

Registered number: 07868028
Charity number: 1148844

NORFOLK FWAG
(A company limited by guarantee)
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

NORFOLK FWAG
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11 - 12
Notes to the financial statements	13 - 23

NORFOLK FWAG
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Trustees

G R Anderson (appointed 3 June 2020)
J P B Barrett (appointed 3 June 2020)
J E R Daniels
J Fiennes
T N Guyer, Chairman
R W Haddow, Vice Chairman
S E Lord
J J L Mitchell
M C Rae
C J Sayer (resigned 4 November 2020)
A R Thornton
D C Willis MBE

**Company registered
number** 07868028

**Charity registered
number** 1148844

Registered office Honingham Thorpe
Norwich Road
Colton
Norwich
Norfolk
NR9 5BZ

Company secretary D C Willis MBE

Independent examiner Larking Gowen LLP
Chartered Accountants
King Street House
15 Upper King Street
Norwich
NR3 1RB

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Norfolk FWAG (the company) for the year ended 31 December 2020. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Objectives and activities

a. POLICIES AND OBJECTIVES

Mission Statement

To provide the best independent farm conservation advice and guidance to our members and provide the facilities for environmental opportunities.

Vision Statement

Norfolk FWAG will facilitate change on the ground to benefit habitats and species associated with or occurring on farmland.

The Charity's Objects:

1. By encouraging land owners, farmers and other stakeholders to manage their land in such a way as to promote, the conservation, protection and improvement of the physical and natural environment for the benefit of the public.
2. To advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

The activities of the Charity are as follows:

- Support farmers in their work to deliver wildlife conservation within productive farming systems.
- Provide farmers and landowners with the best independent technical advice and practical guidance on environmental enhancement of the farmed environment.
- Preserve natural resources on & off farm, such as soil & water.
- Seek to work with landowners to preserve and maintain the historic environment and landscape heritage inherited by farmers today.
- Inspire and communicate the importance of conservation on farmland to farmers, future generations and the wider public.
- Work in collaboration with partner organisations and other FWAG groups.
- Inform members of wider environmental issues/schemes and access to funding.

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Objectives and activities (continued)

Norfolk FWAG offers a range of services including:

- Applications for Countryside Stewardship Schemes.
- Compliance checks.
- Best practice conservation advice.
- Species surveys, habitat management planning and advice.
- Farm Environment Plans.
- Facilitation of Farmer Groups
- Farm Assurance schemes

Achievements and Performance

BUSINESS MANAGERS REPORT FOR 2020 - REVIEW OF ACTIVITIES

Staff

Norfolk FWAG had five members of staff during 2020:

Mike Edwards - Business Manager

Henry Walker - Farm Environment Adviser

Charlie Ennals - Farm Environment Adviser

Sasha Ellis – Farm Environment Support Adviser

Sallyanne Brock - Accounts and Administration Support

Mike Edwards was appointed Business Manager in March 2018. Following the administration changes with Anglia Farmers, Sallyanne Brock was appointed to the part time position of Accounts and Administration Support in February 2018.

Sash Ellis was added to the team in February 2020 to provide support to the Farm Environment Advisers.

During 2020 the Norfolk FWAG team were busy with a whole range of environmental projects:

Chargeable Work

- HLS/ ELS/ CS care and maintenance.
- Countryside Stewardship Mid Tier and Higher Tier applications.
- Woodland Management Plans.
- Permissive Access Agreements.
- Farm Advice Land Management Advice contract for DEFRA (FALMA)
- Species Surveys on Farmland
- Farm Assurance Schemes e.g. Leaf Marque
- DEFRA Test & Trials for E.L.M

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

(continued)

Project Work

- Facilitation Funds – landscape scale conservation (Wensum, Wissey and Glaven).
- Norfolk Ponds Project.
- Broad's HLF, Water Mill and Marshes – Broadland Tales of the Past and Broads Land Management Project
- The Campaign for the Farmed Environment (CFE)
- 1 Million Trees in Norfolk for Norfolk County Council
- Princes Trust Farm Resilience Programme

In 2020 our work has mainly focussed around chargeable work to deliver Countryside Stewardship Schemes in conjunction with our members. Several areas of project work have been 'on hold' due to the Covid 19 pandemic due to the inability to bring farmers together for events due to Covid restrictions.

Environmental Education:

Events

Norfolk FWAG were unable to run our normal series of Farm Walks due to the Covid 19 restrictions in place for much of 2020.

An event focused on hedgerow management was held in January 2020 with the MacGregor Farming Partnership at Mill Farm, Great Witchingham, which was very well attended.

Partnership working

Norfolk FWAG continued to represent farmers and landowners on the Norfolk Coast Partnership, Broads Biodiversity Partnership, Broads Agri-Environment Steering Group, Norfolk Local Access Forum, NBIS Steering Group, Waveney Catchment Partnership, Broadland Catchment Partnership, County Wildlife Site Partnership, Waveney Catchment partnership, Norfolk Rural Strategy Group and Cut-off Channel Partnership.

