





Chairman's Introduction

2021-22 has been a year of transition for everyone in our community and our organisation. Now Group has been through challenging times this year, but it has also been one of great progress for our Services and Social teams. The dedication and hard work demonstrated during the Covid pandemic has ensured NOW Group is in position to work with businesses as they commence filling skill gaps throughout their operations. This work has enabled positive relationships to be built with a number of key organisations across all industry sectors in Northern Ireland who value, encourage and support inclusive and diverse workforces.

It's been another year of exceptional results. Now Group has supported 1753 people to achieve 753 qualifications and obtain 108 jobs – all against the backdrop of economic uncertainty. The business has maintained its social impact figure of £20 which means that for every £1 invested in NOW Group there is a return of £20. This measures the true social impact of every one of the above jobs and qualifications and the astonishing impact that our community activities have.

Loaf has endured a challenging year due to ongoing Covid 19 restrictions impacting all café sites and corporate catering. This resulted in several closures and reopening periods to ensure a safe environment for customers, staff and participants within the business. However, Loaf Pottery has continued to operate well during Covid, and new products have been added to an already superb range.

March 29th saw the return of Graduations in person for the first time since 2019. Over 200 participants attended the ceremony in Belfast City Hall and celebrated their achievements by completing training academies in such diverse areas as warehousing, retail, digital tourism, and business administration. This year end event inspired, motivated, and lifted the spirits of everyone involved, particularly our wonderful volunteers and staff.

NOW Group remains innovative by challenging ourselves to ensure the best services are delivered for our participants and stakeholders. Quality is at the heart of what we do and it is constantly monitored, evaluated and improving. This enables services to be designed and developed for the benefit of our participants so we can meet both their current and future needs.

In 2022/23 we expect to expand the brilliant work currently undertaken in Omagh and Enniskillen with new drop-in centres. We intend to work with more strategic partners who will assist in the expansion of our service provision across the whole organisation. It is anticipated 2022-2023 will be an exciting year across the whole island of Ireland.

Any business is only as good as the staff that delivers the services whether that be staff in the Loaf Cafés and Pottery or those delivering training for Jam Card and in our academies, or family services.

The Board is in awe of the dedication, passion and work ethic of our staff. It is a wonderful team that constantly goes beyond the normal day to day commitment and that is so inspiring and rewarding for all involved in the Now Group.

The year 2022/23 will be a difficult one with an economic recession looming and a cost-of-living crisis, but the Board has absolute faith that our staff and executive management team will find solutions to issues that arise and that services will continue to be delivered to those most vulnerable in society and ensure their quality of life is enhanced by the NOW Group.

John Gordon
Chairman, NOW Group

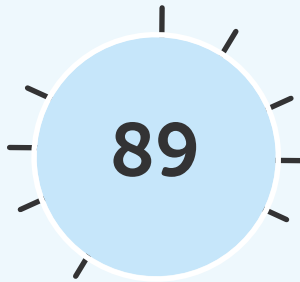
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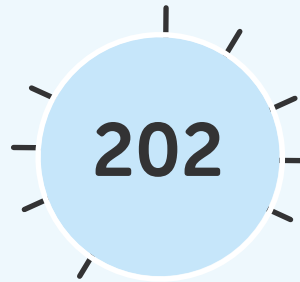
How did we do in 2021-22?



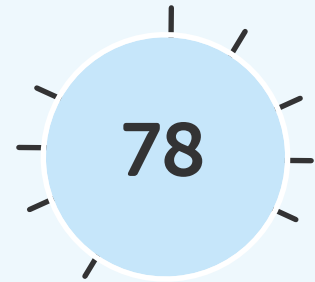
Participants supported in training and employment



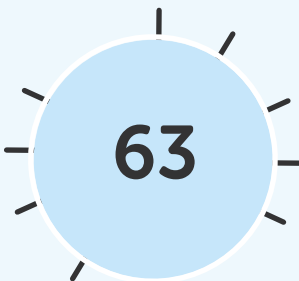
Families supported through 1953 one to one sessions



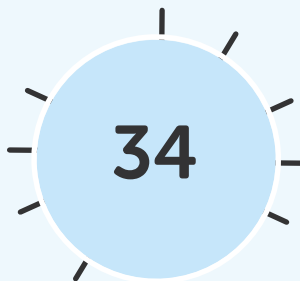
Participants supported across 13 social activity groups



