

Registered Charity Number
1100307

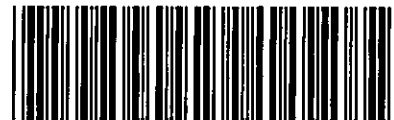
Registered Company Number
4378505

Nishkam Civic Association

Report and Accounts

31 March 2010

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**Nishkam Civic Association
Report and accounts
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Nishkam Civic Association

Company Information

Directors/Trustees

Mohinder Singh Ahluwalia
Sewa Singh Mandla
Parminder Singh Jhutti
Jaswinderpal Singh Chandan
Upkar Pardesi
Gurcharan Singh Chandan
Harpal Singh Kundi
Jarnail Singh Bhinder
Ranjit Singh Dhanda
Balvir Kaur Dhillon
Upkar Singh Jheeta
Sneh Lata
Pritpal Kaur Riat
Gardabil Singh Tiwana
Gopinder Kaur Sagoo
Shaminder Singh Rai

Chairman

Resigned 09/01/2010

Vice chairman

Appointed 21/05/2009

Appointed 08/12/2010

Secretary

Herpreet Kaur Kundi

Auditors

Sinclair & Co (Accountants) Ltd
7 Portland Road
Edgbaston
Birmingham
B16 9NH

Bankers

HSBC Plc
120 High Street
Smethwick
West Midlands B66 3AN

Accountants

Trinity Accountancy Services Limited
7 Portland Road
Edgnaston
Birmingham
B16 9NH

Registered office

6 Soho Road
Handsworth
Birmingham
B21 9BH

Registered charity number

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Nishkam Civic Association- Trustees and Director's Report

The report of the trustees and Director's for the year ended 31 March 2010

The Trustees and Directors of the charity for the purposes of the Companies Act present their annual report and the financial statements for the year ended 31 March 2010. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP 2005) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

Objects of the charity and principal activities

Nishkam Civic Association Limited (NCA) was incorporated on 21 February 2002 (registered number 4378505). The company registered with the Charity Commission as a charity (registered number 1100307) on 24 October 2003. The Nishkam Civic Association's objects are regulated by the constitution dated 2 October 2003.

Its mission statement is:

"to connect, and engage, the Sikh and wider communities with spirituality and secularity through Centres for Excellence which operate on the basis of the Core Sikh Values of honest living, sharing and selfless service"

Its vision is to:

"become a leading, proactive, innovative and entrepreneurial organisation created and sustained by the selfless service of the community"

By adopting this unique approach we shall become a benchmark for promoting, celebrating and providing learning, wealth creating and wellbeing services that develop individuals, organisations and communities.

We shall work in partnership with individuals and organisations who share and subscribe to our Core Values"

The inspiration for NCA was conceived under the auspices of the Guru Nanak Nishkam Sewak Jatha (GNNSJ) (Birmingham) UK - a faith based charity. NCA has been created as the framework for delivering GNNSJ's objectives of fusing secularity with spirituality for the common good, engaging with the Government through local Council and wider community through social action.

The Nishkam Centre is a purpose-built award winning, innovative centre which sits as a landmark at the gateway to Soho Road – Handsworth (a fast changing inner city depressed area). This visionary centre is a hub for developing sustainable and connected neighbourhoods by offering facilities and encouraging participation in

-Active volunteering -Community services, learning and skills development -Healthy living

Nishkam Civic Association- Trustees and Director's Report

and health care awareness -Anglo-Sikh heritage -National Government, local Government and community engagement -Intra and Inter-faith dialogue

The Nishkam Centre aims to provide high quality community services in all its endeavours and service deliveries and believes that its faith values are a good self-check to ensure this is achieved

There have been no changes in the charity's objects. The Board began a review of all its policies and procedure during the year with a view to implementing the revised and number of new policies in the 2010/11 financial year. The Board also started to work with the executive team to chart the NCA's achievements since inception with the aim of developing a four years strategic plan (2011 – 2015) for implementation from April 2011. We believe that this plan will be radical and that will not only take the NCA into much more strategic phase of growth, but be much more in tune with all the major developments taking place on the Nishkam Campus. The Board wishes to align the development of NCA particularly with the Nishkam Education Trust and to make sure that there is a strategic and synergistic fit between the two sister organisations that are supported by GNNSJ

Board and Management

The directors of the company and trustees of the charity are listed on page 1. The NCA Board in 2009/10 consisted of 2 executive directors and 15 trustees/non-executive directors. At the end of November 2009, one executive director (Director of Strategic Development) left NCA to pursue other interests. The Board appointed a Centre Director to provide the strategic leadership in January 2010.

The size and composition of the Board is kept under review to ensure that there is adequate succession planning for executive and non-executive directors and that there are the optimum skills and experience represented on the Board for the direction of the Nishkam Centre's activities. One trustee (Jaswinderpal Singh Chandan) resigned on 9 January 2010. There were two new appointees. Mr Gurcharan Singh Chandan was appointed on 21 May 2009 and Mr Shaminder Singh Rai was appointed on 8 December 2010.

The Chairman works closely with the Vice Chairman and is mainly responsible for leading the Board. The Centre Director's main responsibility is to focus on providing the strategic direction to the operations of the business and also to further develop the Centre in line with the strategic plan. The role of the Board is to determine long-term strategy, approve major operational projects, maintain systems of internal control, and consider significant financial matters and the appointment of executive directors and the senior management team. Board members are regularly made aware of any major changes in legislation and company law through agenda items for the board meetings, and when necessary, they are invited to attend training sessions.

