

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

**Report of the Trustees and
Financial Statements For The Year Ended 31 March 2012
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 2012**

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NISHKAM CIVIC ASSOCIATION

Chairman's Report for the year ended 31 March 2012

The NCA (trading as the Nishkam Centre) has had many achievements in the year to 31 March 2012 and I congratulate the Trustees, management team, staff and the dedicated volunteers for their efforts and contribution to this success.

The harsh economic environment has meant that in 2011/12 we had to get better at what we do, including responding to the increased number of people in the local communities needing our support. Innovation has been crucial in making resources stretch further, for example, using more volunteers to assist our teams delivering training, wellbeing and health care services. Funding agencies and local authorities, on whom we depend for the majority of our income, have faced decisions of unprecedented difficulty and complexity.

First and foremost, NCA responded by rigorously ensuring that we continue to provide the best possible quality of services, whilst doing our very best to protect the organisation's sustainability. It is our duty to focus as much of our expenditure as possible on direct services. We have taken steps therefore to reduce our management and operating costs dramatically, whilst simultaneously investing in safeguarding and quality by ensuring every user of our services has access to the facilities and support. We have also invested by employing a professional bid writer so that we can continue to apply for new funding schemes that are being launched to help those most affected by the spending cuts.

We are fortunate that our donated income continues to grow year on year, and we are deeply conscious of our responsibility to be transparent in our dealings with all funders - statutory and voluntary - about how our money is used.

The achievements in this report are a source of great pride, and are testament to the way in which NCA's values of passion, equality and hope are demonstrated every day by our staff and volunteers to the thousands of children, young people, families and elderly we work with. The commitment our staff and volunteers show is all the more remarkable in such challenging times, and we are deeply grateful to them for all they do.

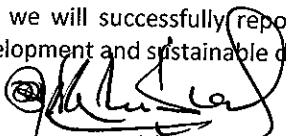
The annual accounts contained in this report do not include the value of the our NCA's major intangible asset - the contribution that is made every day of the year by volunteers from all walks of life.

NCA continues to provide essential training and developmental opportunities for volunteers. NCA does not expect volunteers to undertake activities beyond their training or experience and ensures that volunteers are not exposed to risks in their activities. Many nishkam volunteers feel their volunteering efforts should not be measured due to an ethos of remaining humble when serving their communities. I, however, feel that we must share some headline statistics:

- 103+ volunteers engaged in our activities every week;
- They contributed 16,900 volunteer hours during 2011-2012;
- £306,000 worth of volunteering was undertaken during this reporting period

The ethos of volunteering was also supported by NCA's staff who volunteered £60,500 worth of time to delivering NCA mission, over and above their paid duties.

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. Whilst 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. We will be implementing our Strategic Plan 2012-2017 and I am sure that we will successfully reposition NCA to deliver higher level of value added training, personal development, community development and sustainable development activities that are so urgently needed by local communities.


Bhai Sahib Bhai Dr Mohinder Singh Ji
Chairman

NISHKAM CIVIC ASSOCIATION

**Report of the Trustees
for the year ended 31 March 2012**

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 2012. 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 Singh Pardesi | Vice Chairman | |
| Gurcharan Singh Chandan | | - resigned 17.12.11 |
| Harpal Singh Kundi | | - resigned 17.12.11 |
| Jarnail Singh Bhinder | | |
| Ranjit Singh Dhanda | | |
| Balvir Kaur Dhillon | | |
| Upkar Singh Jheeta | | |
| Sneh Lata | | - resigned 14.2.12 |
| Pritpal Kaur Riat | | - resigned 17.12.11 |
| Gardabil Singh Tiwana | | - resigned 23.10.12 |
| Gopinder Kaur Sagoo | | |
| Shaminder Singh Rai | | |

Directors

| | | |
|--------------------------|--|---------------------|
| Mohinder Singh Ahluwalia | | |
| Sewa Singh Mandla | | |
| Upkar Singh Pardesi | | |
| Gurcharan Singh Chandan | | - resigned 17.12.11 |
| Harpal Singh Kundi | | - resigned 17.12.11 |
| Jarnail Singh Bhinder | | |
| Ranjit Singh Dhanda | | |
| Balvir Kaur Dhillon | | |
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| Gopinder Kaur Sagoo | | |
| Shaminder Singh Rai | | |

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

REFERENCE AND ADMINISTRATIVE DETAILS

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.

OBJECTIVES AND ACTIVITIES

This report of Nishkam Civic Association (NCA) is a summary of the range of activities that were undertaken in 2011/12.

The NCA is a charitable and not for profit organisation dedicated to improving the life of Birmingham's diverse communities. The inspiration was conceived under the auspices of the Guru Nanak Nishkam Sewak Jatha (GNNSJ) Birmingham, UK. NCA aims to deliver GNNSJ's objectives of fusing secularity with spirituality for the common good, engaging with the Government, the Local Council and the wider community through social action. It is not surprising that more equal societies display greater wellbeing among their citizens and foster confidence and greater participation in civic and economic life. If we are able to achieve better outcomes, people, families and communities become more resilient, rely less on the state for assistance and are able to shape their own futures. In short, socially included citizens have a greater stake in society. A fairer and more cohesive city brings economic prosperity where citizens contribute to the economy and generate wealth for themselves and their communities.

