

**The NOW Project Limited  
Company Limited by Guarantee  
Annual Report & Financial Statements  
Year Ended 31 March 2024**

**Company No: NI043774  
Charity No: NIC100093  
HMRC Charity Number: XR23504**

**The NOW Project Limited**  
**Company Limited by Guarantee**  
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Year Ended 31 March 2024

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**The NOW Project Limited**  
**Company Limited by Guarantee**  
**Company Information**

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**Directors / Trustees** Chris Brown  
John Gordon Chair Board of Directors  
Gillian McAuley (Resigned 23 November 2023)  
Ann McGregor (Resigned 23 November 2023)  
Andrea MacLean  
Gerard McStravick  
Peter McVerry  
Allen Martin Chair Audit & Risk Committee  
Nuala Murphy  
Mark Osmer  
Jill Robb  
Cathy Donnelly (Appointed 13 December 2023)

**Secretary** Maeve Monaghan

**Registered Office** The NOW Group  
15-17 Grosvenor Road  
Belfast  
BT12 4GN

**Auditors** AAB Group Accountants Limited  
Chartered Accountants  
1-3 Arthur Street  
Belfast  
BT1 4GA

**Bankers** Bank of Ireland  
202 Anderstown Road  
Belfast  
BT11 9EB

Danske Bank  
Donegall Square West  
Belfast  
BT1 6JS

**Solicitors** Edwards & Co. Solicitors  
28 Hill Street  
Belfast  
BT1 2LA

**The NOW Project Limited  
Company Limited by Guarantee  
Company Information**

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**Registered Charity No.**           NIC100093

**Registered Company No.**       NI043774

**Recognised as a Charity by HM Revenue & Customs under Reference Number**  
XR 23504

**Date of Incorporation**           2 August 2002

**Chief Executive Officer**        Maeve Monaghan

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

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The Directors (who are also Trustees of the company) submit their annual report and the audited consolidated financial statements of The Now Project Limited (Now Group) and its subsidiary for the year ended 31 March 2024. This report constitutes the Strategic Report and the Directors' Report required under the Companies Act 2006. Directors have adopted the provisions of the Companies Act 2006, the Charities Act (Northern Ireland) 2008, the Charities Act (Northern Ireland) 2022 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 – (Charities SORP (FRS 102)), in preparing the annual report and financial statements of the group and charitable company.

#### Chair's Foreword

As Chairman of NOW Group, it gives me great pleasure to reflect on the remarkable achievements of the past year. 2023-2024 has been a year filled with growth, opportunity, and celebration as we continue our mission to empower people with disabilities and create meaningful pathways for them into employment and personal development.

This year, we supported an impressive 1630 individuals, helping them to gain new skills and move towards independence. Our efforts have led to 257 paid jobs for participants, reflecting the hard work of our team and the growing collaboration with businesses who see the value of an inclusive workforce. Our participants achieved 1540 accreditations demonstrating our commitment to providing high-quality, future-focused training for all those who engage with us.

The NOW Group team has worked tirelessly to increase the number of people who require support for their disabilities and we are excited by the momentum that has been built. Businesses, both locally and internationally, have embraced the importance of inclusive hiring, and together we are creating jobs that offer real futures for our participants. This is the now the right time to expand this work, and we call on the Government to step up in supporting organisations like NOW Group to do even more. By working together with local authorities, healthcare agencies and businesses we are able to advocate more effectively for improved policies and practices that affect those in our community with learning disabilities and autism. The need is urgent, and the opportunity for transformation is here.

Our focus remains not only on supporting individuals but also on changing public perceptions of people with disabilities. We are committed to helping business leaders and society at large realise the valuable roles people with disabilities can play across all sectors. The potential is enormous, and we must continue to push for greater awareness and inclusivity.

A highlight of the year was the incredible Graduation ceremonies hosted in Belfast and Dublin, where we celebrated the achievements and potential of our participants. These events were a testament to the brilliance and resilience of those we support and served as a powerful reminder of the life-changing impact of our work.

We were also thrilled by the growing success of the JAM Card initiative. With over 60,000 card users and 2,500 businesses engaged, we are only at the beginning of this journey. JAM Card is proving to be a game-changer in making public spaces and workplaces more welcoming for people with hidden disabilities. The progressive approach of businesses who recognise the value of JAM Card in fostering inclusive environments is inspiring, and we are excited by what lies ahead for this program.

However, this year also came with challenges. Our social enterprise, Loaf Catering, faced difficulties as we navigated increasing costs and a shifting labour market. Despite these obstacles, we are optimistic that Loaf Catering has turned a corner. With more businesses returning to office-based working, we are hopeful that our corporate catering services will return to full strength in the coming months.

**The NOW Project Limited**

**Report of the Directors  
Year Ended 31 March 2024**

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I would like to extend my heartfelt thanks to my fellow Board members for their strong governance and leadership, particularly as we build our new Board in the Republic of Ireland. To our CEO, the Executive team, and every member of staff across all departments—thank you for your dedication, resilience, and commitment to living and demonstrating our values each day. It is often said to me that NOW Group is defined by the passion and care of its people, and that is something of which we can all be immensely proud. Together we will create a society where people with learning disabilities and autism are respected, included, and have the opportunity of living full lives.

As we look ahead, expect even more from NOW Group as we expand our services into Dublin and beyond. There is no better time for the services we provide, and the time to act is NOW.

Together, we are building a future where everyone has the opportunity to succeed.

Thank you for your ongoing support.

Sincerely,

  
John G. Gordon  
Chairman, NOW Group

28.11.24

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

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#### Objectives and activities

NOW Group is a Limited Company with charitable status that has been operating since 2002. 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 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.

