

REGISTERED COMPANY NUMBER: 03077894 (England and Wales)
REGISTERED CHARITY NUMBER: 1048093

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2020
FOR
NOW! CHARITY GROUP LTD
(A COMPANY LIMITED BY GUARANTEE)

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

NOW! CHARITY GROUP LTD

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FOR THE YEAR ENDED 31ST DECEMBER 2020

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NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

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 31st December 2020. 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 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Now! Charity Group Ltd is a registered charity and a company limited by guarantee.

The Charity's objects are:

- 1) To relieve cases of need, hardship and distress by providing such persons, who are resident in South-East England, with furniture and household necessities, and to transport these necessities between accommodation and sites.
- 2) To further the education and skills of people resident in the above area, in (1) the arts and techniques of refurbishment of furniture and household goods; or that will enable individuals to recover confidence, gain new skills or become better socialised, to enable them to progress towards volunteering, further education, or paid work.
- 3) The protection and preservation of the environment for the public benefit through:
 - i) the promotion of sustainable waste management practices and the provision of recycling and reuse facilities;
 - ii) advancing public education about environmental matters related to sustainable management practices with regard to household and commercial/industrial waste;
 - iv) promoting and increasing reuse of all furniture, electrics and other household materials/items through the fulfilment of the objectives above.

In this clause sustainable waste management practice includes waste minimisation, minimisation of pollution and harm from waste, re-use of land, recycling and composting of waste, waste recovery activities and the clearing of pollutants from contaminated land.

It is the policy of Now! Charity Group Ltd to provide services and activities that do not discriminate on the grounds of race, gender, belief, ability or sexual orientation. In order to achieve this, the charity has in place relevant policies and procedures, and its services are planned and delivered in consultation with other agencies and service users.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. The Trustees consider that our activities reflect our aims and objectives, and that they are designed to provide accessible services and activities that benefit the public in accordance with our charitable objectives. Objective 1 is achieved through the presence of our Furniture Stores in Eastbourne, Hailsham and Lewes, and our fleet of delivery vans. Objective 2 is achieved via our community activities delivered across East Sussex. Objective 3 is achieved through our expanding range of reuse services and our use of media to raise public awareness of circular economy opportunities.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

STRATEGIC REPORT

Achievement and performance

Charitable activities

1. Now! Charity Group - Marketing, Communication and Beneficiaries

The Now! Charity Group operates as a social enterprise applying commercial strategies to make a positive difference for social benefit. The concept of social enterprise within the voluntary sector was introduced so that a blend of private and public sector behaviours could create a more sustainable charity business model. There are many similarities in the manner that profit and non-profit social enterprises structure their endeavours, particularly the ethical code that targets should not benefit the organisation but ultimately benefit the recipients and wider community. Our marketing programmes are often designed to change or alter behaviours

- o The goal of the marketing programme must be 'voluntary behaviour change'
- o Marketing projects must consistently use 'audience research'
- o Marketing programmes proceed with a careful segmentation of the target audience.

As a non-profit organisation operating within the circular economy, the Now! Charity deals with many different facets of marketing. These include;

Improving public awareness as a green ethical retailer and our community impact

The Now! Charity maintains its values as an environmentally conscious organisation and is enrolled on the Green Growth Platform at Brighton University. Each year, Furniture Now! services prevent 100 tonnes of household items from entering landfill and, subsequently, 250,000 KG of CO2 emissions are saved. At the Now! Charity, we maintain a set of values that ensures we differentiate between professionalism and over-commercialisation. As an ethical trader, we seek to harness the value of 'purpose purchasing' recognising that a growing audience understand, appreciate, and desire a need to access goods with social value. In 2019, ethical consumer spending reached record levels in the UK, with the total market increasing to over £41bn. We consistently seek to construct our messaging campaigns so that the value of a person's purchase is known i.e. the purchase of a £150 sofa through Furniture Now! sustains the running of our educational courses through Community Now! and amplifying this message is a key priority.

