

**Company Number: NI058440**  
**Charity Number: NIC103821**

**Northern Ireland Union of Supported Employment (NIUSE)**  
**(Company Limited by Guarantee)**

**Accounts**

**for the year ended 31 March 2025**

**Northern Ireland Union of Supported Employment (NIUSE)**  
**Company limited by guarantee**

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**Information**

<b>Directors</b>	Kieran Molloy Peter Shields (Resigned 18 March 2025) Norman Sterritt Tony O'Reilly Liam Burns Karen Smith Lydia Lynas
<b>Secretary</b>	Edyth Dunlop
<b>Charity Number</b>	XR 14309 NIC103821
<b>Company Number</b>	NI 058440
<b>Accountants</b>	McGroarty McCafferty & Company Ltd Accountants & Tax Consultants 2 Carlisle Terrace Derry BT48 6JX
<b>Registered Office</b>	Gortfoyle House 104 Spencer Road Derry BT47 6AG
<b>Bankers</b>	Danske Bank 27 Glenshane Road Altnagelvin Derry BT47 2LN

**Northern Ireland Union of Supported Employment (NIUSE)**  
**Company limited by guarantee**

**Report of the Directors**  
**for the year ended 31 March 2025**

The directors present their report and the financial statements for the year ended 31 March 2025.

**Principal activity**

The activities of the charity are to promote best practice in Supported Employment for individuals and organisations providing employment opportunities for people with disabilities/disadvantage in Northern Ireland.

**Directors**

The directors serving during the year were as follows:

Kieran Molloy

Karen Isabel Cochran Smith

Norman Sterritt

Tony O'Reilly

Liam Burns

Lydia Lynas

Peter Shields (Resigned 18 March 2025)

**Appointment of Directors**

At the Annual General Meeting one third of directors resign in rotation and being eligible offer themselves for re-election.

**Our Vision, Mission and Approach**

NIUSE (Northern Ireland Union of Supported Employment) provides a range of demand led services to beneficiaries (member organisations, mainly community and voluntary organisations) to assist them to deliver employment services to people with disabilities and people from other disadvantaged situations to access and stay in employment. These services include information and advice, training and staff development, networking and capacity building and promoting quality assurance and good practice in Supported Employment. NIUSE also works with government departments/agencies and key policy makers to develop and influence relevant policies and issues regarding vocational training and employment for people with disabilities and people from disadvantaged situations.

During this accounting period 1 April 2024 - 31 March 2025, NIUSE continued to deliver services to its members and engaged with a wide range of stakeholders:-

**Information and Advice to Members**

NIUSE provided weekly updates to members on policy developments, job fairs, training opportunities, and employment vacancies through the Current Vacancies and Events mailshot, issued every Monday. Members were also invited to attend a range of information sessions, including briefings on the Go Succeed Programme (Self-Employment), Social Value Clauses, and updates on employment programmes.

**Training and Staff Development**

NIUSE collaborated with a range of specialist trainers to deliver professional development opportunities for members and stakeholders. Training covered key areas of employer engagement, including sessions such as "5 Strategies to Getting Results" and "Boosting Employer Engagement Performance by Phone", both delivered by Aubrey Bodman (Outshine).

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NIUSE continued its partnership with the Equality Commission for Northern Ireland through the Making it Work campaign, building on the success of the previous year. A series of webinars was delivered focusing on Positive Action Measures, including Pre-Employment Training, Work Trials, Guaranteed Interviews, and Ring-Fenced Posts. These sessions were co-delivered with member organisations and featured lived experiences from disabled people alongside employer perspectives.

In partnership with Derry City and Strabane District Council LMP and the Equality Commission for NI, NIUSE hosted the conference "Working Together to Reduce the Disability Employment Gap" on 20/03/2025. The event attracted over 90 delegates-primarily employers-who heard examples of effective practice in employing people with disabilities and learned about the support available from the disability sector and the Department for Communities.

NIUSE and the Equality Commission for NI plan to continue this programme of work into 2025/2026.

NIUSE and the Equality Commission for NI plan to continue this programme of work into 2025/2026. In total, more than 250 delegates attended NIUSE-organised training sessions and events during the year.

