



# Norfolk FWAG 2024 Annual Report and Accounts

For the year ended 31 December 2024

Registered No. 07868028  
Charity No. 1148844



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 2024**

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**NORFOLK FWAG**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Trustees**

G R Anderson (resigned 10 December 2024)  
N J Anema  
J P B Barrett  
M L Edwards  
R W Evans  
T N Guyer (resigned 10 December 2024)  
S E Lord  
J J L Mitchell, Chairman  
C A Palmer (appointed 10 December 2024)  
M C Rae  
C J W Sayer (appointed 10 December 2024)  
D C Willis MBE

**Company registered  
number**

07868028

**Charity registered  
number**

1148844

**Registered office**

MacGregor Building, Norfolk Showground  
Dereham Road  
New Costessey  
Norwich  
Norfolk  
NR5 0TT

**Company secretary**

D C Willis MBE

**Independent examiner**

Larking Gowen LLP  
Chartered Accountants  
Prospect House  
Rouen Road  
Norwich  
NR1 1RE

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**NORFOLK FWAG**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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The Trustees present their annual report together with the financial statements of the Company for the year 1 January 2024 to 31 December 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable 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 (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Policies and objectives**

**a. Mission Statement (How we work towards the vision every day)**

Norfolk FWAG will support farmers and landowners to futureproof their land for the benefit of farming and wildlife, ensuring the long-term survival and prosperity of the Norfolk landscape.

**b. Vision Statement (What we are working towards)**

Norfolk FWAG will advise on and contribute to Norfolk's landscape becoming an exemplar region for cohesion and farm business success.

**c. The Charity's Objects**

1. By encouraging landowners, 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.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Policies and objectives (continued)**

**d. Norfolk FWAG offers a range of services including:**

- Applications for Agri environment and Sustainable Farming Incentive schemes.
- Agreement management, compliance, and claims
- Best practice conservation advice.
- Ecological surveys, habitat management planning and advice.
- Biodiversity offsetting delivery including skylark and newt mitigation.
- Woodland creation applications and management plans
- Facilitation of farmer groups.
- Farm assurance schemes including LEAF marque LANCEP's.
- Farm Environment Plans.

**Report for 2024 - Review of Activities**

**a. Staff**

Henry Walker – Farm Environment Adviser  
Nathen Walker – Technical Manager  
Sasha Ellis – Farm Environment Advisor  
Evan Burdett – Farm Environment Advisor  
Marta Gibbons – Farm Environment Advisor  
Sallyanne Brock – Office Manager  
Jordan Sharman – General Manager  
Bea White – Harper Adams University placement student (left July 24)  
Tom Ewen – Harper Adams University placement student (joined July 24)

Clarke Willis stepped down on the role of Executive Director in November 2024 but continues as a Trustee and Company Secretary, working with the team to support and staff development.

As a benefit of the considerable bursary received from the Estate of Mary Bloomfield, Trustees were keen to provide a bursary for a student gaining a professional qualification in Environmental Land Management. An annual scholarship with a placement year employment at Norfolk FWAG was agreed with Harper Adams University. To be called the Bloomfield Bursary in recognition of our benefactor.

**b. Trustees**

Joe Mitchell continued through 2024 as Chairman. Tim Guyer retired from the Board in December 2023 and at the AGM held in November 2024, Glenn Andreson stood down. We thank both for their service. Charlotte Palmer and Charles Sayer were appointed as Trustees at the 2024 AGM.

**c. Registered Office**

Our office address is The Townsend Room, MacGregor Building, Norfolk Showground, Dereham Road, New Costessey, Norwich, NR5 0TT.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Report for 2024 - Review of Activities (continued)**

**d. Review of Activities**

During 2024 the Norfolk FWAG team were busy with a whole range of environmental work:

Chargeable

- Countryside and Environmental Stewardship care and maintenance.
- Countryside Stewardship applications
- NCC Woodland Creation Accelerator Fund and hedgerow planting
- Woodland Management Plans.
- Farm Assurance Schemes
- Ecological surveys

Project

- Facilitation Funds – landscape scale conservation
- Norfolk Ponds Project
- Broadland Test & Trials Land Management Board and the role of a local convenor
- Royal Countryside Fund Farm Resilience Programme

**e. Events**

Norfolk FWAG organised several walks to showcase Norfolk farms which effectively integrate environmental management into their farming business. There were around 60 attendees at each event including farmers, landowners, environmental specialists, and the public, both members and non members of Norfolk FWAG. We acknowledge the support of Anglian Water for the farm walks.