In looking forward, like all organisations, NCA is considering how it can best deliver its services in an uncertain economic climate, whilst remaining optimistic and future-focused. We have looked at creating efficiencies in operational costs and, due to the reductions in external funding, are going to be looking at repositioning the organisation to ensure the return on time, resources and funds deployed are maximised.

This year has been a challenging one, even more so than previous years. All concerned with NCA worked hard to continue to forge partnerships with private sector organisations so that our services can be made available to those who need them the most. The Nishkam brand has continued to become synonymous with values-led, quality delivery with exceptional focus on doing the right thing for the welfare of all; taking the right path and not necessarily the easy one. NCA has continued to be recognised as a credible and worthy partner whilst propagating nishkam (selfless) service as its key value. The organisation has been approached by many third sector and other organisations looking for information, advice and guidance, inspiration and partnership to help them engage the social capital of volunteering so as make a positive impact on their communities.

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

OBJECTIVES AND ACTIVITIES

It should be noted that NCA has not been immune or protected from the economic downturn and funding cuts which are affecting third sector organisations. The austerity measures that are taking hold are beginning to affect the voluntary sector more than most. The year began with NCA having to rethink its future in light of the changing landscape. Whilst it has never been a wholly grant or hand-out dependent organisation, it has seen the need for services it provides increase whilst the amount of funding/income associated with these activities diminish substantially. NCA remains steadfast in delivering the highest level of services within the best environment, ensuring services remain accessible to all. NCA is continuously supported by a team of dedicated staff and volunteers who believe in the principle of nishkam or selfless service.

NCA's commitment to providing the support mechanisms and activities required to deliver the Government's Big Society agenda by fusing spirituality and secularity as a model of working remained unchanged in the very difficult economic conditions. The organisation takes a holistic approach to improving health, wealth, spiritual, mental and physical wellbeing (physical, psychological, social), and seeks to deliver these through a coherent diversity of activities and services that meet exemplar standards. Like most great cities, Birmingham is experiencing unprecedented change brought about by global economic forces. The banking and Eurozone issues combined with the government's deficit management policies have combined to cause a major threat to economic wellbeing and social cohesion.

NCA is committed to promoting diversity and practicing equal opportunity. We see great strength in building a truly inclusive organisation that appreciates and values the diversity of the communities that we serve. We incorporate measures that make all users of our services feel valued and able to participate to achieve their full potential.

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

- Work harder and smarter to generate income and activities for our social enterprises
- Conduct an on-going organisational review to maximise the contribution made by all
- Develop and foster relationships with key stakeholders, with a view to creating opportunities, synergies and partnerships
- Carry out fundraising activities throughout the year to raise funds for local and global humanitarian projects and partners
- Capacity building staff and volunteers so that they can reach a higher potential and work in more professional ways

The Board is continually considering ways in which it can improve its understanding of the challenges it faces in the work that it does. New Board directors are encouraged to take part in an induction process which enables them to gain a wider understanding of the work of the company. In addition, and from time to time, the Board reviews its need for training and other advice and support.

The Board reviews risk issues on a regular basis, this is achieved through a risk management policy implemented through the Management Team led by the Centre Director. Regular risk assessments are undertaken on all activities within the organisation.

The Directors are responsible for overall direction and policy of the organisation. Board meetings are currently held every 12 weeks and are serviced by the Vice Chair and Centre Director who is responsible for the development and implementation of projects, supervision of staff and the overseeing of the day-to-day operations of the organisation via the Operations Manager.

In addition to the Board, NCA has a variety of sub-committee structures, although this is currently under review. The Finance and General Purposes committee is held every 4-6 weeks and its findings are reported the Board Meeting.

The Board members and officers spent considerable time throughout 2011/12 reviewing the performance of NCA and preparing a comprehensive strategic plan for the next five years. A summary Strategic Plan 2012 to 2017 was approved by the Board in March 2012 with a view to its implementation from April 2012 onwards. The plan includes revised mission and vision statements, simple to remember core values and an approach that has volunteering and partnership at its heart.

This year's activity and achievements are therefore reported to reflect the strategic intent and themes that we shall be following in the coming years as these provide a sound rationale and foundation against which we will regularly monitor our performance.

NISHKAM CIVIC ASSOCIATION
Report of the Trustees
for the year ended 31 March 2012

STRATEGIC INTENT AND THEMES

Our Mission

The Nishkam Centre is a faith inspired organisation working for the benefit of all communities. Our mission is to enrich mundane life through the practice and promotion of the Sikh values of earning an honest living, sharing and active volunteering. By applying universal values such as compassion and benevolence, accountability and transparency, selflessness, contentment and humility in all our work, we aspire to develop and empower individuals with positive dispositions, knowledge and skills so that they help themselves and others in building strong families and sustainable communities.

Our Vision

By 2017 to be well-known regionally, nationally and internationally as an exemplar Sikh faith inspired institution sustained by the selfless service of the community. This becomes a powerful force for vocational learning, enterprise, civic engagement, art, culture, heritage and wellbeing.