### **Policy and Influence**

The year once again began with funding as a key priority for NIUSE and its members, particularly in relation to the ending of the UK Shared Prosperity Fund (UKSPF) in March 2024 and uncertainty around its replacement. NIUSE joined the Economic Inactivity Group, led and supported by NICVA, to strengthen collective advocacy on these issues. The group focused on the future of employability programmes following the end of the UKSPF, recognising the value of presenting a unified voice on behalf of projects supporting disabled people, young people not in education, employment or training, women, ex-offenders, and long-term unemployed people.

The Economic Inactivity Group met regularly, engaged in sustained lobbying of MLAs, MPs, Ministers and senior government officials, and hosted a conference in June 2024 to highlight project outcomes and the potential impact on individuals furthest from the labour market and on the wider local economy.

In the Autumn Spending Review (30/10/2024), it was announced that "the UKSPF will continue at a reduced level for a further year with £900m of funding; this transitional arrangement will provide as much stability as possible in advance of wider local growth funding reforms." UKSPF will continue to be administered by MHCLG at a reduced rate in the coming year, providing a degree of clarity for organisations planning ahead.

Throughout this period, NIUSE and its members continued active engagement with Labour Market Partnerships (LMPs) across all 11 local councils. NIUSE consistently raised concerns regarding programme duplication with UKSPF-funded initiatives and the variability of funding provision across council areas. NIUSE further worked with all LMPs to advocate for the development of programmes supporting people with disabilities and ensured members were informed of emerging funding opportunities.

NIUSE also contributed to a range of wider policy initiatives, including input into the Disability and Work Strategy, participation in the NICS Disability Working Group and the Regional Autism Forum, responses to public consultations, and contributions to disability employment research. This included engagement with the Equality Commission for NI on their research project "Funding for Equality Groups in NI - The Impact of the Transition from EU Funding to the UK Shared Prosperity Fund," due for publication in June 2025.

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**Employer Engagement**

NIUSE continued to work closely with employers to promote employment opportunities for disabled people and to support inclusive recruitment and selection processes. This included advertising vacancies through the weekly Current Vacancies and Events bulletin and working collaboratively with the Northern Ireland Civil Service (NICS) to deliver outreach information sessions promoting accessible employment opportunities.

NIUSE also coordinated recruitment for several employer-led work experience programmes, including:

- \* Queen's University Belfast Individual Placement Scheme - 14 placements
- \* Translink Disability Work Experience Programme - 3 placements  
(with 3 participants progressing into employment)
- \* NI Assembly Work Experience Scheme - 1 placement

In partnership with HATS (Hospitality & Tourism Skills Network), NIUSE hosted a workshop on 09/04/2024 focused on improving employment opportunities for disabled people within the hospitality and tourism sectors. Members provided case studies of good practice for use on the HATS website. An online Insight Day followed on 18/06/2024, showcasing the wide range of roles and career paths available across the sector.

NIUSE and its members also participated in job fairs and "meet the employer" events held across Northern Ireland. Working in partnership with the Department for Communities, NIUSE introduced the first Quiet Time for Regional Job Fairs-an allocated period designed to create a low-sensory environment for disabled, autistic, and neurodiverse individuals who may find mainstream job fair environments overwhelming due to crowds, lighting, and noise. Following a successful pilot, it is anticipated that Quiet Time will be rolled out across all local council areas.

**NIUSE Projects**

**Mind the Gap Project (May 2024 - June 2025)**

The Mind the Gap project is a cross-border partnership between NIUSE and KARE (Ireland), funded by the Shared Island Civic Society Fund and administered by the Department of Foreign Affairs and Trade. The aim of the project is to explore the reasons behind the low employment rate of people with disabilities across the island of Ireland-among the lowest in the UK and Europe-and to identify opportunities for improvement.

The project seeks to establish a foundation for strengthened cross-border collaboration and shared learning. It is guided by a cross-border steering committee made up of representatives from 12 disability employment support organisations across the island. During the reporting period, the steering committee was established and two study visits were delivered: one in Belfast (January 2025) and one in Dublin (February 2025). The project will continue into the next year and will conduct research, collect data and producing a report to be presented at an summit in June 2025.

**Employer Engagement Project (July 2024 - July 2026)**

Funded by the Halifax Empower Project, this initiative focuses on working with employer representative bodies to promote good practice in employing disabled people, in partnership with NIUSE members. During the year, NIUSE delivered two engagement events with sector organisations and held discussions with additional employer representative groups to further expand this work.

