

# Essex Sports Culture & Art Foundation

England & Wales · Charity number 1188943

## Details

---

**Other names** LINKED SPORTS FOUNDATION

**Status** Registered

**Legal form** CIO

**Registered** 2020-04-07

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** 40 North Station Road  
Colchester  
CO1 1RB

**Phone** 01206700336

**Email** [info@escaf.co.uk](mailto:info@escaf.co.uk)

**Website** <https://www.escaf.co.uk>

## Activities

---

**Objects:** TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE THROUGH:A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE;B) PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS.

**Activities:** ESCAF uses its three core pillars as dynamic tools to engage individuals of all ages and backgrounds. SPORTS to promotes physical health, teamwork, resilience through inclusive sporting events and activities that bring communities together. CULTURE: By celebrating diverse cultural heritage, fosters understanding, pride, unity across ethnic and social groups. ART: To enhances mental wellbeing

## Classification

---

- **How:** Provides Other Finance, Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training, Disability, Arts/culture/heritage/science, Amateur Sport, Recreation, Other Charitable Purposes
- **Who:** Children/young People, People With Disabilities, Other Defined Groups, The General Public/mankind

## Geography

---

- Ghana
- Kenya
- Nigeria
- Throughout England

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2025-04-06		-	-	-
2024-04-06	£4,500	£4,500		-
2023-04-06	£0	£0		-
2022-04-06	£0	£0		-
2021-04-06	£0	£0		-

## Trustees

---

Name	Role	Appointed
<b>Bernard Nana Adu Gyebi</b>	Chair	2020-04-11
Evelyn Baan		2024-03-01
Mariam Afua Johnson		2024-03-01

**Essex Sports Culture & Art Foundation**

England & Wales - Charity number 1188943

---

# Accounts

---

# ESCAF ANNUAL REPORT 2024

**CHARITY REGISTRATION NUMBER: 1188943**

Essex Sports Culture & Art Foundation

Unaudited financial statements

**31 March 2024**

## Introduction to the ESCAF 2024 Annual Report

We are pleased to present the **2024** unaudited **Annual Report and Financial Statements** for ESCAF (Essex Sports Culture & Arts Foundation). ESCAF financial statements have been prepared in accordance with the accounting policies outlined in the notes to the accounts. They fully comply with the charity's governing document, the Charities Act 2011, and the guidance set out in *Accounting and Reporting by Charities: Statement of Recommended Practice (SORP)*, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK

This report provides a comprehensive overview of our activities, financial performance, and impact over the past year, in alignment with our charitable objectives.

As a registered charity, ESCAF is committed to transparency, accountability, and public benefit. This report outlines:

- **Our Charitable Purposes:** The aims and objectives that guide our work in promoting community wellbeing through arts, culture, and physical activity.
- **Annual Activities:** A summary of the programmes and initiatives delivered throughout the year, Black History Month Football for Health project, including collaborative Art and Craft Project with AFIUK, which contributed additional income and community engagement.
- **Financial Review:** A detailed account of our income and expenditure, to demonstrating how funds were responsibly managed and aligned with funding agreements and ESCAF financial policies.
- **Achievements and Performance:** An assessment of our progress, including efforts to increase revenue, reduce costs, and enhance the reach and effectiveness of our services.
- **Public Benefit:** Evidence of the positive impact our work has had on individuals and communities, particularly in promoting inclusion, creativity, and wellbeing.

## Reference and administrative details

**Registered charity name:** Essex Sports Art & Culture Foundation

**Charity registration No:** 1188943

**Principal office:** North Hill Road  
Colchester Essex  
CO1 1RB

The trustees who served during the year and at the date of approval were as follows:

B Gyebi  
M. Jonhson  
E. Baan  
G. Sloba

**Bankers** MetroBank  
Colchester  
Essex

### About ESCAF – Essex Sports, Culture, and Art Foundation

**Essex Sports, Culture, and Art Foundation (ESCAF)** is a **UK-registered charity based in Colchester**, dedicated to transforming lives and strengthening communities through the powerful intersection of **sports, culture, and art**. Founded with a vision to promote inclusivity, wellbeing, and creative expression, ESCAF uses its three core pillars as dynamic tools to engage individuals of all ages and backgrounds.

- **Sports:** ESCAF promotes physical health, teamwork, and resilience through inclusive sporting events and activities that bring communities together.
- **Culture:** By celebrating diverse cultural heritage, ESCAF fosters understanding, pride, and unity across ethnic and social groups.
- **Art:** Through creative workshops and exhibitions, ESCAF sparks imagination, enhances mental wellbeing, and provides a platform for local talent.

Each initiative is designed to **improve physical health, enhance mental wellbeing, spark creativity, and celebrate cultural diversity**, ultimately helping to **connect and empower communities** across Essex and beyond.

**OUR VISION:** No one should be excluded from the transformational benefits of inclusive community arts, sports and cultural activities.

**OUR MISSION :** To promote the participation and to transform lives through sports, culture and art. To inspire the youth to cultivate healthy active lifestyles, and to prevent them from engaging in destructive behaviours such as drug abuse, social vices and crime by encouraging their participation in sports, arts and creative industries.

**INCLUSIVENESS:** We believe everyone should be entitled to equal opportunities in accessing the benefits of activities we offer in our communities. We value everyone's contributions and accept people with different backgrounds, identities and views. Our arms are open for anyone

**PASSION:** We are passionate about transforming lives through our activities and expanding Globally

We constantly strive to have a lasting impact on society by encouraging diverse forms of artistic expressions that project the rich cultural heritage of respective communities.