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The Board has a formal schedule of matters that are dealt by it. It has delegated authority in other matters to the Finance and General Purposes Committee that is chaired by the Vice Chairman of the Board. The Board has set clear terms of reference for this committee and has clearly documented delegated authority to the executive directors and managers. The Board applies principles of good governance by setting the Centre's strategy, reviewing performance and ensuring that the necessary resources are in place for it to meet its objectives. It is also responsible for ensuring that financial controls and systems of risk management are being developed and implemented. In particular the Board's role is to provide overall direction to the centre and to safeguard the interests of its members and the local communities that use the centre's services.

Review of 2009/10

Introduction

The priority for the Nishkam Civic Association (NCA) has been to build on current partnerships, whilst establishing further opportunities for collaboration. The aim was to gain recognition amongst the private, public and voluntary sector organisations that the NCA is a credible, worthy partner, whilst constantly promoting "Nishkam" core values. The Nishkam Centre is driving forward to become an organisation that other "third sector" and faith based organisations emulate, based on track record, results, ability to engage, outreach work, social commitments and transparency. NCA's focus remains steadfast, to fuse spirituality and secularity to serve as a model way of working.

This year the Social Enterprises have increased their activities and developed further

- **Conference and Events** – saw an increase in activity as a result of retaining existing clients whilst attracting new business from the private, public and voluntary sectors
- **Learning and development** – Learndirect has continued to add to the realisation of the vision by continuing to offer learning opportunities to those who need them the most. The business unit has managed to increase its budget allocation for the fifth year running and secured additional funding for NVQs from Train-2-Gain and Online Basics from UFI (My Guide).
- **Wellbeing** – has steadily continued to service the needs for the client base. Whilst offering further development opportunities for volunteers, we have seen more interest in the services and prospective external partners.

The NCA continued to strengthen governance, financial, legal, administrative and human resource activity. The community input continues to be substantial. The culturally sensitive space that is created, coupled with the values subscribed to continue to attract the local community. **Volunteering** (Nishkam Sewa) continues to be the bedrock of the organisation this includes all Board members, advisors, finance team, maintenance, cleaners, etc. In

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recognition of the value of the volunteers the organisation has embarked on working towards Investing in Volunteers standard The NCA has also been nominated for the distinguished accolade of 'The Queen's Award for Voluntary Service 2010' Furthermore, volunteer training and development is a key that NCA has continued to address, an induction pack was developed and introduced and we are planning to run more volunteer management courses in the coming months

Capacity building continues to be something that the campus continues to invest time and energy into We find that the time and effort that is expended in to developing people around the campus pays considerable dividends in the long run Volunteer development workshops in – coaching, family values, importance of active volunteering, the importance of and sanctity of marriage have all helped to prepare the younger generations for the future Also the involvement of volunteers in regional, national and international projects has both empowered them and enabled the NCA to give incredible and much needed exposure to the youth

Organisation Development

The journey towards the installation of a robust Quality Management System continues, the NCA is making steady progress towards PQASSO accreditation All policies, procedures and systems are being monitored and upgraded where required to ensure that we achieve this standard early next year

The team has

- 1 Reviewed its human resources policies and the refining will continue
- 2 Successfully implemented income generation activities for its social enterprises and addressed fundraising strategies
- 3 Completed an organisational review
- 4 Continued to develop relationships with key stakeholders - proactively seeking out partnership opportunities
- 5 Established annual fundraising events which will take place every year - this will ensure that a regular flow of funds will come into the centre. These funds will be used for humanitarian aid projects locally and globally
- 6 Developed marketing material and the website Whilst the main focus is to ensure that all aspects of the NCA are depicted clearly we still have further work to do

The aligning of the shared vision, mission & values with strategic aims in the previous year and thus fusing spirituality with secularity was paramount This has paved the way towards self-sufficiency and sustainability and community wellbeing whilst remaining true to the core values The drive for thinking globally and acting locally has never been so evident

Service Development

The push for NCA to support, promote and facilitate projects that are aligned to its own mission whilst promoting collaboration and partnerships has continued These have included activities like

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- Supporting the conservation enhancement and restoration of 5/7 Soho Road (Grade II listed buildings).
- Hosting conferences within the intra and inter-faith, social action and wellbeing contexts
- Promoting and facilitating lifelong learning and adult training and development.
- Expansion of the holistic living and alternative therapies offering
- Involvement of youth through practical experience and learning opportunities
- Capacity building young entrepreneurs to establish, grow and promote their businesses
- Promoting and getting organisations to understand their corporate social responsibilities
- Facilitating Online Basics – to empower communities to be IT literate and be part of the IT revolution
- Establishing Library services to enable minds and hearts to be engaged

Women's Forum

The Forum has played an active role in many of the projects and initiatives taking place under the NCA/GNNSJ banner. They have joined forces with their male counterparts on the construction sites – helping with demolition, building and painting work at numbers 1,5,7 Soho Road. They have also helped with maintenance and gardening at the Tenby Site and ongoing maintenance / cleaning at the Nishkam Centre itself. The events that have taken place varied from meditation classes, counselling and mentoring, nutritional advice, expert speakers and simple yoga techniques.

The Women's Forum has spearheaded various Nishkam Aid projects over the last 12 months like organising and sorting / collecting **clothes for India** to collecting **books for Africa**. These women also held a hugely successful '**Essential Gift Appeal**' in December 2009. We saw 250 gifts donated to support a local charity **Women's Aid** who distributed the gifts to local women's hostels and refuges throughout Birmingham.

In the long term, the forum will pave the way for a 'Centre for Excellence' for all women in the community to be empowered, involved, inspired and working toward the common good of all humanity.