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**BEO Project - Business Engagement Odyssey (Nov 2023 - Oct 2025)**

NIUSE represents the Association of Supported Employment on the BEO Project, funded under the Erasmus+ Programme. During this period, NIUSE contributed to a comprehensive training needs analysis for practitioners and employers, exploring the key skills and competencies required for effective employer engagement and identifying what employers expect from Supported Employment practitioners.

The findings informed the development of an Employer Engagement Training Manual. NIUSE pilot tested the training with local Supported Employment practitioners and provided feedback to refine and enhance the content. The next stage of the project includes hosting a World Café Event in Lisbon and producing a Good Practice Guide.

**Networking**

Most networking activities continued to be delivered online. NIUSE maintained active engagement with members and with local, regional, and international networks, including the Disability Employment Network North West, the Association of Supported Employment (ASEE, formerly EUSE), and the World Association of Supported Employment (WASE).

A highlight of the year was NIUSE's participation in the 15th European Union of Supported Employment Conference in Spain, which brought together more than 600 delegates from across Europe and beyond. Delegates heard from high-profile keynote speakers and took part in a wide range of workshops. NIUSE, in partnership with NI Screen, delivered a workshop titled "Lights, Camera and Positive Action."

**Public benefit**

NIUSE provides a range of direct services to beneficiaries to promote the relieve of unemployment for people with disabilities and people from other disadvantaged situations (i.e. young people not in education, employment or training, offenders and ex-prisoners etc) through the Supported Employment model across Northern Ireland. The direct benefit which flows from this purpose includes real employment opportunities, social and economic inclusion, increased independence, increased health and wellbeing, improved quality of life and greater community participation. This benefit is demonstrated through feedback (evaluation tools and focus groups) from beneficiaries and increased number of people accessing and staying in employment. There is no harm from our purpose. The private benefit flowing from our purpose relates to Trustees (Director) whose organisation may benefit from hiring their accessible buildings/venues for delivering training courses or hosting meetings for NIUSE. The private benefit is necessary to achieve the purposes and is therefore incidental.

**Financial review**

The financial performance is summarised in the enclosed accounts.

**Directors Responsibilities In Relation To The Financial Statements**

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

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- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

**Independent Examiner**

A resolution will be proposed at the Annual General Meeting that McGroarty Mc Cafferty & Company Ltd be re-appointed as independent examiners to the charity for the ensuing year.

This report is approved and authorised for issue by the board on 15 December 2025 and signed on its behalf by:



**Director**



**Director**



**Northern Ireland Union of Supported Employment (NIUSE)**  
**Company limited by guarantee**

**Independent examiner's report on the unaudited financial statements to the of**  
**Northern Ireland Union of Supported Employment (NIUSE)**

We report on the accounts of the company for the year ended 31 March 2025, which are set out on pages 8 to 15.

**Respective responsibilities of charity directors and examiner;**

As the charity directors you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006. Having satisfied ourselves that the charity is not subject to audit under company law, and is eligible for independent examination, it is our responsibility to;

- examine the accounts under section 65 of the Charities Act 2008;
- follow the procedures laid down in the general directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act 2008.
- state whether particular matters have come to our attention.

**Basis of independent examiner's report**

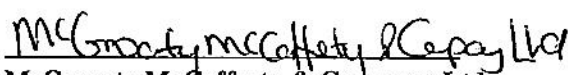
We have examined your charity accounts as required under section 65 of the Charities Act and our examination was carried out in accordance with the general directions given by the Charity Commission for Northern Ireland under Section 65(9)(b) of the Charities Act. The examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also included a consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity directors concerning any such matters.

Our role is to state whether any material matters have come to our attention giving us cause to believe:

- that accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- that the accounts do not accord with those accounting records;
- that the accounts do not comply with the accounting requirements of the Section 396 of the Companies Act 2006 and the methods and principles of the 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;
- that there is further information needed for proper understanding of the accounts to be reached.

**Independent examiner's statement**

We have completed our examination and have no concerns in respect of the matters listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, we have found no matters that require drawing to your attention.

