

New Step for African Community (NESTAC)



New Step for African Community (NESTAC)

(A registered charity)

ANNUAL REPORT AND INDEPENDENT FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2016

Registered Charity Number: 1110686

New Step for African Community (NESTAC)

Contents	Pages
Chair's introduction	3
Administrative information	4
Trustees Annual Report	5-11
Independent examiner's report	12
Statement of financial activities	13
Balance sheet	14
Notes to the financial statements	15-18

New Step for African Community (NESTAC)

CHAIR'S INTRODUCTION FOR THE YEAR ENDED 31ST MARCH 2016

It is my pleasure to write this introduction to NESTAC's 2015-16 annual report.

The charity continues to present high quality community-led project opportunities, widening its reach for the most disadvantaged hard to reach population of Black and Minority Ethnic communities, especially refugees, asylum seekers and other migrant heritage groups living across Greater Manchester and beyond.

The Support Our Sisters (SOS) programme, Award-Winner of the British Journal of Midwifery (BJM) 2015 continues to thrive and to support women and young girls affected or at risk of undergoing Female Genital Mutilation (FGM) in Greater Manchester. The SOS programme raised interest in other areas of the country and our peer mentor project was also delivered in London, Sheffield and in Leeds, training women and men within FGM affected communities to support emotionally their peers.

Our Youth programme through the NESTAC Supplementary Schools (NSS) as well as through the FGM Youth Project were highly quoted by local schools and colleges, with one of our Youth Advocate winning a national Award in London for her artwork completed on FGM part of her EPQ in college.

NESTAC's Drop-In Work Club also supported more than one thousand clients throughout the year, seeing an average of 20 clients per week in our main office in Rochdale.

This year has also experienced challenging times for Refugee Community Organisations, and although NESTAC have been a beacon of endeavour and innovation, like much of the sector we have had to pull in our belts and make changes to the core team makeup, which is already very small. Despite this, NESTAC was able to deliver at its full capacity meeting targets set for the year, retaining 12 regular volunteers, as well as the 3-strong core staff team.

I would like to thank the hard working and inspirational team at NESTAC, as well as our funders, partners and supporters who have demonstrated commitment and belief in the company.

Mariatou Sissey, who is part of the SOS Therapeutic Women Group put it well:

'NESTAC is a great place to receive the full support needed and to empower women like me, whose self-confidence was so low. Sharing and learning are in the center of NESTAC work, very good for developing skills, voicing personal opinions and feeling safe, free and useful in the society!'

Gael Owono Chair

New Step for African Community (NESTAC)

ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31st MARCH 2016

Registered charity name: New Step for African Community (NESTAC)

Charity number: 1110686

Principal office:
237 New
stead Rochdale
Lancashire
OL12 6RQ

Trustees:
Mr P. Mass
Mr. Gael
Owono Mr
M. Boulal
Ms M Giblin
Ms H. Sharif

Key Staff:
Chief Executive Guy Bochar
General Manager Marc L. Midy
Wellbeing Development Manager Peggy Mulongo

Bankers: Natwest Bank
The Rock,
Bury BL9 0NU

**Accountants
and Independent Examiner:** Francois Ngwewa
Accountant
22 Myrtle Place,
4

New Step for African Community (NESTAC)

Salford
M7 1NG

New Step for African Community(NESTAC)

Trustees Annual Report *Yearended 31st March 2016*

The Executive Committee of The New Step for African Community (NESTAC) presented their annual report and unaudited accounts for the year ended 31st March 2016, and confirmed they complied with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the trust deed and the Charities SORP 2005.

Reference and administrative details:

Information related to reference and all administrative details are shown in the schedule of members of the board and professional advisers on page 2 of these accounts.

Board members:

During the year covering this period, five trustees were part of the board, respectively:

Mr P. Massamba

Mr Gael Owono

Mr M. Boulal

Ms M. Giblin

Ms H. Sharif

NESTAC Status

New Step for African Community is a registered charity since 2005. Its governing documents are its Memorandum and Articles and it has a Management Committee currently comprising 5 members. Members are selected as part of proceedings at the Annual General Meeting. In order to meet the aims of the organisation, the Management Committee has the power to employ staff, rent or buy premises, raise funds, enter into partnerships and work with other organisations.

Our Aims and Objectives

NESTAC focuses on community-led projects, helping its members to integrate properly in the society by the provision of advice, support, guidance, volunteering opportunities, training, cultural awareness and wellbeing. We are a voluntary organisation, and one of our key priorities is to empower our members through valuable skills development by providing work experience, that could lead to further education or employment opportunities. NESTAC also aims to protect the rights of people from Black and Minority Ethnic (BME) communities, especially refugees and asylum seekers.