Strategically adapting services to meet the changing needs of society

In 1995, our organisation defined poverty as members of the community who were unemployed or in receipt of state benefits. Since then, our communities have experienced several major incidents that have changed the social dynamics of our society. These changes have resulted in a new class of vulnerable people, known as the working poor. Within our remit, this is exhibited as "furniture poverty", whereby working individuals are unable to afford the basic items that would provide a reasonable quality of life. As the UK recovers from COVID-19 and seeks to address a 5-year high unemployment rate, Now! Charity continues to adapt its services in order to accommodate new beneficiaries in need and prioritise affordability for a growing range of people.

2. Furniture Now!

Furniture Now! is charity's oldest and most recognised service, consisting of retail sites located in Lewes, Eastbourne and Hailsham, all of which supply a range of new and second-hand household furniture and appliances. Furniture Now! replenishes its stock through a free household collection service conducted across Sussex 6 days a week and generates income via two streams. Firstly, a traditional B2C model which welcomes the public to its stores to purchase available items and, secondly, a B2B model which works with partners to furnish properties and supply goods via referrals. Such partners include Southern Housing Group, East Sussex County Council, Sussex NHS Foundation Trust and East Sussex Citizens Advice.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

Since 2018, the Now! Charity has placed an emphasis on adapting Furniture Now! services to benefit a broader range of society. Traditionally, Furniture Now! has been seen as an essential provider of household items to people who are unemployed or in receipt of government welfare assistance. However, as part of our market research we recognised that Furniture Now! was well placed to meet the needs of an increasing number of new and different beneficiaries.

Low- and middle-income consumers

Our market research included assessing the average cost of essential household items. Our findings showed that the average cost of a washing machine is £400, a cooker with installation £450 and a double bed mattress and base set £550. However, the average UK family has just £276 per month in disposable income. Our research suggested that there was a gap in the local market for an ethical retailer to provide more affordable new and second-hand goods. In doing so, this would enhance our current offer, introducing new stock via Whirlpool and Alba Beds at 25% less than the average cost of a private sector retailer.

Environmentally conscious consumers

In 2018, our market research identified that our communication strategy failed to effectively highlight the valuable environmental impact our Furniture Now! services achieve. This created a real opportunity to increase our brand perception as a green, ethical retailer and we have raised awareness via impact statistics placed on our website. Looking ahead, we wish to continue communicating with our environmentally conscious customers, who recognise that purchasing reused items is one way in which they can make a personal environmental contribution, by including things like the amount of CO2 emissions they have saved, on their sales receipt.

Socially conscious private and public sector partnerships

Since 2018, a key element of Furniture Now!'s success has been prompted by the introduction of B2B stakeholder collaborations. In particular, our green waste reuse partnership with Wealden District Council which was introduced in January 2020. We recognised that working with an environmental social enterprise assisted in meeting several outcomes from Wealden District Council's corporate plan, including effective waste management delivery and an encouragement for residents to buy from local businesses. The subsequent partnership resulted in a 76% spike in Furniture Now! household collections across the Wealden area and a 47% increase in sales from our Hailsham branch. By embracing new strategic marketing partnerships which offer access to our new target audiences, not only does Furniture Now! enhance its resilience as an economically sustainable business but also boosts community cohesion and supports greener ways of living.

In 2020, due to COVID-19 our Furniture Now stores experienced two periods of public closure, March - June and November - December. Once re-opened, we saw a significant increase in demand for the supply and collection of household goods, largely attributed to pent up demand. Additionally, we acquired two storage facilities in Herstmonceux and Chiddingfold in order to support the increased demand for our goods and to reduce the amount of goods which would otherwise have gone to landfill.

3. Community projects and partnerships

COVID-19 Sussex Household Relief Scheme

As a result of the COVID-19 pandemic, we introduced the COVID-19 Sussex Household Relief Scheme which was delivered in partnership with the Sussex Community Foundation. Our CEO recognised that the governments instruction for members of the public to stay at home would increase the emphasis on having adequate living conditions as well as increasing physical/mental health risks in communities where these do not exist. Relief scheme criteria were listed on our website and referrals accepted via members of the public and public/voluntary sector support organisations. Subsequently, the relief scheme provided £7,500 in free household items to people in need, including beds, appliances, and cleaning sets. Due to the scheme being oversubscribed, proactive steps were taken to identify unsuccessful applicants and assist them via signposting to other funding sources and additional provision through our Furniture Now! services once lockdown was lifted.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