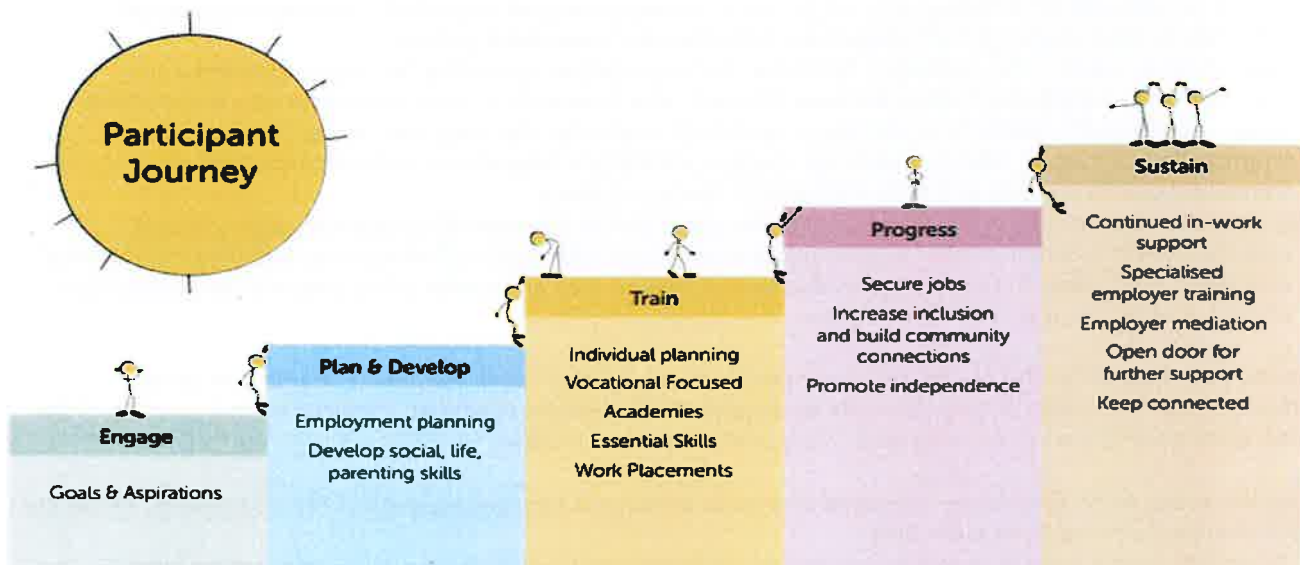
The direct benefits flowing from our purposes are set out in the achievements & performance section.

# The Now Project Limited

## Report of the Directors Year Ended 31 March 2024

### Achievements & 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 increasing use of digital platforms has delivered exceptional results through a blended style of programme delivery which enables us to support a diverse population across an ever expanding geographical area reaching those in more isolated communities. 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 Services

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).

*(1) Maximising Potential – A review of labour market outcomes for people with disabilities in Northern Ireland.*

*Ulster University Economic Policy Centre 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

## **The NOW Project Limited**

### **Report of the Directors Year Ended 31 March 2024**

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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 supports 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.

#### **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 3 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.

#### **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, Omagh and Enniskillen.

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

**The NOW Project Limited**

**Report of the Directors  
Year Ended 31 March 2024**

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.

**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.

**NOW Service – What we have achieved 23-24**

<p><b><u>HOW MUCH DID WE DO?</u></b></p> <ul style="list-style-type: none"> <li>❖ 1630 participants supported across all services</li> <li>❖ 257 new jobs secured</li> <li>❖ 1540 participant accreditations</li> <li>❖ 107 families supported</li> <li>❖ 231 participants supported across 13 social activity groups</li> <li>❖ 83 participants supported across NCO programmes</li> <li>❖ 59 participant placement sessions in Loaf Catering</li> <li>❖ 30 Volunteers delivered 1901 volunteer hours.</li> <li>❖ 29 Employment Academies completed</li> <li>❖ 588 hours of Family Service group support</li> <li>❖ 773 Preventative Safeguarding induction sessions delivered</li> </ul>	<p><b><u>HOW WELL DID WE DO IT?</u></b></p> <ul style="list-style-type: none"> <li>❖ 91% of jobs (n=236) sustained for more than six months</li> <li>❖ 1540 accreditations achieved by participants</li> <li>❖ 1807 soft skills courses completed</li> <li>❖ 1248 soft skills courses completed</li> <li>❖ 22% progression from NCO to SkillSET</li> <li>❖ 584 Family Support hours purchased by HSCT's</li> <li>❖ 91% of employment programme participants are making progress in at least one outcome area</li> <li>❖ 100% of employers feel that working with NOW Group improved staff attitudes to people with a disability</li> <li>❖ Advised 65 businesses on reasonable adjustments</li> </ul>
<p style="text-align: center;"><b><u>WHAT DIFFERENCE DID WE MAKE?</u></b></p> <ul style="list-style-type: none"> <li>❖ 1540 participants had improved life and career opportunities</li> <li>❖ 1288 participants experienced improved health and well being</li> <li>❖ 1386 participants reported feeling more independent</li> <li>❖ 1304 participants felt more socially included</li> <li>❖ Over £1.5 million disposable income for the 256 participants in paid employment</li> <li>❖ 1630 parents/carers had reduced anxiety and more respite for self-care</li> <li>❖ 107 parents with a disability became more resilient to the pressures of parenting</li> <li>❖ Staff in 3000 JAM Card Friendly businesses improved their workplace attitudes to employees with learning difficulties</li> <li>❖ Health and Social Care Trusts saved over £1 million through reduced day care, family support and crisis interventions</li> </ul>	

**The NOW Project Limited**

**Report of the Directors**  
Year Ended 31 March 2024

**WHAT DIFFERENCE DID WE MAKE? (CONTINUED)**

- ❖ £690,000 saved in reduced benefit payments
- ❖ For every £1 invested in NOW Group services, £21 was generated in social value
- ❖ 41% of the social value generated was for NOW Group participants with 24% for their families
- ❖ 22 outcomes across six stakeholder groups (NOW Group Participants, Families, JAM Card Users, Employers, Health & Social Care Trusts, & Department for Communities)

**Social Enterprise**

**Loaf**

The year 23/24 was a challenging one for the hospitality sector with increasing energy and supply costs and difficulties in staff recruitment. However, Loaf Catering weathered the storm well thanks to a dedicated team across the sites.

As more businesses returned to in-office meetings and corporate events began to get closer to pre-covid levels we saw an increase in Corporate Catering sales. The appointment of a Sales and Events Manager has been very beneficial in helping us engage new customers and events. We had a particularly strong Christmas and we were delighted to work with Stryker, Belfast Bible College and Big Motive on larger scale catering events. We have continued to value the support of loyal customers including Deloitte, Clifton House, Belfast City Council and Belfast Health & Social Care Trust.

New developments in Loaf Catering online [www.loafcatering.com](http://www.loafcatering.com) in 23-24 has made it even easier for customers to place orders for meetings, corporate and family events.

Our NI cafes Loaf Cafe, Grosvenor Road and Bobbin City Hall Belfast continue to offer a variety of freshly cooked food including our signature sausage rolls and it was encouraging to see customers numbers coming up to more normal levels.

