

REGISTERED COMPANY NUMBER 04378505 (England and Wales)
REGISTERED CHARITY NUMBER: 1100307

Report of the Trustees and
Financial Statements For The Year Ended
31 March 2011
for
Nishkam Civic Association



Stanley Yule Chartered Accountants
Registered Auditors
79 Church Hill
Northfield
Birmingham
West Midlands
B31 3UB

Nishkam Civic Association

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for the Year Ended 31 March 2011

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Nishkam Civic Association

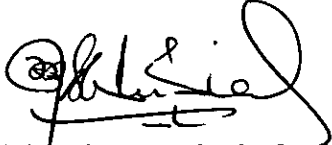
Chairman's Report
for the Year Ended 31 March 2011

The NCA (trading as the Nishkam Centre) has had many achievements in the year to 31 March 2011 and I congratulate the Trustees, management team, staff and the dedicated volunteers for their efforts and contribution to this success

As a once embryonic organisation we have come a long way and we are getting better and better at demonstrating the effectiveness of our approach to building sustainable communities. To contribute to the work for the common good for all communities during the economically challenging period ahead is a priority in our Strategic Plan for 2011 to 2016

Our aim is to continue to grow our work with the support of likeminded partners who wish to make a difference to the lives of diverse communities in Birmingham and further afield. We have also noted that the fundraising climate is becoming especially challenging in these times of economic hardship. The impact of the rapidly changing economic climate, the political landscape and the erosion of values in society continue to present both threats and opportunities for us all

I take this opportunity to thank everyone who works for Nishkam Civic Association, whether they are paid or not, and all of our many supporters, service users, donors and friends. While the year certainly presented some challenges, it also demonstrated how much the Nishkam Civic Association is capable of achieving. I look forward to the next twelve months, with enthusiasm, confidence and a strong sense of purpose. The coming year presents uncharted challenges in the deteriorating economic conditions and since many of our clients and service users will feel the brunt of the austerity measure, we need to be more vigilant whilst creative with our own portfolio of activity



Bhai Sabir Bhai Dr Mohinder Singh Ji
Chairman

Nishkam Civic Association

Report of the Trustees
for the Year Ended 31 March 2011

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2011. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04378505 (England and Wales)

Registered Charity number
1100307

Registered office
6 Soho Road
Handsworth
Birmingham
West Midlands

Trustees

Mohinder Singh Ahluwalia	Chairman
Sewa Singh Mandla	
Parminder Singh Jhutti	
Upkar Pardesi	Vice Chairman
Gurcharan Singh Chandon	
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	

Company Secretary
Mrs Herpreet Kaur Kundi

Auditors

Stanley Yule Chartered Accountants
Registered Auditors
79 Church Hill
Northfield
Birmingham
West Midlands
B31 3UB

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The trustees have assessed the risks to which the charity is exposed and have ensured that appropriate controls are in place to provide reasonable assurance against fraud and error.

ACHIEVEMENT AND PERFORMANCE

How our activities deliver public benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The trustees consider that these activities provide benefit both to those who attend the Nishkam Centre and the wider community of Handsworth.

Nishkam Civic Association

Report of the Trustees
for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

The inspiration for NCA was conceived under the auspices of the Guru Nanak Nishkam Sewak Jatha (GNNSJ) (Birmingham) UK - a faith based charity NCA was 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 Civic Association (NCA) has worked hard during trying times to continue building and forging partnerships, whilst creating and developing new opportunities for collaboration and business development The Nishkam brand is becoming synonymous with delivery quality and an exceptional focus on doing the right thing for the welfare of all The NCA is recognised as a credible and worthy partner, whilst propagating 'Nishkam' (working selflessly) core values Throughout the year the NCA has been approached by numerous Third Sector in particular Faith Based Organisations looking for information, advice and guidance and a steer as to how they too can achieve success in making social impact As an organisation grounded in creating a values driven, empowered, educated and equitable society, the NCA continued to invest time and resource in activities that, whilst intangible, continue to impact the fabric of society

The NCA remains steadfast in delivering the highest level of services within the best environment, ensuring services remain accessible to those that need it the greatest within our communities The NCA is supported by the strongest & dedicated team of volunteers that believe in the principle of Nishkam or selfless service Our volunteer base remains our unique strength - this was recognised by the highlight of the year when the NCA was awarded the prestigious The Queen's Award for Volunteer Services 2010 Although the award was awarded to the fledgling NCA, it captured and recognised over 30+ years of volunteering, interfaith work, community development and regeneration work that had been laid by the parent organisation Guru Nanak Nishkam Sewak Jatha (GNNSJ)

During this period we saw the Government launched the concept of Big Society, however very much confusion remained about what this truly meant, and how could it be translated into something tangible