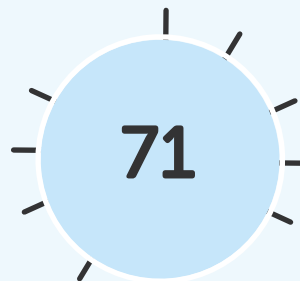
Participants supported in community programmes



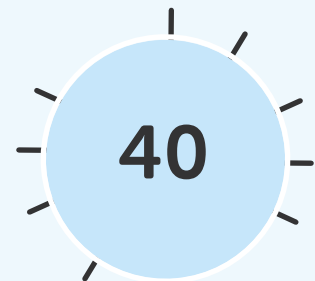
Participants placements in Loaf Catering



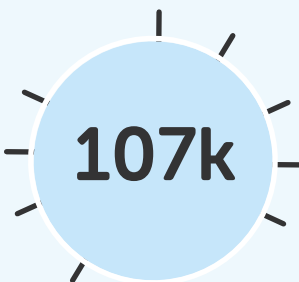
Volunteers delivered 3594 hours



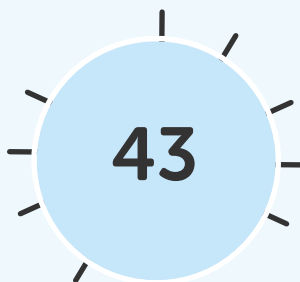
Participants supported in their employment



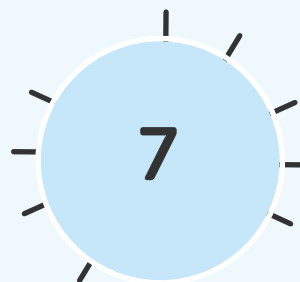
Participants engaging in Together Building United Communities (TBUC)



Over 100,00 JAM Cards in circulation



Schools/Further Education Schools engaged



Participation in seven Council Labour Market Partnerships

1 Objectives and Activities

NOW Group is a Limited Company with charitable status that has been operating since 2001. It provides quality training and employment services for local people with differing levels of learning abilities who often are furthest removed from the labour market.

The purpose of NOW is:

Supporting People with Learning Difficulties and Autism into Jobs with a Future

The Company's objects are:

- (a) to advance the education of the beneficiaries in the area of benefit and to relieve poverty and unemployment by the promotion, facilitation and organisation of adequate, accessible and quality programmes of vocational and educational training, information and support in an effort to acquire skills and retraining to assist the beneficiaries in obtaining new skills, qualifications, employment or practical work experience and thereby assisting in developing independent living skills;
- (b) to relieve unemployment through the maintenance, management and support of supported employment schemes for people with learning disabilities, difficulties and associated problems;
- (c) to promote or assist in the promotion, facilitation and organisation of capacity building programmes and projects for the beneficiaries within the area of benefit who have need of such assistance as a result of their youth, age, ill health, disability or infirmity, or social and economic circumstances, by the provision of information and training, advice, mentoring, classes, workshops, support and instruction in an effort to increase the abilities, skills and self-confidence of the beneficiaries;
- (d) to promote social inclusion and integration for the public benefit by associating together volunteers and organisations in a common effort to raise public awareness of the issues affecting those suffering from learning disabilities, difficulties and associated problems and their families and carers and to promote the participation of the beneficiaries in all aspects of society.

For the purposes of this this clause the expression "learning difficulty" shall include any learning disability, difficulties and associated problem or those who appear on the autistic spectrum, a developmental disability of the mind, sensory impairment, acquired brain injury or mental health problem.

Over the years, NOW Group has developed a range of services to help people realise their full potential. These are defined in the following three main aims:

1. To ensure people have the support they need to make informed decisions about their post-school future
2. To ensure people have access to quality, accredited training which helps them prepare for independence and the world of work
3. To provide people with the support they need to access the job they want, and keep it.

Public Benefit

In shaping our objectives and planning the activities to meet those objectives the Trustees have considered the Charity Commission NI's guidance on public benefit including the commission's 'Public Benefit Reporting' document CCNI PBR1.

