We're a social enterprise supporting people with learning difficulties and autism into jobs with a future
Chairman’s Introduction

This year it has been a pleasure to watch NOW Group develop strategically and support more people with learning difficulties and autism to reach their potential. The impact our service has on individual lives is inspirational - from people getting paid work when they thought that was an impossible dream, to parents having the confidence to take their child to the park for the first time, these stories are the result of our dedicated team’s hard work.

2018-19 saw us launch our new Verve employment programme, open our third café with our pottery and pizzeria in Crawfordsburn and see JAM Card experience a 100% growth. Our work continues to receive external validation and we are proud of the awards that we win. This year saw our Employment Services team win the Best Education, Training and Jobs awards at the Social Enterprise NI awards. JAM Card won the Tech for Good category from Social Enterprise UK and our Chief Executive won the Award for Outstanding Management and Leadership at the Women in Business Awards.

Despite the ongoing challenging political climate in Northern Ireland and with Brexit, NOW Group has continued to secure the funding it needs to deliver services.

My colleagues on NOW’s board continue to give generously of their time and expertise. I would like to thank them for their passion and dedication to improving outcomes for people with learning difficulties and autism. They are recognised in their own field and the exciting mix of ideas and experience they bring to the organisation is invaluable.

As I come to the end of my term as Chairman I remain excited by the plans the organisation has for the future. I will still look forward to seeing how our fourth café at the Ulster American Folk Park performs and how the new production kitchen will help us streamline our catering operations. I wish the Board, staff and all participants a successful and fulfilling year ahead.

Gary Irvine
Chairman NOW Group
Chief Executive's Introduction

2018 -19 has been another exciting and successful year for the NOW Group.

Our mission is to support people with learning difficulties and autism into jobs with a future. This year we launched our new European Social Fund (ESF) employment and training programme, Verve. The programme focuses on providing the skills and support participants need to secure paid employment and is truly transforming the lives of people with learning difficulties and autism.

We continue to increase the number of participants we support year on year with over a third more people benefitting from our programmes during 2018/19. We saw a similar increase in the number of participants supported into paid employment and our headline social return on investment figure went up to £15 for every £1 invested in our work.

It has been an exciting year of development for our JAM Card initiative. There are now over 20,000 people using the JAM Card and app which allows them to ask for Just A Minute of patience when they need it. In November 2017 we launched a training package to businesses that trains staff in how to provide an excellent service to JAM Card users. We have been delighted by the positive uptake from organisations and look forward to working with more businesses who want to ensure they are inclusive for people of all abilities.

In May 2018 we opened our Loaf Pottery and Pizzeria in Crawfordsburn which runs a successful programme of classes and events while operating seven days a week as a café. This venture enabled us to create new jobs in a rural location and engage our participants with nature in the shape of a garden at the back of the premises, the produce from which is used in our café.

NOW's success is dependent on having the right staff in place and we were delighted to have welcomed 26 new, permanent employees to the team.

As we welcome new staff we must also say ‘goodbye and thank you’ to our Chairman, Gary Irvine. Gary has come to the end of his term as Chairman of our Board and I want to place on record my thanks to him for his time, support and sage advice.

Our impact this year

Every year we commission an independent Social Return on Investment evaluation of our services. This process allows us to gather feedback from participants, their families, employers and our staff to find out what impact our service has. It is a chance to reflect on what has gone well and celebrate that success as well as understand what we could be doing better and make improvements.

This year we were delighted the evaluation found that for every £1 invested in NOW Group, £15 social value was generated. Our main stakeholders are of course our participants, everything we do has the aim of having a positive impact on their lives and the SROI found that our service is not only equipping people to achieve paid work but is also reducing social isolation, increasing confidence and self-esteem.