At the NCA we believe that in order to deliver Big Society we must

- Continue to develop strong values based individuals
- Empower strong individuals that help to develop strong values based family units
- Build strong values based and stable families will help to develop strong communities

This will in turn help to create sustainable communities and deliver Big Society agenda

The NCA remains committed to providing the support mechanisms and activities required to achieve Big Society by fusing spirituality and secularity as a model way of working This year's activities have driven the agenda further forward The Social Enterprises have increased their activities, and developed further by ensuring the organisation remains true to the Vision and Mission

Conference & Events - has seen an increase in activity as a result of retaining existing clients within the Third Sector, significant business from the Public Sector and attracting new business from the Private Sector

Learning & Development - has seen Learndirect continue to grow for the sixth consecutive year By offering learning opportunities for those who need them the most, further funding was secured with the delivery of Online Basics

Wellbeing Centre - is making progress and supported by a strong team of volunteers and partnerships has provided engagement, opportunities for improving health and wellbeing whilst also providing an income source

Through the 'incubation concept' and providing values driven service to the communities we serve, the NCA has established and secured tenants with similar ideologies that support the Nishkam-way These include

Harkirat - a conservation, construction, facilities management and build consultancy service to a whole host of clients

HK Lawyers - a legal practice providing the whole spectrum of legal services to clients in a safe, sensitive environment

Taxlite - an established accountancy practice

Birmingham Citizens - a broad based community engagement organisation that prides itself on grass-roots engagement

Nishkam Education Trust - whilst the work on the Free School is in progress the need for office space and support facilities is much needed

Nishkam Civic Association

Report of the Trustees for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

NCA is committed to promoting diversity and practicing equality of opportunity. We are trying to build an institution that is truly inclusive, that understands, appreciates and values the diversity of each individual and incorporates measures that make people feel valued and able to participate and achieve their full potential. We are continuing to make big changes to the way we run our business so that we can achieve our strategy of becoming the leading organisation making a difference for those who need assistance and a voice the most in society. Our main aim is to develop a customer focused high performing culture that offers rewards for great individual performance but also recognises different people in the business have different needs in terms of benefits, training and development. Having the right leaders with the right support and motivation is essential if we are to create a high performance culture. High performance leadership means that our managers can engage with and involve their people in achieving world-class levels of service.

Organisational Development

To further strengthen the team and offer support to the Centre Director, staff and volunteers, the new role of Operations Manager was developed and recruited accordingly. This role will allow the Centre Director the time and space to adopt a more strategic approach.

The NCA remains committed to the implementation of PQASSO accreditation, in line with this all policies were reviewed and updated, ensuring changes in legislation, best practice are implemented. This also allowed for an exercise to ensure our policies remain consistent with the sector.

The NCA team, consisting of many volunteers and a small core staff team has continued to

- Successfully implemented income generation activities for social enterprises
- Conduct on-going organisational review
- Develop and foster relationships with key stakeholders, with a view to creating opportunities for collaborations and partnerships
- Establish annual fundraising events to ensure a regular flow of funds that are used for local and global humanitarian projects
- Develop the current NCA website with the longer term view of developing a new website to reflect our current activities and changes in technology and functionality required
- Develop the Strategic Plan to ensure the alignment of the shared vision, mission & values with strategic aims. This will further support self-sufficiency and sustainability without the risk of mission drift
- Develop staff and volunteers through continuous training, this year the team started the Institute of Leadership Management level 3 - Volunteer Management, helping to understand and ensure volunteers are managed in the most appropriate manner

Service Development

NCA continues to support, promote and facilitate projects that are aligned to its own mission whilst striving to further promoting collaborations and partnerships which include

- Supporting and facilitating the Nishkam Education Trust with the Primary School project
- Facilitating Online Basics - to ensure communities have a minimum understanding of basic IT. This programme has delivered training to over 300 individuals over a 12 months period
- Library services developed and structures in place
- Promoting and facilitating lifelong learning and adult training and development
- Next Steps employment services available for free to our clients to assist with employability
- UK Border Agency offering free immigration support clinics to those who feel alienated by conventional service providers
- Installation of recycling bins in collaboration with Divine Onkar Mission across other places of worship
- Chronic disease and Expert Patient Programme workshops in partnership with Health Exchange
- In collaboration with Birmingham City Council, Office for National Statistics conducted a national Census awareness campaign through a website, posters & leaflets and drop in clinics to offer support to complete census forms

Nishkam Civic Association

Report of the Trustees for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

Our Volunteers - V Nishkam Sewadar

Our volunteers remain the backbone of the NCA. Anyone who has a genuine passion for volunteering, enjoys working with people and communities, shares our vision to do the right thing for the common good is encouraged to register their interest with the NCA and may be able to get involved in our programme of community work. We have had students looking for an opportunity to gain some experience by volunteering to help out at community events. The opportunities are varied activities, projects and administration, advising and supporting individuals and community groups across a wide spectrum of issues.