The direct benefits which flow from our purposes are:

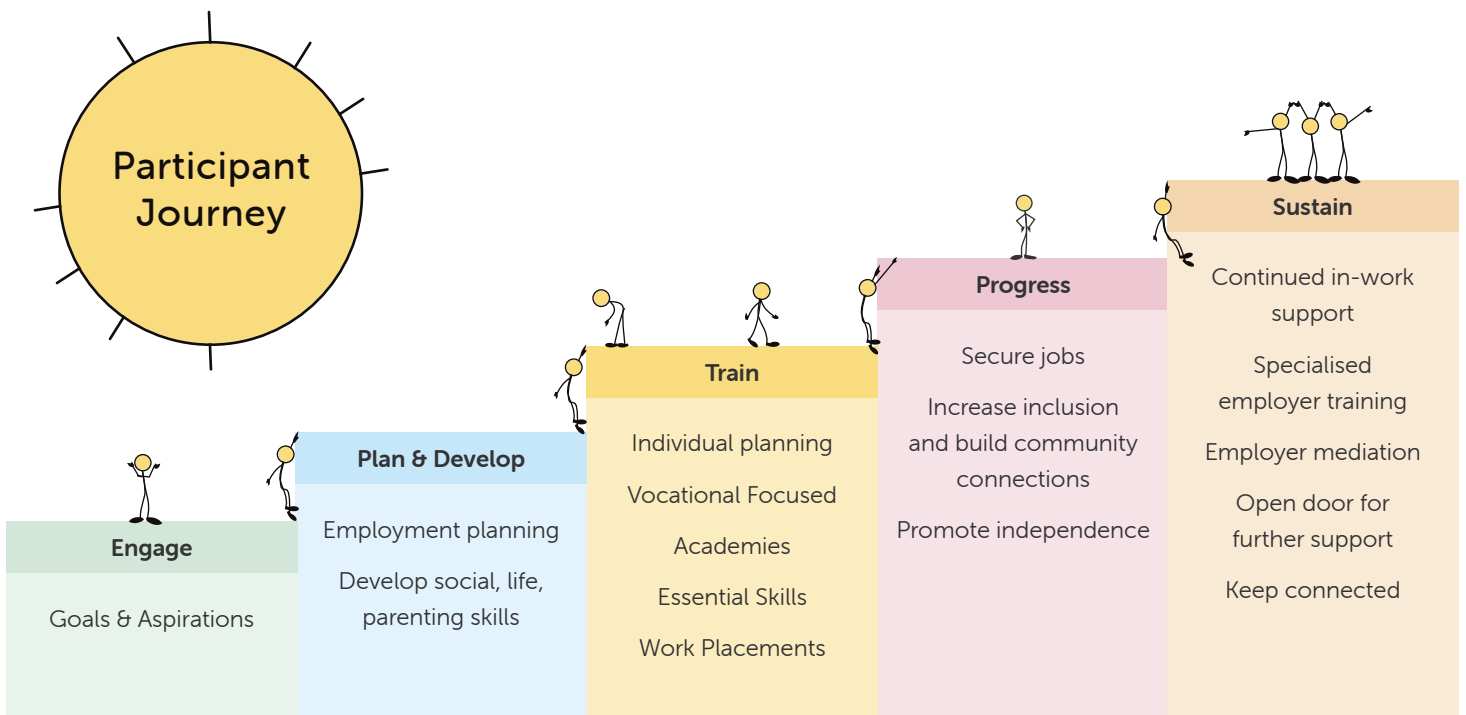
- a) Increase in the qualifications and skills gained by the beneficiaries
- b) Supporting the beneficiaries to move into employment with a sustainable future
- c) Enhancement of education for beneficiaries
- d) Social inclusion of beneficiaries

The direct benefits flowing from our purposes are set out in section 2.

2 Achievements and Performance

We support people with learning difficulties and autism into jobs with a future. We identify hurdles facing participants and co-design innovative solutions to maximise opportunities for employment while challenging societal perceptions and prejudices. We are focused on reducing the increasing employment, social, digital, and financial gaps for our participants. Our team's agility to pivot services during the pandemic, using digital platforms,

has delivered exceptional results. Our service teams have taken learning from this period and created a blended style of programme delivery which enables us to support a diverse population across an expanded geographical area. We have developed a service continuum offering provision to any participant who wants to achieve a job regardless of their ability or background. Our work is supported through contracts, government programmes, charitable funding and all are enhanced by revenue generated through social enterprise activity.