Education & Furniture Upcycling provision

English, Maths, and employability skills training is an important part of our community offer, emphasising our commitment to addressing social exclusion and unemployment. The COVID-19 pandemic prompted these services to be adapted and delivered via remote learning, with our Lead Tutor playing a crucial part in its delivery. Despite COVID-19 related challenges, following our annual assessment we successfully maintained our status as an 'Outstanding' NCFE accredited learning centre for a seventh consecutive year. In Lewes, we have maintained our fully funded and resourced upcycling/woodwork facility, with our lead carpenter progressing from voluntary status to becoming a part-time employee in February 2020.

Partnerships and Awards

In 2020, our organisation cemented our excellent relationship with the University of Brighton and graduated from the Green Growth Platform, an award-winning green business-innovation programme on a mission to help create robust, future-proof businesses that minimise their impact on the planet.

Despite the UK leaving the European Union (Brexit), for a second consecutive year we maintained our membership as a UK representative of RREUSE (Reuse and Recycling European Social Enterprise Network). Throughout 2020, our CEO, Michael Ryan contributed to several RREUSE working group meetings and provided an overview to our European-based colleagues which documented our business's response to the COVID-19 pandemic.

In November 2020, Now! Charity was awarded Best Non-Profit Waste Management Service at the BUILD Recycling and Waste Management Awards.

Financial review

Financial position

Despite the challenges presented by COVID-19, our CEO and his support team ensured that our financial position in 2020 made significant progress with a surplus of £212k (2019 £31k), strengthening the charity's resilience to cope with a consistently changing operating landscape.

Our financial position was aided by meeting the qualifying criteria for several government COVID-19 business support schemes, whilst maximising every opportunity to serve our clientele when our retail sites were permitted to open to the public.

Whilst an element of COVID uncertainty still surrounds our ability to operate fully in 2021, we remain confident that our positive financial progress will continue, particularly once intermittent national lockdowns cease.

Reserves policy

The Trustees determined that the Charity should maintain a minimum unrestricted reserve total equal to 3 months operating expenditure and we are happy to report that we have comfortably met that requirement.

Major risks

The board of Trustees review major risks which the charity is exposed to on a quarterly basis, with our full risk register updated on an annual basis and systems implemented regularly to mitigate identified risks. The Trustees are appraised of any major risks, both internal and external, by the Chief Executive who is aided by input from our sub-committees.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

STRATEGIC REPORT

Staffing

Our overall number of employed staff remained consistent throughout 2020. During periods of national lockdown, the UK Government COVID-19 Job Retention Scheme was utilised for 90% of our workforce and regular attempts were made to communicate with employees (non-duty related) to ensure maintenance of their personal wellbeing. Once lockdown restrictions were lifted, all staff resumed regular duties and there were no redundancies needed. All staff were paid 100% of their contracted pay during the year, with the charity supplementing the government's 80% furlough scheme. In September 2020, our CEO commenced an MBA programme at Brighton Business School, supported by an Apprenticeship Levy transfer from East Sussex County Council. In October 2020, the charity enrolled as an employer of the UK Governments Kickstart employment scheme for 16-25-year-olds. It is our intention to use this scheme to provide valuable employment opportunities between 2020 - 2022.

COVID-19 pandemic

From 23rd March to 15th June and 5th November to 3rd December, all public-facing Furniture Now! services were postponed and all efforts were made to pursue other forms of income and, towards the latter end of May, a reopening strategy was formed in a bid to resume pre-lockdown trading income levels. From June, the Now! Charity implemented a comprehensive social distancing policy, implemented risk assessments and made the necessary adjustments to ensure our commercial properties are COVID-19 secure. In 2020, 75% of our sub-committee and 50% of board meetings were delivered remotely via Zoom, whilst training was coordinated for staff using digital conferencing software. Flexible working arrangements were implemented for administration staff who were able to conduct duties working from home, and additional care provisions were made for staff deemed vulnerable from transmission of coronavirus. At our Q4 board meeting in December 2020, a policy motion was passed which allowed for mid-year adjustments to be made to the annual budget in the event of an extraordinary incident, such as a lockdown, having a significant effect on the credibility of the document. Moving forward, the charity has sourced significant amounts of PPE and has enrolled as a member of the government's workplace testing scheme, providing regular lateral flow testing kits for staff, volunteers and their families.