New Step for African Community(NESTAC)

Trustees Annual Report *Yearended 31st March 2016*

Our aims are to be achieved by:

1. Sustaining our volunteering scheme to enhance the service delivered to clients, whilst providing opportunities for apprenticeship and further trainings that might lead to employment.
2. Empowering disadvantaged people, especially Refugee and Asylum Seeker families, by getting them involved in all activities, events, meetings or other issues affecting their communities.
3. Developing funding strategy, to be able to maintain the sustainability of the organisation.
4. Developing our Wellbeing project, as well as partnership work with health providers, to look at the mental health of refugees and asylum seekers in the community
5. Developing disadvantaged/ excluded children and young people's socio-cultural and educational backgrounds through the establishment of a platform providing intensive support, supplementary school and art activities to break the circle of social exclusion.
6. Develop health and wellbeing of women victims of Female Genital Mutilation (FGM) through psychosocial support and raising awareness of FGM in communities and amongst professionals.
7. Providing a Drop-In Centre for clients, where they can easily access for guidance, support and advice, activities, educational training, language services and work club.
8. Developing a wider network and increasing partnership work with statutory and non-statutory services across Greater Manchester.

New Step for African Community (NESTAC)

Trustees Annual Report Yearended 31st March 2016

Our activities

We have continued to consolidate our structures focusing on the development of informal learning, cultural and wellbeing projects, as well as social cohesion. Capacity building for NESTAC staff and volunteers has also been advanced.

Educational activities included this year:

Basic Peer Mentor Counselling skills training on Female Genital Mutilation (FGM): To train peer mentors to support the emotional wellbeing of women who have or are likely to experience FGM.

FGM Awareness Training: To increase insight and understanding of Female Genital Mutilation (FGM) for those who are likely to come into contact with women who have, or are likely to be exposed to the practice.

IT Classes: the centre offers IT courses for job seekers. As classes are opened to all, this gives the opportunity to those who cannot access the work club to be able to do job search from home.

Employment initiatives included this year:

- Volunteering opportunities (referred via CVS, the Job Centre and self-referral).
- Practice placement: referral from Hopwood Hall College and Universities.
- Registered Work Club, supporting members of the community looking for employment.

Health and Wellbeing initiatives included this year:

- One to One counselling for refugees and asylum seekers
- Support Our Sisters (SOS) Clinics: safe spaces developed to support women who have been through Female Genital Mutilation (FGM) or those at risk of FGM. Women are empowered through arts and wellbeing activities and through One to One emotional support.

NESTAC Supplementary School (NSS):

- Provides after school Club every Tuesday and Thursday to children and young people aged between 6 and 16-year-old living in Kirkholt and Falinge areas in Rochdale.

New Step for African Community(NESTAC)

Trustees Annual Report *Yearended 31st March 2016*

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance on public benefit and fee charging. The charity relies on grants and the income from fees and charges to cover its operating costs. In setting the level of fees and charges, the trustees give consideration to the accessibility to activities for those on low income.

Analysis of Public Benefit

The types of benefit that these objects promote are to:

- Advance participation in and therefore advance appreciation of beneficiaries in a variety of psychosocial and art activities, including art therapy, culturally adapted individual therapy, Group therapy and general advice and guidance;
- Provide educational opportunities for beneficiaries through specific training programmes and through participation in informal workshops;
- Facilitate social integration and cohesion by providing opportunities for people from different cultural backgrounds to participate in cultural awareness events and conferences, fostering a better understanding of each other's cultures.

NESTAC's programmes of activity are open to the general public, but primary beneficiaries of our services are usually resident within the North-West Region of England and usually live within the ten boroughs of Greater Manchester. NESTAC are members of the Greater Manchester BME Forum, the Greater Manchester FGM Forum and the NHS National FGM Steering Group.

Access budgets are put in place for all participatory programmes of work to remove barriers participants may experience due to disadvantages such as Gender Based Violence (GBV), poverty/low income, disability and cultural exclusion.

NESTAC offer a free service to its beneficiaries and actively seek to engage with people on the margins of mainstream society, especially those victims of GBV, more precisely FGM. Many of the beneficiaries either live in poverty or low income households. Some beneficiaries have experiences of or live on the fringes of destitution and are therefore subject to the stresses and pressures associated with this status.