Community outreach & inclusion
 Co-designed, innovative & progressive models
 Employment Partners offering work placements & jobs

Employment Service

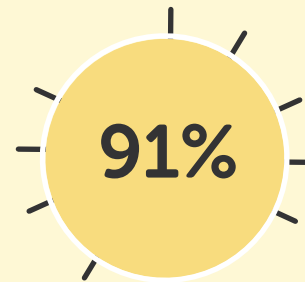
A recent survey from the Ulster University found that over 74% of disabled people in Northern Ireland are currently unemployed, the highest rate in the UK by a significant margin (UUEPC 2022). The disability employment gap has continued to grow and has been compounded by the impact of the pandemic. Many of our participants are thought of as 'economically inactive' and are living in poverty with poor academic achievements. As a pioneering organisation, we have used co-design methodologies and developed innovative approaches that create successful and meaningful employment opportunities and a pathway into sustained employment for participants. We align individual progression specifically to labour market need and participant aspirations. The model of working with organisations to secure and sustain jobs has created a ripple effect of employer interest from across all industries and many see NOW Group as a solution to their employment challenges. NOW's Employment Team not only support participants into jobs but continues that support when needed during employment for both the participant and the employer. Job sustainment is a crucial element of our employment service.

NOW Group has developed a network of strategic and job partners who work with them to increase employment opportunities. Our partnerships have created sustainable opportunities and demonstrate how the participant focused and employer led model has evolved. Our understanding of the economic and labour force environment identifies where there are workforce challenges and opportunities for participants. This model provides unique platforms to improve engagement, provide relevant and bespoke training and maximises the conversions from training into employment.

How well did we do at a glance



New jobs secured



Of jobs sustained for more than six months



Training Services

Relevant and appropriate participant training is critical to achieving NOW Group's mission. The training team has demonstrated resilience and adaptability to meet the ever-changing learning and employment environment for participants. Working in partnership with employers, they have created bespoke vocational academies which have both theory and practical based learning. The training team's agility to respond to participant need and employer demand has resulted in creating an extensive range of vocational training resources from entry level to level 2 accreditations. A critical element of the success of the training department is the recognition of the range of participant learning styles and responding to these using techniques to maximise learning experiences and enhance participant achievements. Essential Skills are also a key component of individual progression and were introduced as a direct response to need. These can now be offered to participants across Northern Ireland using a blended learning approach. We have skilled trainers who can deliver numeracy, literacy, and ICT accreditations in addition to vocational training. Soft skill development is fundamental to building progression plans and the team has developed a catalogue of resources that support skills groups, job clubs and community programmes. All training can be pivoted and delivered across an array of platforms, digital and face-to-face and caters for all abilities.

How well did we do at a glance



Internal accreditations achieved



Soft skills courses completed

Community Opportunities

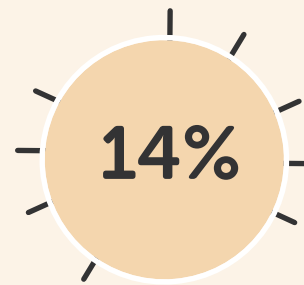
NOW Group is passionate about delivering inclusive practices and equality. This is particularly evident in our community day opportunity programmes. These services offer individualised pre-employment learning sessions for participants who are furthest from gaining employment but have the aspiration to work. The programmes focus primarily on independence and confidence building with health and well-being interventions being delivered as stand-alone sessions and integrated into other learning opportunities. Service provision is determined by participant need and can range from intensive daily support to attendance at specific sessions which map to individual progression. The programmes are delivered at NOW Group’s Hives based in Belfast and Omagh. They provide a varied and engaging curriculum and the community team has developed resources that maintain engagement with participants while encouraging progression into employment programmes. The community team also engages with the participants’ parents and carers providing information sessions and reassurance at times of change for the people they care for.

Family Services

NOW Group’s Family Service is a unique provision offered in Northern Ireland.

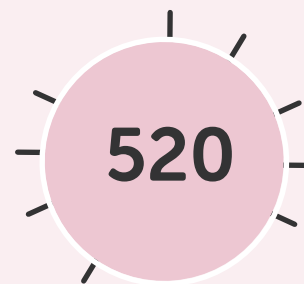
Our pioneering ethos and values are perfectly positioned to support the emerging population of families where there is a new or expectant parent with a learning difficulty or autism. This service supports individuals to take control of their family life, increases their parenting skills and provides them with accessible information to make informed decisions. The Family Service team continually challenges prejudices about their participants’ ability to parent and supports progression for them as individuals. This service provides support through all aspects of parenting from play, communication, and learning to supporting participants to navigate statutory or medical services. The Family Service offers support which is valued by the parents and allows them the freedom to explore their potential without the fear of being judged. Building resilience and confidence increases their integration within their community as a family.