Future plans

At the beginning of the year, the Now! Charity had made progress towards expanding its Furniture Now! services into Kent, identifying a prospective merger opportunity. However, due to COVID-19, finalisation of these plans was postponed in March by the board of Trustees. Due to the escalation of the pandemic, our plans for 2020 shifted to successfully managing our financial position and ensuring we used our resources to achieve wider community benefits. Long term, we remain committed to scaling up our Furniture Now! stores and services across Sussex, whilst improving the way in which we can utilise any annual surplus to support a broader range of community initiatives.

Recommendation 1 - Grow Furniture Now! sites

Our first priority is to work towards extending our Furniture Now! activities. Given the financial and social benefit evidenced by both B2B and B2C mechanisms in 2019 and 2020, it is important that any growth of the Furniture Now! network can complement both audiences. Our existing sites in East Sussex (Lewes, Hailsham and Eastbourne) continue to prove their value to the communities they serve and we believe that further introduction of Furniture Now! sites in relatively close proximity i.e., Uckfield, Newhaven etc. would help us to support a wider range of clients. In the longer terms we will look to extend our operations into West Sussex and the wider South-East counties. Our B2B delivery area is currently limited by logistics to a 50-mile service radius of East Sussex, the presence of operational facilities in areas on the extremity would extend our B2B capacity further and expose us to new potential partners.

Recommendation 2 - Repositioning of Training Now! to become Community Now!

Since our rebranding exercise in 2015, our 6-year journey has evidenced the dangers of operating services which carry fixed expenditure liabilities but with limited income streams i.e., Training Now! pre-2019. Despite these risks, community impact is at the heart of our charitable purpose. At our Q4 2020 board meeting, it was recommended that Community Now! be introduced as a new brand. Community Now! will replace Training Now! and support a broader range of projects, be it through financial assistance (grants), access to our facilities or hands-on support via a staff time giveback scheme. In moving towards a funding approach and distancing ourselves from fixed-cost standalone facilities i.e., training centres, this will ensure that the economic viability of our community work will be secured and reactive to identified need.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

Now! Charity Group Ltd is a registered charity and is constituted as a company limited by guarantee, as defined by the Companies Act 2006..

The charity formally changed its name from Furniture Now! on 2 June 2015.

Its objectives and powers are set out in its Memorandum and Articles of Association, dated June 28 1955 and since updated in 2001,2007 and 2017. These were updated to include provision to deliver training to those with enduring mental health problems or who were otherwise socially excluded; to provide transport facilities for furniture items to the most vulnerable in society; the promotion of sustainable waste management practices; the provision of recycling facilities; and to advance education in household and commercial industrial waste.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Trustees are recruited in response to trustee skills audits which identify the areas the Board would like to strengthen its knowledge or experience base in.

Potential Trustees are invited to meet the Board and attend a Trustee meeting as an observer prior to the board deciding whether to invite that individual to be a Trustee.

A Trustee pack is available to new Trustees and includes:

- The Memorandum and Articles of Association
- An organisational management chart
- Key policies of the organisation including Health & Safety and a Code of Practice
- Information of financial management procedures and budgetary details
- The Grievance & Disciplinary Procedure
- The most recent accounts
- The most recent Annual Report
- A copy of the CC3 document issued by the Charities Commission detailing Trustees' responsibilities.

New trustees are also encouraged to attend appropriate external training events which will facilitate the undertaking of their role.

The Board of Management (Trustees) is the central decision-making body of both the Company and Charity. It consists of:

- a) the Treasurer (ex officio);
- b) not less than three full members of the Company elected at the Annual General Meeting who hold office from the end of that meeting.

At every Annual General Meeting one third of the members of the Board are subject to retirement by rotation. Those who have held office the longest retire and are eligible for re-election by the consent of the remaining trustees. Members of the Company can be approved to fill a vacancy on the Board, or be co-opted to the Board until the next Annual General Meeting, when they are eligible for re-election.