We also continued to give feedback on the delivery of Countryside Stewardship to Natural England and continue to provide feedback on the new Environmental Land Management scheme being prepared by DEFRA as well as being actively involved in the tests & trials process.

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

a. FINANCIAL REVIEW

Complete income statements and forecast summaries are compiled and distributed to the Trustees each month. Age of debt reports are produced quarterly. Board meetings are held every 3 months and these all have complete agendas to include management accounts, minuted and the minutes are distributed to the Trustees.

Total income for the period was £206,405 and expenditure was £180,619. The surplus for the year was £25,786. The combination of chargeable work and project income was the main source of finance during the whole financial year as the table below shows.

	2019	2020
Total £ turnover	£210,296	£206,405
Chargeable income	58%	58%
Project	22%	19%
Membership	20%	23%

The trustees agreed that under its Charitable status Norfolk FWAG has a sound financial footing.

Reserves Policy

An outline policy on reserves was agreed when Norfolk FWAG was incorporated on 1 December 2011. The approach was agreed in early 2012 by the appointed Trustees at the time and subsequently ratified by the Board. Reserves were to be built up during its first year and maintained at a level which ensures that Norfolk FWAG's core activity could continue during a period of any unforeseen difficulty. The reserves themselves are to be as cash reserves with the bank and therefore readily realisable. Expenditure is carefully managed and forecasted.

Taking into consideration projected salary and administration costs the target surplus required was initially set at £15,000 and subsequently increased to £35,000. The balance sheet at 31 December 2019 showed total funds of £43,340 and Trustees decided to increase target surplus to £75,000 as prudent financial policy and this was communicated at the 2020 AGM.

A summary of the risks to income are:

- Uncertainty around Agri-environment schemes following the UK's withdrawal from the EU
- Competition from land agents and other advisers in Norfolk
- Natural England budget reductions
- Outbreaks of pandemics restricting staff movement

In 2019 the Trustees considered the Company's position at the time of signing the financial statements, and the current issues caused by Covid-19 and its potential impact on the Company and the wider economy. Based on this, the Trustees concluded that they have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future, and, based on the economic environment recovering within the timeframe currently being widely anticipated, at least twelve months from the date of signing these financial statements, they therefore continue to adopt the going concern basis of accounting in preparing these financial statements. The 2020 Financial Results have shown that this decision was correct in returning one of our best results to date. Although cautious about ongoing business the Trustees have agreed staff developments to meet an increasing demand for our range of services.

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Funds Held as Custodian

The Charity administers the Connecting Nature Fund Grant Scheme on behalf of Norfolk County Council, which is for projects to lessen the impact on the wider environment of large-scale development. The charity has no entitlement to the fund and hence it is not recognised as income of the charity and is held in a separate bank account.

The charity is also holding sum on behalf of Norfolk County Council to administer a series of Skylark mitigation interventions. The charity has no entitlement to the fund and hence it is not recognised as income of the charity and is held in a separate bank account.

Estate of Mary Evelyn Blomfield

Trustees were notified in August 2020 by Clapham & Collinge Solicitors that Miss Blomfield left her residuary Estate in equal shares to 11 charities, one of which is Norfolk FWAG. On the 8th January 2021, Trustees were informed that the Grant of Probate was issued on 31st December 2020 and that an interim payment would be made of £25,000 which was received on the 29th January 2021. The final distribution will be made on 1st July 2021. The amounts are not recognised in the financial statements.

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 1 December 2011 which was subsequently amended on 30 May 2012.

The principal object of the company is to encourage land owners, farmers and other stakeholders to manage their land in such a way as to promote for the benefit of the public, the conservation, protection and improvement of the physical and natural environment. Also, to advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

b. Methods of appointment or election of Trustees

Charles Sayer, Joe Martin and Clarke Willis were the original Directors of Norfolk FWAG and became Trustees when the Charity was formed in 2012.

Richard Gurney and Lord Julian Romney joined as Charity Trustees in 2012. Richard Gurney retired in 2015 and Lord Julian Romney in 2017.

Andrew Thornton was appointed in December 2013, Tim Guyer in April 2014 and Ross Haddow in August 2014.

Jake Fiennes and Jon Daniels were appointed in July 2016.

Sue Lord was appointed in November 2017.

In 2018 Michael Rae was appointed and Joe Martin stepped down.

At the AGM in 2019 Joe Mitchell was appointed.

At the 2020 AGM on the 4th November (held by video conference due to the global pandemic) Glenn Anderson and John Barrett were appointed and Charles Sayer stepped down.

The Charity has put in place a succession plan for both the Board to keep a fresh business approach.