Our Values

Our values are summarised by the five "I's" that 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 and acceptance of all in local and global contexts

Our Approach

We will be guided by universal values from our rich heritage, incorporating active learning, selfless volunteering, partnership working, cultural sensitivity, striving for originality and innovation. We work on the principle of working from 'whole to part' ever conscious of the impact of our thinking, attitudes and actions on the 'bigger picture' of the life and environment we share with others. Our service users have included British, Bangladeshi, Indian, Pakistani, other Asian, African, Caribbean, Polish, Iraqi, Somali, Chinese, new arrival communities and many more of the nationalities that frequent or reside in the locality.

Themes

Going forward all Nishkam Centre activity in the Strategic Plan 2012-17 is aligned to three key strategic themes:

- Personal Development
- Community Development
- Sustainable development

This year we are reporting all our achievements and challenges under these three themes.

Strategic Theme - Personal Development

Personal development is defined as:

"the development of the whole person-spirit, body and mind, who is a lifelong learner, reflective, self-aware, empowered and responsible so as to contribute to the building of strong families and healthy communities"

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Strategic Objective

To enable individuals to realise their full potential, raise aspirations and enable them to lead productive and healthy lives.

Learndirect Centre

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 better start in life and this must be a precursor to realise the Big Society Agenda.

Learndirect has continued to grow for the seventh consecutive year. In 2011 NCA started with an initial funding budget exceeding £140,000. During this academic year NCA has strengthened its service offering and been successful in:

- OCR approval to deliver NVQ Level 3 and 4 in Customer services;
- Level 1 and 2 in Health and Social Care;
- Under the Foundation Learning Curriculum we were successful in delivering high volumes of Employability skills programme;
- Building strong partnerships with local job centres and service providers.

Over 350 students have benefited from a wide-ranging number of programmes in Learndirect. The ethnicity of these students, as outlined earlier, reflected the locality and included British, Bangladeshi, Indian, Pakistani, other Asian, African, Caribbean, Polish, Iraqi, Somali, Chinese, new arrival communities and many more. The rich diversity of students enriches and informs the services provision of the NCA.

In addition:

- We were reassessed for Matrix accreditation in June 2011 and were reaccredited the matrix standard after the reassessment
- We have been successful in two audits done in 2011-12 and no funding errors were noted from the audits
- We are on the approved list of Register of Training Organisations which is mandatory to be invited for any tenders in the educational sector under SFA
- Volunteering in Learndirect: a high success story of capacity building in action as many of our learners on completion of their learning continued to volunteer and have provided high quality support to fellow learners and supported various other projects in the centre

Lifelong learning

A range of adult learning courses offering essential skills and enrichment to individuals. Courses range from vocational training and life skills courses, including:

- Professional courses - AAT Level 2 and looking to extent to Level 3
- Vocational Course - sewing and craft work
- Faith Inspired courses- Sikh History, Sikh Studies and Gurbani Studies
- Language Courses- Punjabi Beginners, Intermediate and GCSE level
- Classical & faith inspired Music classes- Classical Indian vocal training, Sitar classes and Thanti Saaj classes
- 128 students attended and benefited from our range of enrichment courses

NISHKAM CIVIC ASSOCIATION
Report of the Trustees
for the year ended 31 March 2012

Future Jobs Fund

NCA has continued to support economic development initiatives to capacity build individuals who need help to develop skills and experience. One such programme was the Future Jobs Fund (FJF) programme. NCA recruited ten long-term unemployed individuals on a temporary contracts. The organisation developed these individuals to be job-ready and the acid test was that seven of the ten were retained by NCA. The other three went on to find jobs elsewhere as a direct result of their interaction with the organisation and subsequent networking interventions created opportunities

Nishkam Centre Volunteers

We remain proud to say that our volunteers are the backbone of NCA. Anyone who has a genuine passion for volunteering enjoys working with people and communities, and shares our vision to do the right thing for the common good is encouraged to register their interest with the NCA and get involved in various projects. The opportunities remain varied, from projects and administration, advising and supporting individuals and community groups across a wide spectrum.

Our Volunteers:

- Help prepare and deliver community events
- Help prepare marketing and publications
- Undertake specific research as required
- Participate and support with business planning and provide key information that affects organisations and local communities
- Support many of the projects and initiatives at the Nishkam Centre, locally and via partners overseas

NCA continues to provide essential training and developmental opportunities for volunteers. NCA does not expect volunteers to undertake activities beyond their training or experience and ensures that volunteers are not exposed to risks in their activities. Many nishkam volunteers feel their volunteering efforts should not be measured due to an ethos of remaining humble when serving their communities. We however, feel that we should celebrate some headline statistics:

- 103+ volunteers engage in our activities every week;
- 16,900 volunteer hours have been invested during 2011-2012;
- £306,000 of volunteering done during this reporting period.

The volunteer roles varied immensely from Board level and advisory capacity to those requiring routine cleaning duties. It is very clear that NCA volunteers are the critical element of sustainability and future success. The ethos of volunteering is mirrored and supported by NCA's staff who also understand the benefits of volunteering so they offer their time in a volunteering capacity:

- £60,500 of voluntary hours done by NCA staff during this period.

NCA has established a valuable model of volunteering. In an effort to develop this ethos and share this model further our volunteer coordinator has worked tirelessly to recruit and capacity build the team of volunteers to ensure a conducive and rewarding environment for all volunteers.

The Centre is currently working towards the Investors In Volunteers accreditation. It is hoped that this will allow the development of a formal structure and model which the organisation can share with others.

