

incredABLE

(A company limited by guarantee, not having a share capital)

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 March 2024

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 March 2024.

The financial statements are prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the trustees of incredABLE present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 March 2024.

Structure, Governance and Management

Structure

incredABLE is a company limited by guarantee and a registered charity. The organisation is governed by the Trustees who delegate the daily operation of the charity to the Chief Executive Officer and management team.

Trustees

Trustees are recruited and appointed at its Annual General Meeting. The process for the appointment of Trustees is outlined in the governing documents. The directors of the organisation are also charity trustees for the purposes of charity law. Each new trustee undergoes an induction process and training in good governance.

Review of Activities, Achievements and Performance

Chief Executives Foreword

Dear friends, supporters, and members of the incredABLE community,

It is with great pride and a sense of accomplishment that we present the incredABLE Annual Report for the year ended 31 March 2024. This report encapsulates the dedication, hard work, and unwavering commitment of our team, partners, and supporters in creating incredible opportunities for individuals with learning/intellectual disabilities and/or autism.

Over the past year, incredABLE has continued to make significant strides in delivering meaningful projects and quality services throughout the Southern Area. We have maintained our support to more than 731 children and adults through a variety of innovative and engaging initiatives.

Our mission to create incredible opportunities for incredABLE people is reflected in every aspect of our work. We are driven by our vision of a society where individuals with learning/intellectual disabilities and/or autism are inspired, empowered, and included. Our values of commitment, collaboration, creativity, and community are the foundation upon which we build our services.

The following pages provide a detailed overview of our projects and services, highlighting the outputs and achievements that have made a tangible difference in the lives of those we support.

As we reflect on the past year, we are reminded of the importance of our work and the positive impact it has on the lives of incredABLE individuals and their families. We are grateful for the continued support of our partners, funders, and the community, which enables us to pursue our mission with passion and determination.

Looking ahead, we remain committed to innovating and expanding our services to meet the evolving needs of those we serve. Together, we will continue to create a society where everyone has the opportunity to be incredABLE. Thank you for your ongoing support.

Nigel Hampton, CEO

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In the year ended 31 March 2024, incredABLE continued to provide exemplary support services throughout the Southern Area. Specifically, we were able to deliver that support to more than 731 (2022-23: 653) children and adults with a learning/intellectual disability and/or autism through our many exciting projects and services.

Mission:

To create incredible opportunities for incredABLE people! By delivering meaningful projects and quality services in partnership with individuals who have a learning/intellectual disability and/or autism.

Vision:

A society where individuals with a learning/ intellectual disability and/or autism are inspired, empowered and included.

Values:

Commitment

We are passionate and dynamic staff and volunteer team who are committed to people first and supporting individuals to realise their own vision of being incredABLE

Collaboration

We believe in the value of working in collaboration and proactively seek out partnerships to make incredABLE things happen

Creativity

We strive for creativity in our bespoke approach to opportunities so that they are meaningful, participatory and uniquely incredABLE

Community

We see Community as central to the incredABLE experience of inclusion and we work alongside to support engagement, access, and visibility of incredABLE individuals

incredABLE deliver projects and services in the Southern Health and Social Care Trust Area.

Projects & Services, Outputs & Achievements:

Adult Short Breaks (ASB) Service

In partnership with the Southern Health and Social Care Trust Adult Learning Disability Teams, incredABLE delivers the ASB service. Offering a wide range of meaningful activities and experiences, the ASB group residential breaks take place in venues across Northern Ireland. ASB offers both mid-week and weekend breaks in which participants choose everything from the breakfast menu to the activities.

As they make decisions about their time away, individuals on the ASB service socialise with peers, work on compromise and communication skills, practice daily living skills, and take part in many of the activities available across NI, such as attending Belfast Giants matches, visiting forest parks, walking along the beach in Newcastle, and much more. We offer tailored support, ensuring that we have the right staff with each group to ensure every participant has their specific, individual needs met within the group.

During the 2023-24 financial year this service provided 53 Adult Short Breaks, with forty-seven 2-night residential, two 4-night residential and four 7-night residential. A total of 140 participants availed of the service, for an increase of 15% over 2022-23.

