

NOAH
ENTERPRISE

Annual Report and Accounts

**20
23**

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To protect people's identities, some photographs used in this report are stock images.

Front cover photography: istock

Statement from the Chair of the Board of Trustees

It was my honour to become Chair of NOAH in November 2022. I would like to thank Dr Peter Ward for all his years of service as Chair of NOAH. His expertise, commitment and passion towards challenging homelessness and poverty in our community has been outstanding. I will do my best to continue with this legacy.

Working across Bedfordshire over the past fifteen years and based in Luton, I was aware of the tremendous work of NOAH. My background is in sport, leisure, recreation, and health and wellbeing. I had previously carried out some partnership work with NOAH, using physical activity as a tool to improve people's lives.

Care, Compassion, and Commitment is at the core of all we do. These have their roots in the teachings of Saint Vincent de Paul, whose life was the inspiration behind the founding of NOAH. I am determined to ensure that the work of NOAH is built on these principles and is then progressive and forward thinking with strong community partnerships.

We all have a lot to do to support our community with the many significant issues and challenges it is facing. NOAH's staff, volunteers and supporters often care more than others think is wise, risk more than others think is safe, dream more than others think is practical, and expect more than others think is possible. These characteristics are crucial if we are to continue to deliver for our community.

Many thanks to all our partners, without you all we would not be able to deliver and make life better for those in need. Congratulations to the NOAH team for all they have achieved during this past year.

Lloyd Conaway

Message from David Morris

Chief Executive Officer

Thank you for taking the time to read NOAH's Trustees Annual Report for 2022-2023.

Founded in 1987, NOAH is a charity that helps people experiencing homelessness, extreme poverty, and other disadvantages to make positive changes in their lives. We do this by providing care and advice services, training and wellbeing workshops, and opportunities for employment.

At NOAH, we believe that it is vital to recognise the worth of every individual, and to empower people to realise their potential. These values were inspired by St Vincent De Paul, a 17th century priest who dedicated his life to the service of people in destitution. Today, NOAH are part of a global movement of four million people who, inspired by St Vincent, extend a helping hand to those who need it.

As we all know, many people are struggling. More people are losing their homes due to economic pressures, and global conflict is leading more and more people to seek sanctuary in the UK. This is evidenced when we compare the demand for NOAH's services last year with the previous year; 715 additional migrants accessed NOAH's training and advice services, and 27% more people sought emergency support at NOAH.

The difficulties that are facing citizens are also facing charities. Due to high inflation, every pound must stretch much further. EU funding is no longer available for charitable activities in the UK. And, understandably, public donations to charities have drastically fallen. For this reason, I am more grateful than ever to all of those who support our work financially – those who donate or take part in fundraising events, local businesses who have chosen NOAH as charity of the year, and the trusts with whom we work closely to deliver specific projects.

I am also incredibly grateful to our volunteers and staff, who support the community with such care, compassion and commitment. Helping people to overcome complex trauma requires huge resilience. Those who we support are often hungry and tired, having often walked for several miles to seek our support – and they walk those miles because they know that they will find an open door, a warm welcome, and a safe environment. You can read about the experiences of many of those we support throughout this report.

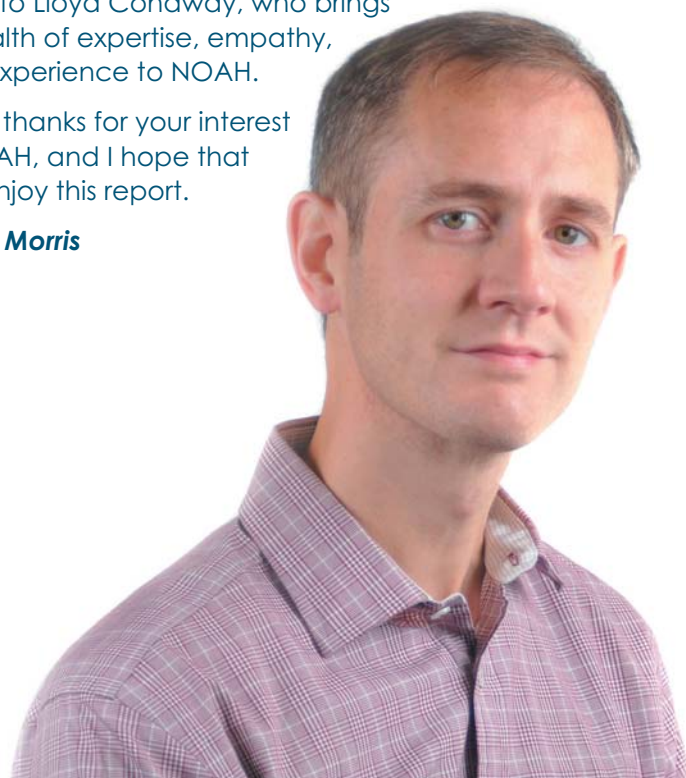
Last year we set ourselves ambitious goals, and, thanks to our staff, volunteers, and supporters, we delivered. We found new ways of supporting people with complex physical and mental health issues, one example being a new discharge service which enables homeless people to leave hospital earlier, which is better for the person, and better for the NHS. We responded to the needs of refugees, launching informal English language cafes and specialist immigration advice clinics. We set up a new home maintenance social enterprise, which provides six-month trades person traineeships for people who are unemployed, whilst generating an additional source of income for the charity.

For the year ahead, we are setting ourselves equally challenging goals. We will work with people who raise money through 'begging' to find alternative ways to address their challenges. We will expand our services for non-UK nationals, and we will put new measures in place to make sure that the voice of those we support is at the centre of our decision-making.

Lastly, I would like to express my thanks to Dr Peter Ward, who has stepped back from his role as NOAH's Chair after several years. Peter has been a constant source of support and guidance to all of us over the years, not least during the pandemic. Peter remains a trustee at NOAH, but has handed over the mantle of Chair to Lloyd Conaway, who brings a wealth of expertise, empathy, and experience to NOAH.

Many thanks for your interest in NOAH, and I hope that you enjoy this report.

David Morris



Report of the Trustees for the Year Ended 31 March 2023

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ending 31st March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their Accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).



Steve's Story

In his own words. This is not his name and photo, which have been changed to protect the service user's identity.

"I first came across NOAH when I was referred to the Routes Project after going on a short course that I was made to attend elsewhere. I was the type of man that did not go outside.

During this course, NOAH offered to provide me with a free bike. Having never rode a bike before, I challenged myself to accept the bike, and I was determined to learn how to ride it. It involved much struggle.

Nowadays I cycle around like I always knew how. It allows me to travel easily, and so I have more freedom.

I started to attend the woodworking club that NOAH hosts. I wanted to learn practical skills that are useful in life. I began with no knowledge in this field, and now I have an understanding of how it works. I contribute towards the items that are made, and I have also helped to sell them.

NOAH has been very helpful to me. I'm thankful for their services."

Structure, Governance, and Management

Organisational Structure and Decision Making

The Board of Trustees is responsible for the strategic management of the organisation and may co-opt new Members between General Meetings at which time their appointment is ratified.

The Trustee Board holds business meetings four times per annum, with the addition of two further meetings solely dedicated to strategic development. In addition, the Chair meets with the Chief Executive frequently to discuss longer-range agenda items as well as strategic implementation and short-term issues or constraints. There are two Board Committees which meet regularly prior to each Board meeting to scrutinise respectively finance and safeguarding.

Our Board Terms of Reference states that members are expected to attend two-thirds of meetings. For the year 2022 to 2023, the aggregated attendance rate for all trustees across all meetings was 84%.

The Board collectively undertakes an annual review of their overall effectiveness in fulfilling their responsibilities, as set out in the Board Terms of Reference. In addition, the Chair and Vice-Chair lead an annual review of individual trustees' contributions, based on the Trustee Role Description.

Board of Trustees

The Board of Trustees who served during the year and up to the date of signing these financial statements were as follows:

- L Conaway (Chair) appointed November 2022
- P Ward (Vice Chair).....appointed March 2011
- O Bloorappointed June 2019
- P Christmasappointed June 2021
- P Millsappointed September 2021
- L Baileyappointed January 2023
- S Gillappointed April 2023
- S Guyonresigned March 2022
- T Spenceresigned July 2022



Constitution

As the charitable company ("charity") is limited by guarantee, no shares are held in the charity. The governing document of the charity is the Memorandum and Articles of Association. The charity was incorporated on 11 September 1996. Charity registration was given on 12 December 1996, charity number 1059672.

Members' Liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £1, for the debts and liabilities contracted before they ceased to be a member.

Trustees' Indemnities

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of charitable company or breach of duty of which they may be guilty in relation to the charitable company.

Method of Appointment or Election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. Trustees are recruited via an open recruitment process, and trustees receive a prescribed, structured induction. Ongoing training is by input from the Chief Executive and Company Secretary, as well as by attendance at relevant and appropriate events and courses.

Trustees are appointed for a minimum term of three years, up to a maximum of nine years. One Trustee has served beyond the nine-year term, which was discussed and considered prudent by the Board of trustees in order to provide continuity during recruitment and induction of new trustees.

Pay Policy for Senior Staff

Salaries for members of the senior management team are set and agreed by the Board. The salaries are benchmarked against local authority NJC salary scales adjusted to the affordability of the charity.

Risk Management

The Board of Trustees has examined the major strategic, business and operational risks which the charity faces and confirms that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks. The Board of Trustees has established adequate reserves to ensure that the work of the Charity can continue, and to avoid disruption of the service to beneficiaries which could happen as a result of the volatile and uncertain nature of charity income.

Governance Review

The Board of Trustees commissioned an external evaluation of governance in 2022, as recommended within the Charity Governance Code. Conducted by Bayes Business School, the review found that NOAH's governance is sound, noting several areas of success, and making constructive recommendations which are being taken forward by the board and tracked at each board meeting.

