



**Lincoln City Supporters' Society Limited
(trading as Red Imps Community Trust)
Society Board Members' Annual Report
for the year ended 31st December 2024**

The Board Members of Lincoln City Supporters Society Limited submit their report together with the financial statements for the year ended 31st December 2024.

Guiding principles

The Society is run on the following fundamental principles.

Accountability – through annual elections to the Society Board in line with recommended practice of the Football Supporters' Association.

Democracy – by fully involving members in key decisions of the Society and operating in an engaging manner.

Inclusive – by setting a membership fee which is affordable to all and open to all.

Open – by being transparent in all our activities.

Principal Aims - the Society was set up with the following principal aims:

- to be the democratic and representative voice of the supporters of Lincoln City Football Club (“the Club”) and strengthen the bonds between it and the communities that it serves;
- to achieve the greatest possible supporter and community influence in the running and ownership of the Club;
- to promote responsible and constructive community engagement by present and future members of the communities served by the Club and to encourage it to do the same;
- to operate democratically, fairly, sustainably, transparently and with financial responsibility and to encourage the Club to do the same;
- to be a positive, inclusive and representative organisation, open and accessible to all supporters of the Club regardless of their age, income, ethnicity, gender, disabilities, sexuality or religious or moral beliefs.

Responsibilities of the Board

The Society Board is required to prepare financial statements, for each financial year, which give a true and fair view of the state of affairs of the Society for that year. In preparing those financial statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- follow applicable accounting standards, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Society will continue in business.

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Society and enable it to ensure that the financial statements comply with the Co-operative and Community Benefit Societies Act 2014.

It also responsible for safeguarding the assets of the Society and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors/Independent Examiner

As authorised at the Annual General Meeting on 27/06/24, Saul Fairholm Limited, chartered accountants, was re-appointed by the Society Board as the Independent Examiner of the Society's accounts for the year to 31/12/24. Those accounts (including the Independent Examiner's Report) will be presented at the Annual General Meeting on 26/06/25.

Society Board

Under the Society's previous constitution, which applied until the adoption of a new constitution at the Society's Annual General Meeting on 27/06/24, members of the Society's Board of Directors normally served for three-year terms, although those terms could be shortened to two years in certain circumstances. In some situations, the people to retire by rotation would be selected by the drawing of lots. Under the new constitution, the normal terms were reduced to two years.

The Society's Board of Directors must comprise not less than six and not more than twelve persons. If at any time casual vacancies arise, causing there to be less than twelve Board Members, the Board has certain powers to fill those vacancies by co-option. The Board can also co-opt up to four additional external Board members, selected by virtue of their specialist skills and experience considered to be of benefit to the Society.

At the year end, the Society Board comprised eight elected members and one member who had been co-opted to fill a casual vacancy, plus four additional co-opted external Board Members. The members of the Society Board serving during the year were:

Name	Part of the year served
Chris Baldam	All year: see Note (1) below
Jonathan Battersby	All year: see Note (2) below
Biff Bean	Since 27/06/24: see Note (3) below
Rob Bradley	All year: see Note (4) below
Julian Butterly	Since 27/06/24: see Note (5) below
Emma Crellin	Since 27/06/24: see Note (6) below
Gavin Gordon	All year: see Note (7) below
Kirsty Hackney	All year: see Note (8) below
Mark Hodds	Until 27/06/24: see Note (9) below
Ian Hodgson	Until 27/06/24: see Note (10) below
Richard Lalka	Until 11/04/24: see Note (11) below
Lincoln City Foundation	All year: see Note (12) below
Stewart Millar	All year: see Note (13) below
David Milling	Until 26/09/24: see Note (14) below
Phil Scrafton	Since 11/09/24: see Note (15) below
Amanda-Jane Slater	All year: see Note (16) below
Steve Tointon	All year: see Note (17) below

Note (1): Chris Baldam was elected most recently as a Board Member on 18/08/22 and, lots having been drawn in accordance with the constitution, retired from the Board by rotation on 27/06/24, when he did not seek re-election but was co-opted as an external Board Member representing Lincoln & District Football Supporters' Club until the Annual General Meeting on 26/06/25.