- Develop more commercial training and support provision
- Work with partners to increase provision of Diversity, Ethics Training and Development
- Establish NCA as a test centre

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

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

- Enhance the provision of new courses to enable capacity building of the individual, organisations and community.
- Secure British Accreditation Council (BAC) accreditation enabling NCA to increase service provision
- Establish / enhance partnerships with academic institutions
- Development and support of 6th Form college
- Support and aid development of Nishkam High School
- Collaborative work and on-site training with local schools - St John Wall, Grestone School
- Establish NCA College status
- Develop more faith and heritage inspired courses - tanti saaj, sikh history, exploring gurbani
- Explore new funding streams

Health & Wellbeing

The Wellbeing Centre staff and volunteers have continued to work with sheer commitment and dedication to push the Wellbeing social enterprise forward in difficult times.

- The NCA Soccer School took part in 'Run a mile ' for Sport Relief, the children donated two weeks fees to the charity
- The NCA took part in the Birmingham wide table tennis initiative ('Ping') - involving the placing of a table at the Centre to encourage people to play.
- Free Swimming lessons were arranged for elderly women
- The annual 26 mile bike ride was held in November 2011 in partnership with The Albion Foundation

Over the next 10 years, labelled 'The golden decade of sport' - the UK is hosting major sporting events, such as the 2012 Olympic and Paralympic Games, the 2015 Rugby World Cup and many others. Hundreds of jobs in the leisure industry such as coaching, fitness instructors, etc will be created and in turn will see many people renew their interest in fitness and sport. The next few years should be very fruitful.

By 2020, a quarter of the UK population will be aged over 60 (Oxford Institute of Population Ageing, 2011). As the proportion and number of 'time-rich and cash-rich' customers rises, the industry will need to capitalise on the opportunities this will provide.

The UK Government, through Sport England and other regional bodies, is investing money into schools, community sports, elite sports, coaching provision and training for PE teachers. It is anticipated that job opportunities will increase in sport development and coaching.

The Wellbeing Run and Walk, an annual event which took place in Handsworth Park attracting hundreds of visitors and participants all of whom enjoyed the event. The event was made possible due to the cooperation between various partners including Sporting Equals and Aston Villa Football Club to mention a few. The event was a major success costing in the region of £8,000, funded through fundraising initiatives and the goodwill of partners and volunteers.

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Chaplaincy (Sikh Rogi Asra)

The project was formally initiated in 2008 as an initiative to support those in society in need of a personal touch; someone to listen, assist and help them cope in their hour of need. At the initial stage there was a sharing and learning of concepts and ideologies. NCA soon realised that the provision of spiritual care to diverse community was something that came naturally to faith inspired people and had been provided under various guises for 32 years at GNNSJ Gurudwara - the parent organisation and a Sikh place of worship. This service is inspired and tailored for the western, secular and particular trust protocols by the Nishkam team incorporating nuances from Guru Nanak Nishkam Sewak Jatha and 543 years of the divine teachings provided by the ten Guru's and Guru Granth Sahib - the Sikh's eternal Guru.

NCA's strategy is to exalt volunteers by giving them the encouragement, training and commitment at the 'centre of excellence'. This year we have capacity built additional volunteers and partners - the increase in the volunteer base will deliver more people to serve in the community.

Our vision is to engage with other partners, to train healthcare centres, carers, educational trusts and enterprises so they can provide this vital, humble and compassionate service to the wider community, serving humanity through Nishkam - selfless service - addressing Sarbat Dha Bhalla (wellbeing and welfare of all).

- The chaplaincy service has proved very successful with the number of trained chaplaincy volunteers now at 24 - an increase of 140%
- The Chaplains have made 460 visits in 2011 / 12 - an increase of 33%
- The number of patients seen in 2011 / 12 was 2,169 - an increase of 41%
- Whilst we see the need for this service growing and increasing, paradoxically, there is a shift in the other direction when we look at funding to sustain and carry out this work. The challenge is to continue the delivery of these much needed services without compromise.

Summary of partners and volunteers involved in Chaplaincy Projects

| Partners / Organisations | Number of Volunteers |
|-----------------------------|-------------------------|
| GNNSJ (Parent Organisation) | 11 |
| Other Gurudwaras | 6 |
| Nishkam Centre | 20 |
| Birmingham Airport | 5 |
| End of Life Care | 3 |
| Funeral Directors | 1 |
| Healthcare | 24 |
| Hospices | 2 |
| Near Neighbours Project | 13 |
| Sikh Chaplaincy | 2 |
| Universities | 2 |
| West Midlands Police | 3 |
| Total | 92 |

We have been working on a Community Chaplaincy Project funded by Near Neighbours, enabling the development of a chaplaincy course accredited by ONC, to train other faith communities in Chaplaincy (Level 2). The programme is about focusing on the individual faith, core values, principles, religious and cultural needs and end of life care to support the community. The training course will be developed and delivered throughout 2012.

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Chaplaincy - Key focus and activities for the coming year:

- Identify further funding streams
- Chaplaincy to increase volunteer base and outreach work
- Promote more interfaith chaplaincy models
- Develop a recognised programme that is adopted by other Sikh organisations giving a standardised approach
- Promote and encourage more volunteers to get involved in chaplaincy services

Parenting Project

The Parenting Project is funded by Near Neighbours and will bring people of different faiths together by ensuring that representatives from local faiths are on the steering group. The steering group will be in charge of collating ideas, best-practices and information on parenting from their own areas of expertise or from their communities, and then building a 'bank' of ideas which will form the foundation of resources for parents and families.