The annual Norfolk FWAG competition for the Ian MacNicol Memorial Trophy was held. The winner was Bruce Seaman Farms, Bedingham Hall Farm with Worstead Estate as runner up and Silfield Ltd, Church Farm, Carleton Forehoe and P F Southgate Ltd, Fen Farm, Attleborough highly commended.

In October 2024 we held the first Norfolk Landscapes Conference & Exhibition at The Norfolk Events Centre on the Showground. Thanks to support from RNAA, NCC, NWT, Albanwise Environment and WWF for their partnership with this event that attracted 450 delegates and was very well received.

**f. Partnership Working**

Norfolk FWAG continued to represent farmers and landowners on the Broads Land Management Group, Norfolk Coast Partnership, Broads Biodiversity Partnership, Norfolk Local Access Forum, NBIS Steering Group, Waveney Catchment Partnership, Broadland Catchment Partnership, Wensum Catchment Partnership, Cluster Landscape Connect, and CWS Steering Group.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Financial review**

**a. Financial Review**

Income statements and forecast summaries are compiled each month and distributed to the Trustees at Board meetings. Age of debt reports are produced quarterly. Board meetings minutes are distributed to the Trustees. 2024 was a year of consolidation with expanded staff numbers and new offices in place we needed to build on the foundations we have and put future structures in place. Trustees agreed to use some of the Legacy funds

Total income for the period was £468,471 (2023: £248,177) and expenditure was £419,866 (2023: £224,216). At the year end the Balance Sheet value was £271,211 (£2023: £222,606).

The table below shows the split of sources of income:

	2024(£)	2023 (£)
Total turnover	468,471	248,177
Chargeable income	92,669	101,782
Project	272,026	85,692
Membership	65,384	59,228
Grants/sponsorship incl. interest	8,392	1,475
Legacies	30,000	-

**b. Reserves Policy**

An outline policy on reserves was agreed when Norfolk FWAG was incorporated on 1 December 2011. Reserves have been built up over the years 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 reserves have been increased with a separate 'Legacy Fund' investment for the longer term.

On 31 December 2024 the charity had unrestricted funds of £259,401 (2023: £222,606), and restricted funds of £11,810 (2023: £nil).

The trustees agreed that under its Charitable status Norfolk FWAG has a sound financial footing. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**c. 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 also administers several skylark mitigation funds for developers.

The charity has no entitlement to these funds and hence it is not recognised as income of the charity and is held in a separate bank account.



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**NORFOLK FWAG**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**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 landowners, 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**

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

The Trustees, who have many combined years in the charitable and commercial sectors have all been provided with additional guidance; A summary version of the Charity Commission's Essential Guide, Norfolk FWAG Annual Business Plan and Norfolk FWAG Management Accounts on a regular basis.

**c. Organisational structure and decision-making policies**

As well as the trustees and board of directors the Charity has an executive steering group of Chairman, Vice Chairman and Company Secretary. Day to Day the Charity is managed by the General Manger, Jordan Sharman.

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**NORFOLK FWAG**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Statement of Trustees' responsibilities**

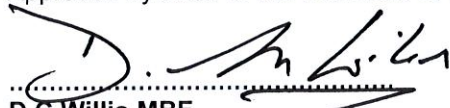
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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.

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

  
.....  
**D C Willis MBE**  
Trustee  
Date: 03/06/2025



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**NORFOLK FWAG**  
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**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**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 2024.

