



## mASCot Directors Meeting - January 26, 2026

### Attendees

Mimi Banks, Paula Donovan, Sam Bayley, Stacey Musimbe, Rachel Baker, Nancy Kelley, Linsey McGill, Al Brown

### Apologies

Sarah Rogers (Stepped Down), Diana Seaborne.

### Read through and signed off last minutes

### Quick recap

The meeting focused on reviewing mASCot 's financial status, discussing board roles and responsibilities, and exploring fundraising strategies. The board reviewed the organization's financial position, including accountancy fees and funding allocations. They discussed the need for clear board roles, with Al offering to help with financial oversight and Lindsay suggesting a focus on fundraising. The group explored potential partnerships with other youth organizations to expand services. They also reviewed the status of various funding applications and discussed strategies for pursuing larger grants. The conversation ended with a review of director's reports, where Mimi and Sam shared updates on ongoing projects and concerns.

### Next steps

- Rachel: Look into what forms and information are needed to formalize director roles and summarize requirements for the group for Companies House
- Mimi: Email Rachel the login details and relevant information for company access
- Sam: Add Lindsay to the WhatsApp group
- Nancy: Send her company policy redrafts to Mimi/Al/Linsey
- Al and Lindsay: Review and cross-reference existing policies with All Sorts draft policies as received from Nancy



- Sam: Update the "trustee" references to "director" on the relevant web pages and documents
- Sam: Add the articles of association to the director's information pack
- Sam: Send link to the funding brochure to all directors
- Sam: Add the list of current funders and funding status to the info pack
- Sam: Set up/convert the private Facebook group for directors with all relevant files and documents
- Lindsay: Contact key youth providers (Hangleton & Knoll, Joe Martindale) to explore partnership opportunities for mASCot youth groups
- Sam: Email Lindsay to arrange meeting with Paula and Matt Thomas regarding NHS funding and data
- Mimi: Work with AI to review and clarify financial reporting & monitoring, including template for showing restricted/unrestricted funding
- Sam: Add all directors to the existing Directors Facebook subgroup
- Sam: Update links and files in the director's subgroup for directors
- Sam: Pull together all existing data and information for potential funding/NHS applications
- Sam to check with fundraiser volunteers if anyone has the skill to be Fundraising Lead on the board
- Sam: Update website footer with current funders (as noted was out of date)

## Summaries

### Identifying roles:

Diana Seabourne: Chair/HR

Mimi Banks: Operational

Paula Donovan: Operational

Sam Bayley: Operational

Stacey Musimbe: Inclusion

Rachel Baker: Legal

Nancy Kelley: Safeguarding

Linsey McGill: LA/Health Services Liasson

AI Brown: Finance



Links shared:

Our legal duties: NCVO on governance

<https://www.gov.uk/guidance/charity-trustee-whats-involved>

<https://www.ncvo.org.uk/help-and-guidance/governance/>

<https://www.gov.uk/government/publications/community-interest-companies-how-to-form-a-cic/community-interest-companies-guidance-chapters>

## Role of the Board

The board agreed to review the organisation's articles of association and get clarity on the legal obligations of Directorship. We agreed to shift the reference from Trustees to Directors, and to meet 4 times per year.

The group also discussed developing clearer roles for individual board members in terms of practical support for the organisation. These roles would be identified according to personal expertise, interest and capacity. It was agreed that the roles would be likely to develop over time however the needed support areas that were identified are: safeguarding lead, financial management, diversity and inclusion (particularly around intersectional contexts where SEND overlaps with additional systemic barriers experienced by other marginalised/hard to reach communities), legal (Companies House compliance) and HR - staff/team/volunteers management.

It was agreed that most of these can be covered by existing board group, what is missing from the board is a Fundraising lead. This is a priority recruitment.

## Fundraising Challenges

Group discussed the complexity and need to better keep track of funding allocations from various sources. The bank balance is healthy, however much of the money is ring fenced for particular projects. There isn't sufficient funding stream for ongoing core costs particularly for Sam's admin work which is essential to mASCot running.

Mimi explained the funding strategy of multiple small grants applications (managed by fundraising volunteers) plus seeking 2 or 3 larger multiyear grants (by Mimi and Nancy). So far mASCot has not been successful with applications to larger grants (since Mimi had a successful





run of x 2 three-year grants from Reaching Communities and Children in Need 2019-2022 - (£160,000 raised) Our 3rd Reaching Communities application in 2025 failed at the first round.

## Funding for Projects

The group discussed fundraising challenges, particularly for the Teen+ Club which has had to pause. The group agreed that partnerships with other Youth providers to share resources is the way forward to making CYP programme sustainable in this current climate of competition for funds, lack of LA funding and lack of staffing capacity within mASCot.

It was noted by Mimi that mASCot CYP groups requires 2 paid staff members. Mimi explained that Teens has operated for years with volunteer help and often free venue space, without this there are significant costs for proper staffing and operations that mASCot has never had to cover previously. Sam and Mimi also discussed the original mission of Mascot, which was to support parents, though they've since expanded to include youth work programs. Operational team would like to provide balance across both areas.

## Early Intervention and Funding Strategy

The group discussed other strategies for securing funding, highlighting mASCot's place within early intervention services, emphasizing the importance of evidence-based case studies to demonstrate need, and the case for early intervention itself within this community.

Linsey provided an overview of her recent consultation work on Section 19 and EOTAS, highlighting key findings on system navigation challenges and the importance of co-production in policy reviews. The team also considered gathering more comprehensive data on neurodiverse youth and families moving towards homeschooling to strengthen their case for funding and support.

They agreed to compile existing data and research, including a previous survey, to strengthen their case for funding. Sam proposed creating a shared Google folder or Facebook group to organize documents and facilitate communication among members. The team also discussed engaging with Sussex Partnership Trust for potential research collaboration and noted the need to effectively communicate their achievements to stakeholders.