The Nishkam Centre will be the hub for this project. Workshops and meetings will take place at the centre on a regular basis ensuring that dialogue between different faiths/communities is able to take place. We will use the centres IT and audio/visual systems to store data that is being collated and to design the necessary resources.

The research stage of the project will take place over the next 6 months, and the first version of the parenting resource will be available for distribution in 2012. We will then collate feedback with a view to release a second more in-depth version of the resource. During this time the bank of ideas and best practices will keep growing.

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 additions to nursery/childcare provision and education per se.

Strategic Theme- Community Development

Community development is defined as:

"the promotion of social justice, personal and collective accountability and empowerment of individuals so that they proactively help themselves and others to build strong families and sustainable communities"

Strategic Objectives

- To increase community and economic wellbeing in the City
- To enable local people and communities in the City to become actively involved and engaged in civic affairs

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Women's Forum

The forum continues to play an active and important role in many projects under the NCA / GNNSJ banner. The NCA is passionate about the contribution of women and their importance is reflected in the Sikh faith and in society historically and today.

The Women's forum creates the ideal opportunity for women of all ages to gather, discuss and exchange cultural, spiritual and professional topics. Sessions targeting women covering topics ranging from parenting and family values to healthy eating. These sessions were attended by over 80 women of varying ages.

Women's forum - Key focus and activities for the coming year:

- Conduct more research on needs via workshops, questionnaires and focus groups
- Establish more services based on identified demand
- Identify further funding streams

Domestic Violence project

We have partnered with Ashram housing and recently started to deliver Domestic Violence (DV) clinics - This targets women of any age and background, suffering from any issues including Domestic Violence. Although the service is in its infancy, working with Ashram Housing we hope to support in the region of 70-80 women.

The profile of women we have helped ranges from 20 year olds to 60+ year olds, and from many different cultural and faith backgrounds. The demographics, nationality mix and the uptake of the service demonstrates the magnitude of work to be done when looking at domestic violence against women.

The partnership with Ashram Housing has been further strengthened with the Nishkam chaplaincy service which also helps and supports individuals at a time of need.

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). The NCA is privileged to have continued to work with other like-minded organisations and partners like Friends of the Earth Birmingham, Museum of World Religions (MWR) and the Council of Sikh Gurudwaras Birmingham to mention a few. 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.

Intra faith involvement has included:

- Chairmanship of and working with British Sikh Consultative Forum
- Provision and development of Sikh Chaplaincy and Counselling services and support
- On-going work on Sikh identity and preservation of heritage
- Sangat TV - Sky channel advised and directed during and post launch
- Advice and guidance to other Gurudwaras on progression and expansion
- Continued support and work with the Council of Sikh Gurudwaras in Birmingham
- Regular provision of speakers and materials to both Houses of Parliament especially during specific faith programs and festivities

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Interfaith work continued and supported:

- Facilitated many interfaith visits to the Gurudwara from local schools, regional, national and international visitors and dignitaries.
- Promoted and hosted Brahma Kumari training events
- Representation on the West Midlands Faith Forum
- Representation on the Birmingham Faith Leaders Group
- Input and support for the Museum of World Religions
- Support of the Jubilee Debt Campaign's Multi-Faith Project
- Consultation with the Elijah Board of Religious Leaders
- Birmingham Citizens
- Support of the Faith Encounter Programme
- Representation in the Faiths in the City programme
- Supporting and promoting Religions for Peace work
- Working with the Council of Dharmic Faiths
- Members of Friends of the Earth (Birmingham) Project - Environment And Religions Training Hub (EARTH)

Community Development - Key focus and activities for the coming year

- Development and support of Nishkam Health Centre
- Prepare community and partners to participate in the Year of Service and Diamond Jubilee
- Development of youth and mentoring services
- CV and economic development workshops
- Community capacity building - neighbourhood forum support

Strategic Theme - Sustainable Development

Sustainable Development is defined as:

"we are inter-dependent with each other as humans and with our shared environment. In today's shrinking world, global events have an impact locally whether it is climate change, economic crisis, poverty, social exclusion or a raft of other pressing issues and challenges. To survive and flourish, we must develop a new consciousness, one which respects diversity and the environment, rediscovers the power of shared human values, and empowers individuals to work together for the common good"

Strategic Objective

To create a better place to live, work and proactively secure the survival and future of our community and our society.

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Conference & Events

Our Conference and Events social enterprise has continued to push hard and ahead during these challenging times. This enterprise has seen a direct knock on effect of the Coalition Government's deficit reduction plan and as a result much of the demand from the public and third sector has declined. A concerted effort has been made to attract new clients from the private sector and these have included organisations delivering Neuro-Linguistic-Programming (NLP), Health & Safety training and Fire Marshall training and financial institutions delivering staff training and development for new branches across the Midlands.