Volunteers also -

- help prepare and deliver community events for communities act as mentors to less experienced volunteers assist in the office
- help prepare publications and undertake specific research participate in groups to help support us in our business planning and provide key planning information that could affect us and local communities
- support many of the projects and initiative currently on the go

NCA provides relevant training for volunteers as required. We do not expect volunteers to undertake activities beyond their training or experience - we will also make sure that volunteers are not exposed to risks in their activities. In addition many volunteers are invited to attend key training / developmental events.

Women's Forum

The forum continues to play an active and important role in many projects under the NCA / GNNSJ banner. Through the various discussions and events addressing difficult issues and concerns within society and providing positive role models from a spiritual and secular perspective, the forum continues to inspire, educate and empower. The NCA is passionate about the contribution of women and continues to ensure women are part of the team at all levels from Board Level through to administrative support and volunteering in general.

The Women's Forum creates the ideal opportunity for women of all ages to gather, to discuss and exchange cultural, spiritual and professional topics, address challenging topics whilst aiding to bridge the inter-generation gap. In addition to the regular Women's Forum meetings, the team helped and were at the forefront of many successful projects.

- Helping - side by side with male counterparts - with the renovation of No 5 & 7 Soho Road from demolition work, painting and decorating to the filming the whole process
- Developmental work of the Nishkam Primary School
- The second annual Wellbeing Walk 2010 was planned and implemented by a strong contingent of women volunteers
- Spearheading the Annual Gift Appeal in 2010 collecting gift for victims of domestic violence
- Religions for Peace conference and exhibition, looking at women and how their faith supports their roles in society in a positive and productive way
- Spearheading the organising of the Queen's Award for Voluntary Services 2010 presentation event

The forum continues to strive for a 'Centre for Excellence' status for all women in community to be empowered, involved, inspired working toward the common good of all humanity.

Learning & Development

NCA continues the commitment to Learning & Development, via lifelong learning, professional development and vocational training in the Learndirect Centre. The belief of developing strong individuals in society starts with values based education and training. Helping to Inspire, Educate and Empower individuals is the key to achieving a more just and equal society, where all feel they have a stake and role in society. Within the Big Society context, we need to start with personal development of individuals to further help to develop the collective, ownership and responsibility to others.

The NCA has invested heavily developing its Volunteering base, the core staff team and volunteers are provided with training and development opportunities to allow them to better manage the business and to engage with others in the business world. We see many volunteers who go on to secure jobs elsewhere, return more confident to further education, find they are able to support others to volunteer or feel more appreciated as individuals themselves. The majority of staff and key volunteers have completed Safeguarding and Safer Recruitment Training.

Nishkam Civic Association

Report of the Trustees for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

We are actively building relationships with new clients who could benefit from our training and development services and who could rest assured that their money is going towards the benefit of society and thereby ensuring they fulfil their Corporate Social Responsibility (CSR) commitments. The Nishkam Centre is continually reviewing its service offering and enhancing it in light of client demands and also in line with any political, societal, legal, environmental, economic determinants whilst not losing sight of our core objectives. We strive to help capacity people to lead better more fulfilling lives where they are confident and able to play an active role in society. These could be employability skills, professional development, further education, skills enhancement or simply the opportunity to explore their heritage or pursue a hobby. The challenge or Learning & Development is to offer more professional level courses like AAT so we can enable those who have been deprived the chance or require a culturally sensitive space to study an opportunity. In LearnDirect we also need to develop more additional training and development activities or consider the opportunity for diversification. Whilst the Nishkam LearnDirect is in a very strong trading position, given the current economic climate, it would not be prudent to be inflexible to change and become wholly reliant.

In April 2010 the NCA took advantage of a scheme called the Future Jobs Fund (FJF), which was organised by Be-Birmingham. The scheme allowed any person unemployed to be employed for a 6 months period fully funded by the Government. We saw this as a great opportunity to offer assistance to people that had been unemployed and needed valuable work experience. In the 1st cohort the NCA recruited four people, when the contracts expired after 6 months we continued to employ them offering training and development and capacity building them with onjobdevelopment. The second cohort allowed us to recruit a marketing assistant, three Administration assistants, a receptionist and an IT support. The NCA recruited a total of 10 people, which helped the centre in a variety of ways. This funding gave us the opportunity to offer paid work experience to members of the community for many we were able to offer employment beyond the funded period. This experience was invaluable to all helping to offer relevant experience, capacity building, with selfbelief and confidence.