New Step for African Community(NESTAC)

Trustees Annual Report *Yearended 31st March 2016*

Contribution of volunteers

The New Step for African Community is grateful to the volunteers who work with the charity. In addition to the work undertaken voluntarily by the board of directors, volunteers work to aid the operational activity of the charity as volunteers at events, volunteers on specific projects and administrative support for within the charity's office, helping with activities such as reception duties, support work, peer mentors, data entry and marketing. There were 18 volunteers in addition to the board in 2015-2016, providing over 1369 hours of volunteering valued at £21k of support to NESTAC's activities. Volunteers were recruited largely through self-referral, beneficiaries willing to give back to the charity and Volunteer Programmes.

New Step for African Community (NESTAC)

Trustees Annual Report Year ended 31st March 2016

Financial review

NESTAC went through another challenging financial year; however, we still managed to pursue our vision and values, delivering all our services with very little. As a voluntary-led organisation, our volunteers have once again created the difference by hitting our set targets through the provision of all services needed by our clients. Our volunteering scheme is still demonstrating its importance through the excellent and helpful services provided by a dedicated team. This gave the time to our part-time paid staffs to work with the management committee and look for extra funding. NESTAC recognises that without their support, its aims and vision would have never been achieved. NESTAC would like to thank these devoted members of the NESTAC family and we are also grateful to all who funded our work through the year 2016.

Independent examiner

Francois Ngwewa has been appointed as independent examiner for this financial year.

Signed by order of the Trustees

237 Newstead
Rochdale
OL12 6RQ



Gael Owono Essono

Gael Owono

Chair

New Step for African Community (NESTAC)

Trustees Annual Report *Yearended 31st March 2016*

NESTAC's Trustees are responsible for preparing the Trustees Annual Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping and preparing proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with section 130 of the 2011 Charities Act and the Charity (Accounts and Reports) Regulations 2008.

The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

NewStepforAfricanCommunity(NESTAC)

NEW STEP FOR AFRICAN COMMUNITY (NESTAC)
Independent Examiner's Report to the Trustees of NESTAC
YEAR ended 31st March 2016

1. Accounting policies

Basis of accounting


The financial statements have been prepared under the historical cost convention and in accordance with applicable United Kingdom accounting standards, the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005 (SORP 2005) and the Charities Act 2011.

Basis of independent examiner's statement

I have reviewed the NESTAC Financial Statement for the year 2016. In regard to my review, no matter has come to my attention to suggest in any material respect the requirement:

- To keep accounting records in accordance with section 130 of the 2011 Act
- To prepare accounts which accord with the accounting records and comply with accounting requirement of the 2011 Act

I, therefore approved the accounts.


.....

Francois Ngwewa

Francois Ngwewa
Accountant
07979861286

NESTAC
237 Newstead
Rochdale. OL12 6RQ
Tel/Fax: 01706 868993
www.nestac.org



NEW STEP FOR AFRICAN COMMUNITY (NESTAC)

NewStepforAfricanCommunity(NESTAC)

Statement of Financial activities					
NESTAC 2015- 2016					
		Unrestricted	Restricted	Total Funds	Total funds
	notes	Funds(£)	Funds(£)	2016	2015
Incoming resources					
Voluntary Income	2	£ 29,570.64	£ 100,345.00	£ 129,915.64	£ 91,498.00
Activities for generating funds	3	£ 10,135.37	£ -	£ 10,135.37	£ 7,433.76
Other	4	£ 1,648.00		£ 1,648.00	
				£ -	
Total incoming resources		£ 41,354.01	£ 100,345.00	£ 141,699.01	£ 98,931.76
Resources expended					
Costs of generating funds:					
Costs of generating voluntarya	5	-£ 1,600.00	-£ 1,350.00	-£ 2,950.00	£ 1,891.80
Charitable activities	6	-£ 27,363.36	-£ 28,547.54	-£ 55,910.90	£ 27,413.40
Governance costs	7	-£ 20,881.89	-£ 65,421.44	-£ 86,303.33	£ 67,589.65
Sundry expenses					
Total resources expended		-£ 49,845.25	-£ 95,318.98	-£ 145,164.23	£ 96,894.85
Net (outgoing)/incoming resources		-£ 8,491.24	£ 5,026.02	-£ 3,465.22	£ 2,036.91
Transfert/Adjustment		-£ 437.44	£ 9,499.00	£ 9,061.56	
Total funds brought forward		£ 10,701.74	-£ 9,226.02	£ 1,475.72	£ 323.11
Total funds carried forward		£ 1,773.06	£ 5,299.00	£ 7,072.06	£ 2,360.02

NEW STEP FOR AFRICAN COMMUNITY (NESTAC)
 STATEMENT OF FINANCIAL ACTIVITIES
 FOR THE YEAR ENDING 31st MARCH 2016
 The Trustees of New Step for African Community (NESTAC) are pleased to present this statement of financial activities for the year ending 31st March 2016. The statement shows the financial performance of the charity for the year and the position of the charity at the end of the year. The statement is prepared in accordance with the requirements of the Charities Act 2006 and the Charities (Accounts and Financial Statements) Regulations 2008. The statement is audited by the Charity Commission for England and Wales. The statement is available on the charity's website at www.newstepforafricancommunity.org.uk.

