

FLOURISH NI LIMITED
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Charity Number: NIC100423
Company Number: NI624552

FLOURISH NI

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FOR THE YEAR ENDED 31ST MARCH 2025

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Trustees Report for the Year Ended 31 March 2025

Introduction

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report and unaudited financial statements for the year ended 31 March 2025.

Charitable objectives and activities

Flourish NI is dedicated to the support of people whose lives have been impacted by modern slavery or other forms of exploitation, including forced labour.

The charities aim is that every individual affected by human trafficking is supported towards a brighter future.

Public Benefit

In setting the charity objectives and planning activities for the year, the trustees have carefully considered the Charity Commission for Northern Ireland's guidance on public benefit to ensure that the activities have helped to achieve the charity's purposes and provide a benefit to the beneficiaries and the educating the wider public on modern slavery and human trafficking.

Review of Activities & Performance

Flourish NI provides long term, tailored, client centred support for survivors of modern slavery.

Our work is focused on reducing vulnerability to re-exploitation by supporting survivors to empower themselves to be able to move on to lead safe, independent and resilient lives.

Our core work focuses on 3 areas:

1. Casework and advocacy;
2. Community activities and skills-based courses; and
3. Therapeutic interventions.

Support is provided to both males and females from all forms of human trafficking and exploitation.

Casework & Advocacy

The aim of our casework and advocacy service is to provide specialist, tailored support to enable survivors to move on to lead safe, independent and resilient lives. We recognise that each person's journey is different, and this means our support is not time limited and focuses on each individual's recovery needs.

The programme of support offered by the charity is based upon a strengths-based model using a trauma informed approach. Casework is intensive one to one support which aims to provide pathways to practical stability, navigating systems within the UK, understanding rights and setting both short-and-long term goals, working towards independence for survivors.

Long term support facilitates building trust and ensures continuity of care. Our support is holistic and considers challenging areas such as health, housing, employment, education, legal, human trafficking, finance and community integration.

The charity has continued throughout this financial year to address the gap in support for individuals who are waiting to enter the statutory support system[pre-NRM]. While the mission of Flourish is to provide long term recovery and support for survivors, the charity recognises the need for individuals to be able to access specialist care while waiting to enter the NRM.

Clients supported by Flourish during the period were from many different nationalities, most commonly Eritrea, Somalia, Sudan, Britain/Ireland, and Iran.

During the financial year, 153 adults and 72 children were supported in our one-to-one casework service. The charity provides support to the whole family, so this includes children of the survivor. Parental support and engaging the child with appropriate support services is imperative for each child's development.

Clients supported during the period were evenly split between male and female and had experienced labour exploitation, sexual exploitation, criminal exploitation, or domestic servitude.

Some survivors experienced more than one form of exploitation.

Our weekly advice clinic for those not within our casework service has continued to grow throughout the year. This service is run by experienced caseworkers and exists for those on our waiting list or those who have exited casework but require one off support. 221 appointments were facilitated through this service. As referrals continue to grow, this service will become a vital pathway for survivors to access drop-in support.

This year has again been challenging for caseworkers as referrals continue at a high rate in comparison to previous years. Poor mental health, delays with immigration decision making and lack of suitable housing solutions are 3 areas where caseworkers have spent increased support time. All of the above inevitably put more pressures on the charity.

As the landscape of trafficking within Northern Ireland continues to change, the trustees and management continue to monitor these trends and adapt to meet the needs in the evolving landscape.

Other Policy Activities

Flourish NI is part of both local and national networks. Within Northern Ireland, it is a member of the Belfast City Council Migrant Forum, Department of Justice Engagement Group on Modern Slavery and the Racial Equality Sub-Group of The Executive Office.

Nationally the charity is a member of the Human Trafficking Foundation and also the Anti-Trafficking Monitoring Group ['ATMG'], which is a small coalition of anti-trafficking charities influencing policy at a national level.

Community activities

As a charity we have witnessed the immense benefits to survivors of community activities and we continue to prioritise ways for survivors to spend time together to build confidence, improve general wellbeing and reduce isolation. Peer support and community are key tools in promoting independence and recovery.