Health and Wellbeing

The Nishkam Centre continues to provide a crucial and vital service for many members of the community through the Wellbeing Centre. We see ourselves offering a service, which many of our clients would be unable to find elsewhere or not undertake elsewhere through fear of resentment. The unique attraction of the Wellbeing Centre remains the cultural sensitivity and the spiritual environment and very succinct usage rules. This allows the members to be completely comfortable within their surroundings. We have also developed very important strategic relationships with numerous partners, including Acorns, St Mary's Hospice, Aston Villa, Sikh Aid, and Health Exchange.

Current Wellbeing activities

- Gym membership
- Heat Bed and Massage facilities
- Ladies / Male Massage teams
- Health screening by sewadars (volunteers)
- The Annual Wellbeing Event (2010) in Handsworth Park
- Yoga classes for men & women
- Alternative therapies
- Healthy eating campaigns
- Capacity building and training First Aiders
- Addressing and tackling diabetes and coronary issues

The challenge for the team is to sustain current membership levels and strive to be innovative in attracting a new client base. The focus for 2011-12 is to refresh the service offering and the Wellbeing facilities that require an overhaul due to extensive usage. There are plans to implement a new membership management software system and further extending our service offering to members and non members. Further work will be undertaken on physical, mental and spiritual wellbeing with particular emphasis on prevention of illness and disease within the community.

The Nishkam Centre continues to provide awareness to the community about the Chaplaincy Service (Sikh Rogi Aasra) provided to various organisations, their service users and their staff in a time of need. Sikh chaplaincy originates from the 14th Century and continues right the way through to the 20th Century. Spiritual care and healing helping humanity is provided to eradicate Rog (disease / illness) from their minds and body.

Nishkam Civic Association

Report of the Trustees
for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

We are fortunate to have compassionate volunteers from the Sikh Dharam (faith) who are trained and have a professional approach to providing this service in the environment provided by our partners. They work with various organisations providing supportive, spiritual, religious care (prayer and calendar events) and end of life care (bereavement service) and providing a listening ear to those who need it. Nine volunteers were successful in their posts for this period adding on to four volunteers from last year. A total of two thousand and forty one people / patients were comforted and seen which was a great achievement for the volunteers and NCA. The commitment of the Chaplaincy volunteers is clear and evident by the number of patients visited over the past year.

Annual chaplaincy figures April 2010 to March 2011

Sikh Rogi Aasra Visits - 401

Number of people - 2,041

Volunteers - 13

We continue to work with our partners Sikh Healthcare Chaplaincy UK to collaborate and deliver our services, developing strategic partnerships, within hospitals, universities, prisons, West Midlands Police, hospices and health authorities. Our challenge for the forthcoming year is to continue the excellent work to date and secure finances to keep this work at the forefront of our delivery plans. It is essential to continue to propagate the need for the service to our partners and also to raise awareness within the community of the availability of Sikh Rogi Aasra service within the Sikh community. The chaplaincy service will plan, develop and deliver specific Sikh Chaplaincy training to volunteers and Sikh awareness sessions to the wider communities and occupational staff.

Conference & Events

Our Conference and Events social enterprise continued its growth throughout 2010 / 11 and was able to host some very auspicious occasions through the year. The highlight was the hosting of the Queen's Award for Voluntary Services 2010 event at the Nishkam Centre. The Centre continues to provide support and facilities to those projects that share our common values and goals. As always it is very important to work with people of all communities and backgrounds, this is demonstrated by the fact that 29% of users were from the Sikh Dharam (faith) and 71% from other faiths and backgrounds. This statistics remains very important as it truly shows we are inclusive and engaging with the wider community - this will be a key metric for us in the year ahead.

Key highlights in Conference & Events

- Total Income generated 2010/11 £82,532
- 124 external events
- 551 In-kind events
- 5,501 external attendees
- Delivered a Faith in Action project which having received a grant of £12k
- Facilitated all management and support meetings and any events for Nishkam Nursery and the new Nishkam Primary School
- Partnership with JCP and Bourneville College hosting all the training and inductions for newly recruited Tesco staff
- Facilitated the Census drop in clinics offering support to complete these important documents
- Hosted the Arms Trade Treaty and Religions for Peace conference
- Hosted a series of workshops in partnership with the Brahma Kumaris
- Hosted the pivotal 'Big Society' event in partnership with West Midlands Council
- Hosted a retreat for the Council of Dharmic Faiths

Conference and Events continues to work and collaborate with our partners in the Third Sector and has done well to build on these relationships. However the concern remains the economic downturn looming and the expectant cuts in 2011-12 to Local Government budgets and Third Sector organisations, many which are heavily reliant upon grant funding. Unfortunately this will have a direct impact on our client base. The challenge to Conference and Events is to increase activities and develop links with corporate organisations to produce and manage in-house events as a way to develop a new different client base without compromising our core values and to avoid Mission drift. By generating income from alternative approaches this will still enable the NCA to provide facilities and support to other organisations that are struggling to get a platform or venue for their activities.