  
**McGroarty McCafferty & Company Ltd**  
**Accountants & Tax Consultants**  
**2 Carlisle Terrace**  
**Derry**  
**BT48 6JX**

**Date: 15 December 2025**

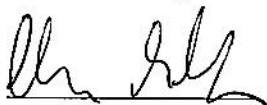
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**Statement of Financial Activities**  
**for the year ended 31 March 2025**

		Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
<b>Income and Expenditure</b>					
<b>Incoming Resources</b>					
<i>Income Resources from generating funds:</i>					
Voluntary Income	2.	14,247	42,564	56,811	26,410
Incoming Resources from Charitable Activities		25,298	-	25,298	24,655
<b>Total Incoming Resources</b>		<u>39,545</u>	<u>42,564</u>	<u>82,109</u>	<u>51,065</u>
<b>Resources Expended</b>					
Administration & management costs		30,076	34,525	64,601	59,226
Direct Charitable Expenditure		1,939	7,170	9,109	4,939
<b>Total Resources Expended</b>	4.	<u>32,015</u>	<u>41,695</u>	<u>73,710</u>	<u>64,165</u>
<b>Net Incoming / (Outgoing) Resources</b>		7,530	869	8,399	(13,100)
Balances brought forward 1 April 2024		<u>19,165</u>	<u>2,729</u>	<u>21,894</u>	<u>34,994</u>
Balances carried forward 31 March 2025		<u>26,695</u>	<u>3,598</u>	<u>30,293</u>	<u>21,894</u>

The above amounts relate to continuing operations of the company.

The company has no recognised gains and losses other than those included in the results above and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the net incoming resources for the year stated above and their historical cost equivalents.



Director



Director

Date: 15 December 2025

**Northern Ireland Union of Supported Employment (NIUSE)**  
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**Balance sheet**  
**as at 31 March 2025**

	Notes	2025		2024	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	7		1,972		2,320
<b>Current assets</b>					
Debtors	8	18,700		6,660	
Cash at bank and in hand		41,594		18,801	
		<u>60,294</u>		<u>25,461</u>	
<b>Current liabilities</b>					
Bank loans and overdrafts		1,363		2,023	
Other creditors / Deferred income		26,191		2,506	
Accruals		4,419		1,358	
	9	<u>31,973</u>		<u>5,887</u>	
<b>Net current assets</b>			<u>28,321</u>		<u>19,574</u>
<b>Total assets less current liabilities</b>			<u>30,293</u>		<u>21,894</u>
<b>Capital account</b>					
Unrestricted			26,695		19,165
Restricted			3,598		2,729
	10		<u>30,293</u>		<u>21,894</u>

**Northern Ireland Union of Supported Employment (NIUSE)**  
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**Balance sheet (continued)**  
**for the year ended 31 March 2025**

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

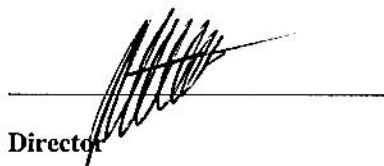
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on 15 December 2025 and signed on its behalf by



**Director**



**Director**

**Company Number: NI058440**

**Northern Ireland Union of Supported Employment (NIUSE)**  
**Notes to the accounts**  
**for the year ended 31 March 2025**

**1. Accounting policies**

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

**1.1. Accounting convention**

The financial statements have been prepared in accordance with 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 Charities SORP (FRS 102), Companies Act 2006 and Charities Act (NI) 2008.

There were no material departures from this standard.

**1.2. Tangible fixed assets and depreciation**

Fixed Assets are stated at cost less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation less residual value of each asset over its expected useful life, as follows:

Fixtures, Fittings & Equipment     -     15% Reducing Balance

**1.3. Income**

Voluntary income including gifts and grants provide core funding. They are of a general nature and are recognised when there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities which includes income under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainties of receipt and the amount can be measured with sufficient reliability.

**1.4. Expenditure**

**(i) Direct Charitable Expenditure**

This represents all expenditure directly attributable to charitable causes.

**(ii) Governance Costs**

This includes all other expenditure not directly allocated above and a portion of the overhead costs attributable to governance of the charity.

**1.5. Foreign currencies**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

**Northern Ireland Union of Supported Employment (NIUSE)**  
**Notes to the accounts**  
**for the year ended 31 March 2025**

**2. Incoming Resources**

	2025	2024
	£	£
<b><u>Restricted Income</u></b>		
The American Ireland Fund	4,993	4,993
Department of Foreign Affairs & Trade	15,272	-
Halifax Foundation	9,619	-
Rank Foundation	12,680	12,991
	<u>42,564</u>	<u>17,984</u>
<b><u>Unrestricted Income</u></b>		
Other Income	361	173
Membership Fees	6,000	6,000
Workshop & Training Fees	1,395	1,221
ASEE/EUSE	47	4,326
Rank Foundation	17,542	17,261
Microsoft	10,000	-
Equality Commission	4,200	4,100
	<u>39,545</u>	<u>33,081</u>
 Total Incoming Resources	 <u><u>82,109</u></u>	 <u><u>51,065</u></u>

**(i) Restricted Funds**

Funds received which are earmarked by the Funder for specific purposes. Such purposes are within the overall aims of the organisation.