## **Structure, governance & management**

**Essex Sports, Culture, and Art Foundation** was established in 2019 and the constitution was registered with the Charity Commission (registration number 1188943) on 21 March 2019.

## **Appointment and recruitment of Trustees**

According to the Charity's constitution, the board of Trustees should consist of up to 4 elected members and up to 2 co-opted members appointed by the committee of management. Elected Members shall be appointed at the annual general meeting to be held as hereinafter provided and shall hold

From the end of the annual general meeting (AGM) at which they are appointed. These members, together with any member they may co-opt will be the Trustees and will have responsibility for the running of the Charity. Anyone who wishes to stand for election as a Trustee shall notify the secretary of the committee at least 14 days before the AGM so that their details may be shown on the agenda. All Elected and Co-Opted Members of the Committee of Management will be registered with the Charity Commission as Trustees of the Charity.

## **Trustees' induction and training**

All new Trustees will be provided with copies of:

- The Charity's constitution
- The latest accounts of the charity

and are encouraged to read the Charity Commission guidance notes CC3 - "The Essential Trustee: what you need to know, what you need to do". In addition, the Trustees are encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

## True and fair view

The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a "true and fair view". This departure has involved following 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) issues in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

## Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

## Trustees' Comments on Fundings Impact

On behalf of the trustees, I would like to thank all funders for supporting our projects 2024 for the following programs, Funding from Colchester Borough Council for the Black History Month Sports for Health event on 2<sup>nd</sup> November 2024 and Colchester Art Heritage funding for Art and Craft funding for kids and Adults Art Sessions. In addition, we would like to express our sincere gratitude to **Active Essex** for their generous funding and support for Ethnic Group Community Football Program in Colchester. All grants received has been a cornerstone in helping us deliver a meaningful and inclusive project that has positively impacted over kids, young and elderly adults from diverse backgrounds in Colchester.

Thanks to all our funders, we were able to provide essential sports, art and cultural activities to our communities, the fundings cover all art material, music performance,

sports equipment, hire qualified instructors, transports and refreshments for volunteers, including marketing the project to the target group, allowing us to engaging participants in Colchester.

The impact has been far-reaching, participants of Art and Craft sessions have reported the activity has improve their creative skills and build confidents, sports activities has improved physical health, reduced isolation, and a stronger sense of belonging. The project has become a safe space for individuals who may face financial, social, or cultural barriers to accessing regular physical activity.

We also appreciate the flexibility the funders gave us to adapt to challenges, such as changing venues based on participant feedback, managing unexpected costs, and supporting transport needs during winter months.

We are truly grateful to Colchester Borough Council and Active Essex for believing in our vision and helping us bring it to life. This has empowered us to build a stronger, healthier, and more connected community through the power of sport, Art and Cultural Heritage.

## Statement of financial activities

Project / Funders	Note	Income and Endowments	2024 Funds	2023 Funds
Black History Month Football for Health (£700.00) Colchester Borough Council	1	Funding / Grants Income Donations Other income Charitable activities	4,500.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Ethic Community Football Project (£3000.00) (Active Essex Small Grant)	2	Other trading activities Investment income	0.00 0.00	0.00 0.00
Colchester Community Kids & Adult Art. (£800.00) Colchester Borough Council	3			
<b>Total income</b>			<b>4,500.00</b>	<b>0.00</b>
<b>Expenditure</b> Charitable activities			<b>4,500.00</b>	<b>0.00</b>

These financial statements were approved by the board of trustees and authorized by Bernard Nana Adu Gyebi on (22-04-2025)

Sign: 

## **Note-1: Black History Month (Football for Health )**

The Black History Month Football for Health Tournament is more than just a sporting event, it is a powerful gathering dedicated to honouring the rich heritage of Black history and its profound influence on our communities and the world of sports. Through the unifying power of football, the tournament aims to foster social engagement, promote physical and mental wellbeing, and celebrate cultural diversity among people of all backgrounds.

Throughout the day, we welcomed players, families, special guests, and supporters from across the community. In addition to showcasing athletic skill and camaraderie, the event served as a platform to deepen our collective understanding of Black history's cultural significance. It also highlighted the importance of unity and support within Colchester and its surrounding areas. This vibrant and inclusive event was organized to celebrate Black History Month by bringing together football players, families, refugees, and supporters from diverse backgrounds.

As part of the event's commitment to health awareness, attendees benefited from free NHS health checks, as well as prostate cancer and blood donation awareness initiatives. We were honoured to host this meaningful celebration and invite the community to come together to recognize achievements, promote inclusivity, and strengthen the bonds that unite us.

On Saturday, 2nd November 2024, ESCAF hosted the Black History Month Football for Health Tournament at the Corporal Budd VC Gymnasium.

All participants, including volunteers, were honoured with medals in recognition of their contributions. The event was made possible through funding for a single-day tournament, with support from key partners including Colchester Borough Council, and active involvement from Councillors Lee Scordis, David King, and Yvonne Cook.

- Essex Sports Culture & Art Foundation (ESCAF)
- African Families in the UK (AFIUK)
- Colchester Diversity Football Group
- Essex Police / NHS

Their dedication ensured the event's success and marked Colchester's Black History Month with pride and purpose.

Participation & Statistics, Total Attendance: 85 participants

Age Breakdown: 20% aged between 18–25 years and 80% mixed ages up to 65 years

- Teams: Ghana , Nigeria. Diversity Team (featuring players from refugee backgrounds)

- **Community Building:** The event successfully connected local organizations, schools, and families, fostering unity and inclusivity.
- **Health Promotion:** NHS provided free health checks, emphasizing the importance of physical and mental wellbeing.
- **Cultural Celebration:** Football served as a platform to honour Black history and promote social engagement.
- **Sportsmanship & Camaraderie:** Matches were competitive and spirited, with enthusiastic support from families and spectators.