How well did we do at a glance



Progression from community to employability programmes

How well did we do at a glance



Family Support hours purchased by HSCT’s

Loaf Catering

The year 21/22 presented further challenges for Loaf due to ongoing Covid 19 restrictions impacting all café sites and corporate catering. This resulted in managing a number of closures and reopening periods whilst ensuring we provided a safe environment for customers, staff and participants continuing within in the business.

Loaf maximised growth opportunities by continuing to deliver on a temporary basis for NMNI Cultra and Botanic sites until November 21 following an unsuccessful tender process. This then resulted in a further opportunity in partnering with GLL in January 22 to provide a catering provision in Olympia Leisure centre which also developed our corporate partnership with IFA. Whilst the Bobbin remained closed due to the Belfast City Hall retaining restrictions, we were able to redeploy staff to Olympia on a temporary basis.

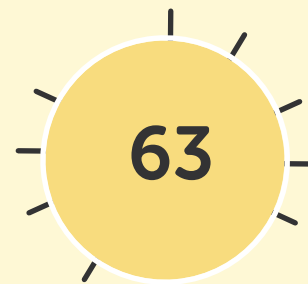
We were delighted to finally reopen The Bobbin, in February 22 albeit on reduced opening hours to steadily welcome staff, participants and customers back on site.

Loaf pottery online sales continued to increase with our busiest period to date throughout the Christmas rush which also included our new corporate supply to Spotify, taking deliveries throughout the world.

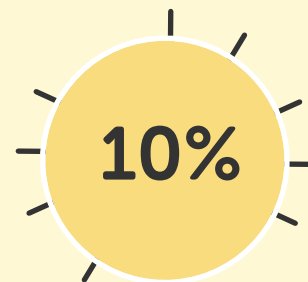
The challenges of the pandemic on our corporate catering service also provided opportunities as we pivoted the corporate catering to include online food ordering for deliver to customers' homes alongside tailoring our corporate offer to businesses as customers gradually moved back to office based meetings and events. We also supported our participant services by partnering with our training team to deliver cookery boxes to the homes of 23 families over a six week period to support online training in cooking healthy meals. The feedback from this project was impressive with participants commenting on how much they appreciated the helpfulness of the Loaf delivery staff.

We continued to review opportunities for growth during the year and to review and improve practices within Loaf. To lead on this, we welcomed new staff members to the Loaf team including Loaf Head of Operations, Loaf Pottery Manager, Loaf Executive Chef and Loaf Administrator.

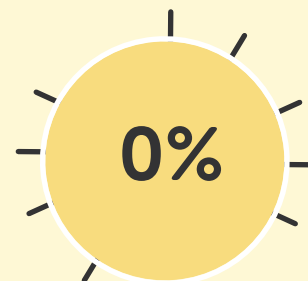
How well did we do at a glance



Participant placements in Loaf Catering



Reduction in food waste



Maintained 0% single use plastics across all our cafes



JAM Card

JAM Card continued throughout the year to support independence for those with communication barriers and this was needed even more as we navigated Covid 19 restrictions. The demand for the JAM Card continued, ending the year on 107,000 cards in circulation and 8,500 app users. The number of businesses becoming JAM Card Friendly had however slowed during this year.

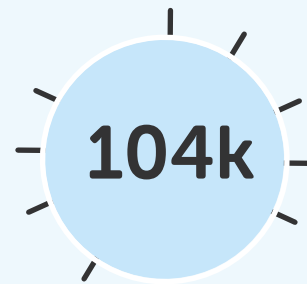
This provided us with the opportunity to review the model and introduce the new JAM Card three-year partnership alongside a revised training model specific to inclusion & diversity. Throughout the year, the JAM Card team interacted with 3,000 employers, developed 11 new partners, provided E learning training for 19,459 people and bespoke training throughout UK, NI & ROI to over 11,000 people. JAM Card continued to work with two community partners, Dementia NI & Chest, Heart & Stroke.

We were also very pleased during this year, to receive funding from Invest NI to allow us to upgrade the JAM Card E learning platform and app to ensure this is providing maximum impact for users. The work embedded within this year has provided the foundations for the JAM Card team to grow significantly over the next year.