In broad terms the trustees are concerned with:

- prescribing the ends
- setting the boundaries of management authority
- monitoring the results

Trustees thus focus on the charity's purpose and what it can reasonably do in a given time period. Trustees set the parameters, policies and values within which management and staff are free to act. Once the parameters are set, the staff are empowered to make reasonable judgements about planning and organizing the work to achieve the agreed aims.

We have 2 Sub-Committees - Finance & Human Resources; Marketing & Community - which meet on a quarterly basis.

Day to day management of the organisation by delegated by the Board of the CEO, Michael Ryan.

The Trustees look to management for high quality, well informed advice on which to base decisions about the organisation's objectives, evaluation processes and the like. Management rely on the Trustees to provide objective and challenging feedback from a non-executive perspective. This interdependence between Trustees and management recognises the fact that while Trustees are legally responsible for the charity's activities, both Trustees and management recognise the fact that they have a moral responsibility for the way in which the charity conducts itself.

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

The directors consider the Board of directors, who are the charity's trustees, and the senior management team comprise the key management of the charity in charge of directing and controlling, running and operating the Charity on a day to day basis.

All directors give of their free time freely and no director received remuneration in the year.

Details of directors' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of all staff is reviewed annually and senior staff pay is increased in line with the rest of the staff. The directors benchmark against pay levels in other charities of a similar size in the local area.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03077894 (England and Wales)

Registered Charity number

1048093

Registered office

Unit 1 Phoenix Works

North Street

Lewes

East Sussex

BN7 2PE

Trustees

Mrs S May (resigned 16/9/2020)

Mrs P Parker

Mr G V Sims

Mr J Timbs

Mr N Gossedge

Miss S Hinks

Mr T Hall

Mr N Whines

Mr S Zubaidi

Mrs C Cuttress

Company Secretary

M Ryan

Independent Examiner

John Thacker FCA DChA

Institute of Chartered Accountants in England and Wales

Chariot House Limited

Chartered Accountants

44 Grand Parade

Brighton

East Sussex

BN2 9QA

NOW! CHARITY GROUP LTD

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

The Manager
Metrobank
One Southampton Row
London
WC1B 5HA

NatWest
96 Terminus Road
Eastbourne
BN21 3LX

Virgin Money
170 North Street
Brighton
BN1 1EA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Now! Charity Group Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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 financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 14 July 2021 and signed on the board's behalf by:

Mr G V Sims - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NOW! CHARITY GROUP LTD**

Independent examiner's report to the trustees of Now! Charity Group Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

John Thacker FCA DChA
Institute of Chartered Accountants in England and Wales
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 21 July 2021

NOW! CHARITY GROUP LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST DECEMBER 2020

		Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM	Notes				
Donations and legacies	2	181,710	-	181,710	64,000
Charitable activities	5				
Charitable Activities		377,628	-	377,628	503,989
Other trading activities	3	15,530	-	15,530	14,116
Investment income	4	348	-	348	448
Other income		<u>157,364</u>	<u>-</u>	<u>157,364</u>	<u>-</u>
Total		732,580	-	732,580	582,553
EXPENDITURE ON					
Raising funds	6	165	-	165	251
Charitable activities	7				
Charitable Activities		518,274	1,777	520,051	551,235
		<u>518,439</u>	<u>1,777</u>	<u>520,216</u>	<u>551,486</u>
Total		518,439	1,777	520,216	551,486
NET INCOME/(EXPENDITURE)		214,141	(1,777)	212,364	31,067
RECONCILIATION OF FUNDS					
Total funds brought forward		124,675	11,777	136,452	105,385
TOTAL FUNDS CARRIED FORWARD		<u>338,816</u>	<u>10,000</u>	<u>348,816</u>	<u>136,452</u>

The notes form part of these financial statements

NOW! CHARITY GROUP LTD (REGISTERED NUMBER: 03077894)