Overall Findings Included:

- NOAH's board has several new members, which has brought new skills, experience and talent to the organisation. The board is utilising the help of mature and more long-standing board members to gel as an effective team.
- The organisation possesses strong compassionate values and a supportive culture based on its founding Christian faith and a robust selection process for new trustees. NOAH's values are clearly lived out in meetings and other interactions.
- The Board respect the CEO and senior team who present at Board meetings with sound supporting reports.
- Board commitment to EDI is embraced and the Trustees are becoming more diverse.

Recommendations Included:

- Increase trustee numbers, recognising some future specialisms that may be needed.
- Continue to embrace equity, diversity and inclusion (EDI); headline areas for this would be gender, ethnicity and lived experience.
- Undertake a financial and strategy review in response to global challenges such as COVID-19 and the war in Ukraine.
- Continue to develop social impact measurement.

Equity, Diversity and Inclusion

The board is committed to EDI and bringing about wider diversity within the board itself. NOAH works within particularly diverse areas, and it is important that our board is representative of the communities that we serve. Future trustee recruitment will have a focus on looking for applications from local people from ethnic minorities, and / or people who have lived experience of homelessness or poverty, or any other issue that would enable deeper understanding of the challenges the people we work with face, and how we can best meet their needs.

Social Impact

NOAH developed a Theory of Change in 2020, which underpins our 2021-26 strategy, and sets out five measurable changes which NOAH seeks to make alongside those who we support.

- Number of people with improved resilience, choice, and control
- Number of people with more stable housing
- Number of people with improved wellbeing
- Number of people obtaining jobs
- Number of people more aware of what our clients experience and need

Comparing 2021 - 2022 social impact with 2022 - 2023, NOAH are doing more with less. The challenging economic environment reduced our spending power this year, but nevertheless the number of people supported to improve their housing and wellbeing increased dramatically. It is also noteworthy that due to Brexit, our EU funding for helping people to gain employment was no longer available - however alternative funding was identified which enabled NOAH to retain half of our employment support services.



Community Story

In December 2022, Vinod Tailor MBE DL came to NOAH asking if NOAH could help restore a tired dolls house which was in the children's ward at the Luton & Dunstable Hospital. It was broken and the children were struggling to enjoy the house because of the damage.

Our Welfare Centre woodwork team got to work making repairs and refurbishing the interior whilst adding lots of strengthening to make it more durable! This is a picture of our woodwork tutor Dave Richardson returning the doll's house back to Sharmaine at the ward.

It's great for NOAH to be part of the Luton community and important that all of our beneficiaries can take pride in their work.



Objectives and Activities

Policies and Objectives

NOAH is a charity that helps people experiencing homelessness, extreme poverty, and other disadvantages to make positive changes in their lives. We do this by providing care and advice services, training and wellbeing workshops, and opportunities for employment.

NOAH was founded by Sister Eileen O'Mahony, a Daughter of Charity of St Vincent de Paul, to relieve poverty and distress. Today, we remain truly driven by our values of Care, Compassion, and Commitment, which have their roots in the teachings of Saint Vincent de Paul, whose life was the inspiration behind the founding of NOAH.

Saint Vincent de Paul looked to help those in the most acute need, and NOAH have always acted likewise. During the 1980s and 1990s we focussed on the Luton community, providing food and provisions for people struggling to pay the bills, helping people experiencing homelessness to access housing, and coaching people with histories of trauma to develop new skills. In recent years, we have expanded our horizons to work across Bedfordshire, becoming nationally recognised for our success in supporting homeless EU migrants, and developing new and innovative projects to help people into employment.

Most of our clients have experienced abuse or other traumatic events in their lives. These traumas often repeat themselves across the generations, leading to a vicious circle of addiction, poverty, and mental health issues. There is no magic wand to fix these issues, but NOAH are one of many specialist organisations working in close partnership with each individual who seeks help, working through their challenges at their own pace, and always utilising their own individual strengths, interests, and talents.

Strategies for Achieving Objectives

Whilst we at NOAH are proud of our past achievements, we understand the magnitude of the changes affecting society at present, and the need to adapt.

NOAH's 2021 – 2026 strategic plan sets out five key development areas for our organisation, based on the ever-evolving needs of the community, the support on offer through our partners, and our own growing expertise:

1. Broaden our support for non-UK nationals, including those from outside the EU, and refugees.
2. Introduce tailored training and employment services for young people.
3. Diversify our social enterprises, offering a broader range of training opportunities for our clients, and generating more revenue for our services.
4. Offer services in Buckinghamshire and Hertfordshire when un-met needs are identified.
5. Replace our Luton welfare centre, to provide an open door and a psychologically informed environment for people who are in danger of falling through the cracks in the system.



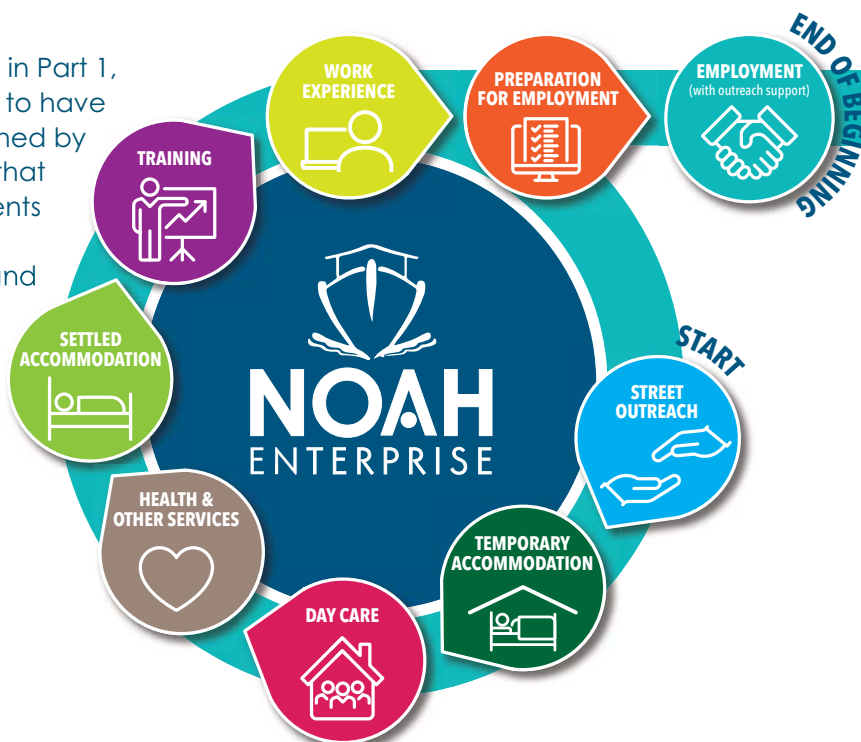
Activities for Achieving Objectives

The positive changes that NOAH makes within society can be summarised into five key outcomes:

- **Improved resilience, choice, and control**
 - Training courses for people who are out of work or who lack confidence
 - Housing, benefits, and immigration advice services
- **Improved housing**
 - Housing First service for people who have returned to the streets repeatedly
 - Transitional housing service for people with restricted eligibility for public funds
 - Hospital discharge service to enable people who are well enough to leave hospital to be discharged whilst avoiding street homelessness
 - Rough sleeping and street drinking outreach services
 - Support to sustain tenancies
 - Emergency accommodation
- **Improved wellbeing**
 - Access to mental or physical health support, and addiction services
 - Providing food, clothing, and other essential items
 - Activity groups and befriending
- **Obtaining employment**
 - Working Solutions service encompassing careers advice, job search, and interview preparation
- **Greater awareness of what our clients experience and need**
 - Amplifying the voice of our clients to decision-makers and the wider community

NOAH's portfolio of services is designed to add value to local and central government strategies for addressing poverty, and to complement the valuable services available from partner organisations:

NOAH's Trustees have complied with the duty in Part 1, Chapter 1, Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trustees believe that the projects listed above, and the achievements and outcomes recorded in this report, demonstrate that NOAH Enterprise prevents and relieves poverty, and advances education, health, community development, human rights, and environmental protection through its holistic approach to meeting the needs of disadvantaged members of society in Bedfordshire.



Overview of 2022 - 2023

Safeguarding

NOAH recognises that as an organisation serving vulnerable people in Luton, we must have a resilient and robust approach to safeguarding. This means all internal decision making and processes are seen through this lens and our reputation and trust from the community is imperative.

Following the voluntarily commissioned independent audit with SAFE CIC we developed an action plan and completed the 28 minor areas for improvement over 2022-2023. This resulted in the forthcoming implementation of the amalgamated SAFE CIC Safeguarding adults and children procedure which is assenting through final governance approval and will replace our separate safeguarding vulnerable adults procedure and safeguarding children procedure. This is particularly important as we are now teaching English in schools to vulnerable families.