NewStepforAfricanCommunity(NESTAC)

Statement of Financial activities

For Year ended 31st March 2016

Balance Sheet 31st March 2016

	Notes	2016		2015	
		£	£	£	£
Fixed assets					
Tangible assets	8		£ 623.31		£ 2,833.75
Current assets					
Debtors(Prepayment)	9	£ 3,051.00		£ 10,060.00	
Cash at bank		£ 13,520.81		£ 1,920.00	
		£ 16,571.81		£ 11,980.00	
Creditors: Amounts falling due within one year	10	£ 10,123.06		£ 13,338.03	
Net current assets/liabilities			£ 6,448.75		-£ 1,358.03
Total assets less current liabilities			£ 7,072.06		£ 1,475.72
net assets			£ 7,072.06		£ 1,475.72
Funds					
Restricted income funds	11		£ 5,299.00		-£ 9,226.02
Unrestricted income funds	12		£ 1,773.06		£ 10,701.74
Total funds			£ 7,072.06		£ 1,475.72

Financial statements approved by:

Mr F Ngwewa



NewStepforAfricanCommunity(NESTAC)

Nestac 2015-2016

Annual Account

Statement of Financial activities

notes2: Voluntary income

	Unrestricted Funds(£)	Restricted Funds(£)	Total Funds 2016	Total funds 2015
Grants receivable				
Youth Music	/	£26,918.00	£26,918.00	£0.00
The Henri Smith Foundation	/	£24,800.00	£24,800.00	£23,400.00
BBC Children in needs	/	£27,380.00	£27,380.00	£21,600.00
Forward	£19,165.64		£19,165.64	£13,250.00
Lloyds TSB		£0.00	£0.00	£0.00
WEA	/	£6,167.50	£6,167.50	£6,167.50
NLDC Hopwood Hall College	/	£0.00	£0.00	£9,100.00
RMBC	£705.00	/	£705.00	£2,992.50
Rosa		£5,079.50	£5,079.50	£4,988.00
Home Office		£10,000.00	£10,000.00	£0.00
Manchester City council	£9,700.00		£9,700.00	£0.00
			£0.00	£10,000.00
Total	£29,570.64	£100,345.00	£129,915.64	£91,498.00

notes3: other incoming

	Unrestricted Funds(£)	Total Funds 2016	Total funds 2015
	£	£	£
Fees for Services	<u>10,135.37</u>	<u>10,135.37</u>	<u>7,433.76</u>

notes4: incoming from fundraising

	Unrestricted Funds(£)	Total Funds 2016	Total funds 2015
	£	£	£
Fundraising events	<u>1,648.00</u>	<u>1,648.00</u>	<u>-</u>

notes5: Costs of generating

voluntary income

	Unrestricted Funds(£)	Restricted Funds(£)	Total Funds 2016	Total funds 2015
	£	£		
Publicity and Marketing	1,600.00	1,350.00	2950	1891.8
Fundraising				0
			<u>£</u>	
			<u>2,950.00</u>	<u>1891.8</u>

NewStepforAfricanCommunity(NESTAC)

Notes 6: Costs of charitable

activities by fund type

	Unrestricted	Restricted	Total Funds	Total funds
	Funds(£)	Funds(£)	2016	2015
	£	£	£	£
Project management	17,131.06	6,049.56	23,180.62	6,120.00
	£	£	£	£
Tutors fees	8,438.00	7,180.00	15,618.00	13,165.00
		£	£	£
primary purpose activities		2,365.75	2,365.75	54.25
	£	£	£	£
travel expenses	1,794.30	3,019.50	4,813.80	1,827.19
		£	£	£
Venue Hire		9,932.73	9,932.73	1,590.00
				£
Refreshment		£ -	£ -	4,656.96
			£ -	
Other expenses			£ -	
			£ -	
	£	£	£	£
	27,363.36	28,547.54	55,910.90	27,413.40

NewStepforAfricanCommunity(NESTAC)