Learning and Development

The NCA will always be passionate about **Learning and Development**. The commitment to lifelong learning and professional development is the backdrop for confidence building, empowering the individual and enabling one to be a 'whole person'. If we are to create change in the environments around us, it must be driven by change within us. We must continue to empower the individual by imparting skills, values, a sense of belonging/wellbeing, thus strengthening the community spirit.

Activities like Learndirect, ESOL and citizenship, Music classes, IT classes, Tabla tuition and

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Stringed Instruments Tuition have contributed to achieving the aim of promoting lifelong learning and reigniting the flame of wanting to learn in many. The centre aspires to accredit many of the courses run and is proud to offer accredited courses in Sewing Skills and has both beginner and advanced classes running throughout the week. Other classes will follow suit - Sikh History, Sikh studies and Punjabi classes continue to go from strength to strength and have waiting lists of new students for the next year!

The Nishkam Centre successfully applied for a joint bid with **Birmingham Churches Together** and has jointly delivered 'ESOL and Faith' classes to the community. This has been a great example of collaborate working between the Christian and Sikh organisations to provide training to people of all faiths and those of none.

The Nishkam Centre has successfully secured three years of funding to deliver ICT skills to the local communities. This programme is for people who have not had the opportunity to learn about computers, to come forward and learn for free. The course is running very successfully and we **reach out to a new group of 30 learners every month**.

We are proud of our Leandirect facilities and the dedication of the team to continue to meet very challenging targets. The offering has expanded its services from delivering basic skills to providing training to commercial partners including Moneyway, Health Exchange and Marg Sat Santokh Manufacturers Limited. The Centre also joined a consortium with UFI to deliver the Train-2-Gain contract. The centre **now delivers NVQ's** in various subjects including Fork-Lift Training, Customer Service, Team Leading and Business Development. The Learning & Development team work closely with **JobCentre Plus** and other similar organisations in the area to provide the best service possible to the whole community. This will provide the NCA with opportunities to become 'direct funded' via funding bodies in the near future. The Leandirect operation is proud of the increase in the revenue from the previous year which now stands at £144k. The projection for the next year is just as exciting and looks very promising based on the targets being discussed.

Conferences and Events

Once again, the Nishkam Centre has seen the **Conferences and Events** social enterprise increase and sharpen its service, attracting considerable new business and retaining existing clients. New clients have included the Environmental Agency, Be Birmingham, Guide Dogs, Birmingham Health and Wellbeing Partnership and many more. We have welcomed **over 6,000 people through 120 paid events and in addition we have hosted over 350 pro bono events for the common good**. These have included faith, interfaith, community and charitable events, events increasing community cohesion and addressing the Millennium Development Goals locally, nationally and internationally. We are also in the process of hosting major recruitment fairs and interviews in partnership with respected partners. The team is proud of the achievements and the services that we are able to provide here in the heart of Handsworth. We offer a real alternative to the corporates and also enable prospective

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partners to address their **Corporate Social Responsibilities** by putting their business in the hands of a reputable team that ensures income is ploughed back in to **community interest projects**.

We have seen another year of growth in the Conference and Events social enterprise and are grateful to our partners for entrusting us with their ambitious and memorable events, which enable us at the centre, to meet our charity responsibilities, whilst partnering with likeminded organisations

Wellbeing Centre

As in previous year The **Wellbeing Centre** has continued to provide the community with much needed services. The culturally sensitive facilities remain used on a regular basis by both males and females on the gender specific days. The health screening activities have continued to be supported by many volunteers from the diverse communities that we serve. The alternative therapies are generating much interest both from those requiring the service and also from many that want to be part of the service offering, paid and pro bono. We are looking to keep offering the Yoga, Massage, Indian head massage, First aid training, Heat Therapy, Food Hygiene etc. We will also be exploring possibilities of offering Acupressure sessions, meditation classes, counselling services, mental health advice, and generally offering services that support the wellbeing concept that is evolving here.

Our existing partnerships are still in place with

- 1 Health Exchange
- 2 Birmingham Focus on Blindness
- 3 British Heart Foundation (BHF)
- 4 Birmingham Solihull Mental Health Trust

We are also looking forward to do work with other charities / partners in the area like

- 1 GPs
- 2 PCTs / NHS
- 3 Wellbeing Partnership
- 4 St Mary's Hospice
- 5 Acorns

Youth Engagement Programme

Whilst the **Youth Engagement** activities are not a separate entity in their own right and are integral in all the activities that we plan, it is important to identify a few key ones. We continue to coach young males and females to play better footballer. These youngsters are coached by accredited coaches and we will be looking to enhance the skills of our coaches in the coming months. The NCA has again supported the sister organisation (GNNET) to deliver another successful Summer Scheme. The weeks programme is always a great hit with both kids and the volunteering parents. The aim of the week is to provide structured but fun learning activities for the children, whilst encouraging the parents to 'spend more quality time

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with the children' The week is a refreshing opportunity for the children to engage with spirituality and play whilst becoming more confident and ultimately more empowered

Nishkam Aid

Nishkam Aid manages humanitarian aid projects for the NCA with the focus on local, regional, national and international work, providing support and relief to those who need it most. The vision is to provide aid that acts as a catalyst for development locally and globally, and which inspires individuals to help themselves by unlocking their potential. This results in improved and sustainable communities. We believe that all human beings have an enormous capacity "to do well" but require exposure to positive values, environments and attitudes to unleash the latent talent. Nishkam Aid aims to provide this exposure through values led humanitarian work and partnerships to ensure sustainable progress and development.