The growing popularity of pottery based 'events' at the Loaf Pottery in Crawfordsburn during the year led to a change in focus for the Pottery. To help meet demand we created a menu of pre-bookable events including Pizza-Pottery and Paint me Glaze me events. Feedback from customers 'bitten by pottery bug' led to us investing in additional pottery wheels and with the help of additional skilled potters our 'Wheel Throwing' sessions have proved a great success.

Individual pottery sales saw a boost due to our collaboration with Belfast-based artist Aly Harte to curate an exclusive collection of unique, handcrafted mugs and vases. Aly's abstract art is renowned for its beauty and Aly's muted colour palette was the perfect fit for our Loaf Pottery's subtle tones.

Loaf wouldn't be Loaf without our participants. During the year 59 participants from NOW Group and local schools benefited from the experience of working in a real-life catering environment across all our sites. Our first ever Level 2 Pizza Academy for NOW Group participants was held in the Pottery in Crawfordsburn.

The Loaf Pottery Social Group who are supported by our garden volunteers each week, enjoyed working with Chef Chris from the Loaf Café on a planting plan for the garden with aim of growing a range of produce for use in the Loaf kitchens.

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

#### JAM

The year 23-24 saw continued growth of JAM Card with a total of 21, 872 JAM Cards issued and 2,667 app users signed up. This year we welcomed some fantastic new JAM Card Business partnerships who support the continuous geographical spread of awareness for our users. These included Musgrave NI who successfully reached a 70% target (in each store) of staff trained in over 70+ Centra & SuperValu stores, the Permanent TSB bank with 98 branches across ROI, with plans to train up to 3,000 staff and the Northern Ireland Housing Executive who also have plans to train up to 3000 staff members across NI. The highlight of the year was celebrating success of the NI Civil Service who reached the amazing total of 17,500 JAM Card trained staff members across all 11 departments!

#### Financial Review

Overall, this has been another hugely successful year for NOW Group, with the transition from European Social Funding to funding through the Department of Levelling up as part of the SkillSET consortium driving major organisational growth. NOW was able to increase its overall net income resources to £4.7 million compared to £3.6 million in the previous year.

Social Enterprises income in the year was down by 2.1% compared to 2022/23 as trading conditions across the the hospitality industry present a challenge to Loaf Catering. Loaf Catering and JAM Card continue to form part of the organisation's sustainability strategy, with a new growth strategy being developed for JAM Card for the 24/25 financial year.

NOW continued to support participants in our venues across NI this year with engagement levels remaining high and qualifications being achieved beyond targets. NOW has also been able to secure a venue in the North West which will further enhance provision.

Reserves at year end were £1.65m of which £1.4m are unrestricted. The cash reserves at the end of the financial year 23/24 have increased to £1.72m.

#### 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
SkillSET	Employment & Training Programme	United Kingdom Government- Department for Levelling Up
Workable NI	In Work Support Programme	Department for Communities (DfC)
NOW Connects Belfast (Previously T1 & T2)	Pre-employment Community Opportunities Programme	Belfast Health & Social Care Trust
Loaf Placement	Community placement programme	Belfast Health & Social Care Trust
NOW Connects	Pre-employment Community Opportunities Programme	Western Health & Social Care Trust

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

Name of Project	Theme	Funder
Fandom Junior	Social Group	Northern Health & Social Care Trust
Family Service	Building parent resilience	Henry Smith
Ready Healthy Eat - RHE	Cookery and independence	The Real Farming Trust/The National Lottery
Let's Get Fit NOW	Health and Well-Being	Baker Mackenzie
Digital Transformation	Organisational Transformation	Dormant Accounts/National Lottery
Greener Possibilities	Social Group	Energia
REAP	Arts & Social	Arts Council NI
Now Mind & Move	Health & Wellbeing	Public Health Agency

#### Reserves Policy

NOW Group has a cash reserves fund representing two month's average operating 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.

NOW Group holds closing reserves at 31 March 2024 of £244,976 restricted (2023: £240,022) and £1,406,556 unrestricted (2023: £817,396).

The trustees have designated unrestricted reserves set aside for working capital £589,160, cash reserves £250,000 and capital assets £286,444

Free reserves are considered to be the working capital designated funds. The reserves held at the year end of £589,160 represent 4 months cover of unrestricted operating costs.

#### Cashflow

Core funding activities are secured until March 2025. NOW continues to focus on diversification of income along with the expansion of services and social enterprise operations 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.

## **The NOW Project Limited**

### **Report of the Directors Year Ended 31 March 2024**

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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.

#### **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 12 members from a variety of professional backgrounds relevant to the work of the charity. The Secretary (currently NOW Group's Chief Executive Officer) 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 Officer Maeve Monaghan along with the Executive Team.

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

The Chief Executive Officer 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. Allen Martin was appointed as Chair of the Audit and Risk Committee in August 2022.

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 accounts.

##### **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.

## **The NOW Project Limited**

### **Report of the Directors Year Ended 31 March 2024**

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#### **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
- Observe the methods and principles in the Charities SORP
- 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.

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

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#### Donated services

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

- Jobs and Benefits Offices in Ballymoney, Bangor, Carrick, Falls, Andersonstown, Glengormley, Shaftsbury Square, Lisnagelvin, Foyle, Newry, Lurgan and Magherafelt & Ballymoney.
- Libraries NI
- Carrick Community Forum
- Asda Bangor
- Woman's Centre in Magherafelt
- Bolster Community Newry
- Clanrye Group Newry
- Mourne Matters Kilkeel
- Falls Leisure Centre
- SOURCE Gym Omagh
- Chimney Corner FC
- Bangor SERC
- The Community Hub Bangor
- Leonard Cheshire
- Fermanagh & Omagh District Council
- PSNI Omagh Police and Fire Services
- Terex, Omagh
- 2 Royal Avenue, Belfast
- Bangor Foodbank
- DPS Bangor
- Tesco Community Space Antrim
- Baby foodbank Antrim Castle Mall
- Inspire Omagh / Enniskillen
- Room 2, Belfast
- Nexus
- Action Mental Health
- PSNI Enniskillen Police Services
- RNLI Enniskillen

Our thanks to the following for donations and pro bono services:

- Deloitte LLP
- Leaf
- Baker McKenzie
- Briefed
- South Eastern Regional College
- Gerrycan Design
- Hendersons
- Common Purpose
- Dr Des Rice
- BDO
- Jean Horstman
- Robert Pierce
- Jill Robb
- Terex Corp
- 4c Executive

## The NOW Project Limited

### Report of the Directors Year Ended 31 March 2024

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#### Donated services (continued)