Nishkam Civic Association

Report of the Trustees
for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

Intra-faith, Interfaith and Community Cohesion

Our involvement and undertakings here have continued to be underpinned by our core values, namely 'sarbat da Bhalla' (welfare of all) and also equality and acceptance of all. The NCA is privileged to have continued to work with other driven organisations like ourselves. These have included British Sikh Consultative Forum, Birmingham Citizens, West Midlands Faith Forum, Birmingham Faith Leaders Group, the Dharmic Faiths Council, Jubilee Debt Campaign, Friends of the Earth, West Midlands Police, West Mercia Police, Community Cohesion Network, The Council of Sikh Gurudwaras Birmingham. These are a small sample of the organisations that have partnered with NCA to make a difference and challenge the accepted norms which we tend to take as givens. Through these collaborations and partnerships we have successfully managed to mobilise much more resources to ensure the legacies collectively left are a positive footprint for future generations.

Nishkam Aid

The Nishkam Aid project continues to manage humanitarian projects for the NCA through our belief of 'Sarbat da Bhalla' - welfare of all, on a global, national and more local level. With various projects in Kenya, India and Pakistan undertaken by the parent organisation and more local work with Women's refuge hostels and many more local projects the team is kept busy. The Nishkam Aid project looks to provide help and relief to those people that require it the most. We prefer to consider the assistance we provide as a 'help up and not a hand out' therefore there is an emphasis for the recipients not to become dependent but to seize the opportunity to improve themselves via self-help. We believe we all have the capacity to do great things, sometimes this requires a catalyst and realisation that this is achievable.

At this year's Wellbeing Event 2010 the event was partnership between NCA, St Mary's Hospice and Acorns. The event was an overwhelming success raising funds for all three charities. This year we also introduced the Bike Ride 2010 with a specific aim to collect money to purchase a mini bus for the Nishkam Technical College in Kericho (Kenya) - this was an outstanding event which helped to raise £20k. We saw a great collaboration between the community and corporate organisations, many helped to match fund sponsorship to ensure the target was met. It is envisaged that the Bike Ride will also become an annual event like the Wellbeing Event.

Key achievements

- Work with and support Divine Onkar Mission (DOM) carrying out vital projects in India
- Support and collaborate with St Marys Hospice and Acorns at the Wellbeing Event
- Annual Wellbeing event (2010)
- Bike Ride 2010 raising £20k
- Gift appeal 2010 collecting donated gifts from members of the community to distribute to women and children affected by domestic violence and abuse living in Birmingham
- Macmillan coffee mornings, to bring different members of the community together and raise funds for Cancer Research
- Collect books & computers for Africa project to aid with literacy and access to IT equipment
- Support the Highlands Primary School (Kenya, Kericho) regeneration project

In 2011 the team will continue to implement and review our Corporate Social Responsibility strategy designed to engage with our key stakeholders and communities. We will share our values and principles to encourage them to understand how they can help others in society, through sponsorship and donation to our projects. In 2011 we intend to promote the concept of the Nishkam 'Dasvand' - donation of at least 10% of an individual's income, time and knowledge amongst the Sikh community and then sharing the same principles with the wider community.

Plans for the future

We have developed a five years strategic plan (2011 to 2016) that will be implemented in the new financial year. Some of the highlights of this plan are outlined below.

- We aspire the Nishkam Centre to be at the forefront of advancing community and economic wellbeing, promoting interfaith and intra-faith dialogue and championing social justice and inclusion
- The strategic plan aims to outline the strategies that the Nishkam Centre will employ to deliver its mission, vision and approach to becoming one of the UK's leading role model of a community organisation that is fully aligned with the Big Society agenda

Nishkam Civic Association

Report of the Trustees for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

Our revised mission is

'To enrich secular life through the practice and promotion of the universal values of earning an honest living, sharing and active volunteering (nishkam sewa) that are embedded in our spiritual heritage

By applying these values in all our work, we aspire to develop and empower individuals with values, knowledge and skills so that they help themselves and others in building strong families '

Our Vision for 2016, is to be renowned regionally, nationally and internationally as an exemplar Sikh faith-led institution that is sustained by the selfless service of the community to become a powerful force for vocational learning, enterprise, civic engagement, art, culture, heritage and wellbeing

Our values are the five 'eyes' that will guide the development of the Centre and the services we offer