Maeve Monaghan
Chief Executive, NOW Group
Impact in 2018 - 2019
• 754 people supported
• For every £1 invested in NOW Group, £15 social value was generated
• Our participants earned £340,000 in wages
• Participants reported a 50% reduction in feelings of social isolation and loneliness
• £90,000 saved in benefits payments

Jobs & Qualifications
• 81 people gained paid jobs
• 122 qualifications achieved
• 115 people availed of work experience
• 34 participants into voluntary positions

Volunteers
• 109 volunteers took part in a range of roles throughout the last financial year, donating a total of 4909 hours

Growth
• New venture Loaf Pottery and Pizzeria opened in Crawfordsburn
• 28% increase in Loaf corporate catering income
• 26 new permanent employees at NOW Group

Our Staff
• We invested in 1656 hours of training for our workforce
• 16% of our workforce has a disability

Awards
• Best Education, Training and Jobs Social Enterprise – Social Enterprise NI
• Tech for Good – JAM Card – Social Enterprise UK
• Award for Outstanding Management and Leadership – Women in Business

Special thanks for donated services
• Black Box
• Gerry Can Design
• Grosvenor Road Community Centre
• Divis Community Centre
• Duncarm Centre for Arts and Culture
• Bangor Job Centre
• Newtownards Job Centre
• Libraries NI
• Tesco, Bangor
• Tesco, Newtownards
• Deloitte NI
• Asda, Bangor
• Sainsburys, Bangor
• Falls JBO
• Andersonstown JBO
• Glengormley JBO
• Shaftsbury Square JBO
• Sandy Row Community Centre
• Hobourn Centre
• Community Forum, Carrick
• Tesco, Carrick
• Edwards & Co
• Hendersons
• SHS Group
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 objectives 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 provide a range of services to participants, including:

- Employment
- Training
- Family Service
- Community Opportunities
- Volunteer Service
- Social Groups
- JAM Card
- Ambassadors

We also operate two social enterprise businesses:

- Loaf Catering and Cafes www.loafcatering.com
  
  Loaf operated three cafes during the period this report covers and an outside catering business. Loaf cafes are accredited assessment centres and provide training and employment opportunities for NOW Group trainees.

- Gauge NI www.gaugeni.co.uk
  
  Gauge is a Community Interest Company owned by NOW Group which provides evaluation and training services specialising in social impact and Social Return on Investment measurement to the private, public and third sectors.

Employment Service

In April 2018, NOW Group launched its new European Social Fund (ESF) employment and training programme, Verve which is a follow-on programme from the 2015-18 ESF Workforce 3 programme. Verve is targeted at participants with learning disabilities who need additional support in order to access sustainable paid employment opportunities or sustained voluntary opportunities. The project provides participants with opportunities to avail of innovative pre-employment academy training courses, which fall in line with labour market trends. Tailored interventions include:

- A dedicated Employment Officer to help participants prepare for work or volunteering
- Assistance to find the job participants want and support to sustain them in the new position
- Access to a range of training courses to help participants prepare for work and build their CV including customer services, communication, preparing a CV and essential skills
- Tailored career guidance and access to a job club

Verve is part-funded through the Northern Ireland European Social Fund Programme 2014 – 2020, the Department for Economy and the Department for Communities. In 2018/19 it delivered funded services across four council areas; Belfast, Ards & North Down, Antrim & Newtownabbey and Mid & East Antrim. Match funding from Ards & North Down and Antrim & Newtownabbey funded the Verve programme in their respective areas. Services were also delivered in Lisburn & Castlereagh & Mid Ulster.

The Employment Team also supports people already in work as part of the Workable (NI) programme which is funded by the Department for Communities. This service supports employees with any form of learning difficulty or autism who are working 10 or more hours per week. It also works with employers to provide disability awareness training and advice around reasonable adjustments.

A successful job club model operated across the four funded council areas, continuing to focus specifically on developing employability skills and sourcing opportunities. The Team also ran four skills groups in 2018/19, focusing on increasing and promoting independence amongst participants, along with exploring and securing voluntary and work placement opportunities.