## **Note-2: About Ethic Community Football Project: (Funded by Active Essex)**

### **Purpose, Objectives, Impact, and Community Role**

The **Ethnic Community Football Program** for African and Caribbean background was as a platform to promote **inclusivity, health and wellness**, and **social cohesion** by encouraging active participation in football-training sessions and community league competition.

### **Why the Program Was Set Up**

The program was created in response to the need for more inclusive and accessible community sports opportunities that reflect the diversity of Colchester's population. Recognizing football's universal appeal, to improve wellbeing, the initiative aimed to break down social and cultural barriers, providing a welcoming space for people of all backgrounds to connect, engage, and thrive.

### **Project Objectives**

- **Foster Inclusivity:** Create a safe and welcoming environment where people from all ethnicities and age groups feel valued and included.
- **Promote Health and Wellbeing:** Encourage regular physical activity to improve both physical and mental health.
- **Strengthen Social Connections:** Use football as a tool to build friendships, reduce isolation, and encourage intergenerational interaction.
- **Support Community Cohesion:** Bring together different community groups to promote understanding, respect, and unity.

### **Impact on the Community**

The program has had a meaningful impact on participants for African and Caribbean group and the wider community:

- Increased participation in physical activity among underrepresented groups.
- Strengthened relationships between different ethnic communities.
- Provided a positive outlet for youth and adults alike, reducing social isolation.
- Encouraged intergenerational dialogue and collaboration through team-based activities.

The Diversity Community Football Program has become a vital part of Colchester's community development efforts. It serves as a bridge between cultures, fostering a sense of belonging and mutual respect. The program also plays a preventative role by offering constructive engagement opportunities that can deter antisocial behaviour and promote positive active lifestyles.

### **Note-3: Collaborative Art Initiative with AFIUK (Funded by Colchester Borough Council)**

#### **Acknowledgement of Funding Support**

We extend our sincere appreciation to Colchester Borough Council for their generous funding support, which has been instrumental in delivering a successful collaborative art project in partnership with AFIUK. This initiative has significantly contributed to the cultural enrichment and wellbeing of Colchester's residents.

#### **Project Overview**

Over a period of 5 to 6 months, we delivered inclusive art and social activity sessions at the Lawrence Walker Gallery in Colchester Town Centre. These sessions were designed for children (ages 6–18) and elderly adults, promoting creativity, cultural awareness, and community engagement.

- Total Attendance: 178
- Participants: Children: 40 and Elderly Adults 35
- Session Duration: 2 hours each
- Total Hours Delivered: 356 hours of art and social activities

The Project Key Objectives & Achievements (Promoting Cultural and Creative Experiences)

- Delivered high-quality art lessons including drawing, painting, textile and printmaking, and collage.
- Engaged participants in exploring Colchester's rich heritage through themed art projects.
- Hosted exhibitions showcasing participants' work, raising Colchester's profile as a vibrant cultural hub.

## **Celebrating Colchester's Heritage**

Art sessions incorporated themes from Roman history, military heritage, and local landmarks. Participants field trips to Colchester Castle, Firstsite, and the Roman walls inspired creative projects, the project reflected participants' understanding and appreciation of Colchester's identity.

## **Fostering Inclusivity and Diversity**

- Sessions welcomed individuals from diverse backgrounds, including underrepresented and marginalized groups.
- Collaborative projects encouraged sharing of cultural stories and artistic traditions.
- Activities promoted mutual respect, unity, and community cohesion.
- Led by local artists, the program nurtured artistic growth and provided mentorship.
- Participants exhibited their work in community venues at Lawrence Walker Gallery celebrating local talent and creativity.
- Opportunities were created for both beginners and experienced artists to develop their skills.
- Art activities offered a therapeutic outlet for self-expression and stress relief.
- Group sessions helped reduce social isolation, especially among elderly participants.
- Integrated mindfulness practices supported mental and emotional wellbeing.

During the sessions, participants created a vibrant collection of paintings that reflected their personal stories, cultural heritage, and imaginative expressions. Guided by local artists, both children and elderly adults explored techniques in drawing, painting, and collage. Some participants lent their artwork for public display, while others received one-on-one mentoring to refine their skills. The resulting pieces showcased themes inspired by Colchester's history and diverse communities, turning the Lawrence Walker Gallery into a celebration of local creativity. These artworks not only highlighted individual talent but also fostered a shared sense of pride and connection among participants and visitors alike.

## Key Figures & Statistics About Projects:

No	PROJECT TITLE	TIMELINES	TARGET GROUP	ATTENDANCE
1	Black History Month Football for Health  This event includes NHS Free Health Check for all participants	The funding was for 1 event	<b>Ethic Minority Groups</b>	Annual event, 85 young and Elderly Adults attended the event, 20% of them are the age between 18-25 and the remaining 80% of are mixed age to 65 years
2	<b>Ethic Community Football program Project</b>	Duration 12 months	<b>Saturday Football:</b> 40–50 regular men participate each week. <b>Sunday Football Competition:</b> 25–30 men regularly take part. <b>New Registrations:</b> 20 new individuals have registered to participate this year.	Training sessions last about 2 hours every Saturday, followed by 1 hour of socializing.  Total number of participants attendance session is average of 25 people involve in each session and have attended 24 recorded games  Total Hours is 72 hours games and social activities
3	Colchester Community Kids & Adult Art	4 to 5 months sessions	For Age between 6 years to 18 years and Elderly Adults.	178 total number of attendance, each session last 2 hours. Total number of Hours is 356 of Art and Social Activities

## Partnerships and Community Involvement

### Principle Development

The Trustees have remained committed to the ongoing development and refinement of ESCAF's core principles, ensuring they continue to reflect the charity's mission, values, and strategic direction. Throughout the year, efforts have been made to strengthen governance practices, enhance transparency, and align all organizational activities with the charity's founding objectives.