- Inspiration through spirituality
- Integrity
- Innovative approaches to social change
- Intercultural, interfaith and intra-faith dialogue, understanding and cooperation
- Interdependency of all in local and global context

To deliver our mission, we shall develop and deliver services for individuals and communities, with the aim of capacity-building for all, locally and globally

We shall do so by drawing on universal values from our rich heritage, incorporating active learning, selfless volunteering, partnership working, cultural sensitivity, striving for originality and innovation, based on a principle of working from whole to part

To achieve our vision for 2016, we have developed strategic objectives for the next five years around the three core themes that are identified in our mission statement. By delivering these objectives, we aspire to become a leading community anchor organisation, a beacon (jyot) to all communities, working for the wellbeing of everyone (sarbat da bhalla) through

Personal Development

We will connect with mainstream strategies and initiatives designed to raise aspirations and to maximise individual potential and develop a programme of focused activities through

- The Centre For Learning and Development
- The Centre for Wellbeing

Community Development

We will connect with mainstream strategies and initiatives designed to improve community & economic wellbeing and establish a rolling programme of local activities through

- The Centre for Social Innovation
- The Centre for Arts, Culture and Heritage

Sustainable Development

We will connect with global, national, regional and local strategies and initiatives designed to increase sustainability and social responsibility, and establish a rolling programme of local activities through

- The Centre for Intra and Inter-Faith Development
- The Centre for Sustainable Development

To Delivery our Strategies we will:

- Undertake a fundamental review of the management of NCA and to identify and secure resources for the development of the Centres for Excellence
- Develop implementation strategies and action plans for each of the Centres for Excellence
- Develop partnerships with public sector agencies and Universities
- Continue to Capacity build the NCA organisation to further improve governance, management, staffing and volunteer base

Nishkam Civic Association

Report of the Trustees
for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE

Reserves Policy

The present level of funding is adequate for the future activities of the charity and is assessed by the trustees on a regular basis

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Nishkam Civic Association for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

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

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charity SORP,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The trustees are responsible for keeping 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 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

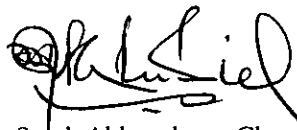
STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information

AUDITORS

The auditors, Stanley Yule Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting

ON BEHALF OF THE BOARD



Mohinder Singh Ahluwalia - Chairman and Trustee

22 December 2011

**Report of the Independent Auditors to the Members of
Nishkam Civic Association**

We have audited the financial statements of Nishkam Civic Association for the year ended 31 March 2011 on pages thirteen to nineteen. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the financial statements to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

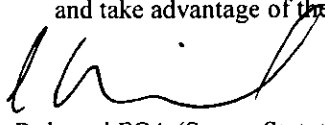
In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

Report of the Independent Auditors to the Members of
Nishkam Civic Association

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of trustees' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit, or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of the Trustees



Ian Bidmead FCA (Senior Statutory Auditor)
for and on behalf of Stanley Yule Chartered Accountants
Registered Auditors
79 Church Hill
Northfield
Birmingham
West Midlands
B31 3UB

Date 22 December 2011

Nishkam Civic Association

Statement of Financial Activities
for the Year Ended 31 March 2011

	Notes	2011 Unrestricted funds £	2010 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income	2	75,050	228,600
Activities for generating funds	3	350,994	227,448
Investment income	4	<u>3,996</u>	<u>7,411</u>
Total incoming resources		430,040	463,459
 RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income	5	153,875	144,172
Fundraising trading cost of goods sold and other costs	6	6,543	4,101
Charitable activities	7		
Support costs		322,686	546,758
Governance costs	9	<u>2,946</u>	<u>881</u>
Total resources expended		486,050	695,912
 NET INCOMING/(OUTGOING) RESOURCES			
		(56,010)	(232,453)
 RECONCILIATION OF FUNDS			
Total funds brought forward		5,193,038	5,425,491
 TOTAL FUNDS CARRIED FORWARD		 <u>5,137,028</u>	 <u>5,193,038</u>

The notes form part of these financial statements

Nishkam Civic Association

Balance Sheet
At 31 March 2011

	Notes	2011 Unrestricted funds £	2010 Total funds £
FIXED ASSETS			
Tangible assets	13	4,994,377	5,086,366
CURRENT ASSETS			
Debtors	14	48,073	41,128
Cash at bank and in hand		<u>195,300</u>	<u>139,081</u>
		243,373	180,209
CREDITORS			
Amounts falling due within one year	15	<u>(100,722)</u>	<u>(73,537)</u>
NET CURRENT ASSETS		<u>142,651</u>	<u>106,672</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,137,028</u>	<u>5,193,038</u>
NET ASSETS		<u>5,137,028</u>	<u>5,193,038</u>
FUNDS	16		
Unrestricted funds		<u>5,137,028</u>	<u>5,193,038</u>
TOTAL FUNDS		<u>5,137,028</u>	<u>5,193,038</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