A total of 143 groupwork sessions were delivered during the reporting period.

Every week there are a number of opportunities provided for clients to be involved in community activities.

Our groupwork includes a weekly women's craft group with activities such as flower arranging, jewellery making and various crafts, a weekly men's group providing a range of activities such as sports, walks and visits to places of interest, and weekly computer and sewing classes.

A number of survivor led activities were hosted during the year giving clients the opportunity to teach a skill to others. This was both an empowering experience for the client teaching and for those participating. The charity will continue to encourage clients to use their skills in a safe supportive environment.

A number of one-off events and activities were held throughout the year such as cinema trips and farm visits.

We also provide the opportunity for the development of new life skills. Some examples of courses that were hosted during the year were beginners sewing classes, an employability course, a photography course, a computer course, and a well-being and resilience course.

Therapeutic activities

Whilst counselling continues to be identified as a need, currently this is provided through referrals to third party services/organisations. As with all services, demand is high and clients can often have long waiting times before being able to avail of much needed mental health support.

During the year, the charity provided weekly art psychotherapy. The art therapy group at Flourish aims to provide a trauma-informed, supportive and consistent space for clients to come and experience the benefits of the creative process. The space is held by an art therapist and aims to be inclusive and accommodate clients at different stages of their journey. The art therapy group can be meaningful for clients on multiple levels.

During the financial year 37 art therapy sessions were facilitated.

Fundraising and Partnerships

Fundraising remains an important source of income for the charity, whether those events are facilitated by the charity or individuals/groups engaging in activities to fundraise on behalf of the charity.

In October 2024 the charity hosted its first conference "Hope Beyond Trafficking" to a sold-out audience. Over 160 delegates gathered to hear a variety of speakers talk about human trafficking from their perspective. Our keynote speaker was Andrew Wallis OBE, CEO of the charity Unseen who runs the modern slavery helpline.

We also welcomed to the stage representatives from DoJ, PSNI and most importantly a survivor who had very bravely chosen to share her story and what “hope beyond trafficking” meant to her.

2024 also saw the charity move from an office space we had occupied for 5 years to larger premises in a more accessible location for those who we support. The new space provides more opportunities for community based activities and meeting spaces along with accommodating a growing staff team.

The charity is also incredibly grateful to partner with Refuge Chocolate and Kindred of Ireland who support the work of the charity financially.

Review of financial position

The financial results for the year to 31 March 2025, showed income of £325,784 (2024: £268,318). Of this, £250,567 (2024: £196,288) was restricted income and £75,218 (2024: £72,030) was unrestricted income. All income received was from fundraising, donations or grant income.

Expenditure during the same period totalled £325,393 (2024: £246,702) of which £242,074 (2024: £176,309) was from restricted funds and £83,319 (2024: £70,393) from unrestricted.

Total funds carried forward to 1st April 2025 were £131,543 (2024: £131,152), being £28,472 (2024: £19,979) restricted and £103,071 (2024: £111,173) unrestricted.

Reserves Policy

A reserves policy is in place that aims to hold between three and six months of unrestricted expenditure, to enable the charity to continue in operation for this time and meet the operational costs of a core team. This is regularly reviewed by the Trustees and has been closely monitored during the ongoing cost of living pressures, which continue to change the landscape of fundraising.

At the time of approving the financial statements, the Trustees have considered both the level of reserves held and forecasted income anticipated, concluding that there is a reasonable expectation that adequate resources are held to bolster any uncertainties that may arise and to continue in operation for the foreseeable future.

Structure Governance and Management

Flourish NI is a company limited by guarantee governed by its Memorandum and Articles of Association dated 21st May 2014. It is registered as a charity with the Charity Commission Northern Ireland [NIC 100423].

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles of Association are known as members of the Board. The Board are responsible for the strategic direction and policy of the charity. The Board of appointed trustees run the charity, delegating the day to day running of the organisation to employed members of staff.