This development process has involved regular reviews of policies and procedures, engagement with stakeholders, and the integration of feedback from beneficiaries and partners. By fostering a culture of continuous improvement, the Trustees aim to ensure that ESCAF remains responsive to community needs while upholding the highest standards of accountability and ethical practice.

The trustees' annual report was approved on Bernard Nana Adu Gyebi on (22-04-

2025) and Signed on behalf of the board of trustees:



.....

**Essex Sports Culture & Art Foundation**

England & Wales - Charity number 1188943

---

# Accounts

---

**LINKED SPORTS FOUNDATION**

**07/04/2022-06/04/2023 Annual Report**

## CONTENTS

<b>About Us</b>	<b>[page 3]</b>
<b>Our Vision</b>	<b>[page 3]</b>
<b>Our Mission</b>	<b>[page 3]</b>
<b>Our Values</b>	<b>[page 3]</b>
<b>Inclusive</b>	<b>[page 4]</b>
<b>Honest</b>	<b>[page 4]</b>
<b>Our Passion</b>	<b>[page 4]</b>
<b>Our Objectives and Activities</b>	<b>[page 5]</b>
<b>Governance</b>	<b>[page 6]</b>
<b>Structure &amp; management</b>	<b>[page 5]</b>
<b>Chairperson's report</b>	<b>[page 6]</b>
<b>Financial statements</b>	<b>[page 7]</b>
<b>Looking to the future</b>	<b>[page 8]</b>
<b>Contact us</b>	<b>[page 9]</b>

## **ABOUT US**

**Linked Sports Foundation is a UK-based charity** using sport to change the lives of young and adults with special talent in sport, including disabled and disadvantaged young people. LSF to support talented athletes across the UK and other countries.

**Linked Sports Foundation** became aware of young talented athletes having to give up on their dreams because of the high costs of training, education, travel and competitions. In many cases, talent was being lost due to financial hardship with an associated negative impact on local young people, communities and sports clubs. LSF is determined to develop a scheme to counter this problem.

**OUR VISION:** No one should be excluded from the transformational benefits of inclusive community sport.

**OUR MISSION:** We unleash the untapped potential of community organisations to make sure no one is excluded from sport education and sports activities. Our mission to also support the next generation of athletes and thus ensuring a sporting legacy is in place not just for but for future generations, “It is vitally important that we inspire young people to excel in sport and harness their talent towards future Games”.

**OUR VALUES:** Our mission to transform lives through sport inspires children, young people, healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities and motivates our team, including our staff, our volunteers, our work placements and our trustees. We will continue to be a values-based organisation with our five core values defining our way of working and making us distinctive:

**INCLUSIVE:** We believe that everyone should have equal opportunity to access the benefits of sport education and sports activities in their local community.

Being inclusive is knowing that no one team or person is more important than anyone else, valuing everyone's contributions and involving people with different experiences, backgrounds, identities and views. In practice, it could mean that you:

- Know that no one person or team is more important than others
- Appreciate the value of everyone's contributions, whoever they are regardless of role or status
- Collaborate well, seeking to involve people with different backgrounds, experiences and outlooks on life

**HONEST:** We are open, transparent and trustworthy – always holding ourselves to the highest standard of integrity.

**PASSIONATE:** We are passionate about transforming lives through sport education, sports development and determined to have a lasting impact on society by listening and helping, showing empathy and treating people with dignity and respect. In practice, it could mean that you:

- Recognise you need to take care of yourself before you can take care of others
- Make time to listen to others, appreciating other people's experiences and how it feels to be them
- Challenge each other's thinking but constructively and with respect
- Recognise that trust is important, and work hard to do what you say you're going to do

**EMPOWERING:** We empower communities and individuals from disadvantaged areas to provide transformational education, sporting and personal development opportunities

**INNOVATIVE:** we are ambitious, creative and forward-thinking, bringing new initiatives and ideas to the sector sports, education and entertainment industry

- Are ready and excited to explore new projects, changes or ways of working
- Are prepared to do something new or make a decision that's different or radical, while being aware of the risks
- Trust in the experiences and expertise of our colleagues.
- Feel accountable to people in crisis, and this guides the decisions you make

## **OBJECTIVE**

1. The objects of the Linked Sports Foundation are to empower children and young adults, including vulnerable people with exceptional talent in sports, through sports education, entertainment and community sports to help children, young people healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities.
2. Through our Hub Sports academy, and our specialist cutting-edge highly skilled professional PE teaching, programmes underpinned by our academy learning structure, preparing them for further education, and prepare them for a professional career in a sport and to guide them to become sports ambassador in England and other Linked Sports Foundation will always of work across practice, policy and building successful partnerships to forge a lasting legacy to improve children and young people's lives in the community, including partnerships that are recognised in England's most deprived social and economic areas.
3. To continue the partnership with other organisations to maximise support for young sports people, to be the largest independent athlete support schemes for talented young people striving for national and international sporting success.