BIG (Bespoke Individual and Group) Support Service

For many young people and adults, one to one or small group support is the best option to reach their goals. BIG is a service that provides exactly those options, with a service completely tailored to each individual, focused on their passions, their needs, and supporting them in bringing their dreams to life.

BIG can be as flexible or routine as the individual or group desires, as the plan is agreed with both the individual and their carers. Together, they establish the activities to be undertaken, the schedule, and the exact support an individual needs. Whether accessing live music, going shopping with friends, or getting exercise at the local swimming pool, anything is possible with BIG.

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Most people access the BIG service using funds from Direct Payments via Self Directed Support (SDS). 11,069 hours of support were delivered to 74 individuals during the 2023-24 financial year.

Peer Outing Programme (POP)

incredABLE is proud to partner with the Southern Health and Social Care Trust Children and Young People's Disability Teams to offer the Peer Outing Programme. POP focuses on young people as they approach and go through the transition between school and adult services. POP provides social outings with peers while including opportunities for personal growth that serve young people into adulthood. Team building, communication, conflict mediation, and overall improvement in self-confidence are all outcomes that POP participants see over the course of the programme. POP outings take place once a month and can be activity-based or joining in with a community event.

While POP outings take place as a group, the project is still individualised, with specific supports designed to offer participants the chance to fully engage with their peers and their communities. POP gives young people control by making sure all activities are chosen by the young people themselves, promoting a person-centred approach in addition to the social inclusion built into the programme.

During the 2023-24 financial year, twenty-nine POP Saturdays were delivered in three locations as well as five 2-night residential and a total of 36 participants have availed of the service.

Youth Empowerment Programme (YEP)

YEP is a residential Service designed to support youth in gaining daily life skills in preparation for independent or supported living arrangements after leaving school. Made up of ten 3-day residential over the course of a year, incredABLE delivers YEP in partnership with the Southern Health and Social Care Trust Children and Young People's Disability Teams.

YEP focuses on four main areas including:

Personal Development- Learning to be independent and participating in a programme away from home.

Independent Living Skills- These will include key skills such as establishing morning routines, cooking, budgeting, relationships, personal care and home safety.

Social Development- To encourage peer support and increase social skills involving outings and attendance to a range of community and social events.

Self-esteem- The development of independent skills, having the confidence to offer an opinion when planning activities or shopping and feeling positive about reaching goals set.

During the 2022-23 financial year, 10 YEP residential were delivered with 9 participants taking part in the programme.

Summer scheme

incredABLE's summer scheme is a long-running programme offered to ensure that young people with an intellectual disability and/or Autism are able to take part in the same exciting summer activities as other young people do during the school break. First offered as a pilot programme in 2018, the summer scheme has grown into one of our regular offerings, popular with both young people and their parents alike. Activities include many options that are difficult to access during the school year, with a new outing planned for each day.

The scheme runs for One week in each of the localities of Armagh & Dungannon, Craigavon & Banbridge and Newry & Mourne, Mon-Fri 9-5pm, each day and is delivered with the support of the Southern Health & Social Care Trust.

During the 3-week scheme a total of 36 participants availed of this service in the 2023-24 financial year.

ASD Offerings

incredABLE has long been a trusted name in the world of local ASD provision, delivered in partnership with the Southern Health and Social Care Trust. The programme remains a staple for families in the SHSCT area, providing services that offer children and young people with Autism opportunities for socialisation, learning life skills for independent living, and practising important soft skills like cooperation, teamwork, and communication.

The ASD offerings have grown to include three programme strands, each run by staff with many years of experience working with children, youth, and adults on the spectrum.

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Strand 1- Saturday clubs

incredABLE's Saturday Clubs are delivered in partnership with the Southern Health and Social Care Trust Children and Young People's Disability Teams. Saturday clubs are unique in incredABLE's stable of services in providing weekly venue-based activities for children with Autism.

Two sessions are offered every Saturday, giving carers a short break whilst ensuring children have three hours of fun and social activities with peers. Activities change weekly and cover sensory, physical, and creative opportunities. Sessions run from 10am-1pm and from 2pm-5pm.