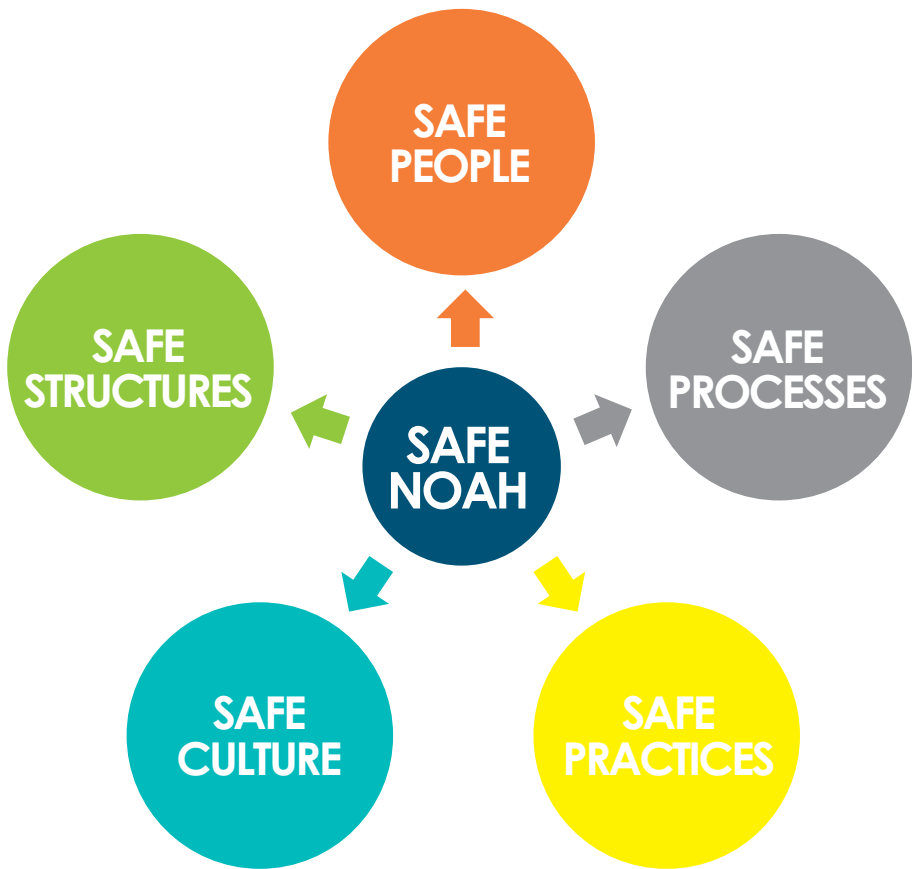
We made it easier for any client, volunteer, visitor or staff member to discuss a safeguarding concern by increasing the visibility of our approach across all sites in order to improve understanding.

NOAH follows best practice recruitment guidance which carefully integrates DBS uptake with the Rehabilitation of Offenders Act. This ensures that we get the best calibre candidates, preferably those with lived experience. They are thoroughly vetted so that we understand the relevant risks involved and can carefully manage these.

In 2023-2024 we will be fully revising our volunteering procedure to make sure that we clearly define responsibilities and risks within each role. We aim to facilitate a safe pathway for beneficiaries to move through from client-volunteer-staff member where appropriate.

NOAH has a comprehensive safeguarding recruitment and training approach. This means that incoming staff complete a safeguarding practice qualification as part of their induction. All parts of the organisation receive a regular safeguarding update from the Safeguarding Lead. The Designated and Deputy Safeguarding Leads have all completed a Leading in Safeguarding Qualification and this is being taken up at board level. NOAH's designated Safeguarding Lead for training, policy and compliance is Paul Prosser. The designated Safeguarding Trustee is Patsy Mills.

NOAH regularly take part in multi-agency forums to ensure a high level of communication across organisations supporting vulnerable people experiencing difficulties. This is in accordance with GDPR compliance and bespoke information sharing protocols. We have been invited to take part in a new co-production sub group by Luton Safeguarding Adults Board. This means we will be using our organisation's experience, expertise and knowledge to co-produce local best practice guidance.





Safeguarding is of paramount importance for the board of trustees, who oversee a quarterly safeguarding subcommittee which reviews current cases, policy changes and other information in line with NCVO best practice. This committee is also attended by the NOAH Housing First Team Leader due to the high number of our clients who are both victims and perpetrators of exploitation and abuse.

During the year we re-introduced monthly face to face reflective practise with AK Counselling to our front line welfare staff, this shifted our culture to a proactive place where colleagues recognise concerns early, both with clients and with each other and understand that exposure to trauma increases risk.

In the 12 month period of this report we have further improved our reporting to allow for detailed future analysis. We logged 160 items of safeguarding related correspondence. These relate to 56 different individuals. Of these, 25 were through Luton Borough Council Adult Social Services making NOAH aware of ongoing social services involvement clients, 10 were raised by NOAH in relation to concerns of self-neglect, and 21 were in relation to exploitation of a client by a friend. Three progressed to a Section 42 investigation and two did lead to a Section 9 assessment for the addition of social care support.

Welfare Services

Achievements and Performance

During the year 2022 – 2023, NOAH welfare services developed in order to provide responsive, effective and transformational services for people in need in our community.

Regional Context

The number of people sleeping outside across our region rose slightly in the official November 2022 single night estimate. In Central Bedfordshire, four people were sleeping outside, which was an increase from three and in Luton it was eleven, increased from seven. We are concerned about whether this is the start of an upward trend as both the cost of living and the housing crisis in Bedfordshire bite harder.

NOAH welfare services are effective at working in collaboration with local authorities and other expert partner agencies to help people escape from the trauma of rough sleeping, however we are limited in being able to impact the wider socio-economic causal factors.

NOAH are committed to advocating for the most vulnerable and representing the needs of our clients in a variety of forums in order to progress foresight, change and partnership working.

Last year we engaged with the Bedfordshire Luton and Milton Keynes (BLMK) Integrated Care System (ICS), the Luton Borough Council public health Marmot Inequality Review, and the Luton Borough Council Fairness Task Force amongst others.

NOAH listens to the voice of experts by experience in order to understand the situations being faced by individuals; we attended the Luton Homelessness Partnership and were accompanied by two current NOAH service users who shared their insights and perspectives. We now have 75% of our welfare centre volunteer placements taken up by people with lived experience and we continually employ staff who can add to this mixture of diversity and local representation.

In February 2023 we hosted and facilitated a piece of research conducted by the University of Bedfordshire regarding perceived anti-social street activity in Luton such as begging and drinking. A number of helpful pieces of encouragement were provided regarding NOAH's current role in this arena as well as further recommendations for all partners to consider for improvement.

“It was clear from interviews with professionals that there was effective inter-agency and cross-sector working. NOAH has a central role in coordinating the response. Street outreach was instrumental in helping people get the help they needed. For example, NOAH's outreach team had found Marek on an early morning welfare check sleeping in a boarded-up disused toilet block. He is now getting support from the service.”

Dr Sarah Wadd



New Services

We launched two new services during the year, firstly the Immigration Advice Service (IAS) which is funded through the Night Shelter Transformation Fund (NSTF), and a Hospital Discharge Service, which was piloted with funding from the Adult Social Care Discharge Fund.

Immigration Advice Service

This allows us to engage with the high proportion of rough sleepers who typically access emergency winter accommodation because they have limited eligibility to public funds.

The service helps individuals and workers understand when there is a realistic proposition for resolving irregular immigration status at the earliest stage, and give timely and pragmatic advice. We can help those who have grounds for appeal to progress their applications and those who require legal support towards a rapid resolution.

NOAH is now an Office of the Immigration Services Commissioner (OISC) Level 3 registered organisation. This gives us a platform to support individuals in need of quality free immigration support who are at risk of homelessness in line with our strategic ambition.

Hospital Discharge Service

The initial six week pilot indicated that NOAH could make a valuable contribution in this area and so the project was extended for a 12 month period for 2023 - 2024. The intention is that NOAH can capitalise on our expertise and resourcefulness in supporting people in Luton who suffer repeat homelessness. We will coordinate with the Luton and Dunstable Hospital and resettle people into the community who have recovered sufficiently to leave the wards. We spot purchase short hotel stays to alleviate ward pressures whilst working intensively to secure a suitable option for individuals.

Service Development

Funding from Active Luton via Be Active has enabled us to trial a six month Table Tennis Club at the Luton Welfare Centre which is hosted by professional coach Peter Jenkins. Our hope is that we can bring fun, wellbeing and an enjoyment of exercise to our clients in order to improve quality of life, and celebrate peoples personal strengths.

We developed a closer working relationship with the Romanian Embassy in London who understand our work in Luton which involved engaging with 131 Romanian nationals over the year. We can fast track passport applications when we accompany our clients to the embassy, this means that we achieve faster EUSS outcomes. This dramatically improves the employability of our clients and enables them to successfully enter the local workforce and manage their own escape from destitution.

Staff care and wellbeing is of utmost priority and we are proud that our team engage compassionately with people who are themselves traumatised and hurting. To support this we deliver regular training around safeguarding, trauma informed care and conflict de-escalation throughout the year. In addition this year we re-launched our face to face monthly reflective practise group sessions with AK Counselling which helps everyone to process their ongoing interactions healthily.



Key Stats

SERVICE DELIVERY	2021/2022	2022/2023
New referrals accepted of people needing our help	569	832
Different people coming to Luton welfare centre for support	752	1,038
Number of distinct visits to the centre	23,089	26,844
Average number of people coming to the centre each day	62	73
Number of lunches eaten	6,229	7,617
Number of laundry cycles	229	519
Number of showers taken	249	675
Number of hotel bed spaces provided	175	616
Number of items of clothing given out	403	512
Number of free mobile phones provided	81	125
Number of NOAH food parcels provided	26	57
Number of dentist appointments held	113	73
Number of people visiting the NOAH nurse	76	77

ACHIEVEMENTS	2021/2022	2022/2023
Number of people into accommodation	297	284
Number of people helped to avoid eviction	58	130
Number of people helped into employment	35	20
Number of people supported to engage with meaningful occupation/training/work	161	172
Number of people supported with their EUSS claim	179	186
Number of people helped with their mental health	232	202
Number of phone calls made to the DWP for benefit support	340	324
Number of people helped with their addiction	156	113
Number of people assisted to speak with their family	34	20

SUPPORT WORK	2021/2022	2022/2023
Number of detailed client notes recorded	23,102	20,647
Number of people safeguarded from abuse	55	56
Number of people helped to improve their healthy eating	51	31
Number of people helped to engage with probation	18	28
A number of people offered advice and support on the streets of Bedfordshire	418	466

Tracy's Story

Names have been changed to protect service users identity.

