

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 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

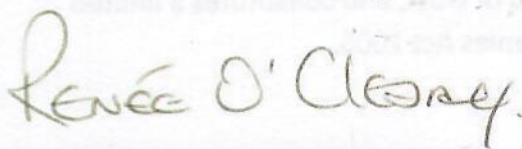
Jane McCarthy

REFERENCE AND ADMINISTRATIVE DETAILS

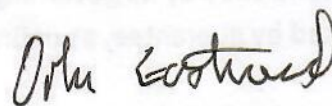
Independent Examiner

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