During the 2023-24 financial year incredABLE's Saturday clubs met 48 times and served 30 participants.

Strand 2- Life Hacks Programme

The life hacks programme took inspiration from our original residential programme, focusing on providing skills for independent living but taking away the pressure of monthly residentials for those who need a more structured program in smaller sections. Life Hacks runs weekly for a total of 10 weeks in each cohort.

During the 2023-24 financial year we provided six 10-week sections of Life Hacks, serving a total of 60 participants.

Strand 3- Community Connections

This youth-centred, asset-based community mapping program offers 15-17 year olds on the spectrum an opportunity to choose local supports they want to explore and plan visits based in three key areas: health and wellness, social networks, and community hubs. Participants have mapped and visited venues such as libraries, banks, transport hubs, gyms and activity groups, leisure and healthcare facilities, and interest-based clubs in their local area.

During the 2023-24 financial year 20 participants availed of two 10-week cycles.

incredABLE-y Caring

Funded by Department of Health and administered by The Community Foundation Northern Ireland, IncredABLE-y caring was designed to give carers a short break from caring whilst providing a meaningful social evening and/or overnight opportunity for the person they care for. Participants had opportunities to engage in planning activities, meals, and outings throughout each programme. Activities included, but were not limited to, bowling, mini golf, cinema, walks in local parks, shopping trips, visiting the Christmas Markets in Belfast, and other community-based outings.

incredABLE-y Caring also provided workshops specifically to carers, offering them some well-deserved 'me time.' Carers sessions were designed to be a break in routine in which carers could try a new activity, engage in a hobby, or simply have a cup of tea and some company without the pressures of caring.

During the 2023/24 financial year there were four 10-week evening programmes, four programmes consisting of six 1-night overnights over a 12-week period, and four evening sessions for carers. A total of 99 participants availed of this programme.

Day Opportunities - incredABLE-y Made

The completion of the 5-year 'we are incredABLE' project towards the end of 2022 provided the context for consolidating efforts around the projects most successful strand - day opportunity provision - as evidenced by project beneficiaries and stakeholders.

incredABLE-y Made, which piloted over the previous 5 years, found purpose and structure as an enterprising day opportunity with a focus on print, production, and packaging activities. The model was required to become self-sustaining and successfully transitioned from a funded to a self-paying fee service by April 2023.

incredABLE-y Made day opportunities have since grown substantially and are designed to provide soft skills development for adults with a learning/intellectual disability and/or Autism with the added values of making friends and building confidence, motivation, and independence in a safe and supportive environment.

Between April 2023 and March 2024, incredABLE-y Made day opportunities maintained and further developed working relationships with other organisations such as Cedar Foundation, People First, and Clanrye offering placements for end-of-programme service users, identified as a primary target group. This financial year also saw incredABLE-y Made connect with other organisations such as Gateway, Mencap, and Caring Breaks, showcasing at Learning Disability Pride (9 June 2023), participating in the 'Do Your Thing' social media video challenge, and featuring at the Waterfronts successful Quirky

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Wedding Event. incredABLE-y Made day opportunities also featured on BBC Newsline with Corman Campbell filming on 16th June 2023.

Through targeted marketing and promotion, incredABLE Day Opportunities have become well-known throughout the sector. The service has proved attractive to key workers in other organisations particularly as they searched out new skills-based opportunities for young adults who may otherwise fall through the known gap in service that exists for SEN school leavers.

incredABLE-y made as an enterprising day opportunity concept continues to enhance service provision and fill gaps connecting with many organisations across the public, private and voluntary sectors, most notable of these have been collaborations with ABC Council, Lord Mayor's Office, BNI Events Company, SENI Awards, Ulster Carpets, Camping NI, Open Farm Week, Messy Play NI and securing packaging contract with Farringford Foods...as well as many more, all of which are adding profile and in turn generating meaningful activity for our incredABLE participants.

By February 2024, the incredABLE-y made team required additional staff to support the strategic direction of day opportunities and two new roles were developed and recruited in Marketing Administration and Production Coordination. These roles have benefited the agenda of growth significantly.