- DPS Water (Charity of the Year)
- Chartered Accountants Ireland
- Irish American Partnership
- Danske Bank
- FS Com
- Helen Kirkpatrick
- AL Goodbody
- BT NI
- Family of Emaline Smyth (In lieu of flowers)
- Niraj Kapur
- Chartered Accountants Ireland (Charity of the Year)

#### Reference and administrative details

Charity number: NIC100093

Company number: NI043774

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

**Auditors:** AAB Group Accountants Limited, 1-3 Arthur Street, Belfast BT1 4GA

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

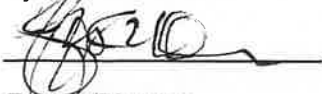
**Solicitors:** Edwards & Co, 28 Hill St, Belfast, BT1 2LA

#### 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 2023 to 31st March 2024 were as follows:

John Gordon    Chair Board of Directors  
Chris Brown  
Gillian McAuley (Resigned 23 November 2023)  
Ann McGregor (Resigned 23 November 2023)  
Andrea MacLean  
Gerard McStravick  
Peter McVerry  
Allen Martin    Chair Audit & Risk Committee  
Nuala Murphy  
Mark Osmer  
Jill Robb  
Cathy Donnelly (Appointed 13 December 2023)

By order of the Board



Trustee/Director

Date: 28/11/2024

**The NOW Project Limited**  
**Company Limited by Guarantee**  
Independent Auditor's Report to the Members  
Year ended 31 March 2024

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**Opinion**

We have audited the group and parent charitable company financial statements of The NOW Project Limited for the year ended 31 March 2024 which comprises the consolidated and charity Statement of Financial Activities, the consolidated and charity Balance Sheets, the consolidated cash flow statement and the notes to the accounts including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the NOW Project Limited's group financial statements and parent charitable company financial statements:

- give a true and fair view of the state of the group and parent charitable company's affairs as at year ended 31 March 2023 and of the group and parent charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report, other than the accounts and our auditor's report. The Trustees are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**The NOW Project Limited**  
**Company Limited by Guarantee**  
Independent Auditor's Report to the Members  
Year ended 31 March 2024

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**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees Report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Trustees**

As explained more fully in the Statement of Trustees Responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtained an understanding of the legal and regulatory framework applicable to the company through enquiry of management, sector research and the application of cumulative audit knowledge. We identified the following principal laws and regulations relevant to the company – Companies Act 2006, Charities Act (Northern Ireland) 2008 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**The NOW Project Limited**  
**Company Limited by Guarantee**  
Independent Auditor's Report to the Members  
Year ended 31 March 2024

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We developed an understanding of the key fraud risks to the entity (including how fraud might occur), the controls in place to help mitigate those risks, and the accounts, balances and disclosures within the financial statements which may be susceptible to management bias. Our understanding was obtained through review of the financial statements for significant accounting estimates, analysis of journal entries, walkthrough of the key controls cycles in place and enquiry of management.

Our procedures to respond to those risks identified included, but were not limited to:

- Enquiry of management, and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>.

This description forms part of our auditor's report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

*Teresa Campbell*

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**Teresa Campbell (Senior Statutory Auditor)**  
for and on behalf of  
**AAB Group Accountants Limited**  
**Chartered Accountants & Statutory Auditor**  
**1-3 Arthur Street, Belfast, BT1 4GA**

*28.11.24*

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**Date**

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Consolidated Statement of Financial Activities**  
**including Income and Expenditure Account**  
**Year Ended 31 March 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Year 2024 £	Unrestricted Funds £	Restricted Funds £	Total Year 2023 £
<b>Income and Endowments from:</b>							
Donations and Legacies	2	213,355	-	213,355	102,040	2,000	104,040
Charitable Activities	3	2,180,426	2,315,182	4,495,608	1,616,353	1,804,553	3,420,906
Other Income	4	-	-	-	2,654	-	2,654
Other Trading Activities	5	28,517	-	28,517	34,418	-	34,418
<b>Total Income</b>		<b>2,422,298</b>	<b>2,315,182</b>	<b>4,737,480</b>	<b>1,755,465</b>	<b>1,806,553</b>	<b>3,562,018</b>
<b>Expenditure on:</b>							
Charitable Activities	6	1,813,220	2,310,228	4,123,448	2,088,381	1,415,663	3,504,044
Other Trading Activities	6	24,768	-	24,768	43,603	-	43,603
<b>Total Resources Expended</b>		<b>1,837,988</b>	<b>2,310,228</b>	<b>4,148,216</b>	<b>2,131,984</b>	<b>1,415,663</b>	<b>3,547,647</b>
<b>Net Income/(Expenditure)</b>		<b>584,310</b>	<b>4,954</b>	<b>589,264</b>	<b>(376,519)</b>	<b>390,890</b>	<b>14,371</b>
Transfers Between Funds		-	-	-	456,188	(456,188)	-
<b>Net Movement in Funds</b>		<b>584,310</b>	<b>4,954</b>	<b>589,264</b>	<b>79,669</b>	<b>(65,298)</b>	<b>14,371</b>
<b>Reconciliation of Funds</b>							
Total Funds Brought Forward		817,396	240,022	1,057,418	737,727	305,320	1,043,047
<b>Total Funds Carried Forward</b>	<b>13</b>	<b>1,401,706</b>	<b>244,976</b>	<b>1,646,682</b>	<b>817,396</b>	<b>240,022</b>	<b>1,057,418</b>

The notes on pages 25 - 38 form part of these financial statements. The results relates to continuing activities.

The company has no recognised gains and losses other than those included above and therefore no separate statement of total recognised gains and losses has been presented.