BALANCE SHEET
31ST DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Tangible assets	14	4,035	-	4,035	3,944
Investments	15	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>
		4,035	-	4,035	3,945
CURRENT ASSETS					
Stocks	16	8,132	-	8,132	11,173
Debtors	17	16,530	-	16,530	24,776
Cash at bank		<u>315,950</u>	<u>10,000</u>	<u>325,950</u>	<u>107,045</u>
		340,612	10,000	350,612	142,994
CREDITORS					
Amounts falling due within one year	18	<u>(5,831)</u>	<u>-</u>	<u>(5,831)</u>	<u>(10,487)</u>
NET CURRENT ASSETS		<u>334,781</u>	<u>10,000</u>	<u>344,781</u>	<u>132,507</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>338,816</u>	<u>10,000</u>	<u>348,816</u>	<u>136,452</u>
NET ASSETS		<u>338,816</u>	<u>10,000</u>	<u>348,816</u>	<u>136,452</u>
FUNDS	20				
Unrestricted funds				338,816	124,675
Restricted funds				<u>10,000</u>	<u>11,777</u>
TOTAL FUNDS				<u>348,816</u>	<u>136,452</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st December 2020 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 each financial year 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 applicable to the charitable company.

The notes form part of these financial statements

BALANCE SHEET - continued
31ST DECEMBER 2020

The financial statements were approved by the Board of Trustees and authorised for issue on 14 July 2021 and were signed on its behalf by:

Mr G V Sims - Trustee

NOW! CHARITY GROUP LTD

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	<u>220,403</u>	<u>30,181</u>
Net cash provided by operating activities		<u>220,403</u>	<u>30,181</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,847)	-
Sale of fixed asset investments		1	-
Interest received		<u>348</u>	<u>448</u>
Net cash (used in)/provided by investing activities		<u>(1,498)</u>	<u>448</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		218,905	30,629
Cash and cash equivalents at the beginning of the reporting period		<u>107,045</u>	<u>76,416</u>
Cash and cash equivalents at the end of the reporting period		<u>325,950</u>	<u>107,045</u>

The notes form part of these financial statements

NOW! CHARITY GROUP LTD

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020	2019
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	212,364	31,067
Adjustments for:		
Depreciation charges	1,755	573
Interest received	(348)	(448)
Decrease in stocks	3,041	6,224
Decrease/(increase) in debtors	8,246	(5,114)
Decrease in creditors	<u>(4,655)</u>	<u>(2,121)</u>
Net cash provided by operations	<u>220,403</u>	<u>30,181</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/1/20	Cash flow	At 31/12/20
	£	£	£
Net cash			
Cash at bank	<u>107,045</u>	<u>218,905</u>	<u>325,950</u>
	<u>107,045</u>	<u>218,905</u>	<u>325,950</u>
Total	<u>107,045</u>	<u>218,905</u>	<u>325,950</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, including taking into account any potential impact of the Covid-19 pandemic, and on that basis the charity is considered to be a going concern.

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.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to Gift Aid received or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been advised of an impending distribution, the amount is known and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

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

Fixtures and fittings - 33% on cost and 25% on cost

Tangible fixed assets costing more than £500 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Recognition and measurement

Fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses.

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 considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1. ACCOUNTING POLICIES - continued

Fund accounting

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

Designated funds are funds which have been set aside by the Trustees for a specific purpose.

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 particular restricted purposes.

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.

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	11,682	5,000
Grants	<u>170,028</u>	<u>59,000</u>
	<u>181,710</u>	<u>64,000</u>

Grants received, included in the above, are as follows:

	2020	2019
	£	£
East Sussex County Council	50,000	-
Catherine Cookson Trust	-	500
Wealden DC - Seed to Feed	-	2,500
Sussex Community Foundation	16,500	5,000
Tesco Stores Ltd - Men in Sheds	-	1,000
Lewes Town Council	1,500	-
Garfield Weston	-	50,000
Low Carbon Across the South East	9,141	-
Eastbourne District Council	1,000	-
The Clothworkers' Foundation	2,394	-
Ernest Kleinwort Charitable Trust	2,000	-
Resonance	40,000	-
National Lottery Community Fund	42,493	-
The Naturesave Trust	1,000	-
Bailly Thomas Charitable Fund	<u>4,000</u>	-
	<u>170,028</u>	<u>59,000</u>

