

Registered Company Number NI633767
Registered Charity Number 104660

**Report of the Trustees and
Financial Statements
For the year ended
30th September 2023**

Giving Life Opportunities to Women (GLOW)

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Glow – Giving Life Opportunities to Women
Trustee’s Report
For the year ended 30th September 2023

Report of the Trustees

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30th September 2023. The trustees have adopted the provisions of 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 1st January 2015).

Objectives and Activities

Glow has been established to **promote personal development, positive mental health and physical activities for the benefit of individuals and families from North and West Belfast and its surrounding environment in County Antrim without distinction of age, gender, marital status, disability, sexual orientation, nationality, ethnic identity, political or religious opinion** or by associating statutory authorities, **community and voluntary organisations and the inhabitants in a common effort to advance health and wellbeing within the area in particular.**

To advance the wellbeing of beneficiaries by the provision of a safe environment and an awareness of personal, mental and physical wellbeing.

Reserves Policy

Our target minimum Operating Reserve Fund is equal to three months of average operating costs to ensure the financial stability and continued provision of ongoing operations and programmes. The Operating Reserve serves a dynamic role and will be reviewed and adjusted in response to internal and external changes. The Operating Reserve Fund will be funded with surplus unrestricted operating funds. Restricted reserves will be used as specified in the funders’ contracts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by its governing document, deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company Number

NI633767 (Northern Ireland)

Registered Charity Number

104660

Registered Office

Unit B1/1 1st Floor, Old Mill,
Conway Mill
5 - 7 Conway Street
Belfast
BT13 2DE

Trustees

Renée O'Cleary (Chair)	Appointed chair	23.01.2024
Eleanor McGuckin (Chair)	Resigned	23.01.2024
Jane McCarthy (Secretary)	Appointed	14.10.2019
Paula McCann (Treasurer)	Resigned	28.07.2023
Orla Eastwood (Treasurer)	Appointed treasurer	28.07.2023
Oonagh Desire	Appointed	04.08.2020
Michele Tennyson	Appointed	04.08.2020
Lisa Montgomery	Appointed	01.02.2019
Colette Donnelly	Appointed	01.03.2023

Company Secretary

Jane McCarthy

REFERENCE AND ADMINISTRATIVE DETAILS**Independent Examiner**

Campbell Ritchie Chartered Accountants Ltd
21 Warnocks Lane
Coleraine
Co. Londonderry
BT52 1TH

Approved by order of the board of trustees on 30th January 2024 and signed on behalf by:



Renée O'Cleary – Trustee (Chair)



Orla Eastwood - Trustee (Treasurer)

REPORT OF THE TRUSTEES

This year was a year of challenges for Glow and its board. Glow's CEO of 11 years resigned and moved onto a chosen different path. Funding was becoming difficult to obtain, whilst the need for our programmes continued to grow. The board of Glow recruited a new CEO who will take the organisation to new levels, with new partnerships both within the Corporate and Community sector; we will secure our future within the marketplace for the foreseeable future.

The recruitment of new key staff along with their enthusiasm to promote and deliver the work that Glow has built its reputation on will ensure that the organisation will thrive and grow going forward.

Our new CEO will be working on enhancing our programmes for the women and girls who use our services, to ensure that their voices are being heard and their needs met.

Building key partnerships within the Community and Voluntary sector will create sustainability for Glow and enable us to take our programmes Northern Ireland wide and deliver to the most vulnerable women and girls within areas of high deprivation and rural isolation.

There will be big changes for the New Year; we will be re-branding Glow, moving premises and launching our re-developed programmes in Spring'24.

The Board of Glow are looking forward to continued growth of GLOW and supporting the new CEO in achieving this.



Renée O'Cleary
Chair
GLOWNI

Glow – Giving Life Opportunities to Women
Independent Examiner's Report
For the year ended 30th September 2023

I report on the accounts of the Trust for the year ended 30th September 2023, which are set out on pages 7-17.

Respective responsibilities of charity trustees and examiner

As the charity's trustees (and also the directors for the purposes of Company Law) you are responsible for the preparation of the accounts in accordance with the Charities Act (Northern Ireland) 2008 and the Companies Act 2006.

It is my responsibility to:

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

Basis of independent examiner's report

I have examined your charity accounts as required under section 65 of the Charities Act and my examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act.

My examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts and seeking explanations from you as charity trustees concerning any such matters.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. That accounting records were not kept in accordance with section 63 of the Charities Act
2. That the accounts do not accord with those accounting records
3. That the accounts do not comply with the accounting requirements of the Charities Act
4. That there is further information needed for a proper understanding of the accounts to be reached.

Independent examiner's statement

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission for Northern Ireland, I have found no matters that require drawing to your attention.