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Charity Statement of Financial Activities**  
**including Income and Expenditure Account**  
**Year Ended 31 March 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Year 2024 £	Unrestricted Funds £	Restricted Funds £	Total Year 2023 £
<b>Income and Endowments from:</b>							
Donations and Legacies	2	213,355	-	213,355	102,040	2,000	104,040
Charitable Activities	3	2,180,426	2,315,182	4,495,608	1,629,478	1,804,553	3,434,031
Other Income	4	-	-	-	2,654	-	2,654
Other Trading Activities	5	-	-	-	-	-	-
<b>Total Income</b>		<b>2,393,781</b>	<b>2,315,182</b>	<b>4,708,963</b>	<b>1,734,172</b>	<b>1,806,553</b>	<b>3,540,725</b>
<b>Expenditure on:</b>							
Charitable Activities	6	1,813,226	2,310,228	4,123,454	2,094,766	1415663	3,510,429
Other Trading Activities	6	-	-	-	-	-	-
<b>Total Resources Expended</b>		<b>1,813,226</b>	<b>2,310,228</b>	<b>4,123,454</b>	<b>2,094,766</b>	<b>1,415,663</b>	<b>3,510,429</b>
<b>Net Income/(Expenditure)</b>		<b>580,555</b>	<b>4,954</b>	<b>585,509</b>	<b>(360,594)</b>	<b>390,890</b>	<b>30,296</b>
Transfers Between Funds		-	-	-	456,188	(456,188)	-
<b>Net Movement in Funds</b>		<b>580,555</b>	<b>4,954</b>	<b>585,509</b>	<b>95,594</b>	<b>(65,298)</b>	<b>30,296</b>
<b>Reconciliation of Funds</b>							
Total Funds Brought Forward		843,786	240,022	1,083,808	748,192	305,320	1,053,512
<b>Total Funds Carried Forwar</b>	<b>13</b>	<b>1,424,341</b>	<b>244,976</b>	<b>1,669,317</b>	<b>843,786</b>	<b>240,022</b>	<b>1,083,808</b>


The notes on pages 25 - 38 form part of these financial statements. The results relates to continuing activities.

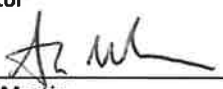
The company has no recognised gains and losses other than those included above and therefore no separate statement of total recognised gains and losses has been presented.

**The NOW Project Limited  
Company Limited By Guarantee  
Consolidated Balance Sheet  
Year Ended 31 March 2024**

	Notes	2024 £	2023 £
<b>Fixed assets</b>			
Tangible Assets	9	509,539	510,983
<b>Current assets</b>			
Stocks	10	39,637	37,536
Debtors	11	428,857	516,930
Cash at Bank and in Hand		1,720,307	746,433
		<b>2,188,801</b>	<b>1,300,899</b>
<b>Liabilities</b>			
Creditors: Falling due within one year	12	<b>(1,051,659)</b>	(754,464)
Net Current Assets		1,137,142	546,435
<b>Total Assets less Current Liabilities</b>		1,646,681	1,057,418
<b>Net assets</b>		<b>1,646,681</b>	<b>1,057,418</b>
<b>Group Funds employed</b>			
Restricted Funds	13	244,976	240,022
Unrestricted Funds	13	1,401,706	817,396
		<b>1,646,682</b>	<b>1,057,418</b>

The financial statements were approved and authorised for issue by the Board of Directors on 28.11.24 and were signed on its behalf by:

  
\_\_\_\_\_  
John Gordon  
Director

  
\_\_\_\_\_  
Allen Martin  
Director

Company Registration: NI043774


The notes on pages 25 - 38 form part of these financial statements. The results relates to continuing activities.

**The NOW Project Limited  
Company Limited By Guarantee  
Balance Sheet  
Year Ended 31 March 2024**

		2024 £	2023 £
<b>Fixed assets</b>			
Tangible Assets	9	509,539	510,983
<b>Current assets</b>			
Stocks	10	39,637	37,536
Debtors	11	457,463	551,203
Cash at Bank and in Hand		1,712,082	728,785
		<b>2,209,182</b>	<b>1,317,524</b>
<b>Liabilities</b>			
Creditors: Falling due within one year	12	(1,049,404)	(744,699)
<b>Net Current Assets</b>		<b>1,159,778</b>	<b>572,825</b>
<b>Total Assets less Current Liabilities</b>		<b>1,669,317</b>	<b>1,083,808</b>
<b>Net assets</b>		<b>1,669,317</b>	<b>1,083,808</b>
<b>Funds employed</b>			
Restricted Funds		244,976	240,022
Unrestricted Funds		1,424,341	843,786
		<b>1,669,317</b>	<b>1,083,808</b>

The financial statements were approved and authorised for issue by the Board of Directors on the 28/11/2024 and were signed on its behalf by:

  
 \_\_\_\_\_  
 John Gordon  
 Director

  
 \_\_\_\_\_  
 Allen Martin  
 Director

Company Registration: NI043774

The notes on pages 25 - 38 form part of these financial statements. The results relates to continuing activities.

**The NOW Project Limited  
Limited By Guarantee  
Consolidated statement of cash flows  
Year Ended 31 March 2024**

	Notes	2024 £	2023 £
<b>Cash provided by/(used in) Operating Activities</b>	<b>19</b>	1,013,926	(42,490)
<b>Cash flows from Investing Activities</b>			
Interest receivable and similar income		15,123	3,116
Purchase of Tangible Fixed Assets		(55,175)	(18,120)
Proceeds from disposal of Tangible Fixed Assets		-	1,027
Cash used in Investing Activities		<b>(40,052)</b>	<b>(13,977)</b>
<b>Increase/(decrease) in Cash and Cash Equivalents in the year</b>		973,874	(56,467)
<b>Cash and Cash Equivalents at the beginning of the year</b>		746,433	802,900
<b>Total cash and cash equivalents at the end of the year</b>		<b>1,720,307</b>	<b>746,433</b>
<b>Cash and Cash Equivalents at the end of the reporting period</b>		<b>1,720,307</b>	<b>746,433</b>

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

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**1) Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**a) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Now Project Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value unless otherwise stated in the relevant accounting policy notes.

**b) Preparation of the accounts on a going concern basis**

The trustees have prepared budgets and cash flows for a period of at least 12 months from the date of approval of the financial statements. Having considered the circumstances, the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company is unable to continue as a going concern.

**c) Group financial statements**

The financial statements consolidate the results of the charity and its subsidiary Gauge NI C.I.C. A separate Statement of Financial Activities and Income and Expenditure account for the Charity alone has been presented on page 21.

**d) Incoming Resources**

Income is recognised when the group has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably. The specific basis used is as follows:

*Government Grants*

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

*Donations*

Voluntary income received by way of donations, gifts and gift aid to the charity is included in full in the Statement of Financial Activities when received.

*Commercial Trading Income*

Trading income represents the invoiced value of goods supplied during the year excluding value added tax. Revenue is recognised upon provision of the service to the customer.

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

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**1) Accounting Policies- (continued)**

**Gifts in Kind**

Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

**e) Resources Expended**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis, exclusive of any VAT which can be recovered, and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Staff costs and overhead expenses are allocated to activities on the basis of time spent on those activities.

**f) Fund accounting**

The group has various types of funds for which it is responsible and which require separate disclosure. Definitions of the various types of funds are as follows:

*Restricted funds*

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund, together with a fair allocation of overhead and support costs.

