



**The Network CIO**

Charity Number: 1167775

**Trustees' Annual Report**

**for the Period**

**1 April 2024 to 31 March 2025**

**Charity name: The Network CIO**

**Charity number: 1167775**

**Charity's operating address:** City Hall, Beaumont Fee, Lincoln, LN1 1DD

**Names of the Charity Trustees who manage the Charity**

|    | <b><u>Trustee Name</u></b> | <b><u>Office</u></b> | <b><u>Appointed</u></b> | <b><u>Retired</u></b> |
|----|----------------------------|----------------------|-------------------------|-----------------------|
| 1: | Gail Dunn                  | Chair                | June 2016               |                       |
| 2: | Ben Rollett                | Treasurer            | June 2016               |                       |
| 3: | Gavin Warhurst             |                      | July 2016               |                       |
| 4: | Mike Johnson               |                      | July 2016               |                       |
| 5: | Amanda Bouttell            |                      | October 2016            |                       |
| 6: | Diane Slapp                |                      | August 2023             |                       |
| 7: | Tina Ramsay                |                      | August 2023             |                       |
| 8: | Graham Metcalfe            |                      | August 2023             |                       |

**Names & Addresses of Advisors**

| <b><u>Type of advisor</u></b> | <b><u>Name</u></b>    | <b><u>Address &amp; Postcode</u></b>                    |
|-------------------------------|-----------------------|---|
| Bank                          | The Co-operative Bank | PO Box 250, Delf House, Southway, Skelmersdale, WN8 6WT |
| Independent Examiner          | Saul Fairholm         | 12 Tentercroft street, Lincoln, LN5 7DB                 |

## Structure, Governance & Management

### Description of the Charity's Trusts

|  |                                      |
|--|--------------------------------------|
| <b>Type of Governing Document:</b>     | Constitution                         |
| <b>How the Charity is Constituted:</b> | Charitable Incorporated Organisation |
| <b>Trustee Selection Methods:</b>      | Appointed by existing Trustees       |

## Objectives & Activities

### Summary of the Objects of the Charity as set out in its Governing Document

The objects of the CIO are:

To act as a resource for young people aged 16-24 living in the City of Lincoln and the surrounding area by providing advice and assistance and organising programmes of educational and other activities as a means of:

- a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment.

### Summary of the Main Activities Undertaken for the Public Benefit in Relation to the Charity's Objects

The Network CIO has undertaken the following activities:

- Encouraged and supported young people with appropriate advice and guidance on training, education and/or employment.
- Developed the skills and knowledge amongst young people to enable them to participate in training, education and employment.
- Focused on researching and removing barriers to employment and training for young people, where possible.
- Developed employment opportunities for young people with employers.
- Raised employer awareness of the positive impact of employing and investing in young people.
- Provided facilities by which volunteer members can support young people.
- Ensured that the activities, opportunities and services that The Network may offer are open to all young people.
- Developed partnerships within The Network with local partners and providers and national organisations that assist young people in achieving their aims.

### Statutory Declaration

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

## Achievements & Performance

### Summary of the Main Achievements of the Charity for the Year

Young people supported during the year: 253

Young people supported into employment: 30

Confirmed to have engaged with training/education: 36

Confirmed into volunteering: 43

Engagement in groups/reduced loneliness/social isolation: 56

Other: 31 (Including gaining housing, accessing Cost of Living Support, accessing clinical mental health support etc.)

### Year in Review

We stay consistently busy, with 253 clients seen this year. This continues the trend of seeing around 200-250 young people a year. This number was achieved with minimal outreach, and just our standard referral channels (DWP, word of mouth, family connections). This suggests to us that this is a number that we will consistently see and are able to manage at the staffing levels we currently sit at (increased over the last few years to 2 time FT equivalent on delivery).