A. Campbell

Ashley Campbell FCA
Chartered Accountant
21 Warnock's Lane,
Coleraine,
BT52 1TH

30th January 2024

Statement of Financial Activities
Giving Life Opportunities to Women
Year ended 30th September 2023

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Income (note 2)				
Income and endowments from:				
Donations and legacies	35,122	-	35,122	262,784
Bank interest receivable	166	-	166	-
Grants - restricted	-	163,863	163,863	-
Other income	31,643	-	31,643	21,666
Total	66,931	163,863	230,794	284,450
Expenditure (note 6)				
Expenditure on:				
Other trading activities				
Raising funds	16,531	-	16,531	13,388
Charitable activities (direct costs)	13,882	186,573	200,455	216,224
Support costs	5,439	-	5,439	5,472
Other	73	720	793	808
Total resources expended	35,925	187,293	223,218	235,892
Net income/(expenditure) before tax for the reporting period	31,007	- 23,430	7,577	48,558
Transfers between funds	- 783	783	-	-
Net movement in funds	30,224	- 22,647	7,577	48,558
Reconciliation of funds				
Total funds brought forward	57,509	75,533	133,042	84,484
Total funds carried forward	87,733	52,886	140,619	133,042

Balance Sheet

Giving Life Opportunities to Women

Year ended 30th September 2023

	Note	Unrestricted funds £ F01	Restricted funds £ F02	Total funds £ F03	Prior year funds £ F04
Fixed Assets					
Tangible assets	7	3,740	-	3,740	8,838
Current Assets					
Stocks	8	-	-	-	3,102
Debtors	9	-	-	-	1,700
Cash at bank and in hand		99,785	38,642	138,427	122,583
Total current assets		99,785	38,642	138,427	127,385
Creditors: amounts falling due within 1 year	10	1,548	-	1,548	3,181
Net current assets/(liabilities)		101,977	38,642	140,619	133,042
Total net assets/(liabilities)		101,977	38,642	140,619	133,042
Funds of the charity					
Restricted funds		-	52,886	52,886	75,533
Unrestricted funds		87,733	-	87,733	57,509
Total funds		87,733	52,886	140,619	133,042

Glow – Giving Life Opportunities to Women
Balance Sheet
For the year ended 30th September 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30th September 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30th September 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and:
- (b) Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of 30th September 2023 and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as is applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved and authorised for issue by the Board of Trustees on 30th January 2024 and were signed on its behalf by:



Eileen O'Connell – Trustee (Chair)



Orla Eastwood – Trustee (Treasurer)

Glow – Giving Life Opportunities to Women
Accounting Policies
For the year ended 30th September 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP(FRS102) '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 (FRS102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Tangible Fixed Assets

Depreciation has been provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment	25% on cost
Craft equipment	25% on cost
Office furniture	33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements
Giving Life Opportunities to Women
Year ended 30th September 2023

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
2 Donations and legacies				
Donations and gifts	34,954	-	34,954	32,677
Gift aid	168	-	168	-
Total	35,122	-	35,122	32,677
Grants	-	163,863	163,863	230,107
Other trading activities				
Trading sales	31,643	-	31,643	21,666
Bank interest receivable	166	-	166	-
TOTAL INCOME	66,931	163,863	230,794	284,450

Analysis of Grants	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Belfast City Council	-	-	-	5,500
CFNI - David Cross	-	-	-	3,695
CFNI - Mental Health	-	37,791	37,791	57,654
Children in Need	-	10,000	10,000	10,000
Comic Relief	-	-	-	24,000
Education Authority	-	2,200	2,200	5,000
Enkalon Foundation	-	-	-	500
Garfield Weston Trust	-	25,000	25,000	-
Halifax	-	4,800	4,800	4,000
Henry Smith Charitable Foundation	-	-	-	50,000
Job Start	-	2,240	2,240	3,740
National Lottery C4W	-	9,970	9,970	19,621
PHA	-	10,275	10,275	398
Souter	-	3,000	3,000	3,000
Tudor Trust	-	43,000	43,000	43,000
WomensTec	-	15,588	15,588	-
	-	163,863	163,863	230,108

3 Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	30/09/2023	30/09/2022
	£	£
Depreciation (owned assets)	5,437	5,472

4 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 30th September 2023 nor for the previous year. There were also no expenses paid to any of the trustees' in these periods.

5 Staff costs

The average monthly number of employees during the year was as follows:

	30/09/2023	30/09/2022
Administration staff	6	11

No employees received emoluments in excess of £60,000.