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

3. OTHER TRADING ACTIVITIES		2020	2019
		£	£
Other income		<u>15,530</u>	<u>14,116</u>
4. INVESTMENT INCOME		2020	2019
		£	£
Deposit account interest		<u>348</u>	<u>448</u>
5. INCOME FROM CHARITABLE ACTIVITIES		2020	2019
	Activity	£	£
Shop sales and training revenues	Charitable Activities	366,021	460,752
Social fund	Charitable Activities	8,457	6,526
Syrian Refugee Resettlement	Charitable Activities	<u>3,150</u>	<u>36,711</u>
		<u>377,628</u>	<u>503,989</u>
6. RAISING FUNDS			
Raising donations and legacies		2020	2019
		£	£
Other fundraising costs		<u>165</u>	<u>251</u>
7. CHARITABLE ACTIVITIES COSTS			
	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Charitable Activities	<u>352,609</u>	<u>167,442</u>	<u>520,051</u>

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020	2019
	£	£
Staff costs	279,077	289,047
Social Fund	1,628	7,242
Syrian Refugee costs	2,397	24,140
Stock purchased	67,752	56,276
Depreciation	<u>1,755</u>	<u>573</u>
	<u>352,609</u>	<u>377,278</u>

9. SUPPORT COSTS

	Management
	£
Charitable Activities	<u>167,442</u>

10. NET INCOME/(EXPENDITURE)

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

	2020	2019
	£	£
Depreciation - owned assets	1,756	573
Independent Examination	<u>1,750</u>	<u>1,700</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2020 nor for the year ended 31st December 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2020 nor for the year ended 31st December 2019.

12. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	262,598	273,121
Social security costs	12,743	12,534
Other pension costs	<u>3,736</u>	<u>3,392</u>
	<u>279,077</u>	<u>289,047</u>

Key Management Personnel remuneration amounted to £43,288 (2019: £38,639).

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

	2020	2019
Total staff	<u>17</u>	<u>17</u>

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

12. STAFF COSTS - continued

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

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	57,500	6,500	64,000
Charitable activities			
Charitable Activities	503,989	-	503,989
Other trading activities	14,116	-	14,116
Investment income	<u>448</u>	<u>-</u>	<u>448</u>
Total	576,053	6,500	582,553
EXPENDITURE ON			
Raising funds	251	-	251
Charitable activities			
Charitable Activities	512,999	38,236	551,235
Total	<u>513,250</u>	<u>38,236</u>	<u>551,486</u>
NET INCOME/(EXPENDITURE)	62,803	(31,736)	31,067
RECONCILIATION OF FUNDS			
Total funds brought forward	61,872	43,513	105,385
TOTAL FUNDS CARRIED FORWARD	<u>124,675</u>	<u>11,777</u>	<u>136,452</u>

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1st January 2020	76,096	6,084	82,180
Additions	<u>-</u>	<u>1,847</u>	<u>1,847</u>
At 31st December 2020	<u>76,096</u>	<u>7,931</u>	<u>84,027</u>
DEPRECIATION			
At 1st January 2020	72,854	5,382	78,236
Charge for year	<u>837</u>	<u>919</u>	<u>1,756</u>
At 31st December 2020	<u>73,691</u>	<u>6,301</u>	<u>79,992</u>
NET BOOK VALUE			
At 31st December 2020	<u>2,405</u>	<u>1,630</u>	<u>4,035</u>
At 31st December 2019	<u>3,242</u>	<u>702</u>	<u>3,944</u>

15. FIXED ASSET INVESTMENTS

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Now! Group Trading Limited

Registered office:

Nature of business: Retail of Furniture, dissolved 29.9.20

%

Class of share: holding

Ordinary 100

16. STOCKS

	2020 £	2019 £
Stocks	<u>8,132</u>	<u>11,173</u>

The charity received donated goods during the year. The Trustees have considered the materiality of the donations received and consider the cost involved in undertaking a valuation of the donated goods for the purpose of inclusion as a stock item is not justified. Consequently, donated goods are not included within the stock above.