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

As well as the trustees and board of directors the charity has an executive steering group and three full time members of staff. The day to day running of the Charity is managed by Tim Guyer (Chairman), Ross Haddow (Vice-Chairman) and Clarke Willis (Company Secretary).

The steering group consists of a range of interested parties and well-known organisations including, conservation groups, trusts, councils, landowners and farmers. The steering group's roles and responsibilities are as follows:

- Profile raising/Networking
- Technical support
- Events
- Fundraising
- Developing project ideas

The Trustees, who have many combined years in the charitable and commercial sectors have all been provided with additional guidance and;

A summary version of the Charity Commission's Essential Guide.
Norfolk FWAG Business Plan.
Norfolk FWAG Management Accounts on a regular monthly basis.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company 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 Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NORFOLK FWAG
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
D C Willis MBE
Trustee and Company secretary
Date: 30 June 2021

NORFOLK FWAG
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Independent examiner's report to the Trustees of Norfolk FWAG ('the Company')

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

Responsibilities and basis of report

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

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

Independent examiner's statement

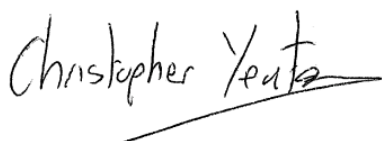
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 7 July 2021

Christopher Yeates FCA DChA

Larking Gowen LLP, Chartered Accountants
King Street House
15 Upper King Street
Norwich
NR3 1RB

NORFOLK FWAG
(A company limited by guarantee)

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

	Note	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:				
Donations and legacies	3	920	920	-
Charitable activities	4	205,485	205,485	210,296
Total income		<u>206,405</u>	<u>206,405</u>	<u>210,296</u>
Expenditure on:				
Charitable activities	5	180,619	180,619	201,052
Total expenditure		<u>180,619</u>	<u>180,619</u>	<u>201,052</u>
Net movement in funds		<u>25,786</u>	<u>25,786</u>	<u>9,244</u>
Reconciliation of funds:				
Total funds brought forward		43,340	43,340	34,096
Net movement in funds		25,786	25,786	9,244
Total funds carried forward		<u>69,126</u>	<u>69,126</u>	<u>43,340</u>

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

The notes on pages 13 to 23 form part of these financial statements.

NORFOLK FWAG
(A company limited by guarantee)

BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	9	1,499	2,242
Investments	10	20	20
		<u>1,519</u>	<u>2,262</u>
Current assets			
Debtors	11	54,913	27,406
Cash at bank and in hand		104,750	63,825
		<u>159,663</u>	<u>91,231</u>
Creditors: amounts falling due within one year	12	(92,056)	(50,153)
Net current assets		<u>67,607</u>	<u>41,078</u>
Total assets less current liabilities		<u>69,126</u>	<u>43,340</u>
Total net assets		<u><u>69,126</u></u>	<u><u>43,340</u></u>

NORFOLK FWAG
(A company limited by guarantee)

BALANCE SHEET (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 £	2019 £
Charity funds			
Restricted funds	13	-	-
Unrestricted funds	13	69,126	43,340
Total funds		<u>69,126</u>	<u>43,340</u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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 signed on their behalf by:


.....
D C Willis MBE

Date: 30 June 2021

The notes on pages 13 to 23 form part of these financial statements.

NORFOLK FWAG
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

2. Accounting policies

2.1 Basis of preparation of 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.

Norfolk FWAG 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 Company and which have not been designated for other purposes.

2.3 Going concern

The Trustees considered the Company's position at the time of signing the financial statements. Based on this, the Trustees have concluded that they have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future, and, at least twelve months from the date of signing these financial statements. They therefore continue to adopt the going concern basis of accounting in preparing these financial statements.

2.4 Income

All income is recognised once the 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.

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.

NORFOLK FWAG
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.5 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL 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, .

Depreciation is provided on the following basis:

Plant and machinery	- 33% Straight line
---------------------	---------------------

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.8 Interest receivable

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

2.9 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.

2.10 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.

NORFOLK FWAG
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.11 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 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.

2.12 Financial instruments

The 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.