New members are appointed to the board by the existing members at the Annual General Meeting, or the charity may from time to time in a General Meeting increase or reduce the number of members of the board.

Members of the board meet quarterly to discuss the strategic direction of the charity, the activities of the charity and the uses of its reserves. All members of the board give of their time and expertise on a voluntary basis and receive no remuneration or benefits from the charity. Flourish NI relies heavily on volunteers giving their time to the organisation.

Members of the board are also required to disclose all relevant interests and register same with the board. The board conduct a review of risks to which the charity is exposed and review these risks annually. Where appropriate, systems and procedures are put in place to mitigate these risks.

Reference and Administrative Details

Charity Number: NIC 100423
Company Number: NI624552

Registered Office:

24 Mount Charles
Belfast
BT7 1NZ

Trustees'

The trustees who served the charity during the year were:

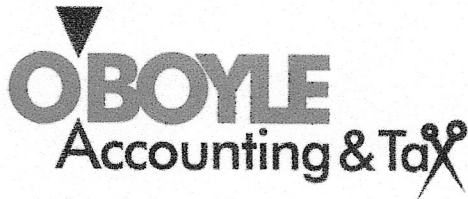
Mrs Elizabeth McKee
Miss Sharon Pauley
Ms Judith Fox
Miss Liz Griffith

The Board of Trustees declare that they have approved the above report.

Signed on behalf of the Board of Trustees on 26th January 2026 by:



Mrs E McKee - Chair



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Independent examiner's report to the trustees of Flourish NI Ltd

I report on the accounts of the company for the year ended 31 March 2025, which are set on the following pages.

Respective responsibilities of trustees and examiner

The trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for the year under section 65 (2) of the Charities Act (Northern Ireland) 2008 (the Charities Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of IATI.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 65 of the Charities Act
- To follow the procedures laid down in the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act
- To state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

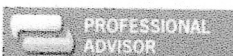
Signed: on behalf of O'Boyle Accounting *WL Wright* Date: *29/1/26*
Name and Position



O'Boyle Accounting & Taxation Ltd

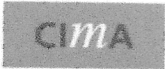
Director

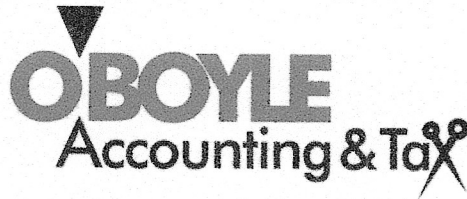
4 Bingham Street, Bangor, Co-Down, BT20-5DW | Phone: (028) 9146 9054 | E-mail: info@oboyleaccounting.com
Website: www.oboyleaccounting.com | @oboyleaccounting



Directors: G. O'Boyle, L. Wright, M. O'Boyle. Company registered No. Ni601180

Gerry O'Boyle ACMA. Over 30 years experience with small business. Licenced by CIMA to work in practice - certificate no. 00466





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Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) Which gives me reasonable cause to believe that in any material respect, the requirements:

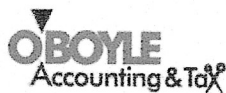
- To keep accounting records in accordance with section 386 of the Companies Act 2006 and
- To prepare accounts which accord with the accounting records, and comply with the accounting requirements of the Companies Act 2006, and
- Which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met or

(2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

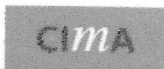
Signed: on behalf of O'Boyle Accounting *W Wright* Date: *29/1/26*
Name and Position

WL WRIGHT
Director



O'Boyle Accounting & Taxation Ltd

4 Bingham Street, Bangor, Co-Down, BT20-5DW | Phone: (028) 9146 9054 | E-mail: info@oboyleaccounting.com
Website: www.oboyleaccounting.com | @oboyleaccounting



Directors: G. O'Boyle, L. Wright, M. O'Boyle. Company registered No. Ni601180
Gerry O'Boyle ACMA. Over 30 years experience with small business. Licenced by CIMA to work in practice - certificate no. 00466