**(ii) Unrestricted Funds**

Funds which are expendable at the discretion of the company in furtherance of the aims of the charity. In addition funds may be held in order to finance capital investment and working capital.

**3. Net outgoing resources for the year**

	2025	2024
	£	£
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	348	409
Loss/ (profit) on foreign currencies	<u>1,073</u>	<u>1,500</u>

**Northern Ireland Union of Supported Employment (NIUSE)**

**Notes to the accounts  
for the year ended 31 March 2025**

**4. Resources Expended**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2025</b>	<b>Total 2024</b>
<b>Administration and management costs</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries and wages	25,060	31,906	56,966	51,494
Rent	1,250	1,000	2,250	2,250
Telephone	796	61	857	680
Printing, postage & stationery	19	-	19	149
Computer expenses	365	-	365	1,208
Insurance	58	1,000	1,058	1,072
Sundry expenses	240	-	240	-
Accountancy	886	308	1,194	320
Bank charges	231	-	231	144
(Profit)/ Loss on exchange	1,073	-	1,073	1,500
Depreciation	98	250	348	409
	<u>30,076</u>	<u>34,525</u>	<u>64,601</u>	<u>59,226</u>

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2025</b>	<b>Total 2024</b>
<b>Direct Charitable Expenditure</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Project expenses	1,939	7,170	9,109	4,939
	<u>1,939</u>	<u>7,170</u>	<u>9,109</u>	<u>4,939</u>
<b>TOTAL</b>	<u><b>32,015</b></u>	<u><b>41,695</b></u>	<u><b>73,710</b></u>	<u><b>64,165</b></u>

**Northern Ireland Union of Supported Employment (NIUSE)**  
**Notes to the accounts**  
**for the year ended 31 March 2025**

**5. Employees**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Salaries and wages	<u>56,966</u>	<u>51,494</u>

**Number of employees**

The average monthly numbers of employees during the year, calculated on the basis of full time equivalents, was as follows:

<b>2025</b>	<b>2024</b>
<b>Number</b>	<b>Number</b>
<u>2</u>	<u>2</u>

**6. Taxation**

No charge to taxation is due as the company has charitable status.

**7. Tangible assets**

	<b>Fixtures Fittings &amp; Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2024	<u>3,778</u>	<u>3,778</u>
At 31 March 2025	<u>3,778</u>	<u>3,778</u>
<b>Depreciation</b>		
At 1 April 2024	1,458	1,458
Charge for the year	348	348
At 31 March 2025	<u>1,806</u>	<u>1,806</u>
<b>Net book values</b>		
At 31 March 2025	<u>1,972</u>	<u>1,972</u>
At 31 March 2024	<u>2,320</u>	<u>2,320</u>

**8. Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Sundry debtors	<u>18,700</u>	<u>6,660</u>



**Northern Ireland Union of Supported Employment (NIUSE)**  
**Notes to the accounts**  
**for the year ended 31 March 2025**

**9. Creditors: amounts falling due within one year**

	2025	2024
	£	£
Accruals	4,419	1,358
Other creditors	26,191	2,506
Credit card	258	918
Bank Overdrafts	1,105	1,105
	<u>31,973</u>	<u>5,887</u>

**10. Movements in Funds**

	At 1 April 2024 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2025 £
<b>Restricted funds:</b>					
Restricted funds	2,729	42,564	(41,695)	-	3,598
Total restricted funds	<u>2,729</u>	<u>42,564</u>	<u>(41,695)</u>	<u>-</u>	<u>3,598</u>
<b>Unrestricted funds:</b>					
Unrestricted funds	19,165	39,545	(32,015)	-	26,695
Total unrestricted funds	<u>19,165</u>	<u>39,545</u>	<u>(32,015)</u>	<u>-</u>	<u>26,695</u>
	<u>21,894</u>	<u>82,109</u>	<u>(73,710)</u>	<u>-</u>	<u>30,293</u>

**11. Related Party Transactions**

There are no related party transactions in the year under review.

**12. Limited by Guarantee**

The company is limited by guarantee and does not have a share capital.

**13. Controlling Interest**

The control of the charitable company lies with the directors.