The team has collaborated with existing organisations and ventured out to undertake more pioneering work. The current / existing projects include

- Collection of books for libraries in Africa
- Collecting clothes and shoes for India
- Providing food to those in need in Birmingham
- Raising funds for an African college
- Promoting sponsorship and bursaries for an African College
- Raising funds for Cancer Research UK and Macmillan Cancer Support

The new projects and initiatives have included

- Annual 'Essential Gift Appeal' – 250 gifts collected and packed, donated to Women's Aid and then distributed to women's hostels and refuges across Birmingham
- Charity Wellbeing walk & run – set to take place on an annual basis in a local park, open to the whole community and will continue to raise funds for local and global charities. The event started began with 100 people taking part in 2009 and we are expected many more in 2010 along with significant strategic partners
- Appeals and donations for global disasters including the Haiti Earthquake
- **Corporate Social Responsibility** packages have been designed and implemented over the year. These packages provide sessions on diversity training, MDG's and values & ethics. The highlight of these corporate packages is the opportunity to do active volunteering within the local community. Both CapacityBuilders and HSBC Bank have enrolled on these programmes and participated. This year we hope to work with other corporate organizations in Birmingham and further afield.

Sikh Chaplaincy

The challenge for the team has been to try and raise the profile and need for more services to support those in hospitals around the West Midlands. In collaboration with the Sikh Healthcare team in London, the vision was to embed Sikh Chaplaincy in the minds of the

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service users and the various trusts Throughout the West Midlands there is now a team of Sikh Rogi Aasra's (Sikh Chaplains) working within Multi Faith Chaplaincy Teams with the NHS Spiritual, religious, emotional care and support is provided for all patients, staff and visitors Chaplains would visit and pray with the Sikh patients and also patients from other faiths on the wards in accordance with Guru Nanak Dev Ji's teachings to see all humanity as one

A Sikh paath service is also established where everyone in the hospital can come and take part in Sarbat Da Bhalla During the year a special effort is made to celebrate the calendar events such as Vaisakhi, Bandi Chorr Divas and the Avatar of Guru Nanak Dev Ji and many more, not forgetting to solemnise the martyrdom's of our Gurus Training is also provided to those who would like to take part in Nishkam Sewa and become a volunteer within the NHS and then with time pursue a career in chaplaincy

Intra faith, Interfaith and Community Cohesion

The civic role of the NCA to engage with those within the Sikh dharam (faith), other faiths and addressing the need for greater community cohesion has continued relentlessly The parent organisation GNNSJ, has continued to focus on engagement locally, nationally and internationally The projects with respective partners have continued to bridge differences and allow projects to be realised Work with Jubilee Debt Campaign, Birmingham Citizens, Birmingham Faith Leaders, West Midlands Faith Forum, Faiths Roundtable on the Environment, Stop Hate Crime, Community Cohesion Network are all examples of community activity toward the goal of 'working towards the common good'.

Intra faith involvement

- 1 Work with the British Sikh Consultative Forum regarding Sikh rights and airport security, as well as the planning of a conference during interfaith week every year
- 2 Sikh Chaplaincy Healthcare Group
3. Policy guidelines regarding the Panj Kakkar and Dastaar produced
- 4 Advice and guidance to media moguls on the establishment of Sikh television channels, Sikh Channel, Sangat Television advised and directed pre and post launch
- 5 Advice and guidance to other Gurudwaras on progression and expansion
- 6 Work with the Council of Sikh Gurudwaras in Birmingham to support the infrastructure organisation

Interfaith work continued and supported:

- 1 Promoted and hosted a Rastafarian and Brahma Kumari community day
- 2 Facilitated many interfaith visits to the Gurudwara
- 3 Representation on the West Midlands Faith Forum
- 4 Representation on the Birmingham Faith Leaders Group
- 5 Input and support for the Museum of World Religions

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- 6 Support of the Jubilee Debt Campaign's Multi-Faith Project
- 7 Consultation with the Elijah Board of Religious Leaders
- 8 Support of the Faith Encounter Programme
- 9 Representation in the Faiths in the City programme
- 10 Supporting and promoting Religions for Peace work
- 11 Hosting the Council of Dharmic Faiths retreat 2010

European Regeneration Development Fund (ERDF)

Since the NCA was one third funded by the ERDF and two thirds the Sikh community it is important to make reference to the fact and say how we continue with the spirit of the funding. The NCA successfully completed the deliverables for the project in 2008, passed numerous internal and external audits. The Nishkam Centre is proud of delivering such demanding targets like

- 25 community projects assisted
- 9 ICT projects assisted
- Created at least 10 new jobs
- Safeguarding £249,000 worth of sales for local businesses
- Generating £160,000 worth of new sales for local businesses
- Helped safeguard at least 8 jobs for the local community
- Recruiting over 110 volunteers to work for the common good
- Getting 13 local residents into permanent employment
- Getting 12 local residents into temporary employment

The work on the targets has not stopped, we continue to tackle the economic developmental issues, the community welfare concerns and the building of confidence.

The NCA is privileged and honoured to have continued to partner / work with some distinguished partners whilst establishing new partnerships, namely

- Tony Blair Faith Foundation / IFYC
- Moneyway
- Midland Heart
- Be Birmingham
- JobCentre Plus
- Birmingham Citizens
- Capacitybuilders
- Birmingham Churches Together
- Divine Onkar Mission
- HSBC Bank

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Future Developments - general

The NCA must continue to set itself challenging targets like previous years to ensure it is constantly pushing frontiers further. The organisations challenging **Strategic Plan up to 2015** makes reference to bringing focus and direction to the activities that will culminate delivering exceptional service.