Note (2): Jonathan Battersby was co-opted as an external Board Member representing the Club's Fan Advisory Board on 12/07/23 until the Annual General on 27/06/24, when he was co-opted again in that role until the Annual General Meeting on 26/06/25.

Note (3): Biff Bean was elected as the Board Member serving as Community Engagement Team Leader on 27/06/24.

Note (4): Rob Bradley was elected most recently as a Board Member on 29/06/23, being appointed on 13/03/24 until the Annual General Meeting on 26/06/25 as the Board Member serving as Fan Engagement Team Leader, that role being amended on 10/07/24 to Fan Engagement Team Co-Leader.

Note (5): Julian Butterly was elected as the Board Member serving as Football Supporters' Association Engagement Director on 27/06/24.

Note (6): Emma Crellin was elected as a Board Member on 27/06/24, being appointed on 10/07/24 until the Annual General Meeting in 2026 as a Board Member serving Fan Engagement Team Co-Leader.

Note (7): Gavin Gordon was co-opted as an external Board Member representing the Club's Former Players' Association on 29/06/23 until the Annual General on 27/06/24, when he was co-opted again in that role until the Annual General Meeting on 26/06/25.

Note (8): Kirsty Hackney was elected as a Board Member on 18/08/22.

Note (9): Mark Hodds was elected as a Board Member on 18/08/22 and, lots having been drawn in accordance with the constitution, retired from the Board by rotation on 27/06/24, when he did not seek re-election.

Note (10): Ian Hodgson was elected most recently as a Board Member on 18/08/22 and, lots having been drawn in accordance with the constitution, retired from the Board by rotation on 27/06/24, when he did not seek re-election.

Note (11): Richard Lalka was elected as a Board Member on 18/08/22, but resigned from that role on 11/04/24.

Note (12): Lincoln City Foundation was co-opted as an external Board Member on 09/08/23 until the Annual General on 27/06/24, when it was co-opted again in that role until the Annual General Meeting on 26/06/25.

Note (13): Stewart Millar was co-opted as a Board Member to fill a casual vacancy on 13/04/22, being appointed on 10/07/24 until the Annual General Meeting on 26/06/25 as the Board Member serving as Events, Fundraising & Commercial Co-ordinator.

Note (14): David Milling was elected as a Board Member on 29/06/23, but resigned from that role on 26/09/24.

Note (15): Phil Srafton was elected on 11/09/24 as the Board Member elected by the fans to represent them as a Director of Lincoln City Football Club Company Limited and of Lincoln City Holdings Limited

Note (16): Amanda-Jane Slater was elected most recently as a Board Member on 18/08/22 and, for a two-year term most recently on 29/06/23, as the Board Member elected by the fans to represent the Society's Gold (now known as John O'Gaunts Club) Members as a Director of Lincoln City Football Club Company Limited.

Note (17): Steve Tointon was elected most recently as a Board Member on 18/08/22 and re-appointed most recently to serve as Treasurer on 27/06/24 until the Annual General Meeting on 26/06/25.

In accordance with the Society's new constitution, Rob Bradley, Kirsty Hackney, Stewart Millar, Amanda-Jane Slater and Steve Tointon will retire by rotation at the Annual General Meeting on 26/06/25, when they will be eligible to seek re-election, subject to being duly nominated.

The terms for which Chris Baldam, Jonathan Battersby, Gavin Gordon and Lincoln City Foundation were co-opted as external Board Members will expire at the Annual General Meeting on 26/06/25, following which they will be eligible to be co-opted again.

Business Review and Future Developments

Report by Rob Bradley (Chair of Society and Fan-Engagement Team Co-Leader)

I must begin this report by thanking, on behalf of our board, a range of individuals and organisations.