**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**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

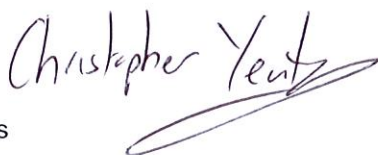
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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

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:



Chris Yeates

Dated:

25 June 2025

FCA DChA

**Larking Gowen LLP**  
Chartered Accountants  
Norwich

**NORFOLK FWAG**  
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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2024**

	<b>Note</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
<b>Income from:</b>					
Donations and legacies	3	-	30,800	30,800	500
Charitable activities	4	59,700	370,379	430,079	245,999
Investments		-	7,592	7,592	1,678
<b>Total income</b>		<b>59,700</b>	<b>408,771</b>	<b>468,471</b>	<b>248,177</b>
<b>Expenditure on:</b>					
Charitable activities		47,890	371,976	419,866	298,399
<b>Total expenditure</b>		<b>47,890</b>	<b>371,976</b>	<b>419,866</b>	<b>298,399</b>
<b>Net movement in funds</b>		<b>11,810</b>	<b>36,795</b>	<b>48,605</b>	<b>(50,222)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	222,606	222,606	272,828
Net movement in funds		11,810	36,795	48,605	(50,222)
<b>Total funds carried forward</b>		<b>11,810</b>	<b>259,401</b>	<b>271,211</b>	<b>222,606</b>

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

The notes on pages 11 to 20 form part of these financial statements.



**NORFOLK FWAG**  
(A company limited by guarantee)  
REGISTERED NUMBER: 07868028

**BALANCE SHEET**  
**AS AT 31 DECEMBER 2024**


	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	9	7,865	8,079
Investments	10	20	20
		<u>7,885</u>	<u>8,099</u>
<b>Current assets</b>			
Debtors	11	122,498	52,536
Cash at bank and in hand		294,118	275,929
		<u>416,616</u>	<u>328,465</u>
Creditors: amounts falling due within one year	12	(153,290)	(113,958)
<b>Net current assets</b>		<u>263,326</u>	<u>214,507</u>
<b>Total net assets</b>		<u><u>271,211</u></u>	<u><u>222,606</u></u>
<b>Charity funds</b>			
Restricted funds	13	11,810	-
Unrestricted funds	13	259,401	222,606
<b>Total funds</b>		<u><u>271,211</u></u>	<u><u>222,606</u></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  
Trustee  
Date: 03/06/2025

The notes on pages 11 to 20 form part of these financial statements.

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**NORFOLK FWAG**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**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. The registered office of the company is Macgregor Building, Norfolk Showground, Dereham Road, New Costessey, Norwich, Norfolk, NR5 0TT.

**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 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.

**2.3 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.

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 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 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.

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



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**NORFOLK FWAG**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**2. Accounting policies (continued)**

**2.4 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 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.

**2.5 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.

**2.6 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
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**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.

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**NORFOLK FWAG**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**2. Accounting policies (continued)**

**2.8 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.

**2.9 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.

**2.10 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.

**2.11 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.

**2.12 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.

**2.13 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.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or project funders. The costs of administering such funds are charged against the specific fund.

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



**NORFOLK FWAG**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**3. Income from donations and legacies**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Legacies	30,000	<b>30,000</b>	-
Grants	800	<b>800</b>	500
	<u>30,800</u>	<u><b>30,800</b></u>	<u>500</u>

**4. Income from charitable activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Subscriptions and joining fees	-	65,384	<b>65,384</b>
Countryside stewardship	-	41,545	<b>41,545</b>
Other consultancy	-	8,024	<b>8,024</b>
Projects work	59,700	212,326	<b>272,026</b>
Woodland management	-	4,996	<b>4,996</b>
Training and events	-	798	<b>798</b>
Species/Habitat surveys	-	8,878	<b>8,878</b>
Assurance schemes	-	5,448	<b>5,448</b>
Sales of goods	-	846	<b>846</b>
Conference income	-	17,388	<b>17,388</b>
Sponsorship	-	3,083	<b>3,083</b>
Teaching	-	1,663	<b>1,663</b>
	<u>59,700</u>	<u>370,379</u>	<u><b>430,079</b></u>

**NORFOLK FWAG**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**4. Income from charitable activities (continued)**

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Subscriptions and joining fees	59,228	59,228
Countryside stewardship	60,252	60,252
Other consultancy	24,937	24,937
Projects work	85,692	85,692
Woodland management	4,312	4,312
Training and events	2,000	2,000
Species/Habitat surveys	1,815	1,815
Assurance schemes	975	975
Sales of goods	3,488	3,488
Sponsorship	2,600	2,600
Other	700	700
	<u>245,999</u>	<u>245,999</u>

