New Step for African Community

NESTAC



NEW | STEP FOR AFRICAN COMMUNITY

ANNUAL REPORT 2019





Reg. Charity Number: [1110686]

Websit

Tel: [C 237 Ne



TABLE OF CONTENTS

From the Chair of the board		. 3
Strategic Highlights		. 5
Vision, Mission, Values		. 6
Strategic Report		. 6
Achievements & Performances	·	6
Financial Highlights		8
Administrative Information's		9
Financial Review		10
Statement of financial activitie	S	13
Notes to financial statements		14
Incomes		14
Costs		15
Transfers .		16
Debtors/Creditors .		17
Contingent Liabilities		18
Other Relevant Information		19

FROM THE CHAIR OF THE BOARD

When NESTAC started in 2003, African community living in the borough of Rochdale, especially refugees and asylum seekers, was living with a little knowledge of available services in the borough and was feeling neglected and isolated, demanding for a better system of integration. It is unlikely that 15 years later our work would be as relevant today as it was then. Today, NESTAC promotes one of the best models of BME community cultural integration into the wider society in the region. We have developed a truly cross-cultural therapeutic service for our clients, which is delivered across Greater Manchester by experienced bilingual staff and peer mentors counselors. NESTAC provide a voluntary service in which the community can benefit from, socially and mentally.

We believe that by means of such programmes, we can:

- Invest in young people to become role models for their peers, and to become youth leaders in their communities.
- Create platforms for youths, for women and for men to be able to speak up and learn about the importance of living in a cohesive society, where their rights as human beings are respected.
- Empower disadvantaged population within the BME community to develop skills and talents in the varying fields in which they aspire to thrive.

The last five years have presented many complex challenges in the charity sector, including greater regulatory control over fundraising, and budget reductions in local government commissioned services to address people's critical needs. The consequences of Brexit will bring yet more uncertainty, which may result in further reductions in voluntary giving and Government spend. As the recession gripped the UK economy it is little surprise that we had several anxious moments over our financial position in 2019. However, we have come through that, and indeed we have managed to secure new funding streams for this financial year, while the challenge continues for the upcoming years to sustain further funding in view of continuing to deliver our activities.

At NESTAC, we are proud to have developed and sustained our key projects known as Support Our Sisters (SOS) and the Guardian Project, which provide safe spaces to support families (children and young people; women; men) affected by Female Genital Mutilation (FGM), prioritising the safeguard of children and young people within those communities.

NESTAC's trustees, management and staff have further forged a brave and ambitious new strategy focused on making the biggest difference to young people's lives, through all our projects involving children and youths, such as the NESTAC Supplementary School (NSS) and the Guardian Project. The professionalism and love with which NESTAC staff and volunteers work with to care for the children and young people is remarkable. It was such a privilege for me to immerse in staff work this year, having volunteered with them for four weeks, to understand challenges they encounter when supporting children and young people. This experience was needed to add to the board's perspective when working on strengthening our safeguarding policies and strategies. It was a fantastic experience in different ways, and I can only congratulate our team for their devoted work and for their commitment to their project. The whole experience increased both my passion to help and safeguard these children and my admiration for the staff. It is so fortunate that most of our staff and volunteers are local from the Greater Manchester region, with a real understanding of the issues and difficulties experienced by BME families, particularly from African descent.

Finally, I would like to thank the staff and volunteers for their commitment, care and sense of responsibility in what they do. I would like to thank my fellow board members for helping me to lead and govern this great organisation. I would also like to thank families with whom and for whom it is our privilege to work. Their resilience and courage continue to inspire us. They keep us true to our core purpose in supporting them to flourish and thrive, and to overcome the challenges they face.

Lastly, I would also like to thank all our funders, institutions, and individuals who have supported us throughout our hard but rewarding journey in this financial year.

GAEL OWONO ESSONO CHAIR, 2019

STRATEGIC HIGHLIGHTS

- To focus our work on supporting children and young (CYP) people experiencing multiple disadvantage in their lives.
- To transform our ability to innovate and to disrupt the conditions that perpetuates multiple disadvantage by leading academic researches and publications.
- To achieve greater reach and impact for BME families facing multiple challenges.
- To maximize our impact on women and CYP through a fully supportive and high performing service.

OUR APPROACH IN RESPONDING TO THESE CHALLENGES INCLUDED:

- Implementation of culturally adapted risk assessment tools that are being used with all families during initial assessments, to identify various levels of risks.
- Provision of specialist advice in identifying and assessing risks of FGM to professionals, mainly
 within the health and social care, education, children services, and other relevant agencies,
 including attendance to strategy meetings.
- Such advice and guidance service extended to supporting professionals via the telephone and emails, especially to educational institutions and to the Police, with an increase observed prior to summer holiday, considered as a high-risk period for FGM.
- Provision of FGM training and awareness sessions to professionals across the region, our trainings being adapted to the needs of the professionals' fields. Courses are One CPD registered with the University of Salford.