*Unrestricted funds*

Unrestricted funds are donations and other incoming resources received or generated which are expendable at the discretion of the charity in the furtherance of its objectives.

*Designated funds*

These are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

**g) Operating leases**

Where assets are acquired under finance leases, the capital element of the asset is included in fixed assets and amortised over the life of the asset. The outstanding capital element of the leasing obligation is included in creditors falling due. The interest element is written off over the primary period.

All other leases are accounted for as operating leases and the rental charges are charged to the statement of financial activities on a straight line basis over the life of the lease.

**The NOW Project Limited  
Company Limited By Guarantee  
Notes to the Financial Statements  
Year Ended 31 March 2024**

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**1) Accounting Policies- (continued)**

**h) Tangible fixed assets**

Depreciation is calculated to write off the original cost less the expected residual value of the assets over their estimated useful lives at the following annual rates:-

Fixtures, fittings and equipment	- 15% Straight line
Computer equipment	- 20% straight line
Property	- 2% straight line
Leasehold improvements	- 2% straight line
Motor Vehicles	- 20% straight line

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

**i) Cash at bank and in hand and current asset investments**

Cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

**j) Stock**

Stock is included at the lower of cost and net realisable value.

**k) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

**l) Pension Scheme**

The company provides a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the Statement of Financial Activities as they become payable.

**m) Financial instruments**

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, the net amounts are presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**The NOW Project Limited  
Company Limited By Guarantee  
Notes to the Financial Statements  
Year Ended 31 March 2024**

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**1) Accounting Policies- (continued)**

**n) Financial instruments ctd...**

**Basic financial liabilities**

Basic financial liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instruments is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

**o) Taxation**

As a registered charity, The Now Project Limited is not liable to either Income Tax or Corporation Tax.

**p) Critical accounting estimates and judgements**

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

*Critical judgements in applying the entity's accounting policies*

There are no critical judgements in applying the group's accounting policies.

*Critical accounting estimates and assumptions*

Cost allocation is an accounting estimate that is recognised in line with the accounting policy Note 1e. Depreciation is an accounting estimate that is recognised in line with the accounting policy Note 1h.

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

**2. Income from Donations and Legacies**

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Gifts in Kind	96,632	-	96,632	91,841
Donations	116,723	-	116,723	12,199
	<u>213,355</u>	<u>-</u>	<u>213,355</u>	<u>104,040</u>

**3. Income from Charitable Activities**

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Income from Social Enterprise Activities	1,019,696	-	1,019,696	1,042,097
Grants receivable for Social Enterprise	16,021	-	16,021	21,057
Income receivable from Into Work Scheme Grants	134,857	-	134,857	166,477
Other income from charitable activities	420,005	2,315,182	2,735,187	2,034,670
Bank Interest	574,724	-	574,724	155,710
	15,123	-	15,123	895
	<u>2,180,426</u>	<u>2,315,182</u>	<u>4,495,608</u>	<u>3,420,906</u>

**4. Other Income**

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Exchange Rate Variance	-	-	-	2,221
Gain on disposal of fixed assets	-	-	-	433
	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,654</u>

**5. Income from other trading activities**

The Now Project Limited is the sole member of Gauge NI Community Interest Company (company number NI604444). The registered office of Gauge NI C.I.C is the same as The Now Project Limited.

The summary financial performance of the subsidiary alone is:

<b>Gauge NI C.I.C</b>	<b>2024</b>	<b>2023</b>
	£	£
Turnover	28,517	34,418
Expenditure	(24,768)	(43,602)
Corporation tax charge	-	-
Net Profit / (Loss)	<u>3,749</u>	<u>(9,184)</u>
Aggregate share capital and reserves	<u>(22,639)</u>	<u>(26,388)</u>

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
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**6. Charitable Activities**

	Cost of Sales £	Staff Costs £	Support Costs £	Other Direct Costs £	2024 £	2023 £
Loaf Social Enterprise	337,283	436,055	61,895	79,691	<b>914,924</b>	940,071
Jam project	-	43,204	17,401	24,003	<b>84,608</b>	65,561
Training and Employment Services	-	1,684,514	33,698	272,031	<b>1,990,243</b>	1,593,314
Central and Support Gifts in Kind	-	553,703	275,085	208,253	<b>1,037,041</b>	813,357
Trading activities	-	-	96,632	-	<b>96,632</b>	91,841
	-	-	-	24,768	<b>24,768</b>	43,603
	<b>337,283</b>	<b>2,717,475</b>	<b>484,711</b>	<b>608,746</b>	<b>4,148,216</b>	<b>3,547,747</b>

**7. Results for the year**

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
<b>This is stated after charging:</b>				
Staff costs (note 8)	<b>2,709,625</b>	2,246,406	<b>2,709,625</b>	2,246,406
Audit fees - external	<b>6,629</b>	5,500	<b>4,879</b>	4,250
Depreciation	<b>56,619</b>	58,374	<b>56,619</b>	58,374
	<b>2,772,873</b>	2,310,280	<b>2,771,123</b>	2,309,030

**8. Employee information**

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Wages and salaries	<b>2,400,254</b>	1,948,948	<b>2,400,254</b>	1,948,948
Social security costs	<b>194,868</b>	184,087	<b>194,868</b>	184,087
Other pension costs	<b>114,503</b>	113,371	<b>114,503</b>	113,371
	<b>2,709,625</b>	2,246,406	<b>2,709,625</b>	2,246,406

The average number of persons employed by the company during the year, by activity, was as follows:

	Group		Charity	
	2024	2023	2024	2023
Directors	<b>13</b>	11	<b>13</b>	11
Staff	<b>118</b>	120	<b>118</b>	120
	<b>131</b>	131	<b>131</b>	131

**The NOW Project Limited**  
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**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

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**8. Employee information ctd...**

The number of employees whose emoluments exceed £60,000 were:

	<b>2024</b>	<b>2023</b>
£60,001 - £70,000	2	2
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1

The total amount of employee benefits received by key management personnel in the period was £305,172 (2023: £243,725). The Charity considers its key management personnel comprises of the Chief Executive Officer, Director of Business, Organisational Development and Director of Funding and Impact, Chief Operating Officer and Director of Services.

No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

**Pension Costs and Other Defined Post-Retirement Benefits**

**Defined Contribution Scheme**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge represents contributions payable by the company to the fund and amounted to £114,503 (2023: £113,371).

At 31 March 2024, contributions amounting to £16,169 were payable to the fund and were included in other creditors.