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	978	3,167
Other debtors	-	1,845
VAT	3,008	4,543
Prepayments and accrued income	<u>12,544</u>	<u>15,221</u>
	<u>16,530</u>	<u>24,776</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	1,163	8,548
Amounts owed to group undertakings	-	1
Other creditors	2,918	238
Accrued expenses	<u>1,750</u>	<u>1,700</u>
	<u>5,831</u>	<u>10,487</u>

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2020	2019
	£	£
Within one year	46,833	37,619
Between one and five years	<u>28,674</u>	<u>20,314</u>
	<u>75,507</u>	<u>57,933</u>

20. MOVEMENT IN FUNDS

	At 1/1/20	Net movement in funds	At 31/12/20
	£	£	£
Unrestricted funds			
General fund	124,675	214,141	338,816
Restricted funds			
Tesco Stores Ltd - Eastbourne Gardening	929	(929)	-
Tesco Stores Ltd - Hailsham Gardening	848	(848)	-
Sussex Community Foundation	<u>10,000</u>	<u>-</u>	<u>10,000</u>
	<u>11,777</u>	<u>(1,777)</u>	<u>10,000</u>
TOTAL FUNDS	<u>136,452</u>	<u>212,364</u>	<u>348,816</u>

NOW! CHARITY GROUP LTD**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31ST DECEMBER 2020**20. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	732,579	(518,438)	214,141
Restricted funds			
Tesco Stores Ltd - Eastbourne Gardening	-	(929)	(929)
Tesco Stores Ltd - Hailsham Gardening	<u>1</u>	<u>(849)</u>	<u>(848)</u>
	<u>1</u>	<u>(1,778)</u>	<u>(1,777)</u>
TOTAL FUNDS	<u><u>732,580</u></u>	<u><u>(520,216)</u></u>	<u><u>212,364</u></u>

Comparatives for movement in funds

	At 1/1/19 £	Net movement in funds £	At 31/12/19 £
Unrestricted funds			
General fund	61,872	62,803	124,675
Restricted funds			
Catherine Cookson Trust	10,388	(10,388)	-
Tesco Stores Ltd - Eastbourne Gardening	4,885	(3,956)	929
Tesco Stores Ltd - Hailsham Gardening	5,029	(4,181)	848
Tesco Stores Ltd - Men in Sheds	753	(753)	-
Sussex Community Foundation	5,458	(5,458)	-
Garfield Weston	7,500	(7,500)	-
Eastbourne Borough Council Universal Fund	4,500	(4,500)	-
Sussex Community Foundation - Community Fund	<u>5,000</u>	<u>5,000</u>	<u>10,000</u>
	<u>43,513</u>	<u>(31,736)</u>	<u>11,777</u>
TOTAL FUNDS	<u><u>105,385</u></u>	<u><u>31,067</u></u>	<u><u>136,452</u></u>

NOW! CHARITY GROUP LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	576,053	(513,250)	62,803
Restricted funds			
Catherine Cookson Trust	500	(10,888)	(10,388)
Tesco Stores Ltd - Eastbourne Gardening	-	(3,956)	(3,956)
Tesco Stores Ltd - Hailsham Gardening	-	(4,181)	(4,181)
Tesco Stores Ltd - Men in Sheds	1,000	(1,753)	(753)
Sussex Community Foundation	-	(5,458)	(5,458)
Garfield Weston	-	(7,500)	(7,500)
Eastbourne Borough Council Universal Fund	-	(4,500)	(4,500)
Sussex Community Foundation - Community Fund	<u>5,000</u>	<u>-</u>	<u>5,000</u>
	<u>6,500</u>	<u>(38,236)</u>	<u>(31,736)</u>
TOTAL FUNDS	<u>582,553</u>	<u>(551,486)</u>	<u>31,067</u>

Catherine Cookson Trust - funding to create the office furniture showroom and build new training rooms in Eastbourne and purchase a small van.

Tesco Stores Ltd - Gardening Grant - Funds to assist our community gardening projects

Sussex Community Foundation - Funds to assist our community activity and work to engage young people

Tesco Stores Ltd - Men in Sheds - Funds to support the delivery of our Men in Sheds community projects

Garfield Weston - Funds to assist core costs for community activities

21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2020.