March 2023

Tracy was a female client who fell on hard times. Her partner had been isolating her from friends and family, he was all she had and one day he just left without a word, taking her documents and all her money leaving behind a lot of debt and heartache.



The landlord wanted the rent and would not allow her back into the property until it was paid. Not having anyone locally to turn to and feeling ashamed to contact friends or family, she found herself a dry spot out of the way of people to sleep at night. She would go into the shopping mall or the library to keep warm during the day, and one day she noticed a NOAH poster on the wall of the Library and found herself walking along Park Street towards the Welfare Centre.

She entered the building but did not want to disclose anything about herself and just asked if she could go somewhere to cry in private, she was walked to the yard and given a hot drink. Several staff members tried to talk to her, but she was very tearful and guarded and simply said "Please I just want to be alone." Staff respected this and gave her space.

She had lunch and left, then came back for three more days where she started to talk. She disclosed her name and a little about her situation, she found she could talk to our staff member Ben, and only him to begin with. She said that she had rough slept and gave a location to which the team visited and saw there was indeed bedding and belongings as she had suggested. With all this new information we offered her a hotel room where she could rest and we could do referrals, she accepted and allowed for us to register her with NOAH and get the ball rolling.

She was supported to open a Universal Credit claim and had an assessment at CC Housing, and was then offered a room. We contacted her landlord and enquired about her belongings as she had left the house with only what she was wearing. The landlord agreed to a payment plan for the rent arrears and agreed she could come and collect her belongings.

She was very grateful and happy, and this put an end to her brief spell of rooflessness.

Future Plans

Moving into 2023 - 2024 we have a number of evolving priorities. Firstly we are focusing on understanding where we make significant impact by improving our quality measuring in order to prioritise value.

We intend to generate more bespoke volunteering roles, this will give volunteers greater connection with their personal preferences whilst aligning with our organisational mission and operational priorities. It is important that the journey from beneficiary to recovery to volunteer to employee is facilitated, and this is combined with renewed ambition to represent our community at all levels of the organisation.

We are concluding our vision renewal for the Luton welfare centre in order to develop greater flexibility for finding substitute premises to operate these core services from.

Lastly we want to hear from our partners and from our beneficiaries of the changing levels of poverty need within our region, in order to innovate and pilot other mechanisms for change.

Sally's Story

Names have been changed to protect service users identity.

May 2022

A referral was received at NOAH from Central Bedfordshire Council about Sally who was struggling and was at risk of rough sleeping, could NOAH give her a call to offer help?

Jenni from our Outreach Team contacted Sally the same day. She confirmed that she was staying in Sandy with a friend but that the situation was temporary. She had been moving between friends and had spent the odd night sleeping in the garage. The next day Jenni and Karl went to Sandy and met Sally face to face at her request in Biggleswade town centre in a cafe. She was suffering anxiety and very worried about any formal questions.

During the conversation Sally explained that she was transgender and had been staying with grandparents, but had experienced a lot of abuse and discrimination from them and from others in the locality. She suffered eating disorders, anxiety and border personality disorder; in the past she had been so scared that she had to escape where she was staying through a window after someone locked her in a room and made threats.

Jenni sent an update to Central Bedfordshire Council regarding the possibility of temporary accommodation. She also contacted the East London Foundation Trust (ELFT) team who are the regional provider of all mental health services across Bedfordshire to see if they could link Sally into Mental Health support services.

Sally was offered a place in Dunstable which was a relief to her. She was keen to be in the Biggleswade and Sandy area if possible and was speaking to her housing officer regularly.

A few weeks later we checked in again with Sally, she confirmed that she was now placed in Sandy and was looking forward to a more permanent placement in the near future.



The NOAH Academy



Achievements and Performance

It has been another year of change at the Academy, with new roles for team members, new offices in Bedford and Luton, a new social enterprise and the ending of some projects. However we were still able to reach 928 individuals, a 16% increase on last year.

In the summer, we set-up a new office in Luton and opened a permanent base in Bedford, sharing SMARTs Welfare Centre briefly and then moving to the CVS centre in Bedford. This has enabled us to really grow our offer across Bedfordshire, in particular Central Beds. A lot of the growth has come from the new population of Ukrainian refugees who have settled in Central Beds. We supported 90 Ukrainians to improve their English, with many of them completing over 200 hours of training with us.

Our English for Speakers of Other Languages (ESOL) classes are non-accredited, so students have no previous learning requirements, and focus on pre-entry level English speakers. The courses are open to all nationalities, and have been so successful that we always have long waiting lists. Due to the demand, particularly with Ukrainians, and the restructure we have fulfilled our statutory contract in 18 months instead of 24. We are applying for further funding, to enable us to continue serving Bedfordshire residents.

We have seen an increase in demand for our ESOL courses across Bedfordshire, as demand outstrips supply. Funding has been challenging to maintain this provision in Luton, but we have some small grants which are helping. As part of our grant from 'Sisters of Holy Cross' we have been able to offer pre-entry ESOL to Luton residents, which includes a 'Language Café' at a local café which has been really successful.

As well as our ESOL and Digital Skills courses, we received some funding to offer maths courses as part of the new Multiply funding stream, and have delivered employability workshops in Bedford.

In Luton we have been able to maintain our drop-in job club to help people with multiple barriers, gain employment, and we supported 175 residents to find jobs this year. We are supporting people into various roles including airport jobs, retail assistants, warehousing, admin, cleaners and drivers. Most of our referrals come from the Job Centre, as we can offer a service that goes at the individuals pace, and we can also provide additional support where needed. Although there is a lot of work available there is also a lot of competition for roles, so we are working hard to get people the best CVs, build their confidence for interviews, and help them apply for jobs where they are a suitable candidate.

As part of our desire to support people to overcome barriers to learning, we have been actively delivering in the community. This has included delivering an IT course exclusively for Afghan refugees in their hotel, delivering ESOL courses in schools for parents, collaborating with the NHS Mental Health Recovery college to offer courses for their clients and visiting Key Stage Housing to engage with ex-offenders, to offer employment support.

We completed our final youth course in the summer. Over the year we delivered eight youth courses and had 67 completers. We hope to reintroduce some more programmes for young people in the future.



NOAH launched a new Social Enterprise this year – Home Improvements. This is a service which offers handyman and kitchen fitting services to paying customers. As part of the service we are able to train assistants who are offered six month work placements, learning manual trades on the job, with a guaranteed interview upon completion for employment or apprenticeship. Our most recent trainee has been on a two year journey with NOAH, and we are humbled that we have been able to help him move from the streets into employment.

The NOAH Academy in Bedford received coverage in the local newspaper print and online editions when it launched its new base in the Prebend centre.

Key Stats

- Across the Academy: In total in 2022 - 2023 we worked with 928 people. In 2021 - 2022 we worked with 802 participants, so this year we have seen an increase of 16%.
- Luton Job Club: We have supported 175 participants with their journey into work, compared to 149 last year.
- Training Courses: This year we had 733 individual learners across 120 courses, compared to last year where we had 680 learners across 135 courses.



Bella's Story

Names have been changed to protect service users identity.

Bella sent us lovely feedback after being supported by Job Club to secure employment.

"I was recommended NOAH Job Club by a friend, as I felt I had gone in numerous directions and websites with no luck getting a job. I felt overwhelmed and lost. I now have a job and it is with heartfelt appreciation that I have towards Nicky and NOAH Enterprise that I want to share my experience.

Each visit I received the utmost care, dedication, time and a shoulder to lean on from Nicky at Job Club. I felt uplifted to another level, encouraged, confident and blessed. I'd like to take this opportunity to thank you for being a positive influence on my journey.

Nicky has always provided a safe place for me to not only receive support with my job applications, but she has provided an environment whereby I can speak without feeling judged. I have been listened to, encouraged and felt extremely safe. I am so grateful because to find such services today with such an individuals is rare.

Without you, how can we shine brightly and become the best? Without your services how can we believe that we can be more than what we think? Lastly without your service how can we promote NOAH Enterprise to others who need support with their applications.

The job club offers a place of safety, trust and security and I appreciate the time, support and care you provided through Nicky. Please keep up the good work. Your organisation has had a long lasting effect on my self-confidence and trust and for that I am so grateful."



Future Plans

Our strategic plans for the year ahead include focusing on:

- Maintaining the large number of learners we are reaching across Bedford and Central Beds
- Expanding our training offer into new geographies
- Building our Home Improvements Social Enterprise
- Reintroducing a Youth programme
- Increasing the number of ESOL courses we offer in Luton to meet the need from refugees and asylum seekers
- Piloting new programmes for ex-offenders





Alia's Story

Names have been changed to protect service users identity.

Alia, who moved to the UK with her husband so that he could study, reached out to us as she felt 'lonely and alone' as she could not speak any English. She joined Louise's ESOL classes in Bedford and went on a 12-week journey through our community focused ESOL courses.

She got to meet people from varied backgrounds and cultures while developing her English skills, which she picked up very quickly. By the end of the course, she had joined our Academy Job Club and was actively seeking employment with the help of our employability services.

She struck up a friendship with one other learner on the course. This friendship was between her, a Muslim married woman, and him, an openly gay man from eastern Europe. Our teacher commented that "the open exchange of ideas and lifestyles in the class was a joy to be a part of. We covered some interesting areas of discussion and everyone in the sessions felt free to share." Alia is now working with our Job Club in the hopes of finding suitable employment as she feels "more confident in speaking English, with other people."



Fundraising & Community Engagement

Achievements and Performance

It was a difficult year for fundraising in our communities of Luton and Bedfordshire, with the continued cost of living crisis, and the change in hospitality culture following the pandemic, affecting people's confidence to give. This aligned with the increasing competition for funds from other charities and an economy with rising inflation and rising interest rates made it a particularly challenging year.