4. To support young people with athletic talent to achieve their full sporting potential by reducing the financial burden of training and competition costs.
5. One of our major core purposes is to deliver sustainable and affordable services, which deliver public benefit, social welfare, healthy living and education.

### **Letter from the Executive Chair and Trustee**

**Linked Sports Foundation established in 2020 with the support of Georgiana Nicoleta Slobozeanu, Monica Vasilica Albabei and Bernard Gyebi, Trustees for the foundation.**

Since our inception in late 2020, we strive to do the best to start running our charity activities. Due to some reasons beyond control, we couldn't start as planned.

We are fully committed to measuring and assessing the performance of our staff to maintain their competency and ability. Our volunteers are situated within England and Scotland. Each one of our volunteers are giving around 2-3 hours without pay.

We understand and appreciate our place within this sector. Creating partnerships and initiatives with stakeholders in this field is paramount to our growth and development as a charity. We are at a point now where we must utilise the skills and experience of those around us. I feel this will lead to an alliance with other charities where our unique service can be incorporated into those around us, therefore creating a system that catches, signposts and provides long term success for the organisation.



Bernard Nana Adu Gyebi

**Chair – Managing Director:** Has over 15 years' experience in the sport and leisure sector and has worked alongside numerous sport national bodies including England FA on a range of key national and international projects. Bernard has presented industry evidence and studied Sports education, business, retailing and merchandising.

**EXPERIENCE:** Experience of operating at a senior strategic leadership level within an organisation, Experience of charity governance and working with or as part of a Board of

Trustees, Experience of external representation, delivering presentations and managing stakeholders.

**The duties of our Treasurer are to:**

- supervise the financial affairs of the LSF
- keep proper accounts that show all monies collected and paid out by the LSF

### **Monica is a Trustee and Secretary**

Having already worked for a reputable company as receptionist, secretary and customer service experience and education industry, Monica as a LSF Ambassador, brings a wealth of knowledge as a board members, we believe she will provide much needed insight to support the development of the programme and continue to help athletes from all walks of life achieve their dreams.

### **Financial Report**

The Financial plan, forecast to 2023 is predicated on a number of factors, although primarily the rationale is that Sapper Support ought to operate on a small surplus, distributing income to clients as effectively as possible. Given the current uncertain climate, despite some volatility in donations, the single largest source, it was felt prudent to have this return to a more historic norm, with a small inflationary increase.

From an expenditure perspective, it was important to address two areas in the expense line: Advertising and Promotional materials. Advertising in the early stages of Sapper Support came in the form of a number of Sponsorships.

## **Finance**

- Any money obtained by the LSF shall be used only for the LSF.
- Any bank accounts opened for the LSF shall be in the name of the Group.
- Any cheques issued shall be signed by the Treasurer and one other nominated official.

## **Fundraising Activities Statement**

Our generous supporters include individuals, companies, trusts and public bodies. It is thanks to our trustees that we were able to manage to exist from voluntary service and to plan for the future.

Our Trustees promise sets out our aim to be open, fair and honest in the way we engage with supporters. Our remaining outsourced activity includes the recruitment of new supporters who we anticipate to give through sponsorship and donation.

We aim to lead on best practice fundraising to ensure we deliver and exceed supporter expectations.

## **Risks and uncertainties**

The board of Trustees' is ultimately responsible for risk management.

A comprehensive annual planning and budgeting process is approved by the Board, during which a thorough assessment of key external and internal risks is undertaken.

The Board also receives risk evaluations on any major new areas of activity.

Set out below are details of the top five most significant risks identified after a SWOT analysis was conducted:

- Business plan – to be an enduring report.
- Business Strategy – to set out our future aspirations.
- Financial plan – Forecast of income and revenue, quarterly and 5-year financial targets (how to achieve these).
- Performance metric – CPD of call takers and staff, measurement of effect.
- Communications and marketing – Reach out to other charities and organisations to have a link or display Sapper Support logos / contact information for individuals to use.

**Future initiatives:** To change our objective in order to reach the majority of people through art , sports and culture in our community. We also plan to start operating our activities from January 2024 to ensure we will be able to provide the service for the benefit of the people.

Lastly, our main goal is to have 'regional hubs' around the UK supported by a national strategic framework, access to local resources and opportunities for face to face visits.

Email Address: [linkedsportsfoundation@gmail.com](mailto:linkedsportsfoundation@gmail.com)

**Charity Commission Registered No.** 1188943

**Essex Sports Culture & Art Foundation**

England & Wales - Charity number 1188943

---

# Accounts

---

**LINKED SPORTS FOUNDATION**

**07/04/2020-06/04/2021 Annual Report**

## CONTENTS

<b>About Us</b>	<b>[page 3]</b>
<b>Our Vision</b>	<b>[page 3]</b>
<b>Our Mission</b>	<b>[page 3]</b>
<b>Our Values</b>	<b>[page 3]</b>
<b>Inclusive</b>	<b>[page 4]</b>
<b>Honest</b>	<b>[page 4]</b>
<b>Our Passion</b>	<b>[page 4]</b>
<b>Our Objectives and Activities</b>	<b>[page 5]</b>
<b>Governance</b>	<b>[page 6]</b>
<b>Structure &amp; management</b>	<b>[page 5]</b>
<b>Chairperson's report</b>	<b>[page 6]</b>
<b>Financial statements</b>	<b>[page 7]</b>
<b>Looking to the future</b>	<b>[page 8]</b>
<b>Contact us</b>	<b>[page 9]</b>

## **ABOUT US**

**Linked Sports Foundation is a UK-based charity** using sport to change the lives of young and adults with special talent in sport, including disabled and disadvantaged young people. LSF to support talented athletes across the UK and other countries.