During the 2018/19 year the Employment Team supported 81 participants into new paid employment with an 89% retention rate after six months, supported 66 employees to sustain employment through the Workable NI programme and secured 34 voluntary job positions, along with 115 work placement opportunities in a variety of occupational areas. Employer engagement is an important aspect of the work of the Employment Team and in 2018/19, the team engaged meaningfully with 224 new employers. Meaningful engagement with employers is measured through participants achieving employment, placement or an interview.
Training Service

NOW Group's training service assists people with learning difficulties and autism to tackle the barriers they face when seeking paid employment through the provision of innovative training courses. Participants can benefit from both accredited and non-accredited courses delivered in a manner that suits the learning needs, styles and abilities of individual participants.

The NOW Group academy model offers accredited and soft skills training options which have been specifically tailored to map to current labour market, sector specific and economic growth trends. The Academy Model is a 12-week training programme consisting of both theory and practical learning methodologies. The experiential learning process along with classroom-based theory allows participants to gain a holistic perspective of the vocational area and develops well trained, qualified participants ready for the exploration of employment opportunities.

12% of Academy participants achieved paid employment in 2018/19. The work of the first year will be built upon and an ambitious target of 25% of participants achieving paid employment has been set for 2019/20.

Family Service

NOW Group's Family Service programme is currently in year 3 of a five-year National Lottery Community Fund project. The aim of the programme is to support new and expectant parents who have a learning disability, difficulty or an Autism Spectrum Condition with a child under 5 years old who live in the Greater Belfast area and attend either the Royal Jubilee or Mater maternity units. One to one practical support includes home visits and meetings to provide parents with help and advice, accompaniment to medical appointments and signposting to other services. The group sessions, normally held at The Hive on the Grosvenor Road in Belfast, include a range of personal development and parenting related topics to support parents with practical guidance and the opportunity to interact with others in a similar situation.

Building confidence, developing skills and helping participants feel more connected to their communities are among the targeted outcomes for participants. When participants are ready, opportunities are provided for parents to move on to NOW Group's Training, Volunteering and Employment Services and plan their future.

The programme ultimately seeks to decrease the numbers of health service ‘crisis interventions’ for participants, develop parent's confidence to manage during the pre and post-natal stages, provide a complementary and ‘added value’ support to health workers and offers support to involved parents, grandparents and carers of participants in the form of respite and mentoring to participants.

In 2018/19, the Family Service delivered a wide range of support and activities to 58 parents (53 mothers and 5 fathers) and facilitated 84 peer group opportunities with 842 attendances. The Family Planning Association (FPA) delivered 81 hours of support to the service, including family planning workshops, contraceptive advice and one to one relationship guidance. 801 home visits were completed in Year 3 representing a 100% increase from Year 2. The service attended over 30 social services meetings including case conferences, core groups and Looked After Children (LAC) reviews. This significant growth in activity and outputs has been achieved with no additional staffing or investment resources which is testament to the efficiency and effectiveness of the staff team and demonstrates excellent value for money for the funder.

NOW Group Community Opportunities

NOW Group Community Opportunities is a programme funded by the Belfast Health and Social Care Trust which supports participants with a learning disability who are not yet work ready. There are two ‘Transition Groups’ within the programme – T2 and T1.

T2 operates five days a week with two dedicated support staff and this year supported 24 participants aged between 18 and 30 years old. The aim of the programme is to increase opportunities for participants to gain the skills, confidence and training to transition into employment or training services. In addition, the service promotes independent living and social skills which incorporate a variety of activities delivered by NOW Group staff and external agencies including route training, money, time management, healthy lifestyle and communication skills courses, music and drama workshops, volunteering and preparation for work courses.
NOW Group was commissioned by Belfast Health & Social Care Trust to deliver an additional service based on last year’s pilot project Gain Independence NOW. The new programme, T1 supported a total of 17 participants in 2018/19 has a focus on increasing independence and practical living skills for participants. The aim is to develop a short-term project which would enhance and create additional capacity and independence for a group of adults with learning difficulties. Support and training include practical life skills which support participants in building confidence and motivation and their ability to deal with everyday situations. The aim of the programme is to support progression. This was realised when two participants successfully secured paid jobs this year.