During the 2023 – 2024 financial year, incredABLE day opportunities delivered meaningful activity to 45 participants, 6 days per week, across 4 sites, equating to 12,690 hours annually. Most individuals accessing the service are self-funded using direct payments via Self Direct Support (SDS).

incredABLE Black Moon – Evening Opportunity

October 2023 heralded the return of incredABLE Black Moon Disco following a 3-year hiatus owing to the Covid 19 pandemic.

The anticipated re-launch marked an extra special occasion which treated attendees to a 'Spooktacular' Halloween themed event on Friday 27th October 2023 at Armagh City Hotel and paid tribute to DJ Chill (Phil Cheung) who helped establish the disco in 2018 and sadly lost his life in Nov 2021 following short cancer battle.

The fundraising event which celebrated Phil, emphasised a monster raffle, costume/fancy dress, music choice, room décor and extra's such as a photobooth and professional photographer saw approximately 150 attendees come through the Fringe Lounge doors. It was a truly memorable occasion which generated the idea of theming discos going forward as an alternative to monthly discos which hadn't previously attracted those numbers...

Between April 2023 and March 2024, the incredABLE Black Moon team delivered three discos themed respectively around Halloween (relaunch Oct 2023) Christmas (Dec 2023) and Valentines Day (Feb 2024). It was agreed that discos would take place bi-monthly moving forward (reducing from 12 to 6) with more significance placed on theming room, music choice and adding extras. This decision proved to be a successful one with attendance figures remaining in and around the initial relaunch set.

Door entry remained the same at £5.00 per individual, parent/carer donation optional and the team have been delighted to report that each disco, while retaining its usual crowd has also attracted new guests and a new following.

IncredABLE Black Moon remains a core component of incredABLE's evening social provision for adults with learning/intellectual disabilities and/or autism attracting individuals from right across the Southern Health and Social Care Trust area and beyond.

Armagh City Hotel continues as host venue while the enhanced format maintains the opportunity for participants to socialise with peers, make new friends and develop confidence within a modern, positive, fun and safe environment.

Café incredABLE @ Jethro

Our café in the Jethro Centre is running strong, open 5 days a week offering made to order meals from a carefully-crafted menu. Additionally, Café incredABLE caters for internal Jethro Centre clients as well as outside groups regularly, giving participant trainees the opportunity to learn catering in addition to cooking, serving, using the till, and more.

Café incredABLE @ Jethro decreased total sales by 5% over the 2023-24 financial year, serving 17,112 customer transactions, employed 4 people with a learning disability and/or Autism, and facilitated a further 4 people in voluntary placement.

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Café incredABLE @ South Lake

Our flagship café in South Lake Leisure Centre in Craigavon also continues to shine. We are proud of the service we offer at SLLC, and we are even more proud that this café, in addition to having become a community hub, continues to be a place where we offer vocational training, employment, and meaningful daytime activity for individuals with a learning/intellectual disability and/or autism within our café spaces.

Our customer base continues to remain loyal, and we serve as many people who come to the South Lake Leisure Centre just for a coffee or breakfast as we do those who are in the SLLC already for their own purposes and stop by for refreshment before or after.

In March 2024 not only did we continue to trade as normal but also provided catering for the Special Olympics Ireland Winter Games 2024, which resulted in our busiest weekend of trading since opening our doors in November 2020.

Café incredABLE @ South Lake increased the total sales by 8% over the 2023-24 financial year, serving 146,027 customer transactions, employing 9 people with a learning disability and/or Autism, and facilitating a further 9 people in voluntary placement.

Café incredABLE @ Banbridge Leisure Centre

Our café in Banbridge Leisure Centre continues to gain momentum, open 7 days a week offering made to order meals from a carefully-crafted menu. Additionally, the café provides in-house catering for events being held within the centre and the council civic building opposite the centre. On 19 May 2023 we saw our busiest trading day to date catering for the Armagh City, Banbridge, & Craigavon Local Election Count Centre.

Café incredABLE @ Banbridge had a total of 35,822 customer transactions, employed 3 people with a learning disability and/or Autism, and facilitated a further 3 in voluntary placement.

incredABLE Mourne Centre

The incredABLE Mourne Centre, Ballinran is used by incredABLE's groups for residential and holidays as well as being open on a self-catering residential basis to outside charitable groups. During the year we applied for a TourismNI Hostel grading and were awarded a coveted 4-star rating.