These conditions have affected charitable giving nationwide with reports of up to a 50% decline in philanthropic donations. Charities large and small have faced the reality of the cost of living squeeze but it does affect smaller charities like ours more, we do not have the resources or significant reserves to be able to compete on a level playing field with household names so we are reliant on our core support which does continue.

We continue to be registered with the Fundraising Regulator to reassure all donors and supporters that we abide by the Code of Practice and take our responsibilities seriously. NOAH is still in its infancy with fundraising and marketing and the same applies to our retail operation. However, whilst we are small, we continue to make advances and grow our impact in key areas.

The year also saw our first ever NOAH Big Sleepout, a community event designed to raise awareness of the real experience of sleeping rough whilst also raising sponsorship from those taking part. The event took place at Wrest Park in Silsoe, in October 2022, and raised a fantastic £11,412 to help fund our vital services.

Keeping with experiences, we had five daring souls take to the skies with our first sponsored skydive raising £3,500.

Other fundraising highlights included being the Tesco golden coin winner which meant an extra £10,000 coming to NOAH. Letchworth school put on a fashion show that raised just under three thousand pounds, and the staff at the magistrates court raised £800 from their quiz night. Our big winter appeal resulted in kind donations of over twelve thousand pounds.

We do say a heartfelt thank you to everyone who helped raise funds for our work, however large or small, because without the efforts of our communities we would not be able to sustain everything that we do to help those living with homelessness and extreme poverty.

We continued to receive excellent financial support from a number of trusts and grant-making foundations despite the increasingly challenging economic climate. NOAH was extremely grateful to receive funding support from grant-makers, including the National Lottery, BLCF, the Irish Government, Garfield Weston Foundation, Wixamtree Foundation, Charlotte Marshall Charitable Trust, Nationwide Community Grants, Sisters of the Holy Cross, St James' Place Foundation, Screwfix Foundation, Souter trust, B&Q Foundation, Albert Hunt Charitable Trust, 29th May 1961 Charity, Steel Charitable Trust, and the Morrisons Foundation. This support is vital to our welfare services and our academy training programme as we look towards helping more people in the future.

Key Stats

- Grants and trusts raised a total of £422,649 against £345,189 last year
- The Big NOAH Sleepout raised over £11,400 which was a first event of its kind
- £10,000 was gifted through the Tesco Gold Coin scheme
- The number of regular monthly givers rose to 31 from 9 in the previous year
- St Christophers School in Letchworth raised £2,926.55 from a fashion show
- The first NOAH Sponsored sky dive raised £3,486
- The total fundraising income for 2022 - 2023 was £542,051 as against £521,123 the previous year



BIG NOAH Sleepout raises over £11,000

The event began with an evening of entertainment and included live music from Roxy Searle. There was a quiz, a prize raffle, and street food from The Happy Plaice Fish & Chips and hot waffles and ice-cream from Ice Cream Joe. The High Sheriff of Bedfordshire Lady Jane Clifford and the mayor of Luton Sameera Saleem also attended the evening to show their continued support.

The brave participants then made their way over to the camp at around 11pm to bed down for the night under the stars, as the temperature dropped to a chilly 7°C. While the event didn't aim to replicate homelessness, it did offer participants an insight into rough sleeping – such as cold weather and an uncomfortable and limited sleep.

We are incredibly grateful to our event sponsors; Provention, Food Forest Abundance, Tuskar, Retro Me, Telephone Answering, JT HR, Export UK, Raybridge, and our fantastic volunteers.



THE NOAH LOTTERY

£1 per week will
help support
NOAH and you
could win up to...



£25,000

unity



Future Plans

One of the key objectives in the coming twelve months is the need to diversify income and build a regular core income for NOAH that will make more funds available for additional services, the meeting of core costs and investment for the future.

One area of focus is to create 500 new supporters for NOAH who will give regular monthly gifts or who will contribute by playing our new Unity Lottery. Having a steady monthly income from committed supporters will make a significant difference to our work and allow us to plan ahead with more confidence and reduce the reliance on other areas of income.

As always with fundraising, we welcome all forms of support from all types of people and organisations. NOAH is a community based charity and therefore we need every part of that community to be helping us in some small way.

Retail

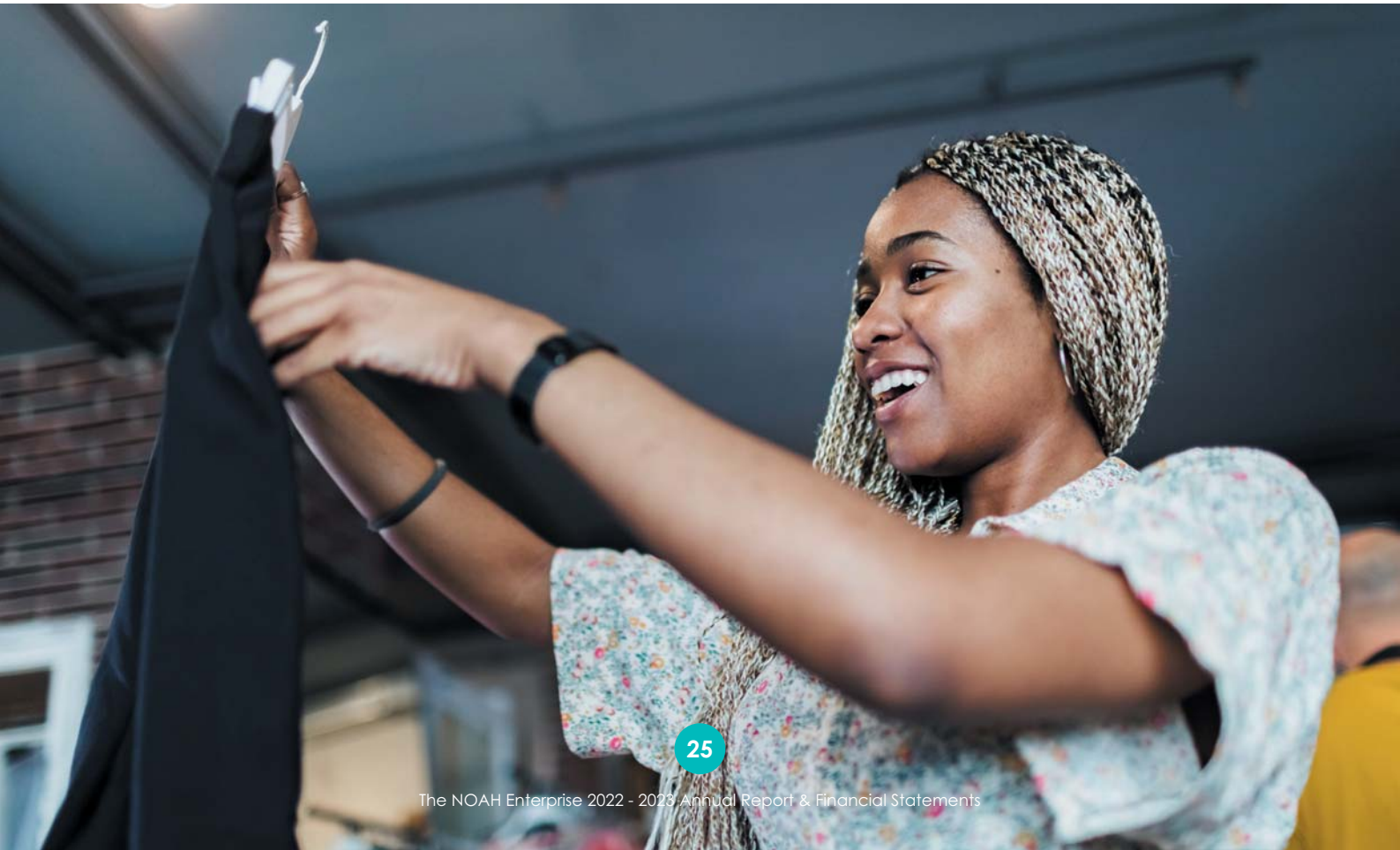
Achievements and Performance

There were some notable successes with our two shops in Hightown and Lewsey Farm who have steadily built a customer base and enhanced presence in those two areas. They have both continued to do well in the economic climate with increased sales on the previous year. This was a very good performance in the circumstances and we say a huge thank you to all the staff and volunteers for their efforts this last year.

Key Stats

SHOP SALES	Lewsey Farm	Last Year	High Town	Last Year
Target	£84,026	£61,186	£86,160	£66,525
Actual	£97,203	£84,278	£101,288	£88,279
% above target	15.7%	31.8%	17.6%	32.7%

- We sold 69,828 items (64,368 in 2021 – 2022)
- We provided children with 7,963 items of affordable clothing and accessories (7,506 in 2021 – 2022), and 4,765 toys and books (1,623 in 2021 – 2022)
- We have supported adults with the purchase of 29,094 items of ladies clothing (25,906 in 2021 – 2022) and 8,137 men's clothing and items (6,965 in 2021 – 2022)
- People were given access to low cost entertainment by us selling 1,420 CD's DVD's and vinyl records (1,678 in 2021 – 2022)
- We supported four volunteers to gain skills and contribute further to their communities (15 in 2021 – 2022)



Our Volunteers - Kayleigh's Journey

I first came to NOAH, recommended by a friend who happened to be the Head of Training at NOAH. I was going through a tough time and had a few family matters that I was dealing with. My friend suggested that it might be a clever idea to do some voluntary work to give me something else to focus on. I went for an interview just before Valentine's 2017. I remember being nervous during the interview. I discussed that I would do one day a week sorting through donations in the storeroom areas.

After a year or so I was more confident and wanted to gain more experience on the shop floor designing the window displays and dressing the mannequins. As my confidence grew, I asked to be trained to use the till and interact more directly with customers. I was also shown how to use the steamer and make sure the items that go on display are made to look as good as they can be.