2.13 Pensions

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

3. Income from donations

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Donations	920	920	-

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

4. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £
Subscriptions and joining fees	47,424	47,424
Countryside stewardship	69,813	69,813
Other consultancy	34,839	34,839
Projects work	40,036	40,036
Woodland management	312	312
Training and events	600	600
Species/Habitat surveys	1,957	1,957
Assurance schemes	6,441	6,441
Sales of goods	2,392	2,392
Permissive Access	831	831
Sponsorship	500	500
Other	340	340
Total 2020	205,485	205,485
	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Subscriptions and joining fees	42,890	42,890
Countryside stewardship	63,521	63,521
Other consultancy	21,138	21,138
Projects work	46,631	46,631
Woodland management	4,212	4,212
Training and events	8,928	8,928
Species/Habitat surveys	5,121	5,121
Assurance schemes	1,935	1,935
Sales of goods	14,191	14,191
Permissive Access	1,197	1,197
Other	532	532
<i>Total 2019</i>	210,296	210,296

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

5. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Total funds 2020 £
Direct costs	180,619	180,619

	<i>Activities undertaken directly 2019 £</i>	<i>Total funds 2019 £</i>
Direct costs	201,052	201,052

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2020 £	Total funds 2020 £
Staff costs	141,983	141,983
Depreciation	1,480	1,480
Office, rent, light and heat	5,945	5,945
Travel costs	4,485	4,485
Subscriptions	2,438	2,438
Office consumables	4,079	4,079
Insurance	2,336	2,336
Website and marketing costs	889	889
Postage	296	296
Sundry	135	135
Telephone	929	929
Training	1,051	1,051
Accountancy	1,400	1,400
Project costs	8,775	8,775
Events costs	781	781
Professional fees	2,306	2,306
Bad debts	1,067	1,067
Bank charges	244	244
Total 2020	180,619	180,619

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

5. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Activities 2019 £</i>	<i>Total funds 2019 £</i>
Staff costs	129,701	129,701
Depreciation	1,750	1,750
Office, rent, light and heat	10,686	10,686
Travel costs	7,745	7,745
Subscriptions	1,470	1,470
Office consumables	3,890	3,890
Insurance	2,105	2,105
Website and marketing costs	4,001	4,001
Postage	791	791
Sundry	2,220	2,220
Telephone	878	878
Training	402	402
Accountancy	1,009	1,009
Project costs	30,093	30,093
Events costs	2,062	2,062
Professional fees	1,680	1,680
Bad debts	381	381
Bank charges	188	188
<i>Total 2019</i>	<u>201,052</u>	<u>201,052</u>

6. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,480 (2019 - £1,440).

NORFOLK FWAG
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

7. Staff costs

	2020	<i>2019</i>
	£	<i>£</i>
Wages and salaries	124,939	<i>113,175</i>
Social security costs	7,736	<i>8,128</i>
Contribution to defined contribution pension schemes	9,308	<i>8,398</i>
	<hr/> 141,983 <hr/>	<hr/> <i>129,701</i> <hr/>

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

2020	<i>2019</i>
No.	<i>No.</i>
<hr/> 5 <hr/>	<hr/> <i>4</i> <hr/>

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

Remuneration and benefits received by key management personnel in the year totalled £141,983 (2019: £129,701).

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 December 2020, expenses relating to travel and subsistence totalling £113 were reimbursed or paid directly to 1 Trustee (2019 - £Nil).

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

9. Tangible fixed assets

	Plant and machinery £
Cost or valuation	
At 1 January 2020	8,578
Additions	737
	<hr/>
At 31 December 2020	9,315
	<hr/>
Depreciation	
At 1 January 2020	6,336
Charge for the year	1,480
	<hr/>
At 31 December 2020	7,816
	<hr/>
Net book value	
At 31 December 2020	1,499
	<hr/> <hr/>
<i>At 31 December 2019</i>	2,242
	<hr/> <hr/>

10. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 January 2020	20
	<hr/>
At 31 December 2020	20
	<hr/> <hr/>

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

11. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	31,106	26,183
Prepayments and accrued income	23,807	1,223
	<u>54,913</u>	<u>27,406</u>

12. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	3,747	6,700
Other taxation and social security	22,253	15,115
Pension fund loan payable	1,142	980
Accruals and deferred income	64,914	27,358
	<u>92,056</u>	<u>50,153</u>

Included within other creditors and accruals is £14,928 (2019: £14,943) relating to the Connecting Nature Fund Grant Scheme and Skylark project. The charity administers the fund on behalf of Norfolk County Council. The fund is for projects to lessen the impact on the wider environment of large scale development. The charity has no entitlement to the fund and hence it is not recognised as income of the charity. The balance at the 31 December represents funding yet to be distributed. Total fund receipts in the year were £Nil (2019: £Nil) and £15 (2019: £60) was paid out during the year.

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

13. Statement of funds

Statement of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds	43,340	206,405	(180,619)	69,126

Statement of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Balance at 31 December 2019 £
Unrestricted funds				
General Funds	34,096	210,296	(201,052)	43,340

14. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £9,308 (2019: £8,398). There were contributions outstanding at the year end of £1,142 (2019: £980).

15. Related party transactions

S Lord, a trustee of the charity, provided consultancy services to the charity of £nil (2019: £144).

16. Post balance sheet events

On 8 January 2021 the charity was notified that probate had been granted in respect of a legacy from the estate in which the charity is a named benefactor. The charity expects to receive in the region of £250,000.