25 Participants took part in a 24-week programme, in partnership with Groundwork, Belfast Electronic Arts & Music Academy and The Hummingbird Project, funded by the TBUC project with the Department for Communities. They completed a number of workshops including gardening, cooking, DJing and resilience training.

Social Groups

During 2018/19, NOW Group has significantly increased the number of social groups it operates including Fandom, Fandom Vol.2, Tales of Creativity, Cinema Club, Football Club and Kidnap. Fandom and Fandom Vol 2 are volunteer led social forums for young adults who are socially isolated and have high functioning autism or Asperger’s. Membership is at 40-member capacity across the two groups, with a steady flow of new participants joining when there is a vacancy. The groups have continued to carry activities based around their interests in comics, videogames and movies. These activities have helped to forge their friendships with each other and improve teamwork skills when doing group-based games, including use of Nintendo Switch consoles. They have organised a number of themed nights which allow members of the group to lead an evening at Fandom based on their own interests. Fandom’s spin off group, Tales of Creativity creative writing group, continues to run on a monthly basis with 10 members attending on a regular basis.

Kidnap Wednesday meets weekly in the Black Box’s venue Moon Base in Belfast and provides an opportunity for adults with learning difficulties to make new friends and engage in the community by taking part in events and volunteering. This year, £9,500 was secured from the National Lottery Community Fund’s Awards for All programme to run a 9-month health and wellbeing project focusing on cooking skills, exercise tips and mindfulness activities.

JAM Card

The JAM Card was developed by NOW Group participants in 2012. The card which says ‘Just a Minute’ on one side and asks for a minute’s patience on the back allows people to discreetly ask for help when they need it including in shops, restaurants and on public transport. 2018/19 was a year of unprecedented growth and development of the JAM card with 18,845 cards and 2,364 App downloads activated worldwide by year end. This figure represents an increase of circa 100% from 2017/18. The range of user conditions is testament to the impact of the card with 21 different conditions listed by users with Learning Difficulties, Asperger’s, Autism, ADHD and Downs Syndrome the most prominent. 65 businesses across Northern Ireland became ‘JAM Card friendly’ organisations in 18-19 with over 5,000 individual staff members trained. More information can be found at www.jamcard.org

Ambassadors

NOW Group Ambassadors are a group of participants who are committed to sharing their experiences and expertise either with potential new participants or in a more general way with businesses and the public to support disability awareness. They provide important feedback on our own services and assist at a range of promotional events. Externally they have offered support to a range of partners during the year including taking part in publicity photographs with Charles Hurst Danske Bank and other businesses.
Understanding our social value

Each year NOW Group commissions an independent Social Return on Investment (SROI) of our work to understand, measure and communicate the full social value that the organisation generates for stakeholders. The SROI study generates a cost to benefits ratio.

For the 2018-19 financial year we carried out an evaluation of all our services to determine the changes experienced by all of our stakeholders as a result of our work.

We quantify the social value of the transformation by:

- Identifying the main groups (people or organisations) of stakeholders that experience the most significant changes as a result of our work.
- Asking stakeholders about the changes, known as outcomes.
- Establishing evidence of the changes, known as indicators; finding a means of placing monetary values, known as financial proxies on the changes which are acceptable to the stakeholders.

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<thead>
<tr>
<th>OVERALL IMPACT %</th>
<th>Participants</th>
<th>Parents</th>
<th>Siblings</th>
<th>Community</th>
<th>Employers</th>
</tr>
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<tbody>
<tr>
<td>Overall Impact</td>
<td>53.12%</td>
<td>30.73%</td>
<td>5.42%</td>
<td>1.58%</td>
<td>1.06%</td>
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<tr>
<td>For every £1</td>
<td>in NOW Group</td>
<td>we</td>
<td>in social value</td>
<td>generated</td>
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<tr>
<th></th>
<th>Participants</th>
<th>Parents</th>
<th>Siblings</th>
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<td></td>
<td>53.12%</td>
<td>30.73%</td>
<td>5.42%</td>
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<tr>
<td>Schools</td>
<td>0.06%</td>
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<td>Volunteers</td>
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<td>HSCT</td>
<td>5.29%</td>
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ACCOUNTS
3 Financial Review

In 2018-2019, the organisation increased its charitable activity income to £2.4m - an improvement of 22% on the previous year. The increase was attributable to unrestricted services increasing, in particular in Social Enterprises activities income (£594k in 17/18 compared to £755k in 18/19) resulting from increased focus in the year on the organisation’s sustainability strategy whilst we move towards the forthcoming Brexit. Restricted income increased by £200k from the prior year.