7 Tangible Fixed Assets

	Craft equipment	Office equipment	Computer equipment	TOTAL
Cost				
At 1 October 2022	15,765	855	5,178	21,798
Additions	-	340	-	340
At 30 September 2023	15,765	1,195	5,178	22,138
Depreciation				
At 1 October 2022	8,523	397	4,041	12,961
Additions	3,941	359	1,137	5,437
At 30 September 2023	12,464	756	5,178	18,398
Net book value				
At 1 October 2022	7,242	459	1,137	8,838
At 30 September 2023	3,301	439	-	3,740

8 Stocks

	30/09/2023	30/09/2022
	£	£
Administration	-	3,102

9 Debtors

	Unrestricted funds	Restricted funds	Total funds	Prior year funds
	£	£	£	£
Puff Plug	-	-	-	24
Taylor Yates	-	-	-	220
CFNI - mental health grant	-	-	-	645
Rachael Mollgorm	-	-	-	417
Moody Activewear	-	-	-	99
Eleanor Goan	-	-	-	65
Clive Branch Café	-	-	-	33
Keenan Recruitment	-	-	-	23
Rent a tent	-	-	-	87
PAYE N/C control account	-	-	-	85
Rounding	-	-	-	2
	-	-	-	1,700

10 Creditors: amounts falling due within 1 year

	Unrestricted funds	Restricted funds	Total funds	Prior year funds
	£	£	£	£
Ken Bon and Distributors	-	-	-	88
Open Door	-	-	-	86
Springhill Community House	-	-	-	251
David Sharp	-	-	-	60
Lyfeco	-	-	-	99
Maggie Bryson	800	-	800	-
Rent on control account	28	-	28	79
Stm grant	-	-	-	1,592
Wages payable	-	-	-	2
VAT	-	-	-	129
Accruals	720	-	720	795
	1,548	-	1,548	3,181

11 Movement in funds

Fund names	01/10/2022	Income £	Expenditure £	Transfer £	30/09/2023	
	b/f				c/f	
	£				£	
General fund	57,509	66,931	35,925	-	783	87,733
Total unrestricted funds as per balance sheet	57,509	66,931	35,925	-	783	87,733

Fund names	01/10/2022	Income £	Expenditure £	Transfer £	30/09/2023
	b/f				c/f
	£				£
Albert Hunt	2	-	-	-	2
BBC Social Enterprise	5,500	-	5,500	-	-
Comic Relief	10,500	-	16,489	-	5,989
David Cross	1	-	-	-	1
Mental Health	16,904	37,791	44,253	-	10,442
CAF	1	-	-	-	1
Children in Need	6,257	10,000	11,127	-	5,130
Education Authority	2,739	2,200	3,113	-	1,827
Henry Smith	8,975	-	8,975	-	-
Henry Smith Accured Accountancy	-	795	-	795	-
Job Start	-	58	2,240	2,181	-
LFT	1	-	-	-	1
National Lottery C4W	875	15,588	14,073	-	2,389
Souter	1,395	3,000	4,395	-	0
Taylor Yates	0	-	-	-	0
Trust House	1	-	-	-	1
Tudor Trust	23,224	43,000	43,556	-	22,668
Educ. Summer Scheme	0	-	-	-	0
ROSA	-	-	-	-	-
Enkalon	-	0	-	-	0
PHA Youth	-	5,440	5,440	-	0
PHA Adult	-	4,835	4,854	-	19
National Lottery Awards for All	-	9,970	-	-	9,970
Garfield Trust	-	25,000	21,529	-	3,471
Misc diff	12	-	-	12	-
Halifax	-	4,800	1,807	-	2,993
	75,533	163,863	187,293	783	52,886

Detailed Statement of Financial Activities
Giving Life Opportunities to Women
Year ended 30th September 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Income	2				
Income and endowments from:					
Donations and legacies		35,122	-	35,122	32,677
Bank interest receivable		166	-	166	-
Grants - restricted		-	163,863	163,863	230,107
Other income		31,643	-	31,643	21,666
Total		66,931	163,863	230,794	284,450
Expenditure	6				
Expenditure on:					
Other trading activities					
Opening stock		3,102	-	3,102	2,550
Purchases		13,429	-	13,429	13,940
Closing stock		-	-	-	3,102
		16,531	-	16,531	13,388
Charitable activities (direct costs)					
Wages		5,567	122,633	128,200	133,554
Pensions		-	908	908	1,483
Training		-	242	242	2,459
Insurance		-	1,358	1,358	1,128
Telephone		106	262	368	363
Postage and stationery		-	999	999	784
Office expenses		46	2,034	2,080	5,969
Advertising		-	2,234	2,234	2,644
Programme costs		8,163	55,904	64,067	67,839
		13,882	186,573	200,455	216,223
Support costs					
Repairs and renewals				-	-
Depreciation		5,439	-	5,439	5,472
		5,439	-	5,439	5,472

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Other				
Bank charges	-	-	-	-
Subscriptions	-	-	-	-
Accountancy	73	720	793	808
	73	720	793	808
Total resources expended	35,925	187,293	223,218	235,891
Net income/(expenditure) before tax for the reporting period	31,007	- 23,430	7,577	48,559
Transfers between funds	- 783	783	-	-
Net movement in funds	30,224	- 22,647	7,577	48,559
Reconciliation of funds				
Total funds brought forward	57,509	75,533	133,043	84,484
Total funds carried forward	87,733	52,886	140,619	133,043