### **1-1 Person Centred Support: Continuing Rise of Increased complexity**

We are once again seeing another year of increased complexity, exacerbated by overwhelmed public sector services like the NHS and Housing. We have gone more into depth on this topic further on in the report, and you will see the way we're already focusing further on the research and collaboration needed to tackle these issues on a systemic level.

In the meantime, its meaning longer client journeys, clients returning to us more often when they hit barriers even after progression into work/training and us providing more advocacy and untangling of the complex situations.

### **Not all doom and gloom**

Whilst it has been a year of significant challenges, it has also been a year of celebration, of the strength, and resilience, of our young people. We've been able to watch them overcome adversities to start on truly amazing paths including University, work and further education and training. Some of our young people have started their own freelance businesses, and others have been published in poetry anthologies. We've moved young people into housing, and other have started University degrees.



### **Raising Young Voices: a Journey of Systems Change and Empowerment**

As of April 2024, our collaboration with LocalMotion evolved to include working together to look at involving young people in the systems change work happening in Lincoln.

This started with the Youth Led organising of a research conference (similar to our conference in 2020), looking at the key themes in Lincoln and what young peoples experiences were and what they wanted to see change.

This involved collecting “professionals” from various sectors such as the police, housing, benefits and revenues, the NHS etc. to facilitate conversations on tables to get feedback and thoughts on Lincoln’s current situation. It was a very enlightening day, with excellent youth engagement and you can find out more and read the full report (well worth reading!) here:

<https://localmotion.org.uk/places/lincoln/>

### **Raising Young Voices (RYV) Steering Group**



From there, we started the Raising Young Voices Steering Group-a constantly evolving core group of young people passionate about systems change and leading the way in this.

The core group started with 6 and has grown to around 10. It’s flexible around the fact that the young people are in a transitional part of their lives and may move into work or training.

Over last summer we worked with LocalMotion and the University of Lincoln around capacity building for the group on the CAPE fund. Members did a place visit to Nottingham to see how another organisation outside the city works, did public speaking training with Creative Rebel CIC and completed Civic Storytelling activities. From all this, we created our “Why” which was to “improve the future for everyone” and formed the basis of our Golden Circle (seen above).

Since then the group has gone from strength to strength with members from within the network client base and outside. We’re still focusing on capacity building, and are excited to see how the group grows and where it goes moving forward.

### **TEDx and Creative Rebel CIC Collaboration**



As part of Raising Young Voices we partnered with Creative Rebel CIC who ran a public speaking confidence workshop that was highly effective, boosting up our young people confidence to join the Trustee Meeting we had scheduled.

This led to further collaboration, with an invitation for our RYV group to join the TEDx Brayford Pool with funded tickets to see speakers and an opportunity to support Georgia in running a manifesto workshop around the findings of the RYV conference.

We were also honoured the TEDx selected Gabby as a speaker this year, who used the platform to

highlight the systemic injustices young people face and the power of community action and inclusion to tackle them.

### **Nerd Herd and The Lincoln Museum Collaboration; Games: Enter the Unknown**



Nerd Herd (facilitated Table Top Role Play Games sessions for social confidence) has continued to grow, with more young people joining and more training as Volunteer Games Masters, allowing the group to be fully youth led.

We were approached by the local museum who had plans to run an exhibit on table top and board games, their history and their place in our communities. Members of Nerd Herd were able to get involved in paid freelance positions to help shape and curate the exhibition, with a named shout-out in the Community Corner which held games selected by members of the group.

The group continues to be very effective in boosting and building social confidence, with the 1-1 mentoring alongside allowing our young people to see the progress they've made and start applying this to other settings.

### **Crafternoon, including Lincoln Lights Collaboration**

Crafternoons run in tandem with Nerd Herd and provide a gentle space for people to take part in "parallel play" with their own craft projects or to learn new skills from each other or Georgia as the facilitator. This has included swapping crochet skills and drawing knowledge.

Again, the confidence built in the group is able to be applied outside of the setting to help young people thrive.

