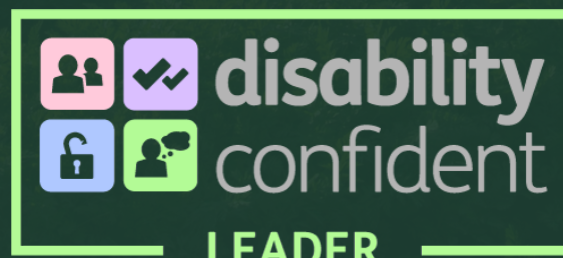




IMPACTFUL GOVERNANCE IMPACT REPORT 2025

Creating sustainability by imbuing independence
and strength into organisations;
supporting services to be more effective and
efficient.



www.ig-cic.org.uk



02. ●●●

Welcome Message

2023-24 was a challenge in terms of income and the expected reduction of income in no way meant we provided less of a service thanks to the collaborations between Impactful Lives charity and Impactful Governance C.I.C.

We have now become Asset-locked to Impactful Lives (charity No. 1203136) meaning that the two are inextricably linked and secure. There is a clear working together agreement that outlines how the two work collaboratively together to achieve common objectives. Over the coming years, more of the LGBTQ+ services will move over to the charity (Impactful Lives) allowing a clear definition and difference.

2024 brought about some exciting opportunities for further partnerships and deeper relationships.

2025 gives us a platform to grow stronger in the next three years, thanks to sustainable funding from the Community Lottery Fund and others.



Andrew Waite
Chief Executive



Since 2017

03. ...

History



2019 - Governance support for charities

Governance support for community groups

2020 - Social Enterprise & Community Work

Customer Service Training for organisations

Covid Sustainability Training for organisations

2021 - Organisation & Individual Covid Support

DWP Accredited Disability Confident

SME Climate Hub

LGBTQ+ Research Pilot

2022 - Green Jobs Training Provider

Eco Office Audits conducted for 55 organisations

Kickstart Grants and jobs for 118 young people

LGBTQ+ Research "Where's the 'T'?"

DWP Accredited Disability Employer

2023 - NCFE Training Centre Approval

LGBTQ+ Health Inequality (NHS) Research

Sustainable Land Use Research

DWP Accredited Disability Leader

2024 - Level 1 Environmental Awareness Course

Gender Identity Policy & Training for organisations



Impactful Governance will focus on four main areas of work:

- Education, Employability, Research & Mentoring

04. ...

Why Choose Us?



01. Research

- Eco-Audit Reports for Three Rivers District Council
- LGBTQ+ Report for Watford Borough Council
- LGBTQ+ Report for NHS Health Protection Board (Covid Recovery)
- LGBTQ+ Health Inequalities for Hertfordshire Partnership University NHS Foundation Trust.

03. Diversification

LGBTQ+ Carers Support
LGBTQ+ Domestic Abuse
LGBTQ+ Cost of Living Support
Gender Identity Awareness
half day, workplace sessions.

Disability Leader.
Ethnically Diverse & inclusive.



02. Training

We provide Nationally Recognised Qualifications in:

- Job Search & Employment Potential.
- Environmental Awareness
- Mentoring
- Understanding Climate Change

04. Partnerships and Positive Changes

We co-wrote the HPFT NHS LGBTQ+ Gender Identity Policy.

We have provided many years of social activities. Mentoring individuals to reach goals or tackle all types of personal issues.

05. ●●●



Our Training Products



Level 1 - Job Search & Employment Potential

Level 1 - Preparing for Mentoring



Level 1 - Environmental Awareness

Gender Identity Awareness



RAINBOW FUTURES

Can we share?

paying the bills, planning or just getting by?

MAKE MONEY

How much is my pension?

EMAIL: ADMIN@IG-CIC.ORG.UK
Tel: 01923 231660
Tesco Extra
Community Room
(Aisle 41 - inside store)
Watford WD17 2BD

Drop-in sessions
Tuesdays 7-9pm

Supported by:

Impactful Governance
Community Interest Company

DUAL SPIRITS

WWW.IG-CIC.ORG.UK

EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

WWW.IL-ORG.UK

NEVER AFRAID TO ASK FOR HELP
NEVER ALONE

Supported by:

Impactful Governance
Community Interest Company

All sessions are led by LGBTQ+ people & for LGBTQ+ who care for someone who wouldn't cope without you.

Time for you to relax.
All sessions are **FREE** to
Hertfordshire LGBTQ+



Saturday 1pm-3pm Monthly events for **FREE**:

- ✓ Pasta Making
- ✓ Card Making
- ✓ Pottery Making
- ✓ Wreath Making

SAVE THE PLANET

STARTING WITH LUTON - TAKE THE 4 WEEK CHALLENGE

Find out how we can all make a difference and gain your first
Level 1 Qualification in Environmental Awareness



Funded by
UK Government

Luton
Adult Learning

IMPACTFUL GOVERNANCE
Community Interest Company



01 WHAT IS CLIMATE CHANGE & GLOBAL WARMING?

Understand the environment, the benefits and some of the challenges. What are my environmental values and where can I make a difference or be in an environmental role that helps?

02

IMPACT & CHANGE

Using renewable energy sources such as sun, wind and water, as well as reducing energy consumption at home and in the office can help reduce the carbon footprint and maintain the availability of natural resources.



03

WHAT CAN I DO?

We can show you how to eco-audit your home. Check how you can re-use, reduce or recycle to save money as well as the planet. How do we grow and eat in a sustainable way to protect nature and wildlife?



Year 01- Targets (May23- May24)	Target	Actual
Publicity and support**	96	112
Outreach incl Admin*	268	425
Total Volunteers Hours	0	327
Total hours required on project	364	864
Total Hours spent on project inc volunteers	364	1191
Number of Events attended	0	54
Number of our own unique Events	2	18
Volunteers Registered	10	15
Number of new LGBTQ+ registered	180	273
Organisations enagaged	10	63
Mentoring hours	96	106


COMMUNITY
FUND

07.

WE ORGANISED AND SUPPORTED
OUR LOCAL COMMUNITIES



LGBTQ+



WATFORD PRIDE PICNIC 2024 & 2025



RAISING
£1,019



Held on

**Watford Heath Green,
Pinner Road, Watford
WD19 4EU**

Organized by

**Impactful
Governance**

Beneficiary

Impactful Lives
Charity No. 1203136

01923 231660

www.il-org.uk

admin@il-org.uk

Impactful Governance

2025 SUPPORTERS

Luton
Adult Learning



**WATFORD
BOROUGH
COUNCIL**



**Hertfordshire
Partnership University**
NHS Foundation Trust

CONTACT



IMPACTFUL GOVERNANCE

Community Interest Company

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George Street, Watford,
Hertfordshire WD18 0BX
Email: admin@ig-cic.org.uk

Tel: 01923 231660



IMPACTFUL GOVERNANCE
Community Interest Company



**Funded by
UK Government**