Notes 7: Governance costs

	Unrestricted	Restricted	Total Funds	Total funds
	Funds(£)	Funds(£)	2016	2015
Sundry expenses			£ -	£
salaries and wages	6,000.00	37,750.00	43,750.00	39,920.00
Premisses costs	4,050.00	3,584.00	7,634.00	903.04
staff training	705.00	400.00	1,105.00	3,980.00
Professional fees	1,200.00		1,200.00	
Volunteers & trustee costs	6,326.89	2,660.00	8,986.89	2,767.51
telephone and internet			£ -	£ 579.27
Depreciation		5,209.44	5,209.44	1,646.25
Insurance	400.00		400.00	132.00
Cleaning			£ -	
Stationary	1,200.00	933.00	2,133.00	3,348.91
Consultancy	1,000.00	14,885.00	15,885.00	14,312.67
Total	£ 20,881.89	£ 65,421.44	£ 86,303.33	£ 67,589.65

Net incoming/(outcoming) resources for the year

	2016	2015
	£	£
Depreciation	£ 5,209.44	£ 3,751.25

Fund transfer

Expenditure on restricted funds met out of unrestricted income

Staff costs and emoluments

	2016	2015
	£	£
Total staff costs		
Wages and salaries	£ 43,750.00	£ 39,920.00
Social Security costs		£ 4,790.00
	£	£

NewStepforAfricanCommunity(NESTAC)

43,750.00	44,710.00
-----------	-----------

notes 8: Tangible fixed assets

Cost

At 1st April 2015	£	2,833.75
Addition	£	2,999.00
At 31st March 2016	£	5,832.75

Depreciation

At 1st April 2015	£	3,751.25
Charge for the year	£	1,458.19
At 31st March 2016	£	5,209.44

Net Book Value

At 31st March 2016	£	623.31
At 31st March 2015	£	2,833.75

notes 9: Debtors

	2016	2015
	£	£
Prepayment/Debtors	£ 3,051.00	£10,060.00

notes 10: Creditors

	2016	2015
	£	£
Other Creditors		£
Accruals	£ 16,167.50	13,338.03
	£ 16,167.50	13,338.03

notes 11: Restricted income Funds

NewStepforAfricanCommunity(NESTAC)

		Balance at 01-Apr-15	Incoming Resources	Outgoing Resources	Transferts	Balance at 31-Mar-16
		£	£	£	£	£
NLDC Hopwood Hall College	£	3,005.05			£ 3,005.05	£ -
Kingsway Park School	-£	12,504.05			-£ 12,504.05	£ -
WEA	£	3,795.98	£ 6,167.50	-£ 9,963.48		£ -
The Henri Smith Foundation	£	3,260.00	£ 24,800.00	-£ 19,710.00		£ 8,350.00
BBC CIN	£	-	£ 27,380.00	-£ 27,380.00		£ -
Rosa	£	-	£ 5,079.50	-£ 5,079.50		£ -
Forever Manchester	£	3,277.00		-£ 3,277.00		£ -
Home Office	-£	10,060.00	£ 10,000.00		-£ 60.00	£ 60.00
Youth Music			£ 26,918.00	-£ 29,909.00		-£ 2,991.00
	£	272.98	£ 100,345.00	-£ 95,318.98	£ -	£ 5,299.00

notes 12: Unrestricted income funds

		Balance at 01-Apr-15	Incoming Resources	Outgoing Resources	Transferts	Balance at 31-Mar-16
		£	£	£	£	£
Forward	£	6,326.89	£ 19,165.64	-£ 25,492.53	£ -	£ -
RMBC	£	1,762.00	£ 705.00	-£ 705.00	-£ 436.94	£ 1,325.06
General Funds	£	2,612.35	£ 10,135.37	-£ 12,747.72	£ -	£ -
Manchester City Council	£	-	£ 9,700.00	-£ 9,700.00	£ -	£ -
Donnation	£	-	£ 1,648.00	-£ 1,200.00	£ -	£ 448.00
	£	10,701.24	£ 41,354.01	-£ 49,845.25	-£ 436.94	£ 1,773.06

NewStepforAfricanCommunity(NESTAC)

Analysis of net assets between funds

		Tangible fixed assets £	Net current assets £	Total £
Restricted Income Funds:				
The Henri Smith Foundation	£	8,350.00		
Home office	-£	60.00		
Youth Music	-£	2,991.00		
	£	5,299.00	£ -	£ 5,299.00
Unrestricted Income Funds:	-£	4,675.69	£ 6,448.75	£ 1,773.06
Total Funds	£	623.31	£ 6,448.75	£ 7,072.06

*NewStepforAfricanCommunity***(NESTAC)**

*NewStepforAfricanCommunity***(NESTAC)**