**Clinks 25th Annual General Meeting**

**Tuesday 7th November 2023 at 4:00pm** **Via Zoom**

**Attendees**

Achieve, Adferiad Recovery, Advisa Partnership, Age Uk Noth Tyneside, Agenda Alliance, Barrow Cadbury Trust, BBC, Borderline Books, Bounce Back Project, Bthechange, Catch 22 Change, Grow, Live (CGL), Changing Tunes, Clean Sheet, Community Links Ltd, Corona Kids CiC, Duke of Edinburgh’s Award, Elizabeth Fry, Finding Rhythms, Food Matters, Geese Theatre Company, His Majesty’s Prison and Probation Service (HMPPS), Liberty Kitchen, Lincolnshire Action Trust, Margaret Carey Foundation, Ministry of Justice (MoJ), MTC Ltd, Nacro, Prison Advice Care Trust (PACT), Prison Phoenix Trust, Prisoner’s Education Trust, Prisoners Abroad, Probation Institute, Respect Project, Revolving Doors Agency, Run For Your Life CiC, Saltbox-Restart, Samaritans, Shannon trust, Sixty-One, Spurgeons, St Giles Trust, StandOut, Sussex Pathways, Sussex Prisoner’s Families CiC, The Corbett Network, The Goldsmith’s Company, The Growth Company, The Sheriff’s and Recorders fund, The Waterloo Foundation, The Wise Group, Third Sector Consulting Ltd, Trailblazers Mentoring Ltd, WISE.

**Minutes**

1. **Welcome and Chair’s address – Roma Hooper (OBE)**
   1. Roma opened the meeting by welcoming everyone to Clinks’ 25th AGM. Roma thanked everyone for joining online and offered a reminder for the in-person annual conference on the 22nd November 2023 at The Resource for London titled ‘Making Race and Justice Everybody’s Business’.
   2. Roma reflected on the past year and acknowledged the challenges for the sector with the increasing burden of the rising cost of living and post pandemic struggle. Highlighting the need to diversify income generation, with Clinks navigating this era itself, it strives to support and guide its members to the best of its ability.
   3. Roma reminded all members of their right to vote, and to use the chat function to do so. Roma thanked the Clinks team and board for their hard work and dedication, with a special mention to two outgoing trustees Richard Booty and Jessica Southgate.
2. **Apologies from members**

None recorded.

1. **Approval of minutes of the 24th AGM held on 22nd November 2022**

**Ordinary Resolution 1**:   
*That the minutes of the 24th Annual General Meeting held on 22nd November 2022 be adopted as a true record of the meeting.*

The previous minutes are accepted as a true record. Proposed by Jon Collins, Prisoner’s Education Trust. Seconded by Rich McStraw, Stand Out and passed with 9 additional votes.