**STATEMENT OF FINANCIAL ACTIVITIES
FOR YEAR ENDED 31 MARCH 2025**

		Unrestricted Funds	Restricted Funds	Total	Total
	Notes	<u>2025</u> £	<u>2025</u> £	<u>2025</u> £	<u>2024</u> £
INCOMING RESOURCES					
Grants and Donations	2	60,901	250,567	311,467	254,648
Fundraising activities	3	10,516	-	10,516	11,479
Investment income		-	-	-	-
Other incoming resources	4	3,801	-	3,801	2,191
TOTAL INCOMING RESOURCES		<u>75,218</u>	<u>250,567</u>	<u>325,784</u>	<u>268,318</u>
RESOURCES EXPENDED					
Raising Funds	7	4,500	-	4,500	2,416
Charitable activities	8	78,819	242,074	320,893	242,806
Other resources expended				-	1,480
TOTAL RESOURCES EXPENDED		<u>83,319</u>	<u>242,074</u>	<u>325,393</u>	<u>246,702</u>
NET INCOME FOR THE YEAR		<u>-</u>	<u>8,493</u>	<u>391</u>	<u>21,616</u>
NET MOVEMENT IN FUNDS		<u>-</u>	<u>8,493</u>	<u>391</u>	<u>21,616</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward at 1 April 2024		111,173	19,979	131,152	109,536
TOTAL FUNDS CARRIED FORWARD AT 31 MARCH 2025	14	<u>103,071</u>	<u>28,472</u>	<u>131,543</u>	<u>131,152</u>

The Statement of Financial Activities includes all gains and losses in the year.

BALANCE SHEET AS AT 31 MARCH 2025

	<u>Notes</u>	<u>Total</u> <u>2025</u>	<u>Total</u> <u>2024</u>
FIXED ASSETS			
Equipment	10	3,934	-
CURRENT ASSETS			
Debtors	11	75,772	116,718
Cash at bank and in hand		90,151	41,347
Total current assets		<u>165,922</u>	<u>158,065</u>
CREDITORS:			
Amounts falling due within one year	12	- 38,314	- 26,913
NET CURRENT ASSETS		<u>127,609</u>	<u>131,152</u>
NET ASSETS		<u>131,543</u>	<u>131,152</u>
FUNDS OF THE CHARITY			
Unrestricted Funds	14	103,071	111,173
Restricted Income Funds	13	28,472	19,979
TOTAL FUNDS		<u>131,543</u>	<u>131,152</u>

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP
 The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

These financial statements were approved by the Board of Trustees on 26th January 2026 and signed on their behalf by:



Mrs E McKee
 Trustee

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025

8	Expenditure on Charitable Activities				
	Courses	-	3,000	3,000	6,960
	Activities	1,750	18,854	20,604	10,097
	Small grants	2,026	2,180	4,206	6,144
	Therapies	1,091	3,369	4,460	3,488
	Interpreting	7,777	-	7,777	3,539
	Staff salaries	27,908	186,894	214,802	156,254
	Training and supervision	545	2,262	2,807	1,964
	Travel	3,165	5,668	8,833	7,183
	Telephone	2,244	640	2,884	1,805
	Office rent	20,309	14,040	34,349	35,556
	Computer and website costs	-	4,667	4,667	2,765
	Subscriptions	4,706	-	4,706	873
	Stationery, printing and postage	-	-	-	281
	Support costs	9	7,298	7,798	5,897
			<u>78,819</u>	<u>242,074</u>	<u>320,893</u>
					<u>242,806</u>
9	Expenditure on Governance and Support costs				
	Stationery, printing and postage	658	500	1,158	842
	Insurance	742	-	742	699
	Bank and other fees	905	-	905	581
	Merchandise	-	-	-	582
	Professional fees	1,358	-	1,358	2,310
	Office costs	590	-	590	763
	Office cleaning	313	-	313	-
	Maintenance	550	-	550	-
	Office fixtures and fittings	629	-	629	-
	Depreciation	1,312	-	1,312	-
	Accountants fees	240	-	240	120
		<u>7,298</u>	<u>500</u>	<u>7,798</u>	<u>5,897</u>
10	Fixed Assets - Equipment, fixtures and fittings				Total
	Cost or valuation				
	As at 1 April 2024				-
	Additions				5,246
	Disposals				-
	As at 31 March 2025				<u>5,246</u>
	Depreciation				
	As at 1 April 2024				-
	Charge for the year				1,312
	Disposals				-
	As at 31 March 2025				<u>1,312</u>
	Net book value				
	As at 31 March 2025				<u>3,934</u>
	As At 31 March 2024				-
11	DEBTORS		2025		2024
	Other debtors		£		£
			<u>75,772</u>		<u>116,718</u>
12	CREDITORS: Amounts falling due within one year		2025		2024
	Accruals and deferred income		£		£
			<u>38,314</u>		<u>26,913</u>