The NOW Group had a fantastic year through maintaining the delivery of service of Project Verve funded by ESF, DFC and other match funding from local council areas. Now Group continues to receive funding until the end of the Project in 2022.

Resources expended in the year totalled £2.3m - an increase of 21% on the previous year. Salaries and wages make up 70% of total expenditure, an increase of 18% when compared to last year. The increase is represented by a standard pay increment of 1.5% and 14% increase in staffing numbers from last year.

Overall net income resources were £175k compared to £86k the previous year. The increase was attributable to the significant growth of JAM Card training and delivery across Northern Ireland and into England. NOW Group has been able to sustain the development in Loaf Catering and release income from Capital expenditure. Overall this has been a successful year for NOW Group.

Reserves at year end were £932k. £713k is unrestricted, an increase of £91k on the previous year. During the previous year the organisation commenced a protected cash reserves fund to strengthen its future cash flow sustainability as we continue to grow. The cash reserves at the end of the financial year 18/19 has increased to £200k.

Funding Sources

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

- European Social Fund
- Department of the Economy
- Department for Communities
- Belfast Health and Social Care Trust
- Ards and North Down Council
- Antrim and Newtownabbey Council
- Mid and East Antrim Council
- Big Lottery
- Alpha Programme
- Cedar Foundation
- Coastal Communities

Reserves Policy

NOW has a cash reserves fund of £200k representing two month’s staffing costs and benefits in the event of disruption of cashflow. NOW needs to maintain its reserves for the following purposes:

- Cashflow
- Loss of funding
- Organisation Wind up or Redundancy

To strengthen its overall position, a reserves policy will be fully implemented in 2019/20 to support four distinct areas:

1. Protected Funds
   To sustain and support 2 months working capital requirements - £200k

2. Designated Funds
   To prepare for potential redundancy costs at the end of the last round of ESF funding if replacement funding cannot be found

3. Infrastructure Funds
   To build a fund to support the refurbishment and replenishment of the organisations assets

4. Opportunity Funds
   To explore and invest in initiatives that drive impact
Cashflow

Core funding activities are secured until March 2022. Focus continues 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 one month 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. NOW can avail of an overdraft facility should it require it.
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 11 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. Gary Irvine was appointed as the Chair of NOW Group in April 2016 and Simon Snoddy was appointed as Chair of the Audit and Risk Committee in October 2016.

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.

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 a 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. These are reviewed by external experts every two years. Procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

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
Harbinson Mulholland has indicated its willingness to continue in this office and a resolution concerning their reappointment will be proposed at the Annual General Meeting. This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Related Parties
We are grateful to the following organisation who donated use of their facilities to support delivery of our services: Black Box, Grosvenor Road Community Centre, Divis Community Centre, Duncairn Centre for Arts and Culture, Bangor JBO, Libraries NI, Tesco Bangor, Tesco N’Ards, Deloitte NI, Asda Bangor, Sainsbury Bangor, Sandy Row Community Centre, Falls JBO, Andersonstown JBO, Glengormley JBO, Shaftsbury Square JBO, Hobourn Centre, Community Forum Carrick, Tesco Carrick.

Thanks also to Edwards & Co, Hendersons and the SHS Group who donated generously to our Christmas Gift Hamper and Christmas Eve food hamper initiatives.

We’re delighted that our partnership with Deloitte on their One Million Futures social impact initiative is continuing. We’ve been working with Deloitte over the last three years to help one million people get to where they want to be through access to education and employment. Our partnership has been selected as one that will continue beyond its existing term. Support in the financial year 2018-19 amounted to 153 volunteer hours equating to £7,385.31 investment.