**Linked Sports Foundation** became aware of young talented athletes having to give up on their dreams because of the high costs of training, education, travel and competitions. In many cases, talent was being lost due to financial hardship with an associated negative impact on local young people, communities and sports clubs. LSF is determined to develop a scheme to counter this problem.

**OUR VISION:** No one should be excluded from the transformational benefits of inclusive community sport.

**OUR MISSION:** We unleash the untapped potential of community organisations to make sure no one is excluded from sport education and sports activities. Our mission to also support the next generation of athletes and thus ensuring a sporting legacy is in place not just for but for future generations, “It is vitally important that we inspire young people to excel in sport and harness their talent towards future Games”.

**OUR VALUES:** Our mission to transform lives through sport inspires children, young people, healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities and motivates our team, including our staff, our volunteers, our work placements and our trustees. We will continue to be a values-based organisation with our five core values defining our way of working and making us distinctive:

**INCLUSIVE:** We believe that everyone should have equal opportunity to access the benefits of sport education and sports activities in their local community.

Being inclusive is knowing that no one team or person is more important than anyone else, valuing everyone's contributions and involving people with different experiences, backgrounds, identities and views. In practice, it could mean that you:

- Know that no one person or team is more important than others
- Appreciate the value of everyone's contributions, whoever they are regardless of role or status
- Collaborate well, seeking to involve people with different backgrounds, experiences and outlooks on life

**HONEST:** We are open, transparent and trustworthy – always holding ourselves to the highest standard of integrity.

**PASSIONATE:** We are passionate about transforming lives through sport education, sports development and determined to have a lasting impact on society by listening and helping, showing empathy and treating people with dignity and respect. In practice, it could mean that you:

- Recognise you need to take care of yourself before you can take care of others
- Make time to listen to others, appreciating other people's experiences and how it feels to be them
- Challenge each other's thinking but constructively and with respect
- Recognise that trust is important, and work hard to do what you say you're going to do

**EMPOWERING:** We empower communities and individuals from disadvantaged areas to provide transformational education, sporting and personal development opportunities

**INNOVATIVE:** we are ambitious, creative and forward-thinking, bringing new initiatives and ideas to the sector sports, education and entertainment industry

- Are ready and excited to explore new projects, changes or ways of working
- Are prepared to do something new or make a decision that's different or radical, while being aware of the risks
- Trust in the experiences and expertise of our colleagues.
- Feel accountable to people in crisis, and this guides the decisions you make

## **OBJECTIVE**

1. The objects of the Linked Sports Foundation are to empower children and young adults, including vulnerable people with exceptional talent in sports, through sports education, entertainment and community sports to help children, young people healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities.
2. Through our Hub Sports academy, and our specialist cutting-edge highly skilled professional PE teaching, programmes underpinned by our academy learning structure, preparing them for further education, and prepare them for a professional career in a sport and to guide them to become sports ambassador in England and other Linked Sports Foundation will always of work across practice, policy and building successful partnerships to forge a lasting legacy to improve children and young people's lives in the community, including partnerships that are recognised in England's most deprived social and economic areas.
3. To continue the partnership with other organisations to maximise support for young sports people, to be the largest independent athlete support schemes for talented young people striving for national and international sporting success.

4. To support young people with athletic talent to achieve their full sporting potential by reducing the financial burden of training and competition costs.
5. One of our major core purposes is to deliver sustainable and affordable services, which deliver public benefit, social welfare, healthy living and education.

### **Letter from the Executive Chair and Trustee**

**Linked Sports Foundation established in 2020 with the support of Georgiana Nicoleta Slobozeanu, Monica Vasilica Albabei and Bernard Gyebi, Trustees for the foundation.**

Since our inception in late 2020, we strive to do the best to start running our charity activities. Due to some reasons beyond control, we couldn't start as planned.

We are fully committed to measuring and assessing the performance of our staff to maintain their competency and ability. Our volunteers are situated within England and Scotland. Each one of our volunteers are giving around 2-3 hours without pay.

We understand and appreciate our place within this sector. Creating partnerships and initiatives with stakeholders in this field is paramount to our growth and development as a charity. We are at a point now where we must utilise the skills and experience of those around us. I feel this will lead to an alliance with other charities where our unique service can be incorporated into those around us, therefore creating a system that catches, signposts and provides long term success for the organisation.



Bernard Nana Adu Gyebi

**Chair – Managing Director:** Has over 15 years' experience in the sport and leisure sector and has worked alongside numerous sport national bodies including England FA on a range of key national and international projects. Bernard has presented industry evidence and studied Sports education, business, retailing and merchandising.

**EXPERIENCE:** Experience of operating at a senior strategic leadership level within an organisation, Experience of charity governance and working with or as part of a Board of

Trustees, Experience of external representation, delivering presentations and managing stakeholders.

**The duties of our Treasurer are to:**

- supervise the financial affairs of the LSF
- keep proper accounts that show all monies collected and paid out by the LSF

**Monica is a Trustee and Secretary**

Having already worked for a reputable company as receptionist, secretary and customer service experience and education industry, Monica as a LSF Ambassador, brings a wealth of knowledge as a board members, we believe she will provide much needed insight to support the development of the programme and continue to help athletes from all walks of life achieve their dreams.

### **Financial Report**

The Financial plan, forecast to 2023 is predicated on a number of factors, although primarily the rationale is that Sapper Support ought to operate on a small surplus, distributing income to clients as effectively as possible. Given the current uncertain climate, despite some volatility in donations, the single largest source, it was felt prudent to have this return to a more historic norm, with a small inflationary increase.