ANALYSIS OF MOVEMENT IN RESTRICTED FUNDS

	Brought forward	Income	Expenditure	Carried Forward
22 North Foundation	-	40,000	- 26,667	13,333
AB Charitable Trust	7,446	23,675	- 29,209	1,912
Belfast Health and Social Care Trust	-	999	- 999	-
Bentley	-	500	- 500	-
Cash for Kids	-	1,953	- 1,953	-
CDHN	-	5,000	- 5,000	-
Co-Op	-	500	-	500
Fund for Human Need	-	320	(320)	-
DWF	-	2,500	(2,500)	-
Garfield Weston	-	25,000	(25,000)	-
Halifax Foundation	-	2,500	(2,500)	-
Halifax Foundation [Collaborate Project]	-	10,000	(1,440)	8,560
Keep NI Beautiful	-	1,912	(1,912)	-
Migrant Help	-	35,527	(35,527)	-
Minority Ethnic Development Fund	-	44,904	(44,904)	-
Public Health Agency	-	3,357	(3,357)	-
Rank Foundation	-	31,310	(31,310)	-
Red Cross TEO Crisis Fund	-	1,860	(1,860)	-
St James Place	-	5,000	(5,000)	-
Society of the Holy Child Jesus	-	10,000	(5,833)	4,167
Souter Trust	-	2,750	(2,750)	-
Sported Foundation	-	1,000	(1,000)	-
Ulster Garden Villages	9,533	-	(9,533)	-
Vinci	3,000	-	(3,000)	-
	<u>19,979</u>	<u>250,567</u>	<u>(242,074)</u>	<u>28,472</u>

Description, nature and purpose of fund

22 North Foundation

Grant for salary and overheads

AB Charitable Trust

Grant for salary

Belfast Health and Social Care Trust

Grant for well-being activities

Bentley

Grant for well-being activities

Cash for kids

Grant for children's activities

CDHN

Grant for well-being activities

Co-Op

Grant for well-being activities

Fund for Human Need

Direct financial support for clients

DWF

Grant for well-being activities

Garfield Weston

Grant for core costs

Halifax Foundation

Grant for well-being activities

Halifax Foundation [Collaborate]

Grant for collaborating with partner organisation

Keep NI Beautiful

Grant for well-being activities

Migrant Help

Grant for salary and overhead

Minority Ethnic Development Fund

Grant for salary and overhead

Public Health Agency

Grant for well-being activities

Rank Foundation

Grant for salary and overhead

Red Cross TEO Crisis Fund

Direct financial support for destitute clients

St James Place
 Grant for well-being activities and fixtures and fittings
Society of the Holy Child Jesus
 Grant for salary
Souter Trust
 Grant for well being activities
Sported Foundation
 Grant for well-being activities
Ulster Garden Villages
 Grant for salary
Vinci
 Grant for equipment

14

ANALYSIS OF NET ASSETS BY FUND

	General Funds £	Restricted Funds £	Total 2025 £
Tangible assets	2,022	1,912	3,934
Current Assets	139,362	26,560	165,922
Current Liabilities	- 38,313	-	- 38,313
	103,071	28,472	131,543