PeacePlus HEROES+ Project

incredABLE is always working to expand our impact and community offerings, and just prior to Christmas 2023 we were awarded funding for an exciting new project - taking part in the PEACEPLUS Youth Heroes+ programme. The project's objective is to promote and inspire participants from different backgrounds to build, maintain and manage strong positive relationships and collective identities, developing their potential and providing safe spaces for them to contribute to building an inclusive and cohesive society.

While many peace-building initiatives work across Northern Ireland, the Heroes+ programme is unique in offering those opportunities to young people with a learning disability and/or additional support needs, or those who are excluded from school.

Heroes+ is working with 12 cohorts per year, partnering with a number of organisations to provide quality programming. incredABLE is partnering with Heroes+ to deliver two cohorts per year, over a four-year period, in the Southern HSCT area and Monaghan. Over the 2023-24 financial year this resulted in the creation of multiple funded positions including four full-time youth workers at incredABLE as well as two part-time youth work assistants. We are incredABLE-y excited to see this project through and report on the outcomes we see in our participants.

Financial Review

Our accounts for the year show a surplus of £40,751 for the year, which has increased the total fund balance carried forward. The Statement of Financial Activities for the year is detailed on page 12. The Board have examined the charity's requirements for reserves in light of the main risks of the organisation and established a policy whereby the unrestricted funds not committed or invested in fixed assets held by the charity should be between three and six months of expenditure. The Trustees have a strategy in place to build reserves through planned operating surpluses.

Financial Results

At the end of the financial year the company has assets of £1,181,301 (2023 - £1,219,675) and liabilities of £75,308 (2023 - £154,433). The net assets of the company have increased by £40,751.

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Principal Risks and Uncertainties

incredABLE has a risk management strategy in place which is reviewed and updated each quarter by the management team and then presented and discussed at each board meeting. A risk register has been established. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Trustees

The trustees who served throughout the financial year, except as noted, were as follows:

Michael Joseph Best
Susan Margaret Best
Kathleen Elizabeth Courtenay
Edwin Graham
Peter Hanna
Deborah Suzanne Hoy Wilkinson (Resigned 17 April 2023)
David Hughes (Resigned 17 April 2023)
Lisa Mallon
Anne Mairead McAlinden
Emma Louise Mooney
Carla Smyth
Dr Alan Manson Turtle
Bernadette McKeown

In accordance with the Articles of Association, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served during the financial year was:

Mr. Nigel Robert Hampton

Compliance with Sector-Wide Legislation and Standards

- The Companies Act 2006
- The Charities SORP (FRS 102)

Public Benefit

The direct benefits which flow from our purposes include improvement in the wellbeing, self-esteem and quality of life for children and adults with a Learning/ Intellectual Disability as well as a reduction of anxiety and stress amongst carers of children and adults with a Learning/ Intellectual Disability. These benefits are demonstrated through our feedback from children and adults with a Learning/ Intellectual Disability and their carers; service evaluation forms; and compiled and summarised in our annual report. These purposes does not lead to harm. The charity's beneficiaries are children and adults with a Learning/ Intellectual Disability in the Southern Health & Social Care Trust Area. They also include family members and carers of those who are diagnosed with a Learning/ Intellectual Disability. A private benefit flowing from these purposes is that gained by a Trustee who also has a son or daughter who uses the support services. This trustee applies for and is assigned support in the same way as all other beneficiaries. This benefit is incidental and necessary to ensure the benefit is provided to our beneficiaries.

The Auditors

The auditors, Daly Park & Company Ltd, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of Section 485 of the Companies Act 2006.

Approved by the Board of Trustees on 16th December 2024 and signed on its behalf by:



Dr Alan Manson Turtle
Director

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

for the financial year ended 31 March 2024

The trustees, who are also directors of incredABLE for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the trustees as the directors to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". Under company law the trustees 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 company and of the net income or expenditure of the company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Board of Trustees on 16th December 2024 and signed on its behalf by:



Dr Alan Manson Turtle
Director