From an expenditure perspective, it was important to address two areas in the expense line: Advertising and Promotional materials. Advertising in the early stages of Sapper Support came in the form of a number of Sponsorships.

## **Finance**

- Any money obtained by the LSF shall be used only for the LSF.
- Any bank accounts opened for the LSF shall be in the name of the Group.
- Any cheques issued shall be signed by the Treasurer and one other nominated official.

## **Fundraising Activities Statement**

Our generous supporters include individuals, companies, trusts and public bodies. It is thanks to our trustees that we were able to manage to exist from voluntary service and to plan for the future.

Our Trustees promise sets out our aim to be open, fair and honest in the way we engage with supporters. Our remaining outsourced activity includes the recruitment of new supporters who we anticipate to give through sponsorship and donation.

We aim to lead on best practice fundraising to ensure we deliver and exceed supporter expectations.

## **Risks and uncertainties**

The board of Trustees' is ultimately responsible for risk management.

A comprehensive annual planning and budgeting process is approved by the Board, during which a thorough assessment of key external and internal risks is undertaken.

The Board also receives risk evaluations on any major new areas of activity.

Set out below are details of the top five most significant risks identified after a SWOT analysis was conducted:

- Business plan – to be an enduring report.
- Business Strategy – to set out our future aspirations.
- Financial plan – Forecast of income and revenue, quarterly and 5-year financial targets (how to achieve these).
- Performance metric – CPD of call takers and staff, measurement of effect.
- Communications and marketing – Reach out to other charities and organisations to have a link or display Sapper Support logos / contact information for individuals to use.

**Future initiatives:** To change our objective in order to reach the majority of people through art , sports and culture in our community. We also plan to start operating our activities from January 2024 to ensure we will be able to provide the service for the benefit of the people.

Lastly, our main goal is to have 'regional hubs' around the UK supported by a national strategic framework, access to local resources and opportunities for face to face visits.

Email Address: [linkedsportsfoundation@gmail.com](mailto:linkedsportsfoundation@gmail.com)

**Charity Commission Registered No.** 1188943

**Essex Sports Culture & Art Foundation**

England & Wales - Charity number 1188943

---

# Accounts

---

# **LINKED SPORTS FOUNDATION**

**07/04/2021-06/04/2022 Annual Report**

## CONTENTS

<b>About Us</b>	<b>[page 3]</b>
<b>Our Vision</b>	<b>[page 3]</b>
<b>Our Mission</b>	<b>[page 3]</b>
<b>Our Values</b>	<b>[page 3]</b>
<b>Inclusive</b>	<b>[page 4]</b>
<b>Honest</b>	<b>[page 4]</b>
<b>Our Passion</b>	<b>[page 4]</b>
<b>Our Objectives and Activities</b>	<b>[page 5]</b>
<b>Governance</b>	<b>[page 6]</b>
<b>Structure &amp; management</b>	<b>[page 5]</b>
<b>Chairperson's report</b>	<b>[page 6]</b>
<b>Financial statements</b>	<b>[page 7]</b>
<b>Looking to the future</b>	<b>[page 8]</b>
<b>Contact us</b>	<b>[page 9]</b>

## **ABOUT US**

**Linked Sports Foundation is a UK-based charity** using sport to change the lives of young and adults with special talent in sport, including disabled and disadvantaged young people. LSF to support talented athletes across the UK and other countries.

**Linked Sports Foundation** became aware of young talented athletes having to give up on their dreams because of the high costs of training, education, travel and competitions. In many cases, talent was being lost due to financial hardship with an associated negative impact on local young people, communities and sports clubs. LSF is determined to develop a scheme to counter this problem.

**OUR VISION:** No one should be excluded from the transformational benefits of inclusive community sport.

**OUR MISSION:** We unleash the untapped potential of community organisations to make sure no one is excluded from sport education and sports activities. Our mission to also support the next generation of athletes and thus ensuring a sporting legacy is in place not just for but for future generations, “It is vitally important that we inspire young people to excel in sport and harness their talent towards future Games”.

**OUR VALUES:** Our mission to transform lives through sport inspires children, young people, healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities and motivates our team, including our staff, our volunteers, our work placements and our trustees. We will continue to be a values-based organisation with our five core values defining our way of working and making us distinctive:

**INCLUSIVE:** We believe that everyone should have equal opportunity to access the benefits of sport education and sports activities in their local community.

Being inclusive is knowing that no one team or person is more important than anyone else, valuing everyone's contributions and involving people with different experiences, backgrounds, identities and views. In practice, it could mean that you:

- Know that no one person or team is more important than others
- Appreciate the value of everyone's contributions, whoever they are regardless of role or status
- Collaborate well, seeking to involve people with different backgrounds, experiences and outlooks on life

**HONEST:** We are open, transparent and trustworthy – always holding ourselves to the highest standard of integrity.

**PASSIONATE:** We are passionate about transforming lives through sport education, sports development and determined to have a lasting impact on society by listening and helping, showing empathy and treating people with dignity and respect. In practice, it could mean that you:

- Recognise you need to take care of yourself before you can take care of others
- Make time to listen to others, appreciating other people's experiences and how it feels to be them
- Challenge each other's thinking but constructively and with respect
- Recognise that trust is important, and work hard to do what you say you're going to do

**EMPOWERING:** We empower communities and individuals from disadvantaged areas to provide transformational education, sporting and personal development opportunities

**INNOVATIVE:** we are ambitious, creative and forward-thinking, bringing new initiatives and ideas to the sector sports, education and entertainment industry