The other activities that will be pursued in the coming year include

- 1 Roll out and communicate The Strategic Plan for 2010 – 2015
- 2 Develop the humanitarian aid projects – locally and globally
- 3 Strengthen the core team
- 4 Establish welfare services
- 5 Expand the Sikh Chaplaincy project
- 6 Prepare the organisation for PQASSO Accreditation pre-audit
7. Prepare the organisation for IiV pre-audit

The NCA continues to be a pioneer on many fronts including **parenting initiatives** that allow further educational projects to be facilitated. This will not only provide good parent models but will pave the way for innovative nursery and child care facilities.

The NCA has also maintained its focus on **Recycling** activities to reduce humanity's detrimental impact on planet Earth. The project Nishkam Aid has been running very successfully and continues to go from strength to strength. The area has grown rapidly and we have been able to help a vast number of people, around the globe. We want to grow and help a lot more people during 2010 / 11.

Conference and Events - Key focus and activities for the coming year

- 1 Continue the development of the social enterprise and support other projects to be taken place
- 2 Identify new strategic partners to work with
- 3 Facilitate more policy debate and enable grass roots organisation to have a voice and platform
- 4 Work with faith groups to increase community cohesion
- 5 Work with other charities to raise money for the poor

Learning and Development - Key focus and activities for the coming year:

- 1 Continue to introduce new courses to enable capacity building to take place
- 2 Achieve Accredited Centre status to deliver Home Office accredited ESOL and Citizenship Courses to the community

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- 3 Develop further the commercial training and support provision
- 4 Expansion of the provision of Diversity Training and Development.
- 5 Secure accreditation for courses currently run but not accredited
- 6 Secure partner arrangements so that the provision of NCA based courses can be expanded to develop a partner network
- 7 Nurture partnerships with academic institutions like Fircroft College, Queen's College, City College, Birmingham University, Wolverhampton University etc
- 8 Pursue and secure software grant from Microsoft's global programme

Wellbeing - Key focus and activities for the coming year:

- 1 Establish Nishkam 5km Walk to fundraise as an annual event
- 2 Continue to train volunteers for BHF – Defibrillator training and First Aid
- 3 Secure Expert Patient Programme direct funding
- 4 Identify further funding streams
- 5 Create a Diabetes awareness workshop on an annual basis
- 6 Create and promote further healthy eating / cooking workshops
- 7 Sikh Chaplaincy to increase volunteer base and outreach work

Transactions and financial position

The Statement of Financial Activities shows net out goings of £232k for the year and reserves stand at £5,193k in total which the Board considers to be sound

Reserves

The present level of funding is adequate to support the continuation of the current activities and succession planning is in progress to achieve sustainability beyond December 2011

Risk Management

The Trustees actively review the major risks which the Charity faces on a regular basis and believe that maintaining reserves at current levels, combined with an annual review of the controls over key financial systems, will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the Charity and confirm that they have established systems to mitigate the significant risks

Director and Trustees' responsibilities in relation to the financial statements

The directors and trustees are required by Company Law and Charity Law to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the directors and trustees are required to

- Select suitable accounting policies and then apply them consistently,
- Make judgements and estimates that are reasonable and prudent;

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- Prepare the financial statements on the going concern basis unless it is inappropriate to - assume that the company will continue on that basis,
- State whether applicable accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements

The directors and trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985 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

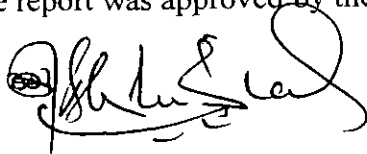
In so far as the directors and trustees are aware

- There is no relevant audit information which the company's auditors are unaware,
- The directors and trustees have taken all steps that they ought to have taken to make them aware of any relevant audit information and to establish that the auditors are aware of that information

Auditors

A resolution to reappoint Sinclair & Co (Accountants) Ltd as Auditors will be put to the members at the Annual General Meeting

The report was approved by the board on 27 December 2010



Mohinder Singh Ahluwalia
Chairman

**Nishkam Civic Association
Independent Auditors' Report
Report of the Independent Auditors to the Trustees of
Nishkam Civic Association for the year ended 31 March 2010**

We have audited the financial statements of Nishkam Civic Association for the year ended 31/03/2010 which comprise the Statement of Financial Activities, the Profit and Loss Account, the Balance Sheet, cash flow statement and the related notes, as set out on pages 21 to 24. These financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities, effective April 2008, and in accordance with the requirements of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, revised June 2008, under the historical cost convention and in accordance with the accounting policies set out in the notes to the financial statements.

This report is made solely to the trustees of the charitable company, as a body, in accordance with the requirements of the Charities Act 1993. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume liability to anyone other than the trustees as a body, for our audit work, for this report or for the opinions we have formed.

Respective responsibilities of trustees as directors and of the auditors

As described in the Statement of Trustees' Responsibilities on pages 13 to 14 the charity's trustees are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards, (United Kingdom Generally Accepted Accounting Practice).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 2006 and the Charities (Accounts and Reports) Regulation 2005.

We also report to you if, in our opinion, the Report of the Trustees is consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the company is not disclosed.