Key highlights in Conference & Events include:

- Total income generated 2011/12 over £46,000
- 74 paid events
- 660 in-kind / pro bono events
- Facilitated 30,865 people (internal and external events)
- Hosted the ground-breaking Turbanology Exhibition in partnership with Dot-Hyphen Productions
- Hosted the Launch of Migrant Voice - a new national community/charity based newspaper
- Hosted a community open day for Adullam Housing
- Hosted the televised Young Millions Programme for Common Purpose
- Reception to honour the achievements of Kanwar Sadhu
- A management meeting for the Tony Blair Faith Foundation
- Hosted several open days and staff training days for the new Nishkam Primary School
- Developed and launched the Dastar Exhibition
- Hosted and launched an exhibition displaying rare artefacts from the sikh faith (Bhai Bhuta Singh)

The Centre continues to provide support and facilities to those projects that share our common values and goals. Once again, the challenge for Conference and Events is to continue to increase activities and develop greater links with private and corporate organisations to produce a growing social enterprise each and every year.

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

- Expand the development of the social enterprise
- Identify new strategic partners in private, public and third sectors
- Facilitate more policy debate and enable grass roots organisation to have a voice and platform
- Work with faith groups to increase community cohesion
- Work and support other charities during hard economic times
- Development of in-house Symposiums to income generate and to share values

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 a more local level through various trusted partners. The Nishkam Aid projects looks to provide help and relief to those people that require it the most. We prefer to consider the assistance we provide as a 'hand-up and not a hand-out' and therefore there is an emphasis for the recipients not to become dependent but to seize the opportunity to improve via self-help. We believe we all have the capacity to do great things and sometimes this requires a catalyst and realisation that is achievable.

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

Key achievements include:

- Continued work with and support for Divine Onkar Mission (DOM) to carry out vital projects in India - education, relieve suffering and provision of basic life needs
- Support and collaborate with St Mary's Hospice through our Chaplaincy arm
- Annual Wellbeing event
- Bike Ride 2011 to raise funds for much needed projects
- Gift appeal 2011 collected over 400 items and distributed to women and children affected by domestic violence and abuse
- Macmillan Coffee Mornings, bringing different members of the community together and raise money for charity

Clothing Project - supporting those in need

NCA continues to support initiatives that focus on Recycling activities to reduce humanity's detrimental impact on planet Earth. This includes supporting local initiatives via Friends of The Earth to challenge more sustainable models; international projects via the parent organisation to support restoration/ environmental projects.

The collection and re-use of clothing to support partners like Divine Onkar Mission to redistribute surplus clothing is proving to be a much needed service. The project has grown rapidly and we have been able to help a vast number of people and involve many volunteers in the process.

Incubation Service

Our social enterprises have been directly affected by the Coalition Government's deficit reduction plan. As a result we have seen a reduction in clients booking our facilities from the public and third sector. Through the 'incubation concept' and providing values driven services to the communities we serve, NCA has established and secured tenants once again who share similar ideologies that support the Nishkam ethos. These include:

- Harkirit Limited - a specialist home-grown conservation, construction, facilities management and build consultancy service to a whole host of clients
- HK Lawyers - a legal practice providing a wide range of legal services to clients in a culturally sensitive environment
- Nishkam Education Trust - working tirelessly to open faith based community schools and a sixth form college
- Taxlite - an accountancy business that provides services to clients whilst embracing the ethos of going the extra mile

Supporting other social enterprises to become sustainable

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

- Supporting and facilitating the Nishkam Education Trust with the Primary, Secondary School and 6th Form projects
- Promoting and facilitating lifelong learning and adult training and development through the development of key partnerships with colleges, universities and academic institutions
- UK Border Agency continues to work and further develop the partnership with Nishkam to offer free immigration support clinics. We are developing partnerships with other community organisations that offer free and impartial help and support
- Divine Onkar Mission continues to work with NCA to collect and distribute clothes to the needy across the globe
- Sangat Trust - NCA is working closely with the organisation to establish and make the brand of Sangat TV Channel a world class recognised standard

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

FUTURE DEVELOPMENTS

The NCA is continuing to set itself challenging targets like previous years to ensure it is constantly pushing frontiers further. Our Strategic Plan up to 2017 is about setting targets that move the organisations Vision and Mission forward in a coherent way. The senior management team will be strengthened to ensure capability and capacity to deliver a challenging Strategic Plan.

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

- Roll out and communicate The Strategic Plan for 2012 - 2017
- Develop the humanitarian aid projects - locally and globally
- Fundraising to support parent organisation
- Strengthen senior management team
- Establish welfare services with the funding secured from Lloyds TSB Foundation for England and Wales
- Build on the Sikh Chaplaincy project to ensure the greater involvement of other communities and faiths
- Prepare the organisation for investing in Volunteers accreditation
- Developing new strategic partnerships and delivery partnerships - ABA, BRAP, BFRT
- Look at expanding the outreach programmes - specifically looking at a Homeless Project in Birmingham
- Ensure income generation, collaborative working, volunteer development and successful delivery of Empty Homes project
- Develop Nishkam Security Services as a social enterprise - to address employment services and community safety issues

The Nishkam Centre team continues its support, involvement, voluntary roles in other organisations and are grateful for their involvement. These include:

- British Sikh Consultative Forum (BSCF)
- World Conference of Religions for Peace (WCRP)
- Elijah Board of World's Religious Leaders (EBRL)
- European Council of Religious Leaders (ECRL)
- Religions for Peace (UK)
- United Religions Initiative (UK)
- Museum of Worlds Religions (MWR (UK))
- Council for Parliament of the Worlds Religions (CPWR), Chicago, USA
- Globalisation for the Common Good
- Goldin Institute
- Jubilee Debt Campaign
- Divine Onkar Mission, UK
- Birmingham Citizens
- National Spirituality and Mental Health Forum
- Governorship roles in local Schools
- Birmingham Voluntary Sector Council (BVSC)
- Council of Sikh Gurudwaras in Birmingham
- Friends of the Earth (Bham)
- Faith in the City
- West Midlands Police Critical Reference Group
- Handsworth Cohesion Policy Network
- Birmingham Faith Round Table Advisory Board
- Faith Action
- Coming of Age Partnership (COAP)
- Handsworth & Lozells Delivery Partnership
- Handsworth & Lozells Town Planning Partnership
- Handsworth & Lozells Tension Monitoring Group

NISHKAM CIVIC ASSOCIATION

Report of the Trustees for the year ended 31 March 2012

THANKS TO OUR FUNDERS, PARTNERS AND SPONSORS

We take this opportunity to record our sincere gratitude to the following organisations for their continuing support throughout 2011/12 and we look forward to working with them all in the future.

- Guru Nanak Nishkam Sewak Jatha (UK)
- Nishkam Education Trust
- Nishkam School
- Awards for All
- Big Lottery Fund
- Marg Sat Santokh Manufacturers Limited (MSS)
- Sport England
- Lloyds TSB Foundation for England and Wales
- Birmingham City Council
- HSBC Trust
- Barclays Bank
- Rik Basra Campaign
- Anthony Nolan Trust
- Skills Funding Agency
- Learndirect
- Sangat Trust
- West Midlands Police
- The Albion Foundation
- Sporting Equals
- Aston Villa FC

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.

NISHKAM CIVIC ASSOCIATION

**Report of the Trustees
for the year ended 31 March 2012**

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.

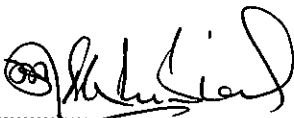
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the 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 - Trustee

20 December 2012

**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 2012 on pages twenty to twenty eight. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

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 Chairman's Report and the Report of the Trustees 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 2012 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

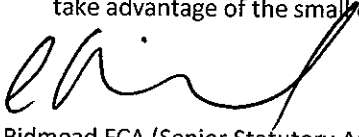
In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

**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

20 December 2012

NISHKAM CIVIC ASSOCIATION

**Statement of Financial Activities
for the year ended 31 March 2012**

| | | 2012 | 2011 |
|---|-------|-----------------------------|-----------------------------|
| | | Unrestricted | Total |
| | | funds | funds |
| | | £ | as restated |
| | Notes | | £ |
| INCOMING RESOURCES | | | |
| Incoming resources from generated funds | | | |
| Voluntary income | 2 | 108,316 | 75,050 |
| Activities for generating funds | 3 | 298,771 | 350,994 |
| Investment income | 4 | <u>10,700</u> | <u>3,996</u> |
| Total incoming resources | | 417,787 | 430,040 |
| RESOURCES EXPENDED | | | |
| Costs of generating funds | | | |
| Costs of generating voluntary income | 5 | 150,895 | 155,850 |
| Fundraising trading: cost of goods sold and other costs | 6 | - | 6,543 |
| Charitable activities | 7 | | |
| Support costs | | 307,879 | 300,992 |
| Governance costs | 9 | <u>2,000</u> | <u>2,946</u> |
| Total resources expended | | 460,774 | 466,331 |
| NET INCOMING/(OUTGOING) RESOURCES | | (42,987) | (36,291) |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | | 3,500,393 | 3,536,684 |
| TOTAL FUNDS CARRIED FORWARD | | <u>3,457,406</u> | <u>3,500,393</u> |

The notes form part of these financial statements

NISHKAM CIVIC ASSOCIATION

**Balance Sheet
At 31 March 2012**

| | Notes | 2012 Unrestricted funds £ | 2011 Total funds as restated £ |
|--|-------|------------------------------------|--|
| FIXED ASSETS | | | |
| Tangible assets | 14 | 3,329,285 | 3,357,742 |
| CURRENT ASSETS | | | |
| Debtors | 15 | 134,604 | 48,073 |
| Cash at bank and in hand | | <u>89,301</u> | <u>195,300</u> |
| | | 223,905 | 243,373 |
| CREDITORS | | | |
| Amounts falling due within one year | 16 | (95,784) | (100,722) |
| NET CURRENT ASSETS | | <u>128,121</u> | <u>142,651</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>3,457,406</u> | <u>3,500,393</u> |
| NET ASSETS | | <u>3,457,406</u> | <u>3,500,393</u> |
| FUNDS | | | |
| Unrestricted funds | 17 | <u>3,457,406</u> | <u>3,500,393</u> |
| TOTAL FUNDS | | <u>3,457,406</u> | <u>3,500,393</u> |

The notes form part of these financial statements

NISHKAM CIVIC ASSOCIATION

**Balance Sheet - continued
At 31 March 2012**

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 20 December 2012 and were signed on its behalf by:



.....
Mohinder Singh Ahluwalia -Trustee

The notes form part of these financial statements

NISHKAM CIVIC ASSOCIATION

Notes to the Financial Statements for the year ended 31 March 2012

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 |

Taxation

The charity is exempt from corporation tax on its charitable activities.