- Are ready and excited to explore new projects, changes or ways of working
- Are prepared to do something new or make a decision that's different or radical, while being aware of the risks
- Trust in the experiences and expertise of our colleagues.
- Feel accountable to people in crisis, and this guides the decisions you make

## **OBJECTIVE**

1. The objects of the Linked Sports Foundation are to empower children and young adults, including vulnerable people with exceptional talent in sports, through sports education, entertainment and community sports to help children, young people healthy active lifestyles and to use sports to tackle drugs, criminal activities in the communities.
2. Through our Hub Sports academy, and our specialist cutting-edge highly skilled professional PE teaching, programmes underpinned by our academy learning structure, preparing them for further education, and prepare them for a professional career in a sport and to guide them to become sports ambassador in England and other Linked Sports Foundation will always of work across practice, policy and building successful partnerships to forge a lasting legacy to improve children and young people's lives in the community, including partnerships that are recognised in England's most deprived social and economic areas.
3. To continue the partnership with other organisations to maximise support for young sports people, to be the largest independent athlete support schemes for talented young people striving for national and international sporting success.

4. To support young people with athletic talent to achieve their full sporting potential by reducing the financial burden of training and competition costs.
5. One of our major core purposes is to deliver sustainable and affordable services, which deliver public benefit, social welfare, healthy living and education.

### **Letter from the Executive Chair and Trustee**

**Linked Sports Foundation established in 2020 with the support of Georgiana Nicoleta Slobozeanu, Monica Vasilica Albabei and Bernard Gyebi, Trustees for the foundation.**

Since our inception in late 2020, we strive to do the best to start running our charity activities. Due to some reasons beyond control, we couldn't start as planned.

We are fully committed to measuring and assessing the performance of our staff to maintain their competency and ability. Our volunteers are situated within England and Scotland. Each one of our volunteers are giving around 2-3 hours without pay.

We understand and appreciate our place within this sector. Creating partnerships and initiatives with stakeholders in this field is paramount to our growth and development as a charity. We are at a point now where we must utilise the skills and experience of those around us. I feel this will lead to an alliance with other charities where our unique service can be incorporated into those around us, therefore creating a system that catches, signposts and provides long term success for the organisation.



Bernard Nana Adu Gyebi

**Chair – Managing Director:** Has over 15 years' experience in the sport and leisure sector and has worked alongside numerous sport national bodies including England FA on a range of key national and international projects. Bernard has presented industry evidence and studied Sports education, business, retailing and merchandising.

**EXPERIENCE:** Experience of operating at a senior strategic leadership level within an organisation, Experience of charity governance and working with or as part of a Board of

Trustees, Experience of external representation, delivering presentations and managing stakeholders.

**The duties of our Treasurer are to:**

- supervise the financial affairs of the LSF
- keep proper accounts that show all monies collected and paid out by the LSF

**Monica is a Trustee and Secretary**

Having already worked for a reputable company as receptionist, secretary and customer service experience and education industry, Monica as a LSF Ambassador, brings a wealth of knowledge as a board members, we believe she will provide much needed insight to support the development of the programme and continue to help athletes from all walks of life achieve their dreams.

### **Financial Report**

The Financial plan, forecast to 2023 is predicated on a number of factors, although primarily the rationale is that Sapper Support ought to operate on a small surplus, distributing income to clients as effectively as possible. Given the current uncertain climate, despite some volatility in donations, the single largest source, it was felt prudent to have this return to a more historic norm, with a small inflationary increase.

From an expenditure perspective, it was important to address two areas in the expense line: Advertising and Promotional materials. Advertising in the early stages of Sapper Support came in the form of a number of Sponsorships.

## **Finance**

- Any money obtained by the LSF shall be used only for the LSF.
- Any bank accounts opened for the LSF shall be in the name of the Group.
- Any cheques issued shall be signed by the Treasurer and one other nominated official.

## **Fundraising Activities Statement**

Our generous supporters include individuals, companies, trusts and public bodies. It is thanks to our trustees that we were able to manage to exist from voluntary service and to plan for the future.

Our Trustees promise sets out our aim to be open, fair and honest in the way we engage with supporters. Our remaining outsourced activity includes the recruitment of new supporters who we anticipate to give through sponsorship and donation.

We aim to lead on best practice fundraising to ensure we deliver and exceed supporter expectations.

## **Risks and uncertainties**

The board of Trustees' is ultimately responsible for risk management.

A comprehensive annual planning and budgeting process is approved by the Board, during which a thorough assessment of key external and internal risks is undertaken.

The Board also receives risk evaluations on any major new areas of activity.

Set out below are details of the top five most significant risks identified after a SWOT analysis was conducted:

- Business plan – to be an enduring report.
- Business Strategy – to set out our future aspirations.
- Financial plan – Forecast of income and revenue, quarterly and 5-year financial targets (how to achieve these).
- Performance metric – CPD of call takers and staff, measurement of effect.
- Communications and marketing – Reach out to other charities and organisations to have a link or display Sapper Support logos / contact information for individuals to use.

**Future initiatives:** To change our objective in order to reach the majority of people through art , sports and culture in our community. We also plan to start operating our activities from January 2024 to ensure we will be able to provide the service for the benefit of the people.

Lastly, our main goal is to have 'regional hubs' around the UK supported by a national strategic framework, access to local resources and opportunities for face to face visits.

Email Address: [linkedsportsfoundation@gmail.com](mailto:linkedsportsfoundation@gmail.com)

**Charity Commission Registered No.** 1188943