NESTAC has also invested in engaging with FGM practicing communities.

Tailored trainings for community members have been developed: Peer Mentoring and Health Advocacy trainings. Community Health Advocates and Peer Mentors are messengers in their communities, supporting and educating their peers, including male champions.

Our new Fundraising strategy intends to maintain NESTAC's sustainability by developing further our paid services. We are building on our strengths and re-affirming our commitment to ensuring vulnerable people's voices are heard to make the most difference to their lives.

Our vision

Vulnerable people realise their potential and discover their worth.

Our mission

We fight for change, supporting people to have better lives.

Our values

Safe family is the better environment for the child to grow and develop.

STRATEGIC REPORT

This year has been particularly intensive in supporting FGM work and the work of the NESTAC Supplementary School (NSS).

This report describes our work in the past twelve months, and together with our partners, we have achieved some vital breakthroughs: from campaigning to helping people getting a better life; delivering new services around mental health; or supporting families who have experienced FGM and other forms of multiple disadvantages, with a focus on children and young people.

ACHIEVEMENTS AND PERFORMANCE

THE GUARDIAN PROJECT

- This is a development of FGM services dedicated only to children and young people (under 18)'
- The Guardian Project has been established across Greater Manchester and work closely with multiple agencies in view of safeguarding children against FGM.
- The Guardian Project provides emotional support and coordinating the care for girls and young women.
- This is a free service covering Greater Manchester and working directly with families and professionals involved in their cases.
- Assessment tools that are youth friendly and accessible, as well as other relevant resources have been developed to inform on how to emotionally work and support girls and young women who have been through FGM.
- Due to the dearth of information on how to support young people affected or at risk of FGM, there was a need to develop such valuable tools.
- Therefore, we believe that our work is unique and pioneering in the UK.

NESTAC SUPPLEMENTARY SCHOOL (NSS)

- Through this year, 1440 children received FGM trainings within schools across Greater
 Manchester, delivered by our dedicated staff through the *DFE National Schools Programme*,
 part of a consortium with our long-term national partner FORWARD.
- **110** children and young people were supported throughout this year via our supplementary school, with services such as emotional support, homework support and educational activities.
- NESTAC has worked closely with local schools under this programme to help enhance refugee and asylum seeker children's educational capacity.
- Young people have produced a film documentary to campaign against FGM and other forms of discrimination.

NESTAC DROP IN AND WORK COACHING CLUB

2080 people received ongoing support in family and community setting to help them successfully
reintegrate in the community through our *drop-in session* and our *work coaching club sessions*these last twelve months.

FINANCIAL HIGHLIGHTS

The Executive Committee of The New Step for African Community (NESTAC) presented their annual report and unaudited accounts for the year ended 31st March 2019, 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:

M.P.Massamba

Mr G.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.

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 2018/19.

Independent examiner

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

Signed by order of the Trustees

Gael Owono Essono

Chair

ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31st MARCH 2019

Registered charity name:	New Step for African Community (NESTAC)
Charity number:	1110686
Principal office:	237 Newstead Rochdale Lancashire OL12 6RQ
Trustees:	Mr P. Massamba Mr. Gael Owono Mr M. Boulal Ms M Giblin Ms H. Sharif
Key Staff: Chief Executive General Manager Health & Wellbeing Manager	Guy Bochar Marc L. Midy Peggy Mulongo
Bankers:	Natwest Bank The Rock, Bury BL9 0NU
Accountants	
and Independent examiner:	Finance Prof Limited
	4-6 St. Mary's Gate
	Rochdale, Lancashire.
	OL16 1DZ

FINANCIAL REVIEW

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 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 judgments 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

NEW STEP FOR AFRICAN COMMUNITY (NESTAC)
Independent Examiner's Report to the Trustees of NESTAC
YEAR ended 31st March 2019

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 2019. 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 2011Act

I therefore approved the accounts.

Finance Prof Limited

Accountant

4-6 St. Mary's Gate, Rochdale.