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Direct costs	419,866	<b>419,866</b>	298,399
	-	-	-
	<u>419,866</u>	<u><b>419,866</b></u>	<u>298,399</u>

**Analysis of direct costs**



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**5. Analysis of expenditure by activities (continued)**

**Analysis of direct costs (continued)**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	257,268	192,640
Depreciation	5,039	4,305
Office, rent, light and heat	14,734	14,267
Travel costs	8,330	6,736
Subscriptions	5,904	3,600
Insurance	3,716	3,267
Website and marketing	6,682	4,726
Postage	1,403	1,644
Conference costs	18,662	-
Sundry	1,917	2,535
Telephone	2,397	2,357
Training	4,974	2,731
Project costs	63,985	29,431
Event costs	4,725	4,678
Professional fees	11,970	16,175
Bad debts	200	1,620
Bank charges	845	542
Scholarships	4,775	5,125
Accountancy costs	2,340	2,020
	<u>419,866</u>	<u>298,399</u>

**6. Independent examiner's remuneration**

	<b>2024 £</b>	<i>2023 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<u>1,750</u>	<u>1,750</u>

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**7. Staff costs**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>227,054</b>	171,814
Social security costs	<b>15,451</b>	10,342
Contribution to defined contribution pension schemes	<b>14,763</b>	10,484
	<b>257,268</b>	192,640

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

<b>2024</b>	<b>2023</b>
<b>No.</b>	<b>No.</b>
<b>8</b>	<b>7</b>

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 £257,268 (2023: £192,640).

**8. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - £NIL).

**9. Tangible fixed assets**

	<b>Plant and machinery £</b>
<b>Cost or valuation</b>	
At 1 January 2024	21,133
Additions	4,825
	<b>25,958</b>
At 31 December 2024	



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**9. Tangible fixed assets (continued)**

	<b>Plant and machinery £</b>
<b>Depreciation</b>	
At 1 January 2024	13,054
Charge for the year	5,039
At 31 December 2024	<u>18,093</u>
<b>Net book value</b>	
At 31 December 2024	<u>7,865</u>
<i>At 31 December 2023</i>	<u>8,079</u>

**10. Fixed asset investments**

	<b>Unlisted investments £</b>
<b>Cost or valuation</b>	
At 1 January 2024	20
At 31 December 2024	<u>20</u>
<b>Net book value</b>	
At 31 December 2024	<u>20</u>
<i>At 31 December 2023</i>	<u>20</u>

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**11. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	50,269	29,218
Prepayments and accrued income	72,229	23,318
	<u>122,498</u>	<u>52,536</u>

**12. Creditors: Amounts falling due within one year**

	2024 £	2023 £
Trade creditors	7,294	4,031
Other taxation and social security	38,246	20,472
Pension fund loan payable	1,796	1,288
Other creditors	25,866	27,866
Accruals and deferred income	80,088	60,301
	<u>153,290</u>	<u>113,958</u>

Included within other creditors is £25,866 (2023: £27,866) 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 funds 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 (2023: £nil) and £2,000 (2023: £10,002) was paid out during the year.



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**13. Statement of funds**

**Statement of funds - current year**

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
<b>Unrestricted funds</b>				
General Funds	222,606	408,771	(371,976)	259,401
<b>Restricted funds</b>				
Restricted projects	-	59,700	(47,890)	11,810
<b>Total of funds</b>	<b>222,606</b>	<b>468,471</b>	<b>(419,866)</b>	<b>271,211</b>

**Statement of funds - prior year**

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
<b>Unrestricted funds</b>				
General Funds - all funds	272,828	248,177	(298,399)	222,606

**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 £14,763 (2023: £10,484). There were contributions payable to the fund at the balance sheet date and are included in creditors of £1,796 (2023: £1,288).

**15. Related party transactions**

During the year, Swallow Barns Group Limited, a company jointly controlled by D C Willis MBE, a trustee, charged the charity £11,970 (2023: £15,700) for management and development services.