1. **Presentation of the Annual Report and plans for the future – Anne Fox, Chief Executive Officer**  
   1. The Annual report’s theme is infrastructure, we were called on to provide essential support so that voluntary organisations can provide essential support services in an ever changing and challenging climate.
   2. We worked to a 2-year delivery plan extending our existing strategy and in the 2023/4 year we will be coming to members to develop our next strategy.
   3. Five goals for this year can be summarised as understanding, connecting, voicing, supporting, and developing.
   4. Understanding – website was visited 565,000 times by over 162,000 users, and we delivered 146 bulletins and newsflashes to 21,601 subscribers. Through 44 publications, including 21 blogs, we’ve aimed to bring more knowledge to the sector. We are grateful to Russell Webster, academic and sector leaders who contributed content to five new digests in our evidence library, and engaging seminars.
   5. Connecting – Directly supporting 173 organisations face-to-face, as well as 401 attendees at 15 forums. Supported 298 members of our Women’s Network, members attended quarterly forums and received quarterly bulletins, as well as benefitting from advocacy on issues, policy, and service developments. Our Race and Justice Network of 63 members got a new coordinator who built a lot of knowledge of the members’ and sectors’ needs. Our events and training programme was impressive with 96% of evaluation forms rating events good or very good. 2301 people took part in 72 events.
   6. Voicing – The concerns of the sector and giving a voice to them on developments remains a core area of our work. Lots to work on for the RR3 and its Special Interest Groups on Covid 19, probation reform and future regime design. Clinks represented the sector on a range of forums including HMPPS Independent Advisory Group and the HMPPS MOJ Third Sector Strategic Partnership Board, The Expert Group on Women in the Criminal Justice System, and The Criminal Justice in Wales Board. We established a new commissioning forum with MoJ and HMPPS. Through our membership of the Health and Wellbeing Alliance we’ve been able to have a specific focus on health inequalities and to combine this knowledge and connections with the developments in MoJ on neurodiversity. Thanks to Lloyd’s Bank Foundation for England and Wales we have concluded our Stronger Voice Project providing support for organisations to understand how to use their own voice and amplify the voices of their service users.
   7. Supporting – Focused on creating spaces for conversations and progress on issues affecting the sector and on advocating on behalf of the sector in opportunities for change. This included probation reforms, developing a new prison regime, and the impact of the efficiency and savings review on the sector’s statutory commissioning and funding opportunities and experiences. Utilising the sector’s experiences as shared in our State of the Sector report, we worked across HMPPS and MoJ presenting the results, and with the Association of Charitable Funders. In 2023/24 ACF, Clinks and HMPPS will do further research to understand the funding streams the sector relies on and explore areas for change.
   8. Developing – Clinks is a fully remote organisation. We have kept a focus on staff wellbeing and continue to offer monthly wellbeing days to all staff. Continued focus on how to diversify our board and staff teams, and in addition to the protected characteristics in the Equality Act, this for Clinks includes lived experience of the criminal justice system. We do not ask staff joining Clinks to disclose, we ask in our confidential staff equalities survey so we can better understand what is needed for staff support and development. The survey this year found that 42% of Clinks staff identified as racially minoritised, and 42% have lived experience of the criminal justice system. 55% of our trustees identify as racially minoritised and 27% have lived experience.
   9. We need to diversify income streams. Our Deputy CEO will focus on high quality delivery of current plans, enabling our CEO to focus on future strategy, including how to finance our plans. Next year we will be undergoing an impact evaluation and planning our next strategy.
   10. Clinks will ensure we are promoting the sector, providing information, and promoting the sector to commissioners, practitioners, and decision makers. A revised Clinks Thinks will include developed policy positions on shared objectives. With thanks to City Bridge Trust funding, we will develop our voluntary sector co-ordination support in HMP/YOI ISIS and promote the model through dissemination of learning to the prison service nationally and locally. We will develop our membership offer, including access to recourses and tools. We will continue our anti-racist work to become a leading organisation in this area and establish training for our team in key areas.
2. **Presentation of the Annual Accounts – Simon Alsop, Treasurer**
   1. Treasurer Simon Alsop presented the audited financial statements for the year ended 31st of March 2023. The trustees approved a deficit budget in April 2022 which is customary in practice but was ambitious in terms of funding amounts to achieve. The deficit agreed was £250,000. This speculative deficit was agreed due to a change in Clinks’ circumstances and calculated position in reserves due to becoming a fully remote organisation.
   2. The deficit was mitigated throughout the year by continued fundraising, bringing in additional resource to support activity, natural cost saving and strict financial planning. Ending March 2023 with a balance of £330,721 of which, £315,431 are free reserves and £15,290 is restricted funds.
   3. Clinks was able to meet and satisfy funder commitments as well as delivering on planned activity and sustain our current high standards of outputs. Clinks has again examined its reserves levels to ensure appropriate levels are held to remain financially stable. Extensive work was completed in March 2023 to test current risks and establish if critical loss of restricted funding is our most prevailing risk. The calculated reserves level is £319,000 and Clinks free reserves held are £315,431. We had taken the strategic decision to leave Clinks free reserves above the required level, to counter some of the risk of running at a larger deficit than usual.
   4. Simon credited Clinks’ resilience through turbulent times to the statutory funding that we receive and the support from our loyal and generous funders. We are grateful for their continued support.

**Ordinary Resolution 2**:  
*That the audited Report and Financial Statements for the year ended 31 March 2023 for Clinks be received and adopted.*

The audited Report and Financial Statements for the year ended 31 March 2023 for Clinks to be received and adopted. Proposed by Jon Collins, Prisoner’s Education Trust. Seconded by Mary Suphi, Bounce Back and passed with 8 additional votes.

1. **Resignation, re-election and election of trustees**

That it be noted that the following Trustees have tendered resignation in accordance with Article 37 of the Articles of Association:

* Jessica Southgate
* Richard Booty

**Ordinary Resolution 3:**

*That the following trustees be elected as trustees of Clinks in accordance with Article 37 of the Articles of Association: Maisie Hulburt and Kelly Loftus.*

* Maisie Hulbert Proposed by Jessica Southgate, Agenda Alliance. Seconded by Rich McStraw, Stand Out and passed with 10 additional votes.
* Kelly Loftus Proposed by Jon Collins, Prisoners Education Trust. Seconded by Jesssica Southgate, Agenda Alliance and passed with 9 additional votes.

1. **Keynote speaker – Charlie Taylor HM Chief Inspector of Prisons**
2. **Q&A session with Charlie Taylor HM Chief Inspector of Prisons**

**With formal business concluded, Roma Hooper closed the meeting at 17:30pm.**