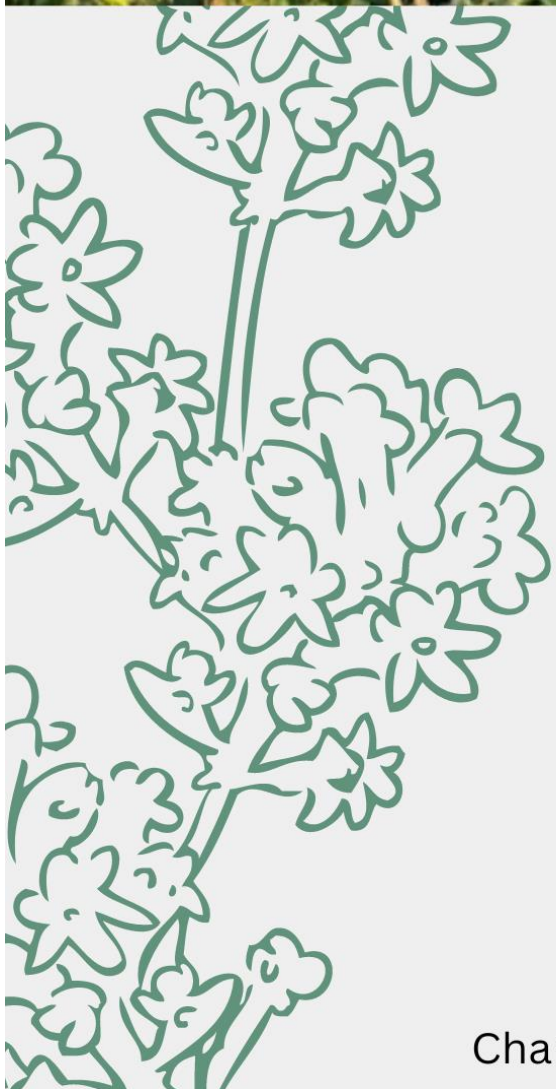
GREEN SYNERGY

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.

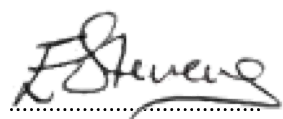
Independent examiner's statement

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	<u>2,680</u>	<u>-</u>	<u>2,680</u>	<u>2,188</u>
Total income		<u>69,327</u>	<u>300,584</u>	<u>369,911</u>	<u>357,745</u>
Expenditure on:					
Charitable activities	6	<u>(35,016)</u>	<u>(273,144)</u>	<u>(308,160)</u>	<u>(344,086)</u>
Total expenditure		<u>(35,016)</u>	<u>(273,144)</u>	<u>(308,160)</u>	<u>(344,086)</u>
Net income		<u>34,311</u>	<u>27,440</u>	<u>61,751</u>	<u>13,659</u>
Net movement in funds		34,311	27,440	61,751	13,659
Reconciliation of funds					
Total funds brought forward		<u>178,464</u>	<u>44,547</u>	<u>223,011</u>	<u>209,352</u>
Total funds carried forward	12	<u><u>212,775</u></u>	<u><u>71,987</u></u>	<u><u>284,762</u></u>	<u><u>223,011</u></u>

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.

The notes on pages 5 to 13 form an integral part of these financial statements.

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		<u>43,773</u>	<u>313,972</u>	<u>357,745</u>
Expenditure on:				
Charitable activities	6	<u>(12,479)</u>	<u>(331,607)</u>	<u>(344,086)</u>
Total expenditure		<u>(12,479)</u>	<u>(331,607)</u>	<u>(344,086)</u>
Net income/(expenditure)		<u>31,294</u>	<u>(17,635)</u>	<u>13,659</u>
Net movement in funds		31,294	(17,635)	13,659
Reconciliation of funds				
Total funds brought forward		<u>147,170</u>	<u>62,182</u>	<u>209,352</u>
Total funds carried forward	12	<u><u>178,464</u></u>	<u><u>44,547</u></u>	<u><u>223,011</u></u>

The notes on pages 5 to 13 form an integral part of these financial statements.

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		<u>262,905</u>	<u>205,307</u>
		268,028	207,193
Creditors: Amounts falling due within one year	11	<u>(5,848)</u>	<u>(11,030)</u>
Net current assets		<u>262,180</u>	<u>196,163</u>
Net assets		<u>284,762</u>	<u>223,011</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	12	71,987	44,547
Unrestricted income funds			
Unrestricted funds		<u>212,775</u>	<u>178,464</u>
Total funds	12	<u>284,762</u>	<u>223,011</u>


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

The notes on pages 5 to 13 form an integral part of these financial statements.

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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 2025

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.

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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
	<u>26,275</u>	<u>279,929</u>	<u>306,204</u>

5 Investment income

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

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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	-	-
	<u>35,016</u>	<u>273,144</u>	<u>308,160</u>	<u>344,086</u>

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Depreciation of fixed assets	<u>4,266</u>	<u>4,652</u>

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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
	<u>206,517</u>	<u>229,745</u>

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	<u>7</u>	<u>11</u>

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).

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

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	-
	<u>5,123</u>	<u>1,886</u>

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	<u>1,662</u>	<u>-</u>
	<u>5,848</u>	<u>11,030</u>

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
<i>General</i>				
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	<u>44,547</u>	<u>300,584</u>	<u>(273,144)</u>	<u>71,987</u>
Total funds	<u>223,011</u>	<u>369,911</u>	<u>(308,160)</u>	<u>284,762</u>

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £ (As restated)
Unrestricted funds				
<i>General</i>				
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	<u>62,182</u>	<u>313,972</u>	<u>(331,607)</u>	<u>44,547</u>
Total funds	<u>209,352</u>	<u>357,745</u>	<u>(344,086)</u>	<u>223,011</u>

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

Green Synergy

Notes to the Financial Statements for the Year Ended 31 March 2025

13 Analysis of net assets between funds

	Unrestricted		2025
	General £	Restricted £	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	<u>212,775</u>	<u>71,987</u>	<u>284,762</u>

	Unrestricted		2024
	General £	Restricted £	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	<u>178,464</u>	<u>44,547</u>	<u>223,011</u>

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
	<u>2,477</u>	<u>2,180</u>

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.