Further, this group was approached by Tanya of Wildflower Storytelling for a workshop around growth, where their words were formed into poetry that was shared across Lincoln as part of the Lincoln Lights Festival, with one direct quote seen through the link below:

[https://www.instagram.com/p/DGSsR\\_dofv8/](https://www.instagram.com/p/DGSsR_dofv8/)



## Hairy Violets



We were fortunate to be able to continue our Hairy Violets sessions this year via the SHINE sustainability Fund, meaning it should be able to run for the next 3 years.

The group has evolved to the shape and needs of the young people who take part. This year they've focused on the idea of poetry and writing providing not just wellbeing activities, but also opportunities to have a voice and share experiences and thoughts in your community.

Towards the end of the year, the group has started created a Zine around a "Lincoln Witch" (in the style of Esme Boggart) who will provide young people with a way to have their voice heard in a creative format, sharing experiences of mental health, wellbeing and hope.

We would like to especially celebrate a young person who's confidence and the skills and support offered them allowed them to

enter a poem into a competition, which has now been published as part of an anthology of poems on Lincolnshire (Lincolnshire: Not of this Wold)

## Intergenerational Connections: Liquorice Park Supported Volunteering

As part of the natural evolution of our partnership with Liquorice Park, we started discussions about more formalised and shored up support for young people passionate about green spaces, horticulture and conservation.

We had already had a few young people start volunteering there, and saw the magic that happened as they connected with the predominately retiree volunteers in the park. The benefits all parties experienced was phenomenal, with our young people especially finding confidence and more importantly perhaps, aspirational role models. For the existing volunteers, they got to create valued connections with young people.

What we did identify was that a support staff member was needed, so that any more intense barriers or issues that came up amongst the young people could be handled appropriately. Since January 2025, Billy's role has grown to include this strand of delivery, supporting young people to engage with the volunteer sessions on Wednesday mornings alongside providing them with 1-1 support where needed.

## Barriers and Trends

| Health condition status   | Percentage |
|---------------------------|------------|
| Yes                       | 47%        |
| No                        | 13%        |
| Undiagnosed but suspected | 24%        |

Initial assessments-150 total on system

| IA Barrier                 | Percentage |
|----------------------------|------------|
| Mental Health              | 48%        |
| Social Anxiety             | 67%        |
| Low Confidence/Self esteem | 40%        |
| Transport                  | 64%        |
| Physical Health            | 11%        |

|                         |     |
|-------------------------|-----|
| Substance Misuse        | 3%  |
| Housing                 | 13% |
| Debt                    | 13% |
| Lack of Maths/English   | 43% |
| Autism                  | 19% |
| ADHD                    | 15% |
| Dyslexia/Dyscalculia    | 9%  |
| Caring Responsibilities | 5%  |

As seen above, Social Anxiety, transport and mental health continue to be the biggest barriers identified in initial assessments.

One thing to note is that this data is captured in initial assessment only. This means that more emergent issues such as unstable housing, struggles to access neurodivergent diagnoses etc. are coming to the fore later in our work with the person.

We also can't capture information that is less quantifiable, like complex home issues, incidents of being victims of violent crime, trauma etc. but anecdotally we're seeing this emerge more and more often during our work with young people, which then involves us working to link the young person in with appropriate housing, counselling and Victim Support services.

### Client Feedback

*"The Network gives me a reason to leave my house when I'm at my absolute lowest, and still gives just as much support when I'm feeling better"*

*"I have found the network tremendously useful and supportive. Gabby has been very helpful when it comes to finding information, emailing people, signing up to other services and finding volunteering vacancies."*

*"It helped me to explore myself and my relationship to the world around me. It was a really safe space. I could create there which was very healing. Everybody was so supportive."*

*"It's been a lifeline to my son, with all the groups that he is now involved with through them. With his ASD, he cannot find work, so the Network has helped him meet and connect with people his age, which can be very difficult"*