We read the Report of the Trustees and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board and in accordance with the Practice Note 'The Audit of Charities in the United Kingdom', revised in December 2008. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

In our opinion -

- the financial statements comply with the requirements of regulation 25(g) and (h) of the Charities (Accounts and Reports) Regulations 2008 and give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities of the state of the charity's affairs as at 31 March 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,

**Nishkam Civic Association
Independent Auditors' Report
Report of the Independent Auditors to the Trustees of**

- and the financial statements have been properly prepared in accordance with the Companies Act ~~2006~~ and in accordance with the requirements of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, and the information given in the Trustees' Report is consistent with the accounts

F D Robinson (Senior Statutory Auditor)
For and on behalf of
Sinclair & Co (Accountants) Ltd
Accountants & Statutory Auditors
7 Portland Road
Edgbaston
Birmingham
B16 9HN



The date upon which our opinion is expressed is -
27 December 2010

Nishkam Civic Association
Statement of Financial Activities
for the year ended 31 March 2010

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds
	Notes	2010 £	2010 £	2010 £	2009 £
Incoming resources					
Incoming resources from generated funds					
Voluntary Income		228,600	-	228,600	599,240
Activities for generating funds		227,448	-	227,448	177,873
Investment Income		-	-	-	160
Incoming resources from charitable activities		7,411	-	7,411	10,893
Total incoming resources	1 c	463,459	-	463,459	788,166
Costs of generating funds					
Costs of generating voluntary income		148,273	-	148,273	129,973
Costs of charitable activities		247,756	-	247,756	210,109
Governance costs		299,883	-	299,883	299,140
Total resources expended	1 f	695,912	-	695,912	639,222
(Net outgoing resources)/net incoming resources					
before transfers between funds		(232,453)	-	(232,453)	148,944
Gross transfers between funds		-	-	-	-
(Net outgoing resources)/net incoming resources before					
Other recognised gains and losses		(232,453)	-	(232,453)	148,944
Other recognised gains and losses		-	-	-	-
Net movement in funds		(232,453)	-	(232,453)	148,944
Reconciliation of funds					
Total Funds brought forward		5,425,491	-	5,425,491	5,276,547
Total Funds carried forward		5,193,038	-	5,193,038	5,425,491

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commission for England & Wales and is reconciled to the total funds as shown in the Balance Sheet on page 19 as required by the said statement

All activities derive from continuing operations

The notes on pages 21 to 24 form an integral part of these accounts

**Nishkam Civic Association
Statement of Financial Activities
for the year ended 31 March 2010**

**Income and Expenditure Account as required by the Companies Act
for the year ended 31 March 2010**

		2010 £	2009 £
Turnover	1 c	463,459	788,006
Direct costs of turnover		396,029	340,082
Gross surplus		<u>67,430</u>	<u>447,924</u>
Governance costs		299,883	299,140
Operating (deficit)/surplus		<u>(232,453)</u>	<u>148,784</u>
Interest receivable		-	160
(Deficit)/surplus on ordinary activities before tax		<u>(232,453)</u>	<u>148,944</u>
(Deficit)/surplus for the financial year		<u>(232,453)</u>	<u>148,944</u>
Gift Aid Payments		-	-
Retained (deficit)/surplus for the financial year		<u>(232,453)</u>	<u>148,944</u>

The notes on pages 21 to 24 form an integral part of these accounts

**Movements in revenue and capital funds
for the year ended 31 March 2010**

Revenue accumulated funds	Unrestricted Funds	Restricted Funds	Total Funds	Last year Total Funds
	2010 £	2010 £	2010 £	2009 £
Accumulated funds brought forward	5,425,491	-	5,425,491	5,276,547
Recognised gains and losses before transfers	(232,453)	-	(232,453)	148,944
Closing revenue accumulated funds	<u>5,193,038</u>	<u>-</u>	<u>5,193,038</u>	<u>5,425,491</u>

Nishkam Civic Association
Balance Sheet
as at 31 March 2010

	Notes	2010	2009
		£	£
<i>The assets and liabilities of the charity</i>			
Fixed assets			
Tangible assets	6	<u>5,086,366</u>	<u>5,382,874</u>
Total fixed assets		5,086,366	5,382,874
Current assets			
Debtors		41,128	36,989
Cash at bank and in hand		<u>139,081</u>	<u>108,827</u>
Total current assets		<u>180,209</u>	<u>145,816</u>
Creditors.-			
amounts due within one year	8	<u>(73,537)</u>	<u>(103,199)</u>
Net current assets		106,672	42,617
Total assets less current liabilities		<u>5,193,038</u>	<u>5,425,491</u>
Net assets	10	<u>5,193,038</u>	<u>5,425,491</u>
<i>The funds of the charity .</i>			
Unrestricted income funds			
Unrestricted revenue accumulated funds		5,193,038	5,425,491
Total unrestricted funds		5,193,038	5,425,491
Restricted income funds			
Restricted capital funds			
Total restricted funds		-	-
Total charity funds	11	<u>5,193,038</u>	<u>5,425,491</u>

The accounts have been prepared in accordance with provisions applicable to companies subject to the the small companies regime and in accordance with the Financial Reporting Reporting Sandards for Smaller Entities (effective April 2008)

Approved by the Board on 27 December 2010 and signed on its behalf by



Sewa Singh Mandla
 Director and Trustee

Nishkam Civic Association
Cash Flow Statement
for the year ended 31 March 2010

	2010	2009
	£	£
Cash generated from operations		
Operating (loss)/profit	(232,453)	148,784
Reconciliation to cash generated from operations		
Depreciation	299,002	298,277
Increase in debtors	(4,139)	(15,692)
Decrease in creditors	<u>(29,662)</u>	<u>(289,994)</u>
	<u>32,748</u>	<u>141,375</u>
 Cash from other sources		
Interest received	<u>-</u>	<u>160</u>
	<u>-</u>	<u>160</u>
 Application of cash		
Interest paid	-	-
Purchase of tangible fixed assets	(13,608)	(61,491)
Repayment of amounts borrowed	11,114	11,114
	<u>(2,494)</u>	<u>(50,377)</u>
 Net increase in cash	30,254	91,158
Cash at bank and in hand less overdrafts at 1 April	<u>108,827</u>	<u>17,669</u>
Cash at bank and in hand less overdrafts at 31 March	<u>139,081</u>	<u>108,827</u>
 Consisting of:		
Cash at bank and in hand	<u>139,081</u>	<u>108,827</u>
	<u>139,081</u>	<u>108,827</u>