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

**9. Tangible Fixed Assets**

Group

	Property £	Leasehold Improvements £	Computer Equipment £	Fittings & Equipment £	Motor Vehicles £	Total £
<b>Cost</b>						
At 1 April 2023	414,273	18,940	261,126	289,624	3,500	987,463
Additions	-	4,500	32,656	18,019	-	55,175
Disposals	-	-	(4,357)	-	-	(4,357)
<b>At 31 March 2024</b>	<b>414,273</b>	<b>23,440</b>	<b>289,425</b>	<b>307,643</b>	<b>3,500</b>	<b>1,038,281</b>
<b>Accumulated depreciation</b>						
At 1 April 2023	48,688	6,793	170,708	248,658	1,633	476,480
Charge for the year	3,202	5,544	31,425	15,748	700	56,619
Depreciation on disposal	-	-	(4,357)	-	-	(4,357)
<b>At 31 March 2024</b>	<b>51,890</b>	<b>12,337</b>	<b>197,776</b>	<b>264,406</b>	<b>2,333</b>	<b>528,742</b>
<b>Net book amount</b>						
<b>At 31 March 2024</b>	<b>362,383</b>	<b>11,103</b>	<b>91,649</b>	<b>43,237</b>	<b>1,167</b>	<b>509,539</b>
At 31 March 2023	365,585	12,147	90,418	40,966	1,867	510,983

Charity

	Property £	Leasehold Improvements £	Computer Equipment £	Fittings & Equipment £	Motor Vehicles £	Total £
<b>Cost</b>						
At 1 April 2023	414,273	18,940	261,126	289,624	3,500	987,463
Additions	-	4,500	32,656	18,019	-	55,175
Disposals	-	-	(4,357)	-	-	(4,357)
<b>At 31 March 2024</b>	<b>414,273</b>	<b>23,440</b>	<b>289,425</b>	<b>307,643</b>	<b>3,500</b>	<b>1,038,281</b>
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At 1 April 2023	48,688	6,793	170,708	248,658	1,633	476,480
Charge for the period	3,202	5,544	31,425	15,748	700	56,619
Depreciation on disposal	-	-	(4,357)	-	-	(4,357)
<b>At 31 March 2024</b>	<b>51,890</b>	<b>12,337</b>	<b>197,776</b>	<b>264,406</b>	<b>2,333</b>	<b>528,742</b>
<b>Net book amount</b>						
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At 31 March 2023	365,585	12,147	90,418	40,966	1,867	510,983

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2024**

10. Stocks	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Stock	39,637	37,536	39,637	37,536
	<b>39,637</b>	<b>37,536</b>	<b>39,637</b>	<b>37,536</b>

11. Debtors	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade Debtors	210,005	169,945	201,674	167,071
Amounts owed by associated undertakings	114,393	105,230	151,330	142,377
Fund Debtors	49,848	221,808	49,848	221,808
Other Debtors and Prepayments	54,611	19,947	54,611	19,947
	<b>428,857</b>	<b>516,930</b>	<b>457,463</b>	<b>551,203</b>

Amounts owed by associated undertakings are unsecured, interest free and are repayable on demand.

**12. Creditors: amounts falling due within one year**

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Bank loans and overdrafts	-	-	-	-
Trade Creditors	141,754	86,667	141,070	84,365
Other taxation and social security	129,757	112,558	82,365	111,786
Accruals and deferred income	756,742	554,981	800,629	548,290
Other creditors	23,406	258	25,340	258
	<b>1,051,659</b>	<b>754,464</b>	<b>1,049,404</b>	<b>744,699</b>

**The NOW Project Limited**  
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**Notes to the Financial Statements**  
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**13. Funds**

<b>Restricted Funds</b>	<b>Balance</b>				<b>Balance</b>
	<b>1 April</b>				<b>31 March</b>
	<b>2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Pottery Equipment	71,952	-	(5,093)	-	66,859
Groundwork NI	41,413	-	(1,680)	-	39,733
Potterspury	43,800	-	(6,180)	-	37,620
Ready Healthy Eat	316	-	(82)	-	234
Capex	67,058	-	(18,869)	-	48,189
Capex - IT - UKSPF	-	25,391	(3,261)	-	22,130
<b>Total fixed asset funds</b>	<b>224,539</b>	<b>25,391</b>	<b>(35,164)</b>	<b>-</b>	<b>214,766</b>
UKSPF	-	2,131,731	(2,131,731)	-	-
Family Service / Big Lottery	15,483	91,850	(107,333)	-	-
Ready Healthy Eat	-	36,000	(36,000)	-	-
Digital Academy	-	30,210	-	-	30,210
<b>Total net asset funds</b>	<b>15,483</b>	<b>2,289,791</b>	<b>(2,275,064)</b>	<b>0</b>	<b>30,210</b>
<b>Total Funds</b>	<b>240,022</b>	<b>2,315,182</b>	<b>(2,310,228)</b>	<b>0</b>	<b>244,976</b>

	<b>Balance</b>				<b>Balance</b>
	<b>1 April</b>				<b>31 March</b>
	<b>2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Pottery Equipment	77,100	-	(5,148)	-	71,952
BHSCT - IT equipment	3,751	-	(3,751)	-	-
Groundwork NI	43,093	-	(1,680)	-	41,413
Potterspury	50,130	-	(6,330)	-	43,800
Ready Healthy Eat	398	-	(82)	-	316
Capex	74,509	-	(7,451)	-	67,058
<b>Total fixed asset funds</b>	<b>248,981</b>	<b>-</b>	<b>(24,442)</b>	<b>-</b>	<b>224,539</b>
Project Verve	25,068	1,297,616	(975,758)	(346,926)	-
Family Service / Big Lottery	15,483	91,841	(40,392)	(51,449)	15,483
Frontier	10,309	362,629	(326,204)	(46,734)	-
Ready Healthy Eat	5,479	54,467	(48,867)	(11,079)	-
<b>Total net asset funds</b>	<b>56,339</b>	<b>1,806,553</b>	<b>(1,391,221)</b>	<b>(456,188)</b>	<b>15,483</b>
<b>Total Funds</b>	<b>305,320</b>	<b>1,806,553</b>	<b>(1,415,663)</b>	<b>(456,188)</b>	<b>240,022</b>

**The NOW Project Limited**  
**Company Limited By Guarantee**  
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**Restricted funds (continued)**

The fixed asset fund is made up of grants received for the purchase of fixtures and fittings and IT equipment; it is represented by fixed assets and reduced by the depreciation charged on the assets.