The financial statements were approved by the Board of Trustees on 22 December 2011 and were signed on its behalf by



Mohinder Singh Ahluwalia –Chairman and Trustee



Upkar Pardesi –Vice Chairman and Trustee

The notes form part of these financial statements

Nishkam Civic Association

Notes to the Financial Statements
for the Year Ended 31 March 2011

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy

The following specific policies are applied to particular categories of income

Voluntary income received by way of fundraising income and sundry donations is included in full in the Statement of Financial Activities when receivable

Gym membership subscriptions are, in substance, donations rather than the payment for services and are recognised as voluntary income when receivable

Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant

Grants, which are related to performance and specific deliverables, are accounted for when the charity earns the right to consideration through its performance

Income from seminars and presentations is included as activities for generating funds when the activity has been performed

Income from Learn Direct UFI is included as an activity for generating funds when the charity earns the right to payment through its performances and the courses have been carried out

Income from the Future Jobs Fund is recognised as an activity for generating funds when receivable

Investment income is recognised when receivable

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life

Leasehold buildings	- 1% on cost
Plant and machinery etc	- 20% on cost

The estimation technique used to depreciate leasehold buildings has changed this year to 1% on cost. The new rate is considered more appropriate because the length of the lease has changed from 25 years to 99 years

Taxation

The charity is exempt from corporation tax on its charitable activities

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements

Nishkam Civic Association

Notes to the Financial Statements - continued
for the Year Ended 31 March 2011

2 VOLUNTARY INCOME

	2011	2010
	£	£
Gym membership and donations	33,719	41,966
ERDF grant	-	151,502
Insurance claim	-	10,859
Fundraising income	29,608	6,670
Other general donations and miscellaneous grants	<u>11,723</u>	<u>17,603</u>
	<u>75,050</u>	<u>228,600</u>

3 ACTIVITIES FOR GENERATING FUNDS

	2011	2010
	£	£
Seminars and presentations	82,677	71,127
Learning and development - City College	825	1,119
Media and communications rack space hire	9,000	11,750
Learn Direct UFI	218,603	143,452
Future Jobs Fund	<u>39,889</u>	-
	<u>350,994</u>	<u>227,448</u>

4 INVESTMENT INCOME

	2011	2010
	£	£
Rents received	<u>3,996</u>	<u>7,411</u>

5 COSTS OF GENERATING VOLUNTARY INCOME

	2011	2010
	£	£
Conferences and seminars	37,946	36,863
Heritage	12,636	13,051
Learning and development - City College	8,463	15,037
Media and communication	5,121	9,379
Learn Direct UFI	<u>89,709</u>	<u>69,842</u>
	<u>153,875</u>	<u>144,172</u>

6 FUNDRAISING TRADING COST OF GOODS SOLD AND OTHER COSTS

	2011	2010
	£	£
Fundraising costs	<u>6,543</u>	<u>4,101</u>

Nishkam Civic Association

Notes to the Financial Statements - continued
for the Year Ended 31 March 2011

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 8)	Totals
	£	£	£
Support costs	<u>100,466</u>	<u>222,220</u>	<u>322,686</u>

8. SUPPORT COSTS

	Management £
Support costs	<u>222,220</u>

9. GOVERNANCE COSTS

	2011	2010
	£	£
Auditors' remuneration	<u>2,946</u>	<u>881</u>

10. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting)

	2011	2010
	£	£
Auditors' remuneration	2,946	881
Depreciation - owned assets	<u>100,467</u>	<u>299,002</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2011 nor for the year ended 31 March 2010

Trustees' Expenses

There were no trustees' expenses paid for the year ended 31 March 2011 nor for the year ended 31 March 2010

12. STAFF COSTS

	2011	2010
	£	£
Wages and salaries	208,166	197,107
Redundancy costs	<u>-</u>	<u>23,954</u>
	<u>208,166</u>	<u>221,061</u>

Nishkam Civic Association

Notes to the Financial Statements - continued
for the Year Ended 31 March 2011

13. TANGIBLE FIXED ASSETS

	Leasehold buildings	Plant and machinery etc	Totals
	£	£	£
COST			
At 1 April 2010	6,001,747	294,662	6,296,409
Additions	<u>400</u>	<u>8,078</u>	<u>8,478</u>
At 31 March 2011	<u>6,002,147</u>	<u>302,740</u>	<u>6,304,887</u>
DEPRECIATION			
At 1 April 2010	951,909	258,134	1,210,043
Charge for year	<u>60,598</u>	<u>39,869</u>	<u>100,467</u>
At 31 March 2011	<u>1,012,507</u>	<u>298,003</u>	<u>1,310,510</u>
NET BOOK VALUE			
At 31 March 2011	<u>4,989,640</u>	<u>4,737</u>	<u>4,994,377</u>
At 31 March 2010	<u>5,049,838</u>	<u>36,528</u>	<u>5,086,366</u>