Nishkam Civic Association
Notes to the Accounts
for the year ended 31 March 2010

1 Accounting policies

a Basis of preparation of the accounts

The financial statements have been prepared in accordance with all applicable accounting standards, as modified by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, effective April 2005 (revised June 2008) The accounts have been drawn up in accordance with the provisions of the Charities Acts and the Companies Acts, and include the results of the charity's operations which are described in the Trustees' Report, all of which are continuing

Advantage has been taken of paragraph 3(3) of Schedule 4 of the Companies Act 1985 to allow the format of the financial statements to be adapted to reflect the special nature of the company's operation

The particular accounting policies adopted are set out below

b Accounting convention

The financial statements are prepared, on a going concern basis, under the historical cost convention

c Incoming Resources

Incoming resources are accounted for on a receivable basis

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of Financial Activities when receivable Grants, where entitlement is not conditional on the delivery of a specific performance by charity, are recognised when the charity becomes unconditionally entitled to the grant

Donated services and facilities are included at the value to the charity where this can be quantified The value of services provided by volunteers has not been included in the accounts

d Investment Income

Rental income is included in the income and expenditure account net of collection charges on a receivable basis

Bank interest is included in the income and expenditure account on a receivable basis

e Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Practice for Accounting and Reporting (revised June 2008) issued by the Charity Commissioners for England & Wales

f Resources Expended

Expenditure is recognised on an accrual basis as the liability is incurred Expenditure includes any VAT, which cannot be fully recovered, and is reported as part of the expenditure to which it relates

Cost of generating fund comprise the costs associated with attracting voluntary income

Charitable expenditure comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource

Nishkam Civic Association
Notes to the Accounts
for the year ended 31 March 2010

g Unrealised and realised gains

Realised gains and losses are included in the accounts on the date at which a contractual obligation is entered into
 Unrealised gains and losses are computed by reference to the market value of the investments at the balance sheet date, compared to the brought forward cost or valuation, and gains and losses

h Fixed assets and depreciation

All tangible fixed assets, except freehold land and buildings, are stated at cost less depreciation
 The depreciation on leasehold buildings is provided so as to write the costs off over the length of the lease of 25 years commencing 01/04/2008
 Items of less than £200 are not capitalised
 Depreciation on fixtures and fittings has been provided at the following rates in order to write off the assets (less their estimated residual value) over their estimated useful economic lives, which is estimated between 4 to 5 years

i Finance and operating leases

Rentals payable in respect of operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred
 Finance leases are accounted for in accordance with the requirements of the Financial Reporting Standard for Smaller Entities (FRSSE), **effective April 2008**

2 (Deficit)/surplus for the financial year	2010	2009
	£	£
This is stated after crediting -		
Income from ordinary activities	463,459	788,006
and after charging -		
Depreciation of owned fixed assets	299,002	298,277
Rentals under operating leases	69	3,650
Redundancy costs	23,954	-
Auditors' Remuneration	881	863
3 Payments to Trustees/Directors or connected persons		
No expenses were paid to trustees or to any connected parties		
4 Investment Income	2010	2009
	£	£
Bank deposit interest received	-	160
5 Staff Costs and Emoluments	2010	2009
	£	£
Gross Salaries	98,165	114,852
Redundancy costs	23,954	-
	<u>122,119</u>	<u>114,852</u>
Numbers of full time employees or full time equivalents	2010	2009
Engaged on charitable activities	10	7
There were no fees or other remuneration paid to the trustees/directors		
There were no employees with emoluments in excess of £60,000 per annum		

Nishkam Civic Association
Notes to the Accounts
for the year ended 31 March 2010

6 Tangible functional fixed assets

	Leasehold Land and Buildings £	Plant, Machinery & Vehicles £	Total £
Asset cost, valuation or revalued amount			
At 1 April 2009	5,993,161	300,754	6,293,915
Additions	8,586	5,022	13,608
Disposals	-	(11,114)	(11,114)
At 31 March 2010	<u>6,001,747</u>	<u>294,662</u>	<u>6,296,409</u>
Accumulated depreciation and impairment provisions			
At 1 April 2009	711,839	199,202	911,041
Charge for the year	240,070	58,932	299,002
At 31 March 2010	<u>951,909</u>	<u>258,134</u>	<u>1,210,043</u>
Net book value			
At 31 March 2010	<u>5,049,838</u>	<u>36,528</u>	<u>5,086,366</u>
At 31 March 2009	<u>5,281,322</u>	<u>101,552</u>	<u>5,382,874</u>

GNNSJ has made land available to NCA for development of the building on a 25 year lease. The land and buildings are depreciated over the term of the lease.

	2010 £	2009 £
7 Other Debtors	<u>41,128</u>	<u>36,989</u>
	41,128	36,989
8 Creditors amounts falling due within one year	2010 £	2009 £
Trade creditors	8,012	22,511
Other creditors	65,525	69,574
Obligations under finance lease and hire purchase contracts	-	11,114
	<u>73,537</u>	<u>103,199</u>
9 Analysis of the Net Movement in Funds	2010 £	2009 £
Net movement in funds from Statement of Financial Activities	(232,453)	148,944
Net resources applied on functional fixed assets	(24,722)	(61,491)
Net movement in funds available for future activities	<u>(257,175)</u>	<u>87,453</u>