*"Gabby and Georgia are nice people and they give the best advice and will always do their best to help you."*

*"Person-centred, empathetic support. The Network actually is a safe space, not an organisation that just claims to be one"*

*"The Network are always compassionate, understanding and hardworking. The person-centered 1-1 chats are useful as I find it's nice to talk to someone about my career stuff without the fear of judgement. The groups are great to meet new people enjoy doing fun activities."*

*"The groups are so inclusive and welcoming. I don't know what we would have done without Gabby, Georgia and their amazing team"*

## Financial Review

### **Brief Statement of the Charity's Policy on Reserves**

The Trustees regularly review the reserves of the charity. This review encompasses the nature of the income and expenditure streams and the need to maintain adequate working capital for all core costs and liabilities. The Trustees have established a policy whereby the unrestricted funds held by the charity should include between three and six months core costs.



**Details of Any Funds Materially in Deficit**

N/A

**Declaration**

**The Trustees declare that they have approved the Trustees' Report above.**

Signed on behalf of the Charity's Trustees

**Signature(s):**





**Full Name(s):** Gail Dunn

Ben Rollett

**Position(s):** Chair

Treasurer

**Date:** 26/11/2025

26-11-2025



Section A

Independent Examiner's Report

Report to the trustees/  
members of

The Network CIO

On accounts for the year  
ended

31<sup>st</sup> March 2025

Charity no  
(if any)

1167775

Set out on pages

11-13

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

Responsibilities and  
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

\* Please delete the words in the brackets if they do not apply.

Signed:

Date:

26/1/2025

Name:

Roger M White

Relevant professional  
qualification(s) or body  
(if any):

ICAEW

Address:

Saul Fairholm Limited Chartered Accountants, 12 Tentercroft Street,  
Lincoln, LN5 7DB

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

## Receipts and Payments Accounts

Charity Name: The Network CIO

Charity Number: 1167775

Period from (start date): 01/04/2024

to (end date): 31/03/2025

### Section A Receipts and payments

|   | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Endowment<br>funds<br>£ | Total funds<br>£ | Last year<br>£ |
|---|----------------------------|--------------------------|-------------------------|------------------|----------------|
| <b>A1 Receipts</b>                          |                            |                          |                         |                  |                |
| City of Lincoln Council (In-kind)           | -                          | 12,000                   | -                       | 12,000           | 11,500         |
| City of Lincoln Council - UKSPF             | -                          | 41,970                   | -                       | 41,970           | -              |
| Shine - Sustainability Fund                 | -                          | 23,250                   | -                       | 23,250           | -              |
| Other (Misc)                                | 9,862                      | -                        | -                       | 9,862            | 1,500          |
| The National Lottery Community Fund         | -                          | 19,125                   | -                       | 19,125           | -              |
| CareerNet Project                           | -                          | -                        | -                       | -                | 4,634          |
| Multiply Project                            | 9,500                      | -                        | -                       | 9,500            | 9,130          |
| WLDC  | -                          | 15,228                   | -                       | 15,228           | 7,000          |
| The Foyle Foundation                        | 5,000                      | -                        | -                       | 5,000            | -              |
| D'Oyly Carte Charitable Trust               | 3,500                      | -                        | -                       | 3,500            | -              |
| Shine - Innovation Fund                     | -                          | -                        | -                       | -                | 9,850          |
| NHS Winter Pressures                        | -                          | -                        | -                       | -                | 9,875          |
| Evan Cornish Fund                           | -                          | -                        | -                       | -                | 5,480          |
| LPFT - Virtual Autism Hub Fund              | -                          | 8,503                    | -                       | 8,503            | -              |
| LVET - Research Fund                        | 4,150                      | -                        | -                       | 4,150            | 5,000          |
| <i>Sub total</i>                            | 32,012                     | 120,076                  | -                       | 152,088          | 63,969         |
| <b>A2 Asset &amp; investment sales, etc</b> | -                          | -                        | -                       | -                | -              |
| <i>Total receipts</i>                       | 32,012                     | 120,076                  | -                       | 152,088          | 63,969         |