As my experience grew, my skills were recognised, and I was asked if I would be willing to help sort through and package up the donated items that arrive through NOAH's store support Centre. One of the things that I enjoy in this part of my role is that I occasionally get to go around with the van drivers, picking up donations from various churches and other places and making deliveries of the stock that has been prepared for sale in the shops.

I recently asked for more experience in taking the lead in running a shop myself and have been given a week of training at the High Town store for me to understand the banking, opening, and closing of the shop and how to set up the till. I have also had a brief introduction to the monthly health and safety and fire checks.

I enjoy my role as there is a lot of variety and every day is different. I am looking forward to gaining opportunities working with the other managers, finding out how they work and gaining knowledge from them and their shops. I have recently helped the manager in the new Wellington Street shop and my previous experience made this feel remarkably simple.

Longer term, I am hopeful that once I gain the experience and am more confident in managing a shop on my own that I will be comfortable to apply for a position in one of the new shops that NOAH is planning on opening in the next few years.



Future Plans

The goal is to build on our retail foundations. In a tough economic climate there is ample data that shows that charity shops can still thrive as more people turn to reusing and recycling of clothing and other goods. Our aim is to secure more shops for NOAH in surrounding areas and have a total of five shops operating by March 2024.

Support Operations

The general operations of NOAH continue to be reviewed and improved, with processes, procedures and policies continually updated to ensure they are fit for purpose and provide NOAH with efficiency and compliance.

In HR, our commitment to make NOAH an inclusive, caring, and safe place for all staff remained at the forefront. The NOAH EDI Action Plan was produced in collaboration with our staff, which provides a framework for what we as an organisation promise to do over the year to continuously improve in this area. It is everyone's responsibility to promote an inclusive culture, so there are items that all staff can reflect and act on. The aim is for it to produce these outcomes:

- Improvements in staff diversity across NOAH
- Fully inclusive recruitment processes
- Inclusivity in policies and procedures

This year saw the embedding of our new Values and EDI Induction training programme which saw all new starters attending a day at which to learn and reflect. NOAH has also signed up to the Halo Code to protect the rights of staff who come to work with natural hair and protective hairstyles associated with their racial, ethnic, and cultural identities.

Our Silver accreditation for Investors in People (IIP) was held for another year, after a robust review. The report was extremely positive, and we achieved even higher results from the last full assessment in 2018. IIP reported that they saw a significant amount of organisational change since they last assessed us, and that it was clear that there had been a real shift in culture. This has built an extremely strong platform to support the organisational ambition, and we are proud of the team ethic and culture we're building.

We also renewed our commitment to the Living Wage Foundation, supporting our staff through the cost of living crisis by implementing the LWF increase earlier in the year.

An incredibly important aspect for NOAH is our volunteers, who support us to be the organisation we are. We have volunteers in all departments, and strive to ensure that all volunteer roles are mutually beneficial. NOAH benefit by gaining access to extra skills, knowledge and capacity, whilst our volunteer opportunities help people connect with others, learn new skills, gain confidence and improve health and wellbeing – it can even help them find routes to employment, too.

Our volunteers are all supported and managed by named members of staff who provide their inductions, training and anything else that is needed for that role. Volunteers are taken through safeguarding processes and are security checked where required via DBS or other appropriate means.

We implemented new software to replace our previous manual and paper-based HR information systems. This has streamlined and automated processes to make our HR and management tasks more efficient and effective. This will be continuously updated with further functionality being implemented as time goes on.

NOAH continues to strive to make our employees wellbeing a priority, with new staff benefits being added across the year and further ones planned. Training and development has been built upon with all staff away days being regularly held, and a programme of line management training to ensure our staff are as well-equipped as possible.

In IT, we continue to update and improve our infrastructure. Much work has been done on security and we achieved accreditation for Cyber Essentials in March 2023. This is a government-backed, industry-supported scheme which demonstrates our commitment to cyber security. Our ISO9001 certification was also maintained, showing that we are committed to quality both internally and externally.

Finance

Review

The year 2022 – 2023 ended with a deficit of £48,775 which had been budgeted compared to a deficit the previous year of £156,609. This year includes £127,517 of grants received and not yet spent, whereas the comparable figure for last year was £87,463.

The deficit for the year was a result of a number of factors. A large multi-year Academy project (funded by the European Social Fund and the National Lottery Community Fund) finished and this income was not replaced. The finalisation of the project was also very labour intensive with requests for information and paperwork from several years earlier in the project. Our retail operation is currently much smaller than it previously was with only two small shops being open in the year. Our store support centre was operating from temporary premises throughout the year which was disruptive and inefficient, and time was also spent looking for suitable permanent premises. The store support centre moved to a permanent location in early 2023, and another shop is due to be opened. It took a lot of time, effort and investment in our Fundraising Team but towards the end of the year we began to see some benefits from our engagement with our local community.

In summary	2023 £	2022 £
Income	2,129,421	2,459,606
Expenditure	2,178,197	2,616,215
Net (deficit)/income for the tax year	(48,775)	(156,609)
Total funds	1,156,908	1,205,683

Budgets are set annually. Actual results are measured against budget on a monthly basis, analysed, and reported on. Such reports are tabled to the Board of Trustees at each of the four board meetings per annum. Prior to tabling to the Board, financial reports are scrutinised by the Board's Finance Committee.

The principal funding sources for NOAH Enterprise are statutory funding from central and local government, charitable trust funding, grant from the Department of Foreign Affairs and Trade of the Irish Government, individual businesses, church and community group donations, and contributions from social enterprise activity which also delivers tangible benefits to NOAH's target beneficiary group.

Details of NOAH's expenditure showing the amounts expended under different headings against each of the main charitable activities are given in note 8 to the accounts.

Reserves Policy

It is the Board of Trustees' policy to keep sufficient unrestricted funds in reserve to provide three months of payroll costs and to ensure at least temporary continuity of essential services. This would equate to £502,518 at 31st March 2023. At the year end the unrestricted fund reserve was £679,390 (2022: £768,220) excluding the revaluation reserve. The restricted fund balance was £127,517 (2022: £87,463). The general funds have been established for the purpose of allowing NOAH to meet its charitable objectives by ensuring the continuous operation of its programme of work and to make provision for unforeseen or uninsurable organisational obligations.

NOAH also wishes to fulfil its charitable aims by being able to respond quickly to a changing funding environment and in response to the needs of its clients through innovative and development work.

Principal Risks and Uncertainties

Despite the worldwide impact of coronavirus, there are no imminent risks to the continuing operation of NOAH, however the main challenges that are being addressed include the following.

Our existing Luton Welfare Centre premises, which we own, are in need of replacement. Currently we are evaluating various options including short-term repairs (to increase the lifespan of the existing building), whether to buy or rent premises, move to different locations on different days, whilst also evaluating what is actually needed.

Another particular challenge is to reduce our dependency on Government and Local Authority contracts for funding our charitable activities. To achieve this, we are continuing to invest in our fundraising team who will increase our engagement with our local community (individuals, businesses, educational institutions, and religious groups).

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reference & Administrative Details

For the year ended 31 March 2023

Registered charity no: 1059672

Registered company no: 03248392

Trustees

L Conway (Chair) - appointed October 2022

P Ward (Vice Chair)

O Bloor

P Christmas

P Mills

L Bailey – appointed January 2023

T Spence – resigned July 2022

S Gill – appointed April 2023

Company Secretary

S Gill – resigned July 2023

T Aldwin – appointed July 2023

Chief Executive

D Morris

Key Management Personnel

A O'Neill

A Williamson – appointed March 2023

B Bell

D Waterson – appointed April 2022

L Seccombe – resigned March 2023

P Prosser

V Kreisson-White – resigned September 2022

Principal and Registered Office

260-270 Butterfield Great Marlings, Luton, Bedfordshire, England, LU2 8DL

Company Registered Number

03248392 (England & Wales)

Independent Auditors

Price Bailey, 24 Old Bond Street, London, W1S 4AP

Bankers

The Co-operative Bank, 80 Cornhill, London, EC3V 3NJ

Trustees' Responsibilities Statement

The Trustees (who are also directors of NOAH Enterprise for the purposes of company law) are responsible for preparing the Trustees' report 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP (FRS102)
- Make judgments and accounting estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Disclosure of Information to Auditor

Insofar as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

In preparing this report, the Trustees have taken advantage of the small companies' exemptions provided by Section 415A of the Companies Act 2006. The Trustees' Annual Report, incorporating the Trustees' Annual Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 2nd of November 2023 and signed on the Board's behalf by:

L. Conaway

Chair

2nd of November 2023

DocuSigned by:

Lloyd Conaway

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Independent Auditor's Report

To the Members of the NOAH Enterprise

Opinion

We have audited the financial statements of the NOAH Enterprise (the 'charitable company') for the year ended 31 March 2023, which comprises the Statement of Financial Activities, the Charitable Company Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the charitable company financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on Other Matters Prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements

Matters on Which we are Required to Report by Exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities

For the Audit of the Financial Statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charitable Company and the sector in which it operates and considered the risk of the Charitable Company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Company this included compliance with the Charities Act and SORP 2019, GDPR, employment law, safeguarding and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management and officers of the Charitable Company and a review of the risk management processes and procedures in place. We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We reviewed systems and procedures to identify potential areas of management override risk.