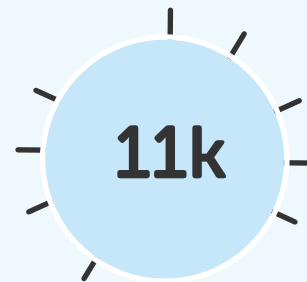
Social Groups

NOW Group reacts to need identified through co-design sessions. A massive need was identified around participant social exclusion and poor mental health caused by isolation and loneliness. NOW Group has developed social groups to support participants to engage with peers, reduce isolation and build independence. These groups focus on bringing together people with similar interests, for example gaming, writing, art or drama. Social interactions are imperative for supporting health and wellbeing and for some of our participants this is the start of a journey into other services, building friendships and creating networks for personal growth.

How well did we do at a glance



Over 100,00 JAM Cards in circulation



Number of people received bespoke JAM Card training

How well did we do at a glance



Participants supported across 13 social activity groups

#BUYSOCIAL

by loafcatering

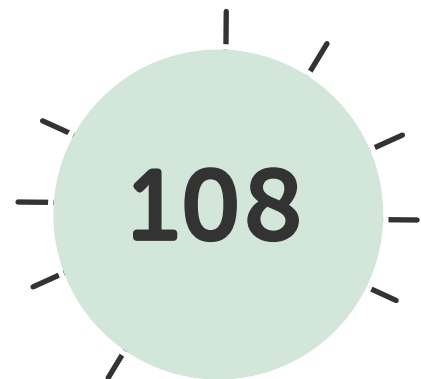


Overall Impact %

For every £1 invested in NOW Group we generated



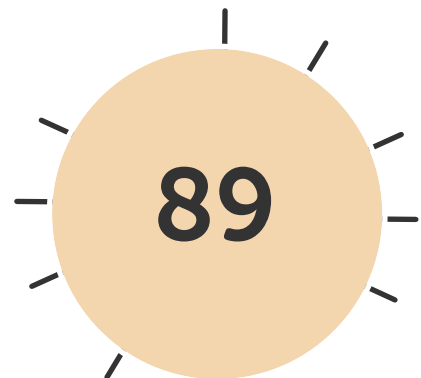
People supported in training and employment



People into paid jobs



Disposable income was generated in paid employment



Families supported through 1953 one to one sessions

ACCOUNTS

3. Financial review

This has been another successful year for NOW Group. Despite ongoing disruption due to the Covid-19 pandemic NOW was able to increase its overall net income resources by £33k compared to £72k in the previous year.

Social Enterprises income in the year was up by 91% compared to 2021/22 with the re-opening of the cafes and continued strong sales of handmade potteryware and JAM Card products. Loaf Catering and JAM Card are still part of the organisation's sustainability strategy.

NOW continued to provide services to participants despite ongoing Covid-19 restrictions with engagement levels remaining high and qualifications being achieved beyond targets. NOW Group has secured funding for main services through to March 2023.

Reserves at year end were £1.05m of which £748k are unrestricted. The cash reserves at the end of the financial year 21/22 have increased to £250k.

Funding Sources

NOW Group's Board is extremely grateful to the following organisations, which provide the main sources of our funding activities:

Name of Project	Theme	Funder
Verve	Employment & Training Programme	European Social Fund Department for Economy Department for Communities Belfast Health & Social Care Trust Ards & North Down Council Mid & East Antrim Council Antrim & Newtownabbey Council
Frontier	Employment & Training Programme	United Kingdom Community Renewal Fund
Workable NI	In Work Support Programme	Department for Communities (DfC)
Transition 2 (T2)	Pre-employment Community	Belfast Health & Social Care Trust Opportunities Programme
Gaining Independence NOW (T1)	Pre-employment community	Belfast Health & Social Care Trust opportunities programme
Loaf Placement	Community placement programme	Belfast Health & Social Care Trust
NOW Connects	Pre-employment Community	Western Health & Social Care Trust Opportunities Programme
LOAF Academy	Catering & Employability Skills	Fermanagh & Omagh District Council
T-BUC Project (Belfast West)	Good relations	Department for Communities
T-BUC Project (Belfast South)	Good relations	Department for Communities
T-BUC Project (Lurgan)	Good relations	Department for Communities
T-BUC Project (Causeway & North Antrim)	Good relations	Department for Communities
Loaf Cookery Club	Cookery and independence	Northern Health & Social Care Trust
Family Service	Building parent resilience	RTE
Ready Healthy Eat - RHE	Cookery and independence	The Real Farming Trust/ The National Lottery
Family Service	Building parent resilience	Henry Smith
Let's Get Fit NOW	Health and Well-Being	Awards for All/The National Lottery

Reserves Policy

NOW has a cash reserves fund representing two month's average staffing costs for the following purposes:

- Available funds in the event of disruption to Cashflow
- Loss of funding
- Organisation Wind up or Redundancy
- Unexpected situations

To strengthen its overall position, the cash reserves policy has been developed to support the strategic objectives and operational plans of the organisation. This means funds are to be held also for the purposes of infrastructure investment and opportunities to explore and invest in future initiatives that drive impact.