Statement of Financial activities

NESTAC 2018- 2019

		Un	restricted		Restricted		Total Funds		Total funds
	notes		Funds(£)		Funds(£)		2019		2018
Incoming resources									
Voluntary Income	2	£	17,131.21	£	133,477.00	£	150,608.21	£	196,388.58
Activities for generating funds	3	£	5,087.08	£	-	£	5,087.08	£	6,783.20
Other	4	£	332.84			£	332.84	£	440.19
						£	-		
Total incoming resources		£	22,551.13	£	133,477.00	£1	56,028.13	£	203,611.97
Resources expended									
Costs of generating funds:									
Costs of generating voluntary activities	5	-£	250.00	-£	629.20	-£	879.20	-£	623.20
Charitable activities	6	-£	5,983.50	-£	22,610.00	-£	28,593.50	-£	57,721.39
Governance costs	7	-£	10,846.50	-£	113,932.80	-£	124,779.30	-£	116,310.18
Sundry expenses									
Total resources expended		-£	17,080.00	-£1	37,172.00	-£1	154,252.00	-£	174,654.77
Net (outgoing)/incoming resources	8	£	5,471.13	-£	3,695.00	£	1,776.13	£	28,957.20
Transfer/Adjustment						£	-	-£	3,631.53
Total funds brought forward	9	£	1,590.08	£	32,162.09	£	33,752.17	£	8,426.50
Total funds carried forward		£	7,061.21	£	28,467.09	£	35,528.30	£	33,752.17

Statement of Financial activities

For Year ended 31st March 2019							
			2019			2018	
	Notes	£		£	£		£
Fixed assets				£			
Tangible assets	10			1.302,00			£ 2.443,82
Current assets					£		
Debtors(Prepayment)	11	£	8.965,98			20,08	
Cash at bank		£	7.819,21	_	£	29.786,86	_
		£	16.785,19	-	£	32.206,94	-
Creditors: Amounts falling due							
within one year	12	-£	10.661,71	•	-£	15.208,34	
Net current assets/liabilities				£ 6.123,48			£ 16.998,60
Total assets less current liabilities				£ 7.425,48	1		£ 19.442,42
net assets				7.425,48			19.442,42
Funds							
Restricted income funds	13			£ 2.731,87 £			£ 17.852,34
Unrestricted income funds	14			4.693,61			£ 1.590,08
Total funds				£ 7.425,48			£ 19.442,42

Signed on Behalf of the Charity:
Guy Bochar27th November 2019

Financial notes to the Account:

Nestac 2018-2019
Annual Account
Statement of Financial activities

Note 2: Voluntary income				
·	Unrestricted	Restricted	Total Funds	Total funds
	Funds(£)	Funds(£)	2019	2018
Grants receivable				
Youth music				£2,991.00
The Henri Smith Foundation				£26,000.00
BBC Children in needs		£17,028.00	£17,028.00	£27,780.00
Forward	£6,631.21		£6,631.21	£31,838.91
Saheli				£3,000.00
GMPCC/Guardian Project		£73,000.00	£73,000.00	£35,416.67
Manchester City council	£10,500.00		£10,500.00	£18,000.00
Rosa				£750.00
Comic Relief		£43,449.00	£43,449.00	£46,072.00
RMBC & Bury council	£0.00			£4,540.00
Total	£17,131.21	£133,477.00	£150,608.21	£196,388.58
	£17,131.21	£133,477.00	£150,608.21	£196,388.58
Note 3: other incoming	£17,131.21	£133,477.00	£150,608.21	
	Unrestricted	£133,477.00	Total Funds	Total funds
Note 3: other incoming		£133,477.00		
	Unrestricted	£133,477.00	Total Funds	Total funds
Note 3: other incoming	Unrestricted Funds(£)	£133,477.00	Total Funds 2019	Total funds 2018
Note 3: other incoming Fees for Services Note 4: incoming from	Unrestricted Funds(£)	£133,477.00	Total Funds 2019	Total funds 2018
Note 3: other incoming Fees for Services	Unrestricted Funds(£)	£133,477.00	Total Funds 2019	Total funds 2018
Note 3: other incoming Fees for Services Note 4: incoming from	Unrestricted Funds(£)	£133,477.00	Total Funds 2019	Total funds 2018
Note 3: other incoming Fees for Services Note 4: incoming from	Unrestricted Funds(£) £ 5,087.08	£133,477.00	Total Funds 2019 £ 5,087.08	Total funds 2018 £ 6,783.20

Note 5: Costs of generating

voluntary income	Uni	restricted		Restricted		Total Funds	Total funds
		Funds(£)		Funds(£)		2019	2018
Publicity and Marketing	£	250.00	£	629.20		£879.2	£623.2
Fundraising							0
					£	879.20	£623.2

Note 6: Costs of charitable						
activities by fund type						

activities by fullu type	_							
	Un	restricted		Restricted		Total Funds		Total funds
		Funds(£)		Funds(£)		2019		2018
Project management	£	1,950.00	£	2,780.00	£	4,730.00	£	7,591.00
Tutors fees	£	2,925.00	£	2,500.00	£	5,425.00	£	24,651.00
primary purpose activities					£	-		
travel expenses	£	1,108.50	£	5,810.00	£	6,918.50	£	5,399.39
Venue Hire			£	11,520.00	£	11,520.00	£	17,580.00
Refreshment					£	-		
Monitoring & Evaluation					£	-	£	2,500.00
Other					£	-		
					£	-		
					£	-		
	£	5,983.50	£	22,610.00	£	28,593.50	£	57,721.39