We are also grateful for donated design services from www.gerry-can.com.
Reference and administrative details

Charity number: NIC100093
Company number: N1043774
Principal Office: NOW Group Head Office, 15-17 Grosvenor Road, Belfast, BT12 4GN
Auditors: Harbinson and Mulholland, Centrepoint, 24 Ormeau Avenue, Belfast, BT2 8HS
Bankers: Bank of Ireland, 202 Andersonstown Road, Belfast, BT11 9EB
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 2018 to 31st March 2019 were as follows:

Alastair Todd
Andrea MacLean Audit & Risk Sub Group
Andrew Talbot Audit & Risk Sub Group (resigned Oct 18)
Anthony McNamee (resigned Mar 19)
Chris Brown
Chris Lillie HR & Continuous Improvement Sub Group
Edel Doherty
Gary Irvine Chair
Gary McQuoid Audit & Risk Sub Group
Mark Regan
Patricia Swann HR & Continuous Improvement Sub Group (resigned Oct 18)
Richard Moore
Rick McKee
Simon Snoddy Audit & Risk Sub Group

By order of the Board on:

Maeve Monaghan
Secretary
Date: 07.11.2019
5 Statement of Financial Activities
(including the income and expenditure account)
For the year ended 31 March 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>2018</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**Income and endowments from:**
- Donations & Legacies: £48,233 (Unrestricted), £0 (Restricted)
- Charitable activities: £1,107,708 (Unrestricted), £1,283,780 (Restricted) \(\rightarrow\) £2,391,488 (Total)
- Other trading activities: £66,200 (Unrestricted), £- (Restricted) \(\rightarrow\) £66,200 (Total)
- Investments: £234 (Unrestricted), £- (Restricted) \(\rightarrow\) £234 (Total)

**Total Income and Endowments:** £1,222,375 (Unrestricted), £1,283,780 (Restricted) \(\rightarrow\) £2,506,155 (Total)

**Expenditure on:**
- Charitable activities: £1,099,344 (Unrestricted), £1,196,300 (Restricted) \(\rightarrow\) £2,295,644 (Total)
- Commercial trading activities: £53,564 (Unrestricted), £- (Restricted) \(\rightarrow\) £53,564 (Total)

**Total Expenditure:** £69,467 (Unrestricted), £1,196,300 (Restricted) \(\rightarrow\) £2,349,208 (Total)

**Net Income/(Outgoing):** £69,467 (Unrestricted), £87,480 (Restricted) \(\rightarrow\) £156,947 (Total)

**Reconciliation of funds:**
- Total funds brought forward: £620,518 (Unrestricted), £133,684 (Restricted) \(\rightarrow\) £754,202 (Total)
- Total funds carried forward: £692,502 (Unrestricted), £218,647 (Restricted) \(\rightarrow\) £911,149 (Total)

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

<table>
<thead>
<tr>
<th></th>
<th>2019 £</th>
<th>2018 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>446,523</td>
<td>362,642</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stock</td>
<td>11,681</td>
<td>7,775</td>
</tr>
<tr>
<td>Debtors</td>
<td>271,260</td>
<td>290,826</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>535,402</td>
<td>525,056</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due within one year</strong></td>
<td>(308,543)</td>
<td>(391,543)</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>509,800</td>
<td>432,114</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>956,323</td>
<td>794,756</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due after more than one year</strong></td>
<td>(45,174)</td>
<td>(40,554)</td>
</tr>
<tr>
<td><strong>Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted funds</td>
<td>692,502</td>
<td>620,518</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>218,647</td>
<td>133,684</td>
</tr>
<tr>
<td><strong>Total funds</strong></td>
<td>911,149</td>
<td>754,202</td>
</tr>
</tbody>
</table>

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

The financial statements were approved by the directors on

**Gary Irvine**

**Simon Snoddy**

**Date:** 07.11.2019

Company registration number NI043774