Cashflow

Core funding activities are secured until March 2023. Focus continues to be on expanding social enterprise activities including further diversification and expansion into other geographical areas.

NOW must exercise considerable prudence to ensure that adequate reserves are available to bridge any potential shortfall in funds and to allow enough time for replacement or additional funds to be found. Legally, NOW must be able to meet its debts as they fall due.

Since restricted funds can only be used for the purpose for which they are given, NOW must always ensure that it can support at any given time (from its reserves cash or otherwise) viable and contracted programmes should it ever encounter difficulties. The cash reserves protected funds enables the organisation to meet its obligations for two months with no funding available.

In addition, NOW must ensure that it is able to respond to any cashflow problems as a result in delays from either funders or social enterprise debtors.

4. Structure, Governance and Management

Organisational Structure

NOW Group is a company limited by guarantee with charitable status, incorporated on the 2nd day of August 2002, and registered as a charity in 2001. The company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

NOW Group has a Board of Directors of up to 14 members who meet quarterly and are responsible for the strategic direction and policies of the charity. At present the Board has 10 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary (currently NOW Group's Chief Executive) has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive Maeve Monaghan along with the Executive Team.

The Trustees are also responsible for the setting of senior staff pay.

The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Executive Team has responsibility for the day-to-day operational management of NOW Group, individual supervision of the Management team, skills development and good working practice.

Recruitment and Appointment of Trustees

The Directors of the company are also charity trustees for the purposes of charity law, and under the company's Articles are known as members of the Management Committee. Under the requirements of the Articles, the members of the Management Committee are elected to serve for a period of three years, after which they be eligible for re-nomination and election provided that no director shall serve more than two consecutive three year terms and provided that he/she is recommended for reappointment by the directors.. John Gordon was appointed Chair in February 2021. Simon Snoddy was appointed as Chair of the Audit and Risk Committee in October 2016 and resigned in March 22.

NOW Group has a robust Governance Manual based on the Code of Good Governance detailing all processes in relation to its Board. Board members conduct a review of contribution and training needs analysis annually to ensure that all members are contributing and have the appropriate skills, expertise and training to ensure NOW Group's strategy is met.

All members of the Board give their time voluntarily and receive no financial or other material benefits from the charity. Any expenses claimed from the charity are set out in a note to the accountants. Any expenses claimed from the charity are set out in a note to the accountants.

Trustee Induction and Training

Our Board member induction process aims to ensure that new members feel comfortable in their role and can make a useful and rapid contribution. The process lasts for several months and includes review meetings with the Chair to consider further induction and development needs. The Chair endeavours to ensure that the specific talents of each Board member is appropriately used to the benefit of the organisation. Induction includes the Chair meeting with new Board members six months after they join the Board to review the success of the process and to agree further actions. Board members are encouraged to network with staff at events and to attend meetings with key stakeholders, in order to continue to develop their understanding of the organisation and its environment.

Risk Management

The Audit and Risk sub-group has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is reviewed and updated quarterly. Where appropriate, systems or procedures are established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan that allows for the diversification of funding and activities. Internal control risks are minimised by the implementation and annual renewal of ISO 9001 and 14001. The organisation has appointed a Safeguarding Champion and team of Safeguarding Officers to ensure the safeguarding and protection of participants. Staff and volunteers receive regular safeguarding training. Procedures are in place to ensure compliance with health and safety regulations by staff, volunteers, participants and visitors to NOW Group's bases.

Responsibilities of Trustees

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law, the Directors have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the trust and of the surplus or deficit of the trust for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Directors are also responsible for safeguarding the assets of the charity and hence to take reasonable steps to prevent and detect fraud and other irregularities.

Disclosures of Information to Auditors

To the knowledge and belief of the Directors there is no relevant information of which the company's auditors are not aware. The Directors have taken all the necessary steps of which they are aware, provided relevant information and established that the company's auditors are aware of the information.

Tax Status

Under Section 505(i)(a) and (c) of the Income and Corporation Taxes Act 1988, The Now Project (NOW Group) is entitled to charity tax exemption.

