

IncredABLE Enterprises

(A company limited by guarantee, not having a share capital)

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 March 2024

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 March 2024.

The financial statements are prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the trustees of IncredABLE Enterprises present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 March 2024.

Mission, Objectives and Strategy

Objectives

Aims & Objectives

IncredABLE Enterprises empowers individuals with learning difficulties to make choices, discover talents, realise passions, participate in community and become more independent. The organisation voluntarily runs a number of cafes that provide training, education and employment opportunities for people with autism and/ or learning difficulties.

The organisation's aim is to help people with autism and/ or learning difficulties to feel supported, valued and included whilst obtaining employment.

Structure, Governance and Management

Structure

The charity was set up in October 2019 as a company limited by guarantee constituted under the Companies Act 2006 and is also registered with the Charity Commission for Northern Ireland as charitable company under ref NIC108216. The company is governed by its Memorandum and Articles of Association with the principal office of the company located at 162 Portadown Road, Richhill.

Trustees

Trustees are recruited and appointed at its Annual General Meeting. The process for the appointment of Trustees is outlined in the governing documents. The directors of the organisation are also charity trustees for the purposes of charity law. Each new trustees undergoes an induction process and training in good governance.

The trustees of the company are its directors for the purposes of charity law. IncredABLE Enterprises is managed by a board of voluntary trustees with experience working in the charitable sector. Trustees are elected and appointed each year and can include representatives from some of the regional statutory agencies with experience working with individuals with autism / learning difficulties. Trustees receive an induction process which includes an explanation of the current and future plans for activity within the charity and guidance on governance and responsibilities of a trustee.

The day to day management of incredABLE Enterprises is delegated to a management team headed by Nigel Hampton, CEO, which reports to the Board on a regular basis.

The charity's main risk assessed by the board is cashflow and the ability of the company to meet payments when they fall due. A reserves policy has been developed to help smooth cashflow pressure in circumstances where funding ceases or is delayed.

Review of Activities, Achievements and Performance

Café incredABLE @ Jethro

Our café in the Jethro Centre is running strong, open 5 days a week offering made to order meals from a carefully-crafted menu. Additionally, Café incredABLE caters for internal Jethro Centre clients as well as outside groups regularly, giving participant trainees the opportunity to learn catering in addition to cooking, serving, using the till, and more.

Café incredABLE @ Jethro decreased total sales by 5% over the 2023-24 financial year, serving 17,112 customer transactions, employed 4 people with a learning disability and/or Autism, and facilitated a further 4 people in voluntary placement.

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Café incredABLE @ South Lake

Our flagship café in South Lake Leisure Centre in Craigavon also continues to shine. We are proud of the service we offer at SLLC, and we are even more proud that this café, in addition to having become a community hub, continues to be a place where we offer vocational training, employment, and meaningful daytime activity for individuals with a learning/intellectual disability and/or autism within our café spaces.

Our customer base continues to remain loyal, and we serve as many people who come to the South Lake Leisure Centre just for a coffee or breakfast as we do those who are in the SLLC already for their own purposes and stop by for refreshment before or after.

In March 2024 not only did we continue to trade as normal but also provided catering for the Special Olympics Ireland Winter Games 2024, which resulted in our busiest weekend of trading since opening our doors in November 2020.

Café incredABLE @ South Lake increased the total sales by 8% over the 2023-24 financial year, serving 146,027 customer transactions, employing 9 people with a learning disability and/or Autism, and facilitating a further 9 people in voluntary placement.

Café incredABLE @ Banbridge Leisure Centre

Our café in Banbridge Leisure Centre continues to gain momentum, open 7 days a week offering made to order meals from a carefully-crafted menu. Additionally, the café provides in-house catering for events being held within the centre and the council civic building opposite the centre. On 19 May 2023 we saw our busiest trading day to date catering for the Armagh City, Banbridge, & Craigavon Local Election Count Centre.

Café incredABLE @ Banbridge had a total of 35,822 customer transactions, employed 3 people with a learning disability and/or Autism, and facilitated a further 3 in voluntary placement.

Financial Review

The results for the financial year are set out on page 11 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the charity has assets of £186,667 (2023 - £183,659) and liabilities of £101,441 (2023 - £105,944). The net assets of the charity have increased by £7,511.

Reserves Position and Policy

A reserves policy has been formulated to explain the rationale for holding reserves and the level of reserves that is appropriate for the charity. The trustees review this on an annual basis and believe a free reserve target of three months running costs would be appropriate.

Trustees

The trustees who served throughout the financial year, except as noted, were as follows:

Edwin Graham
Alan Turtle

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served during the financial year was:

Nigel Hampton

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. IncredABLE Enterprises subscribes to and is compliant with the following:

- The Companies Act 2006
- The Charities SORP (FRS 102)

Public Benefit

The direct benefits which flow from our purposes include 3060providing meaningful social, recreational, educational and daytime activities for individuals with a learning or an intellectual disability. We provide young people with an opportunity and a space to be creative and learn new skills in a safe, structured environment, and to have fun doing it. This improves the wellbeing, self-esteem, and quality of life for people with a learning / intellectual disability. We equip these people with the skills they need to have meaningful careers, prospects and social engagement. These benefits are demonstrated through our provision of training and employment and education for people with learning disabilities and or autism. Café incredABLE has helped these people to obtain Level One Qualifications in catering and hospitality. We have employed some of our café trainees and hope to employ more who come through our training programme.

Our vision is a society where individuals with learning / intellectual disability and / or autism are supported, valued and included. People with learning / intellectual disabilities and their carers often require recurring if not lifelong support.

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We help to make these people with more autonomy and independence. These purposes do not lead to harm. The charity's beneficiaries are people with a learning / intellectual disability in the Southern Health & Social Care trust area. They also include family members and carers of those who are diagnosed with a learning / intellectual disability. All members of the community are welcome in our café and can benefit from our purposes.

The Auditors

The auditors, Daly Park & Company Ltd, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of Section 485 of the Companies Act 2006.

Approved by the Board of Trustees on 16th December 24 and signed on its behalf by:



Edwin Graham
Trustee



Alan Turtle
Trustee

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

for the financial year ended 31 March 2024

The trustees, who are also directors of IncredABLE Enterprises for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the trustees as the directors to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A (Small Entities). 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 the surplus or deficit of the company for that period.

In preparing these financial statements, the trustees are required to:


- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 and. They 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.

In so far as the trustees are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Trustees on 16th December 2024 and signed on its behalf by:



Edwin Graham
Trustee



Alan Turtle
Trustee