Huge thanks go to Tension Twisted Realities, our main sponsor, and our commercial partners - all listed in detail on our website. We thank everyone at Lincoln City Football Club, especially those who we liaise with on a regular basis, as we look to support our near 7000 members. Particular gratitude is expressed to David Lowes, club director with a Fan Engagement remit, who we continually work closely with in both governance and practical fan support matters. We continue to enjoy good relationships with other fans' organisations and we gain great satisfaction from making contributions to our charity partners, not least Lincoln City Foundation, who are outstanding in all that they do.

As chair, I must put over much admiration for everyone on the Red Imps Community Trust board and associated volunteers, who put in so much time, effort and skill, week in, week out. Finally, I refer to our membership again and confirm that we thank them for their involvement, their feedback and how they create so much goodwill and atmosphere on match days and beyond.

Our Elected Supporter Directors - Mandi Slater (John O'Gaunts membership) and Phil Srafton (broad membership) - represent our members and RICT itself on the LCFC Board of Directors with great skill. Phil especially, as a newcomer, has hit the ground running in what can be a challenging role. We are indeed very fortunate that they hold these roles on our behalf and fulfil them so well. Steve Tointon, a club director in his own right, continues to aid RICT in the treasurer's position and we are delighted that Sarah Campbell is on board, providing support in our financial recording.

We have undergone quite a process in uplifting our Trust from what was already a good position. Our governance is robust, with an up-to-date constitution and range of supporting policies and our continuing future planning and recruitment, skills auditing and training and restructured form should see us operate to a high level for years to come.

Part of this restructure involved the creation of teams that match our summarised reasons for being - namely 'Supporting Our Fans, Our Club, Our Community'. We therefore have Fan, Club and Community Leads (Emma Crellin and myself; Mandi and Phil; and Biff Bean respectively), each with their own team, in order that we make positive impacts in each of those areas. We also have an External Liaison Lead - Julian Buttery - working with the Football Supporters' Association and other external bodies. Stewart Millar, our Commercial and Events Lead, has contributed much in the involvement of local businesses into RICT and with income generation. 2024 has therefore seen much progress in how we work and what outcomes we achieve.

We are proud to hold the Fans' Share in order that our members can have a say on heritage and other matters, including ground location, should they arise. It is a measure of the running of our club that this is in place, when the industry still awaits the effective introduction of the Football Governance Bill, which will look to encourage such things at other clubs.

Our day-to-day operations centre around many things, of which Fan Engagement plays a large part. Our Fan Engagement Action Plan guides the way we put into action the aims of our

overarching Strategy in that area. This comprises a great many initiatives. A substantial upgrade to our effectiveness has been the construction and opening of our Fan Village RICT Pod - an excellent steel frame and steel clad structure, provided with great generosity by Lindum Construction Ltd, who we thank once more.

We communicate and converse with our members and fans generally on all aspects relating to our club that they wish to bring up. As an example, we have headed up a Programme Working Party, where members have raised the issue of there being no match programme anymore and we will provide a guide as to whether some sort of matchday publication is provided in the future.

Our communications team continues to publish interesting and informative content. Our heritage actions continue, including our on-line museum, and we soon hope to recognise another significant Imp-related landmark, to add to those already in place in the city. A new initiative we have taken on is bringing together other Supporters' Trusts in the East and East Midlands for discussions and fact-finding and after a very successful first gathering another one is planned for during the close season.

Finally we must impress that we must not stand still in how our Trust is run, who it recruits and what strategies we adopt and actions we carry out. We always need new people and new ideas. Just like the directors and staff of Lincoln City are its temporary guardians so are the people within RICT and we welcome with open arms new individuals who think they will enjoy involvement with us. Let us know if it's for you!

This report was approved by the Society Board on 14th May 2025.

Signed on behalf of the Board:



Name: Rob Bradley

Position: Chair of the Society Board

Date: 2nd May 2025