### A3 Payments

|   |        |        |   |        |        |
|---|--------|--------|---|--------|--------|
| Staff costs                                     | 65,805 | -      | - | 65,805 | 51,936 |
| Rent  | -      | 12,000 | - | 12,000 | 11,500 |
| ICT   | 1,580  | -      | - | 1,580  | 490    |
| Staff travel & expenses                         | 215    | -      | - | 215    | 200    |
| Stationery, printing & advertising              | 61     | -      | - | 61     | 104    |
| Professional fees & insurance                   | 1,650  | -      | - | 1,650  | 1,481  |
| Resources & events                              | 915    | -      | - | 915    | 78     |
| Participant Expenses                            | 132    | -      | - | 132    | 140    |
| Training  | -      | -      | - | -      | -      |
| Other (Counselling Support & workshops)         | 16,202 | -      | - | 16,202 | 7,536  |
| <i>Sub total</i>                                | 86,560 | 12,000 | - | 98,560 | 73,465 |
| <b>A4 Asset &amp; investment purchases, etc</b> | -      | -      | - | -      | -      |
| <i>Total payments</i>                           | 86,560 | 12,000 | - | 98,560 | 73,465 |
| <i>Net of receipts/(payments)</i>               | 53,528 | -      | - | 53,528 | 9,496  |
| <b>A5 Transfers between funds</b>               | -      | -      | - | -      | -      |
| <b>A6 Cash funds last year end</b>              | 6,365  | -      | - | 6,365  | 15,860 |
| <i>Cash funds this year end</i>                 | 59,893 | -      | - | 59,893 | 6,365  |

**Section B**
**Statement of assets and liabilities at the end of the period**

|                         | Unrestricted funds | Restricted funds | Endowment funds |
|-------------------------|--------------------|------------------|-----------------|
| Details                 | £                  | £                | £               |
| <b>B1 Cash funds</b>    |                    |                  |                 |
| Current account         | 27,327             | 32,566           | -               |
|                         |                    |                  |                 |
|                         |                    |                  |                 |
| <i>Total cash funds</i> | 27,327             | 32,566           | -               |

|                                 | Unrestricted funds | Restricted funds | Endowment funds |
|---------------------------------|--------------------|------------------|-----------------|
| Details                         | £                  | £                | £               |
| <b>B2 Other monetary assets</b> |                    |                  |                 |
|                                 | -                  | -                | -               |
|                                 |                    |                  |                 |
|                                 |                    |                  |                 |

|                             | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |                             |                 |                          |
|                             |                             | -               | -                        |
|                             |                             |                 |                          |
|                             |                             |                 |                          |

|   | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charities own use</b> |                             |                 |                          |
|   |                             | -               | -                        |
|   |                             |                 |                          |
|   |                             |                 |                          |

|                       | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> |                                 |                       |                     |
|                       |                                 | -                     | -                   |
|                       |                                 |                       |                     |
|                       |                                 |                       |                     |

Signed by one or two trustees on behalf of all the trustees

Signature




Name

Ben Rollett

Gail Dunn

Date of approval

26-11-2025

26/11/25

## **Notes to the accounts**

### **General**

The Network CIO has nothing to disclose with regard to following:

- a) particulars of any guarantee given by the CIO, where any potential liability under guarantee is outstanding at the date of the statement of assets and liabilities; and
- b) particulars of any debt outstanding at the date of the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any assets of the CIO.

### **Trustees Remuneration**

The Charity Trustees were not paid or received any other benefits from employment with the Trust in the year (2024: £Nil) neither were they reimbursed expenses during the year (2024: £Nil). No Charity Trustee received payment for professional or other services supplied to the Charity (2024: £Nil).