We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of legacies and grant income, and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at:

<https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with the act. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

 Helena Wilkinson

Helena Wilkinson

BSc FCA DChA (Senior Statutory Auditor)

For and on behalf of

Price Bailey LLP

Chartered Accountants

Statutory Auditors

3rd Floor,
24 Old Bond St,
Mayfair,
London
W1S 4AP

Date: 9 November 2023

Statement of Financial Activities

(Incorporating Income and Expenditure Account) for the year ended 31 March 2023

Income from	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Donations and legacies	4	123,450	-	123,450	175,934
Charitable activities	5	1,403,087	600,805	2,003,892	2,283,672
Investments	6	2,079	-	2,079	-
Total income		1,528,616	600,805	2,129,421	2,459,606
EXPENDITURE ON					
Raising funds	7	187,764	-	187,764	130,181
Charitable activities	8	1,429,681	560,751	1,990,432	2,486,034
Total expenditure		1,617,445	560,751	2,178,196	2,616,215
Net (expenditure)/income for the year being net movement in funds		(88,829)	40,054	(48,775)	(156,609)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,118,220	87,463	1,205,683	1,362,292
TOTAL FUNDS CARRIED FORWARD		1,029,391	127,517	1,156,908	1,205,383

The statement of financial activities includes all gains and losses recognised in the year.

Balance Sheet as at 31 March 2023

Registered Number 03248392

	Note	2023		2022	
		£	£	£	£
Fixed Assets					
Tangible assets	13		371,343		384,154
Current Assets					
Stocks	14	215		-	
Debtors	15	99,052	-	348,510	
Cash at bank and in hand	23	841,355		669,288	
		940,622		1,017,798	
Creditors: Amounts falling due within one year	16	(155,057)		(196,269)	
Net Current Assets			785,565		821,529
Total Net Assets			1,156,908		1,205,683
Charity Funds					
Restricted funds	17		127,517		87,463
Unrestricted funds	17		1,029,391		1,118,220
Total Funds			1,156,908		1,205,683

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees and are signed on their behalf by:

Lloyd Conaway
(Chair of Trustees)

DocuSigned by:
Lloyd Conaway
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Date: 2nd November 2023

Statement of Cash Flows 31 March 2023

	2023 £	2022 £
Cash Flows from operating activities		
Net cash used in operating activities	178,088	(83,029)
Cash flows from investing activities		
Dividends, interests and rents from investments	2,079	-
Purchase of tangible fixed assets	(8,100)	(23,671)
Proceeds from sale of fixed assets	-	1,666
Net cash used in investing activities	(6,021)	(22,005)
Change in cash and cash equivalents in the year	172,067	(105,034)
Cash and cash equivalents at the beginning of the year	669,288	774,322
Cash and cash equivalents at the end of the year	841,355	669,288

*The notes on pages 39 to 54 form part of these financial statements.

Notes to the Financial Statements

Year Ended 31 March 2023

1. General Information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 30. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The registered office is as listed on page 30.

2. Accounting Policies

2.1 Basis of Preparing the Financial Statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The NOAH Enterprise meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.3 Going Concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. The Trustees have made this assessment and do not consider there to be any material implications on the going concern status of the charitable company.

2.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charitable company has sufficient evidence that a gift has been left to them (through

knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charitable company, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet.

Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the charitable company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charitable company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Expenditure on raising funds includes all expenditure incurred by the charitable company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non- charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charitable company's objectives, as well as any associated support costs. All expenditure is inclusive of irrecoverable VAT.

2.6 Government Grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.7 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Tangible Fixed Assets and Depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	Not depreciated
Leasehold improvements	25% to 33% straight line
Motor vehicles	25% straight line
Furniture and equipment	25% to 33% straight line
Bespoke computer software	33% straight line

2.9 Operating Leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due

2.12 Cash at Bank and in Hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and Provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.14 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

2.15 Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

3. Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The trustees do not consider there to be any material estimates applied in the preparation of the financial statements.

4. Income From Donations and Legacies

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Donations and Legacies	123,450	-	123,450
	123,450	-	123,450

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Donations and Legacies	179,934	-	175,934
	175,934	-	175,934

5. Income From Charitable Activities

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Welfare services	795,326	458,082	1,253,408
Social enterprise	203,023	-	203,023
Training and employment	404,738	142,723	547,461
Total	1,403,087	600,805	2,003,892

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Welfare services	670,140	484,137	1,154,277
Social enterprise	317,472	-	317,472
Training and employment	732,270	79,653	811,923
Total	1,719,882	563,790	2,283,672

6. Investment Income

	2023 £	2022 £
Investment income	2,079	-
Total	2,079	-

7. Expenditure on Raising Funds - Cost of Raising Voluntary Income

	Unrestricted Funds 2022 £	Total Funds 2023 £	Total Funds 2022 £
Raising funds	85,104	85,104	71,648
Staff cost	102,660	102,660	58,533
Total	187,764	187,764	130,181

8. Analysis of Expenditure on Charitable Activities - Summary by Fund Type

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Welfare services	631,873	446,164	1,078,037
Social enterprise	208,448	-	208,448
Training and employment	589,360	114,587	703,947
Total 2023	1,429,681	560,751	1,990,432

Analysis of Expenditure on Charitable Activities Continued

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Welfare services	687,680	432,260	1,119,940
Social enterprise	488,547	30,000	518,547
Training and employment	756,932	90,615	847,547
Total 2022	1,933,159	552,875	2,486,034

Summary by Expenditure Type

	Staff Costs 2023 £	Depreciation 2023 £	Other Cost 2023 £	Total 2023 £
Welfare services	704,676	10,578	362,782	1,078,037
Social enterprise	110,063	1,663	96,722	208,448
Training and employment	455,426	8,669	239,853	703,947
Total	1,270,165	20,911	699,356	1,990,432

	Staff Costs 2022 £	Depreciation 2022 £	Other Cost 2022 £	Total 2022 £
Welfare services	653,628	20,873	445,439	1,119,940
Social enterprise	256,282	6,006	256,259	518,547
Training and employment	473,380	7,387	366,780	847,547
Total	1,383,290	34,266	1,068,478	2,486,034

9. Analysis of Charitable Expenditure by Activities

	Activities Undertaken Directly 2023 £	Support Costs 2023 £	Total Funds 2023 £
Welfare services	878,888	199,149	1,078,037
Social enterprise	180,568	27,881	208,448
Training and employment	587,112	116,835	703,947
Total	1,646,568	343,865	1,990,432

Analysis of Charitable Expenditure by Activities Continued

	Activities Undertaken Directly 2022 £	Support Costs 2022 £	Total Funds 2022 £
Welfare services	910,376	209,564	1,119,940
Social enterprise	438,554	79,993	518,547
Training and employment	720,474	127,073	847,547
Total	2,069,404	416,630	2,486,034

9. Analysis of Expenditure by Activities - Continued. Analysis of Direct Costs

	Welfare Services 2023 £	Social Enterprise 2023 £	Training & employment 2023 £	Total Funds 2023 £
Staff costs	573,127	91,646	378,249	1,043,023
Depreciation	10,180	1,608	8,435	20,223
Direct costs	120,735	9,202	5,390	135,327
Premises	91,982	43,335	65,078	200,395
Finance charges	34	10,210	-	10,244
Marketing and promotion	361	1,497	1,183	3,042
Office facilities	29,010	8,452	22,375	59,838
Agency staff	23,732	4,723	99,076	127,531
Other staff costs	29,247	5,737	8,320	43,304
Professional fees	479	4,158	(995)	3,642
Total	878,888	180,568	587,112	1,646,567

	Welfare Services 2022 £	Social Enterprise 2022 £	Training & employment 2022 £	Total Funds 2022 £
Staff costs	544,274	214,540	407,072	1,165,886
Depreciation	20,527	5,874	7,177	33,578
Direct costs	63,252	92,352	4,486	160,090
Premises	89,179	70,512	92,263	251,954
Finance charges	-	10,771	-	10,771
Marketing and promotion	1,835	1,179	2,721	5,735
Office facilities	16,892	12,763	20,793	50,448
Agency staff	21,728	12,963	129,212	163,903
Other staff costs	17,588	17,600	22,975	58,163
Professional fees	135,101	-	33,775	168,876
Total	910,376	438,554	720,474	2,069,404

9. Analysis of Expenditure by Activities - Continued. Analysis of Support Costs

	Welfare Services 2023 £	Social Enterprise 2023 £	Training & employment 2023 £	Total Funds 2023 £
Staff costs	131,549	18,417	77,176	227,142
Depreciation	399	56	234	688
Premises	4,606	645	2,702	7,952
Office facilities	10,619	1,487	6,230	18,335
Finance charges	1,576	221	925	2,722
Insurance	5,993	839	3,516	10,347
Marketing and promotion	668	94	392	1,153
Professional and legal fees	4,520	633	2,652	7,805
Miscellaneous	9,549	1,337	5,602	16,488
Governance (note 10)	17,624	2,467	10,339	30,430
Agency Staff	2,863	401	1,680	4,944
Other staff and volunteer costs	9,184	1,286	5,388	15,857
Total	199,149	27,881	116,835	343,864

	Welfare Services 2022 £	Social Enterprise 2022 £	Training & employment 2022 £	Total Funds 2022 £
Staff costs	109,354	41,742	66,308	217,404
Depreciation	346	132	210	688
Office facilities	18,769	7,164	11,380	37,313
Finance charges	1,176	449	713	2,338
Insurance	7,076	2,701	4,291	14,068
Marketing and promotion	562	214	341	1,117
Professional and legal fees	15,060	5,749	9,133	29,942
Miscellaneous	7,321	2,232	3,546	13,099
Governance (note 10)	12,916	5,493	8,725	27,134
Agency Staff	26,915	10,274	16,320	53,509
Other staff and volunteer costs	10,069	3,843	6,106	20,018
Total	209,564	79,993	127,073	416,630

Support costs are allocated to each charitable activity on the following basis: Welfare services – 57.9% Social enterprise – 8.1% Training and employment - 34%.

For the year ending 31 March 2022 the trustees changed the method of allocation to be based on the employment costs for each charitable activity:

Welfare services - 50.3% Social enterprise -19.3% Training and employment - 30.6%.