UKSPF fund represents grants received from the UK Government's Shared Prosperity Fund as part of the SkillSET consortium

The Family Service/Big Lottery Fund represents monies received from Big Lottery Fund. The project provides support to people on the Autistic Spectrum to gain employment.

Ready Healthy Eat fund represents monies received from Big Lottery Fund. The project provides support to people to reduce food poverty.

The Digital Academy Fund represents monies received from philanthropic funding. The project provides support to neurodiverse people to gain employment.

**Unrestricted Funds**

<b>Group</b>	<b>Balance 1 April 2023 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	<b>Balance 31 March 2024 £</b>
General Reserves	-	2,422,298	(1,816,515)	(605,783)	-
Designated Funds					
Working Capital	280,952	-	-	475,999	756,951
Cash Reserves	250,000	-	-	100,000	350,000
Capital Assets	286,444	-	(21,473)	29,784	294,755
	<u>817,396</u>	<u>-</u>	<u>(21,473)</u>	<u>605,783</u>	<u>1,401,706</u>
<b>Total Unrestricted Funds</b>	<u>817,396</u>	<u>2,422,298</u>	<u>(1,837,988)</u>	<u>-</u>	<u>1,401,706</u>
 <b>Charity</b>					
General Reserves	-	2,393,781	(1,791,753)	(606,878)	(4,850)
Designated Funds					
Working Capital	307,342	-	-	477,094	784,436
Cash Reserves	250,000	-	-	100,000	350,000
Capital Assets	286,444	-	(21,473)	29,784	294,755
	<u>843,786</u>	<u>-</u>	<u>(21,473)</u>	<u>606,878</u>	<u>1,429,191</u>
<b>Total Unrestricted Funds</b>	<u>843,786</u>	<u>2,393,781</u>	<u>(1,813,226)</u>	<u>-</u>	<u>1,424,341</u>

**The NOW Project Limited**  
**Company Limited By Guarantee**  
**Notes to the Financial Statements**  
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**Unrestricted Funds (continued)**

<b>Group</b>	<b>Balance 1 April 2022 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	<b>Balance 31 March 2023 £</b>
General Reserves	-	1,755,465	(2,115,578)	360,113	-
Designated Funds					
Working Capital	184,877	-	-	96,075	280,952
Cash Reserves	250,000	-	-	-	250,000
Capital Assets	302,850	-	(16,406)	-	286,444
	<u>737,727</u>	<u>-</u>	<u>(16,406)</u>	<u>96,075</u>	<u>817,396</u>
<b>Total Unrestricted Funds</b>	<b>737,727</b>	<b>1,755,465</b>	<b>(2,131,984)</b>	<b>456,188</b>	<b>817,396</b>
<b>Charity</b>					
General Reserves	-	1,734,172	(2,078,360)	344,188	-
Designated Funds					
Working Capital	195,342	-	-	112,000	307,342
Cash Reserves	250,000	-	-	-	250,000
Capital Assets	302,850	-	(16,406)	-	286,444
	<u>748,192</u>	<u>-</u>	<u>(16,406)</u>	<u>112,000</u>	<u>843,786</u>
<b>Total Unrestricted Funds</b>	<b>748,192</b>	<b>1,734,172</b>	<b>(2,094,766)</b>	<b>456,188</b>	<b>843,786</b>

Designated Funds have been set aside for the following purposes:

Working Capital - funds set aside to fund working capital.

Cash reserves - funds set aside to maintain the sustainability of the charity.

Capital assets - represents the net book value of tangible fixed assets purchased with unrestricted funds.

**The NOW Project Limited**  
**Company Limited By Guarantee**  
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**14. Analysis of group net assets between funds**

	Unrestricted			Total funds £
	Restricted funds £	General funds £	Designated funds £	
	<b>Fund balances at 31 March 2024 are represented by:</b>			
Tangible fixed assets	214,766	-	294,755	509,521
Net current assets	30,210	-	1,106,951	1,137,161
<b>Total</b>	<b>244,976</b>	<b>-</b>	<b>1,401,706</b>	<b>1,646,682</b>

	Unrestricted			Total funds £
	Restricted funds £	General funds £	Designated funds £	
	<b>Fund balances at 31 March 2023 were represented by:</b>			
Tangible fixed assets	224,539	-	286,444	510,983
Net current assets	15,483	-	530,952	546,435
<b>Total</b>	<b>240,022</b>	<b>-</b>	<b>817,396</b>	<b>1,057,418</b>

**15. Related party transactions and ultimate controlling party.**

The Board of Trustees are considered to be the Charity's ultimate controlling party.

Included within debtors is £36,937 (2023: £37,147) due from Gauge NI CIC and £114,393 (2023: £105,230) due from Now Training and Employment Enterprise Company Limited by Guarantee.

During the year ended 31 March 2024 The Now Project Limited paid graphic design costs of £19,035 to Gerry-Can Graphic design a business owned by Gerry Monaghan, husband of CEO Maeve Monaghan. During the year Gerry Monaghan also provided pro-bono support amounting to £10,668 to The Now Project Limited.

As at 31 March 2024 amounts owed to Gerry-Can Graphic Design totalled £265 (2023: Nil).

**16. Legal Status of the Charity**

The Now Project Limited is a company limited by guarantee and the liability of the members is limited to a maximum of £1 for each member.

**The NOW Project Limited  
Company Limited By Guarantee  
Notes to the Financial Statements  
Year Ended 31 March 2024**

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**17. Financial commitments**

The group had the following future minimum lease payment under non-cancellable operating leases for each of the following periods:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Operating Leases which expire:		
Within one year	<b>62,119</b>	59,503
Two to five years	<b>112,043</b>	155,057
Over five years	<b>8,500</b>	11,500
	<b>182,662</b>	226,060

**18. Subsidiaries**

The subsidiary undertakings whose results are reflected in the consolidated financial statements by virtue of control, are as follows:

	<b>Interest consolidated</b>
Gauge NI C.I.C - NI604444	100%

**19. Net cash generated from operating activities**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Net incoming resources	<b>589,264</b>	14,371
Depreciation	<b>56,619</b>	58,374
Interest receivable and similar income	<b>(15,123)</b>	(3,116)
Profit on disposal of fixed assets	-	(433)
Decrease / (Increase) in Debtors	<b>88,074</b>	(151,908)
Increase in Creditors	<b>297,193</b>	38,984
(Increase)/ Decrease in Stocks	<b>(2,101)</b>	1,238
Net cash inflow from operating activities	<b>1,013,926</b>	(42,490)