14. DEBTORS AMOUNTS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
Trade debtors	38,219	31,881
Other debtors	<u>9,854</u>	<u>9,247</u>
	<u>48,073</u>	<u>41,128</u>

15. CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
Trade creditors	15,172	7,130
Taxation and social security	4,768	2,764
Other creditors	<u>80,782</u>	<u>63,643</u>
	<u>100,722</u>	<u>73,537</u>

16. MOVEMENT IN FUNDS

	At 1 4 10	Net movement in funds	At 31.3 11
	£	£	£
Unrestricted funds			
General fund	5,193,038	(56,010)	5,137,028
	<u>5,193,038</u>	<u>(56,010)</u>	<u>5,137,028</u>
TOTAL FUNDS	<u>5,193,038</u>	<u>(56,010)</u>	<u>5,137,028</u>

Nishkam Civic Association

Notes to the Financial Statements - continued
for the Year Ended 31 March 2011

16. **MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	430,040	(486,050)	(56,010)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>430,040</u>	<u>(486,050)</u>	<u>(56,010)</u>

17. **RELATED PARTY DISCLOSURES**

During the year the charitable company purchased goods valued at £7,650 (2010 £649) from Marg Sat Santokh Manufacturers Limited, a company in which the trustees Mohinder Singh Ahluwalia and Parminder Singh Jhutti were directors

The amount due to Marg Sat Santokh Manufacturers Limited at the year end was £290 (2010 £Nil)

18. **ULTIMATE CONTROLLING PARTY**

The Trustees consider that the charity is jointly controlled by the Trustees and there is no ultimate controlling party

Nishkam Civic Association

Detailed Statement of Financial Activities
for the Year Ended 31 March 2011

	2011	2010
	£	£
INCOMING RESOURCES		
Voluntary income and grants		
Gym membership and donations	33,719	41,966
ERDF grant	-	151,502
Insurance claim	-	10,859
Fundraising income	29,608	6,670
Other general donations and miscellaneous grants	<u>11,723</u>	<u>17,603</u>
	75,050	228,600
Activities for generating funds		
Seminars and presentations	82,677	71,127
Learning and development - City College	825	1,119
Media and communications rack space hire	9,000	11,750
Learn Direct UFI	218,603	143,452
Future Jobs Fund	<u>39,889</u>	<u>-</u>
	350,994	227,448
Investment income		
Rents received	<u>3,996</u>	<u>7,411</u>
Total incoming resources	430,040	463,459
RESOURCES EXPENDED		
Costs of generating voluntary income		
Conferences and seminars	37,946	36,863
Heritage	12,636	13,051
Learning and development - City College	8,463	15,037
Media and communication	5,121	9,379
Learn Direct UFI	<u>89,709</u>	<u>69,842</u>
	153,875	144,172
Fundraising trading: cost of goods sold and other costs		
Cost of fundraising activities	6,543	4,101
Charitable activities		
Short leasehold depreciation	60,598	240,070
Plant and machinery depreciation	1,910	527
Fixtures and fittings depreciation	<u>37,958</u>	<u>58,405</u>
	100,466	299,002
Governance costs		
Auditors' remuneration	2,946	881

This page does not form part of the statutory financial statements

Nishkam Civic Association

Detailed Statement of Financial Activities
for the Year Ended 31 March 2011

	2011	2010
	£	£
Support costs		
Wages	102,029	98,165
Redundancy costs	-	23,954
Rates, water and service charges	31,975	19,156
Insurance	11,427	11,709
Light and heat	36,343	34,255
Telephone	4,426	6,693
Stationery, printing and postage	11,714	3,261
Advertising	150	-
Sundries	2,692	2,225
Premises repairs and renewals	7,165	15,076
Training and welfare	1,430	817
Travel and subsistence	567	139
Cleaning	1,608	1,831
Office maintenance and repairs	2,376	795
Subscriptions	288	152
Equipment expenses	1,994	1,129
Hire of equipment	-	69
Bad debts	-	529
Donations	4,300	2,505
Bank charges	23	45
Consultancy fees	-	288
Legal and professional fees	<u>1,713</u>	<u>24,963</u>
	<u>222,220</u>	<u>247,756</u>
Total resources expended	486,050	695,912
	_____	_____
Net expenditure	<u>(56,010)</u>	<u>(232,453)</u>

This page does not form part of the statutory financial statements