10. Governance Costs

	2023 £	2022 £
Auditors remuneration (see below)	19,591	23,822
Meetings and Refreshments	736	48
Subscriptions	469	3,264
Reporting/Recruitment	9,634	-
Total	30,430	27,134

Auditors Remuneration

	2023 £	2022 £
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	15,240	13,100
Fees payable to the charitable company's Auditor in respect of:		
Under provision for 2022 audit	4,351	-
All non –audit services not included above	1,181	2,950
Total	20,772	16,050

11. Staff Costs

	2023 £	2022 £
Wages and salaries	1,214,052	1,286,251
Social security costs	115,150	111,293
Contribution to defined contribution pension schemes	43,623	44,279
Total	1,372,825	1,441,823

The average number of persons employed by the charitable company during the year was as follows:

	2023 Number	2022 Number
Training and employment	15	17
Welfare services	25	27
Social enterprise	12	18
Total	52	62

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel include the following positions – CEO, Heads of department for Academy, Finance, Fundraising and Community Engagement and the Senior Operations Manager. Remuneration and benefits received by key management personnel was £348,466 (2022: £353,237).

12. Trustees' Remuneration and Expenses

During the year, no trustees received any remuneration or other benefits (2022 - £Nil). During the year ended 31 March 2023, no expenses were reimbursed or paid directly to any trustee (2022 - £48 to 1 trustee) by the charity for costs incurred in carrying out their duties.

13. Tangible Fixed Assets

	Freehold Property £	Long- Term Lease- Hold Property £	Motor Vehicles £	Fixtures And Fittings £	Computer Equipment £	Total £
Cost or Valuation						
At 1 April 2022	352,250	138,649	57,334	130,209	15,309	693,751
Additions	-	-	8,100	-	-	8,100
Disposals	-	-	(29,834)	-	-	(29,834)
At 31 March 2023	352,250	138,649	35,600	130,209	15,309	672,018
Depreciation						
At 1 April 2022	-	129,348	57,334	107,731	15,184	309,597
Charge for the year	-	9,301	506	11,104	-	20,911
On Disposals	-	-	(29,834)	-	-	(29,834)
At 31 March 2023	-	138,649	28,006	118,836	15,184	300,675
Net book Value						
At 31 March 2023	352,250	-	7,594	11,374	125	371,343
At 31 March 2022	352,250	9,301	-	22,478	125	384,154

Included in freehold property is freehold land at valuation of £350,000 which is not depreciated.

The freehold property was valued as at 1 April 2015 by an external valuer, Kirkby Diamond, a regulated firm of Chartered Surveyors. The valuation was undertaken on a fair value basis assuming vacant possession.

14. Stocks

	2023 £	2022 £
Finished goods and goods for resale	215	-
Total	215	-

15. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	12,798	206,012
Other debtors	19,893	98,619
Payments and accrued income	66,361	43,879
Total	99,052	348,510

16. Creditors: Amounts Falling due Within one Year

	2023 £	2022 £
Trade Creditors	46,000	54,627
Other taxation and social security	25,694	7,266
Other creditors	14,239	24,424
Accruals and deferred income	69,124	109,952
Total	155,057	196,269

	2023 £	2022 £
Deferred income at 1 April 2022	13,252	12,662
Resources deferred during the year	1,361	13,252
Amounts released from previous periods	(13,252)	(12,662)
Total	1,361	13,252

Deferred income relates to grants received in advance of entitlement to the income.

17. Statement of Funds – Current Year

	Balance at 1 April 2022 £	Income 2023 £	Expenditure 2023 £	Balance at 31 March 2023 £
Unrestricted Funds				
General Funds – all funds	768,220	1,528,616	(1,617,447)	679,390
Revaluation Reserve	350,000	-	-	350,000
Total	1,118,220	1,528,616	(1,617,447)	1,029,390
Restricted Funds				
Grants for work with homeless	-	61,800	(61,800)	-
Government of Ireland: Emigrant support Programme	-	60,250	(48,000)	12,250
Big Lottery fund	8,856	82,042	(84,444)	6,454
EU Settlement scheme	-	41,725	(41,725)	-
Awards for all	-	10,000	(10,000)	-
Compass WPP	30,952	-	(30,952)	-
BLCF	-	76,000	(76,000)	-
Night Shelter Transformation Fund	-	41,000	(41,000)	-
Compass Wellbeing	-	99,032	(99,032)	-
Garfield Weston	-	30,000	-	30,000
Nationwide	47,655	48,276	(47,655)	48,276
Morrison's	-	15,680	(15,680)	-
Steel	-	15,000	(4,463)	10,537
Sisters of the Holy Cross	-	20,000	-	20,000
Total Restricted Funds	87,463	600,805	(560,751)	127,517
Total Funds	1,205,683	2,129,421	(2,178,197)	1,156,907

Statement of Funds – Prior Year

	Balance at 1 April 2021 £	Income 2022 £	Expenditure 2022 £	Balance at 31 March 2022 £
Unrestricted Funds				
Reserves	935,744	1,895,816	(2,063,340)	768,220
Revaluation Reserve	350,000	-	-	350,000
Total	1,285,744	1,895,816	(2,063,340)	1,118,220

17. Statement of Funds – Continued

	Balance at 1 April 2021 £	Income 2022 £	Expenditure 2022 £	Balance at 31 March 2022 £
Restricted Funds				
Grants for work with homeless	-	48,210	(48,210)	-
Grant for social enterprise	-	-	-	-
Grants: for training and employment	-	-	-	-
Government of Ireland: Emigrant support Programme (1 April 2021-31 March 2022)	-	45,000	(45,000)	-
Big Lottery fund	19,818	79,653	(90,615)	8,856
EU Settlement scheme	-	84,304	(84,304)	-
Awards for all	10,000	-	(10,000)	-
Compass WPP	-	41,041	(10,089)	30,952
BLCF	-	82,640	(82,640)	-
COVID	-	30,000	(30,000)	-
Winter Migrant Housing	-	79,982	(79,982)	-
Garfield Weston	-	30,000	(30,000)	-
Nationwide	46,730	42,960	(42,035)	47,655
Total Restricted Funds	76,548	563,790	(552,875)	87,463
Total Funds	1,362,292	2,459,606	(2,616,215)	1,205,683

Unrestricted funds represent amounts expendable at the discretion of the Trustees in furtherance of the charity's objects. Although legally expendable at the discretion of the Trustees, not all unrestricted funds are available for immediate or general expenditure. Unrestricted funds in excess of the amount required by the reserves policy may also be designated by the Trustees from time to time. Of the £1,029,390 unrestricted funds, £371,343 is represented by fixed assets, leaving £658,047 of free reserves.

The revaluation reserve represents land and buildings held by the charitable company.

Where income is given for a specific purpose, the funds are classified as restricted, and are only expendable for that particular purpose.

Amounts which are committed to future expenditure, or invested in assets that cannot be realised in the normal course of events, and that are therefore unavailable for other purposes, are designated to distinguish them from general funds. Further information on the purposes for which restricted funds are given: Luton Borough Council funds NOAH's Welfare Centre and resettlement programme.

Department for Levelling Up, Housing and Communities funds NOAH's welfare and social enterprise activities. The Department of Foreign Affairs and Trade (DFAT) acts on behalf of the Government of Ireland: Emigrant Support Programme and distributes funds to organisations involved in the provision of support and advisory services which benefit Irish people in Britain. The restricted revenue grant to NOAH is given for the running of the Welfare Centre while the capital grant was for project costs relating to the redevelopment or replacement of the Welfare Centre building.

NOAH receives restricted grants from various funders to enable it to provide a variety of welfare services and training opportunities. The grants for our welfare service are to assist in the running of our centre at Park Street in Luton where we provide, food, showers, clothing and also provide advice and assistance in finding accommodation. Some of the training opportunities are for ESOL courses, learning home maintenance and kitchen-fitting skills.

18. Analysis of Net Assets Between Funds – Current Year

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Tangible fixed assets	371,343	-	371,343
Current assets	813,105	127,517	940,622
Creditors due within one year	(155,058)	-	(155,057)
Total	1,029,390	127,517	1,156,908

Analysis of Net Assets Between Funds – Prior Year

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Tangible fixed assets	384,154	-	384,154
Current assets	930,335	87,463	1,017,798
Creditors due within one year	(196,269)	-	(196,269)
Total	1,118,220	87,463	1,205,683

19. Pension Commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £43,623 (2022 - £44,279). £7,086 (2022 - £7,155) were payable to the fund at the balance sheet date and are included in creditors.

20. Operating Lease Commitments

At 31 March 2023 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	62,331	33,048
Later than 1 year & not later than 5 years	108,813	39,714
Total	171,144	72,762

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2023 £	2022 £
Operating lease rentals	70,633	56,547
Total	70,633	56,547

21. Related Party Transactions

There were no related party transactions during the year (2022 - none), other than those disclosed in note 12.

22. Reconciliation of Net Movement in Funds to Net Cash Flow From Operation Activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(48,775)	(156,609)
Adjustments for:		
Depreciation charges	20,911	34,267
Dividends, interest and rents from investments	(2,079)	-
Loss on the sale of fixed assets	-	143,544
(Increase)/ Decrease in stocks	(215)	18,485
Decrease/(increase) in debtors	249,458	(143,487)
(Decrease)/ increase in creditors	(41,212)	20,771
Net cash provided by/(used in) operating activities	178,088	(83,029)

23. Analysis of Cash and Cash Equivalents

	2023 £	2022 £
Cash in hand	841,355	669,288
Total	841,355	669,288

24. Analysis of Changes in Net Debt

	At 1 April 2022 £	Cash Flows 2023 £	At 31 March 2023 £
Cash at bank and in hand	669,288	172,067	841,355
Total	669,288	172,067	841,355



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