Note 7: Governance costs							
	Unrestricted		Restricted		Total Funds		Total funds
	Funds(£)		Funds(£)		2019		2018
Sundry expenses							
salaries and wages		£	78,924.00	£	78,924.00	£	65,073.33
Running costs	£ 2,959.00	£	3,504.00	£	6,463.00	£	10,142.86

staff training	£	2,000.00	£	5,900.00	£	7,900.00	£	12,330.00
Professional fees	£	500.00	£	3,300.00	£	3,800.00	£	13,053.00
Volunteers &trustee costs	£	1,690.00	£	5,100.00	£	6,790.00	£	3,000.00
telephone and internet			£	650.00	£	650.00	£	659.48
Depreciation	£	950.00	£	786.00	£	1,736.00	£	814.61
Insurance			£	966.00	£	966.00	£	416.90
Cleaning					£	-		
Stationary			£	1,589.00	£	1,589.00	£	1,520.00
Consultancy	£	2,747.50	£	11,713.80	£	14,461.30	£	7,440.00
Learning Materials			£	1,500.00	£	1,500.00	£	1,860.00
Total	£	10,846.50	£	113,932.80	£	124,779.30	£	116,310.18

Note 8: net incoming/(outgoing) resources for the year

 Unrestricted
 Restricted
 Total Funds

 Funds(£)
 Funds(£)
 2019

 £5471.13
 -£ 3,695.00
 £ 1,776.13

Note 9: Fund transfer
Unrestricted Restricted Total Funds
Funds(£) Funds(£) 2019

Total funds brought forward 1,590.08 32,162.09 33,752.17

Expenditure on restricted funds met out of unrestricted income

Note 10: Tangible fixed assets

Equipment £

Cost

At 1st April 2018

Addition £ 1,736.00
At 31st March 2019 £ 1,736.00

Depreciation

At 31st March 2019	£	434.00
Charge for the year	£	434.00
At 1st April 2018		

 Net Book Value

 At 31st March 2019
 £
 1,302.00

 At 31st March 2018
 £

Note 11: Debtors

2019 £

Prepayment/Debtors £830.00

Other Debtors £8,965.98

Note 12: Creditors

2019 £ Other Creditors

Accruals <u>£ 15,208.34</u>

- £ 15,208.34

Note 13: Restricted income Funds

	Balance at 01-Apr-17	Incoming Resources	Outgoing Resources	Transfers	Balance at 31-Mar-18	
	£	£	£	£	£	
				£	-£	
GMPCC/Guardian Project		£73,000.00	£73,000.00 £	4,507.97	4,507.97	
Comic relief		£43,449.00	48,692.00		£ -	
333		5,5.00	.5,552.00		£	
					_	

		£15,480.00 -	£ 2,731.87
		-	
£2,991.00			2,991.00
-			-£
-£ 60.00	£ 60.00		-
			£
			-
-			- £
£			£
£ -	£17,028.00	£15,480.00	£ 1,548.00
£8,350.00	£ 332.84	_	£ 8,682.84
	£ - ££ 60.00 - £2,991.00	£ - £17,028.00 £ - -£ 60.00 £ 60.00	£ - £17,028.00 £15,480.00 £

Note 14: Unrestricted income funds					
	Balance at	Incoming	Outgoing		Balance at
	01-Apr-17	Resources	Resources	Transfers	31-Mar-18
	£	£	£	£	£
				£	
Forward		£ 6,631.21	-£6,580.00	-	£ 51.21
RMBC	£1,325.06	£ 10,500.00		-£ 23.62	
General Funds		£ 5,087.08	£ -	£ -	£ 5,087.08
	£	£	-£	£	£
Rosa	-	916.30	916.30	-	-
	£		-£	£	-£
Donation	448.00		448.00	444.68	444.68
	£1,773.06	£ 23,134.59	-£7,944.30	£ 421.06	£ 4,693.61

Other Relevant Notes: Analysis of net assets between funds			
	Tangible fixed	Net current	
	assets	assets	Total
	£	£	£
Restricted Income Funds:			
The Henri Smith Foundation	£8,682.84		
GMPCC/Guardian Project	£4,507.97		
Youth Music	£2,991.00		
	£	£	_£

	1,183.87	- -		1,183.87	
Unrestricted Income Funds:		£	933.14	£ 933.14	
Total Funds	£1,183.87	£	933.14	£ 2,117.01	