Auditors

This report has been prepared by Harbinson Mulholland in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Donated services

We are grateful to the following organisations who donated use of their facilities to support delivery of our services:

- Jobs and Benefits Offices in Bangor, Falls, Andersonstown, Glengormley and Shaftsbury Square
- Libraries NI
- Carrick Community Forum
- Sandy Row Community Centre
- Sainsburys Bangor
- Tesco Bangor, Newtownards and Carrickfergus
- Asda Bangor
- Bridewell Centre
- The Woman's Centre in Magherafelt
- Community House Omagh
- Bolster Community Newry
- Clanrye Group Newry
- Mourne Matters Kilkeel
- Ulster University College of Art ground floor foyer space
- Falls leisure Centre
- The Playhouse Derry
- Henderson's (Belfast Giant's Game)
- Grand Opera House

Pro-bono

We are also grateful for donated design services from www.gerry-can.com.

Reference and Administrative Details

Charity number: NIC100093

Company number: NI043774

Principal office: NOW Group Head Office, 15-17 Grosvenor Road, Belfast, BT12 4GN

Auditors: Harbinson Mulholland, Centrepoint, 24 Ormeau Avenue, Belfast, BT2 8HS

Bankers: Danske Bank, Business Branch PO Box 183, Donegal Square West, Belfast, BT1 6JS

Solicitors: Edwards & Co, 28 Hill St, Belfast, BT1 2LA

Directors/Trustees

The Directors of the charitable company NOW Group are its trustees for the purpose of charity law. Throughout this report they are collectively referred to as the 'Directors'. The Directors serving from 1st April 2021 to 31st March 2022 were as follows:

Sharon Beattie (resigned 25.11.21)

Chris Brown (resigned 15.11.21, appointed 29.11.22)

Edel Doherty (resigned 25.08.22)

John Gordon (Chair)

Allen Martin (appointed 25.08.22)

Gillian McAuley

Ann McGregor (appointed 25.11.21)

Rick McKee

Andrea MacLean Audit & Risk Sub Group

Gerard McStravick Audit & Risk Sub Group

Peter McVerry (appointed 26.08.21)

Richard Moore

Mark Regan (resigned 25.11.21)

Jill Robb (appointed 26.08.21)

Simon Snoddy Audit & Risk Sub Group (resigned 03.03.22)

Alastair Todd (resigned 25.11.21)

By order of the Board on:

Maeve Monaghan



Date 16th December 2022

5. Statement of Financial Activities (incorporating the income and expenditure account) of the charity alone for the year ended 31 March 2022

	2022			2021		
	Unrestricted Funds £	Restricted Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Total £
Income and endowments from:						
Donations & Legacies	73,165	-	73,165	122,735	-	122,735
Charitable activities	1,656,640	1,292,052	2,948,692	1,269,277	1,351,072	2,620,349
Other trading activities	-	-	-	-	-	-
Total	1,729,805	1,292,052	3,021,857	1,392,012	1,351,072	2,743,084
Expenditure on:						
Charitable activities	1,988,015	1,000,475	2,988,490	1,667,127	1,004,037	2,671,164
Total	1,678,611	1,004,037	2,682,648	1,701,476	1,177,330	2,878,806
Net Income/(Outgoing)	(258,210)	291,577	33,367	(275,115)	347,035	71,920
Transfers	236,761	(236,761)	-	348,024	(348,024)	-
Net movement in funds	(21,449)	54,815	33,366	72,909	(989)	71,920
Reconciliation of funds						
Total funds brought forward	769,641	250,504	1,020,145	696,732	251,493	948,225
Total funds carried forward	748,192	305,319	1,053,511	769,641	250,504	1,020,145

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Balance sheet

	2022 £	2021 £
Fixed assets		
Tangible assets	551,831	483,005
Current assets		
Stock	38,774	22,017
Debtors	365,022	335,294
Cash at bank and in hand	802,900	787,248
	1,206,696	1,144,559
Creditors: amounts falling due within one year	(715,480)	(614,813)
Net current assets	491,216	529,745
Total assets less current liabilities	1,043,047	1,012,750
Creditors: amounts falling due after more than one year	-	(9,192)
	1,043,047	1,003,558
Funds		
Unrestricted funds	737,727	753,054
Restricted funds	305,320	250,504
Total funds	1,043,047	1,003,558

These financial statements have been prepared in accordance with the provisions applicable to small companies.

The financial statements were approved by the directors on

John Gordon
Simon Snoddy



Date 14th December 2022

Company registration number NI043774