Nishkam Civic Association
Notes to the Accounts
for the year ended 31 March 2010

10 Particulars of Individual Funds and analysis of assets and liabilities representing funds

At 31 March 2010	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	5,086,366	-	-	5,086,366
Current Assets	180,209	-	-	180,209
Current Liabilities	(73,537)	-	-	(73,537)
	<u>5,193,038</u>	<u>-</u>	<u>-</u>	<u>5,193,038</u>
	£	£	£	£
At 1 April 2009	Unrestricted funds	Designated funds	Restricted funds	Total Funds
Tangible Fixed Assets	5,382,874	-	-	5,382,874
Current Assets	145,816	-	-	145,816
Current Liabilities	(103,199)	-	-	(103,199)
	<u>5,425,491</u>	<u>-</u>	<u>-</u>	<u>5,425,491</u>

11 The individual funds included above are -

Funds at 2009	Movements in Funds as below	Transfers Between funds	Funds at 2010
£	£	£	£
<u>5,425,491</u>	<u>(232,453)</u>	<u>-</u>	<u>5,193,038</u>

Analysis of movements in funds as shown in the table above

Incoming Resources	Outgoing Resources	Gains & Losses	Movement in funds
£	£	£	£
<u>463,459</u>	<u>695,912</u>	<u>-</u>	<u>(232,453)</u>
<u>463,459</u>	<u>695,912</u>	<u>-</u>	<u>(232,453)</u>

12 Share Capital

The charity is incorporated under the Companies Act 1985 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter

There are 15 members of the company (2009 - 16 members)

Nishkam Civic Association
Schedule to the Statement of Financial Activities
for the year ended 31 March 2010

	Unrestricted Funds	Restricted Funds	Total Funds	Prior Period Total Funds
	2010	2010	2010	2009
	£	£	£	£
Incoming Resources				
Voluntary Income				
Government and public bodies				
Incoming resources of a revenue nature				
Institutional donations		-	-	451,113
Gym membership and donations	41,966	-	41,966	38,837
Other general donations and misc' grants	17,603	-	17,603	1,077
ERDF Grant	151,502	-	151,502	104,468
Total	211,071	-	211,071	595,495
Total Grants & Donations Received	211,071	-	211,071	595,495
Other voluntary income				
Insurance Claim	10,859	-	10,859	-
Sponsorship income	6,670	-	6,670	3,745
Total other voluntary income	17,529	-	17,529	3,745
Total Voluntary Income	228,600	-	228,600	599,240
Donations received re Cancer Research	-	-	-	3,944
Seminars & presentations	71,127	-	71,127	23,206
Heritage and Arts	-	-	-	18,895
Learning and Development- City College	1,119	-	1,119	17,554
Media and Communication Rack Space Hire	11,750	-	11,750	12,000
Learn Direct UFI	143,452	-	143,452	102,274
Total of activities for generating funds	227,448	-	227,448	177,873
Investment Income				
Bank deposit interest received	-	-	-	160
Total Investment Income	-	-	-	160
Incoming resources from charitable activities				
Letting of non investment property	7,411	-	7,411	10,893
Total Incoming resources from charitable activities	7,411	-	7,411	10,893
Total Incoming Resources	463,459	-	463,459	788,166
Costs of generating funds				
Costs of generating voluntary income				
Cost of fundraising activities	4,101	-	4,101	-
	4,101	-	4,101	-
Support costs for generating voluntary income				
Conferences and Seminars	36,863	-	36,863	25,211
Heritage	13,051	-	13,051	27,919
Learning & Development City College	15,037	-	15,037	19,203
Media & Communication	9,379	-	9,379	3,601
Learn Direct UFI	69,842	-	69,842	54,039
	144,172	-	144,172	129,973
Total costs of generating voluntary income	148,273	-	148,273	129,973

Nishkam Civic Association
Schedule to the Statement of Financial Activities
for the year ended 31 March 2010

	Unrestricted Funds 2010 £	Restricted Funds 2010 £	Total Funds 2010 £	Prior Period Total Funds 2009 £
Charitable expenditure				
Salaries - Administrative staff	98,165	-	98,165	114,852
Redundancy costs	23,954	-	23,954	-
	122,119	-	122,119	114,852
Employee costs.				
Training and welfare	817	-	817	-
Travel and subsistence	139	-	139	-
	956	-	956	-
Premises Costs				
Rates, water and service charges	19,156	-	19,156	16,718
Insurance	11,709	-	11,709	13,202
Light and heat	34,255	-	34,255	35,694
Cleaning	1,831	-	1,831	1,037
Premises repairs and renewals	15,076	-	15,076	213
	82,027	-	82,027	66,864
General administrative expenses				
Telephone and fax	6,693	-	6,693	6,379
Postage	136	-	136	-
Stationery, printing and postage	3,125	-	3,125	3,858
Office maintenance & repairs	795	-	795	5,002
Information and publications	-	-	-	714
Subscriptions	152	-	152	915
Equipment expenses	1,129	-	1,129	717
Hire of equipment	69	-	69	3,650
Bad debts	529	-	529	-
Donations -Cancer relief	2,505	-	2,505	3,945
Advertising and PR	-	-	-	100
Bank charges	45	-	45	21
Sundry expenses	2,225	-	2,225	1,291
	17,403	-	17,403	26,592
Professional fees in support of charitable activities				
Consultancy fees	288	-	288	1,801
Legal fees	1,580	-	1,580	-
Legal and professional	23,383	-	23,383	-
	25,251	-	25,251	1,801
Total Support Costs	247,756	-	247,756	210,109
Total Expended on Charitable Activities	247,756	-	247,756	210,109
Specific governance costs				
Auditors' remuneration	881	-	881	863
Depreciation of fixed assets used for governance	299,002	-	299,002	298,277
Total governance costs	299,883	-	299,883	299,140