NISHKAM CIVIC ASSOCIATION

**Notes to the Financial Statements - continued
for the year ended 31 March 2012**

1. ACCOUNTING POLICIES - continued

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.

2. VOLUNTARY INCOME

| | 2012 | 2011 as restated |
|--|----------------|---------------------|
| | £ | £ |
| Gym membership and other income | 39,533 | 32,719 |
| Wellbeing grants | 9,420 | 1,000 |
| Sponsorship income | 6,731 | 29,608 |
| Other general donations and miscellaneous grants | <u>52,632</u> | <u>11,723</u> |
| | <u>108,316</u> | <u>75,050</u> |

3. ACTIVITIES FOR GENERATING FUNDS

| | 2012 | 2011 as restated |
|----------------------------|----------------|---------------------|
| | £ | £ |
| Seminars and presentations | 85,154 | 82,677 |
| Heritage | 1,489 | - |
| Learning and development | 8,011 | 825 |
| Media and communications | 24,000 | 9,000 |
| Learn Direct UFI | 157,100 | 218,603 |
| Future Jobs Fund | <u>23,017</u> | <u>39,889</u> |
| | <u>298,771</u> | <u>350,994</u> |

4. INVESTMENT INCOME

| | 2012 | 2011 as restated |
|----------------|---------------|---------------------|
| | £ | £ |
| Rents received | <u>10,700</u> | <u>3,996</u> |

NISHKAM CIVIC ASSOCIATION

**Notes to the Financial Statements - continued
for the year ended 31 March 2012**

5. COSTS OF GENERATING VOLUNTARY INCOME

| | 2012 | 2011 as restated |
|--------------------------|----------------|---------------------|
| | £ | £ |
| Conferences and seminars | 28,731 | 37,946 |
| Heritage | 5,436 | 12,636 |
| Learning and development | 13,487 | 8,463 |
| Media and communication | 26,387 | 5,121 |
| Learn Direct UFI | 65,725 | 89,709 |
| Gym | <u>11,129</u> | <u>1,975</u> |
| | <u>150,895</u> | <u>155,850</u> |

6. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS

| | 2012 | 2011 as restated |
|-----------|----------|---------------------|
| | £ | £ |
| Purchases | <u>-</u> | <u>6,543</u> |

7. CHARITABLE ACTIVITIES COSTS

| | Direct costs | Support costs (See note 8) | Totals |
|---------------|---------------|-------------------------------|----------------|
| | £ | £ | £ |
| Support costs | <u>43,501</u> | <u>264,378</u> | <u>307,879</u> |

8. SUPPORT COSTS

| | Management |
|---------------|----------------|
| | £ |
| Support costs | <u>264,378</u> |

9. GOVERNANCE COSTS

| | 2012 | 2011 as restated |
|------------------------|--------------|---------------------|
| | £ | £ |
| Auditors' remuneration | <u>2,000</u> | <u>2,946</u> |

NISHKAM CIVIC ASSOCIATION

**Notes to the Financial Statements - continued
for the year ended 31 March 2012**

10. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

| | 2012 | 2011 as restated |
|-----------------------------|----------------------|---------------------|
| | £ | £ |
| Auditors' remuneration | 2,000 | 2,946 |
| Depreciation - owned assets | <u>43,501</u> | <u>80,748</u> |

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2012 nor for the year ended 31 March 2011.

Trustees' Expenses

There were no trustees' expenses paid for the year ended 31 March 2012 nor for the year ended 31 March 2011.

12. STAFF COSTS

| | 2012 | 2011 as restated |
|--------------------|-----------------------|---------------------|
| | £ | £ |
| Wages and salaries | <u>242,938</u> | <u>208,166</u> |

13. PRIOR YEAR ADJUSTMENT

During the year ended 31 March 2006 an ERDF grant was received of £2,300,070 which was included in incoming resources. On subsequent review it has been established that £1,971,850 of the grant related to the capital expenditure incurred by the charity.

The grant is considered to meet the criteria of a capital grant under SSAP 4 Government Grants. Consequently the accounting treatment should have been to net off the grant against the specific expenditure on fixed assets and recognise it over the useful economic lives of the related assets. An adjustment has been made to correctly reflect this resulting in the reduction of Tangible Assets at 31 March 2011 by £1,636,635 after adjusting for depreciation, and a corresponding reduction in funds of the same amount.

NISHKAM CIVIC ASSOCIATION

**Notes to the Financial Statements - continued
for the year ended 31 March 2012**

14. TANGIBLE FIXED ASSETS

| | Land and buildings £ | Plant and machinery etc £ | Totals £ |
|-----------------------|----------------------------|---------------------------------|------------------|
| COST | | | |
| At 1 April 2011 | 4,030,297 | 302,740 | 4,333,037 |
| Additions | <u>7,872</u> | <u>7,172</u> | <u>15,044</u> |
| At 31 March 2012 | <u>4,038,169</u> | <u>309,912</u> | <u>4,348,081</u> |
| DEPRECIATION | | | |
| At 1 April 2011 | 677,292 | 298,003 | 975,295 |
| Charge for year | <u>40,381</u> | <u>3,120</u> | <u>43,501</u> |
| At 31 March 2012 | <u>717,673</u> | <u>301,123</u> | <u>1,018,796</u> |
| NET BOOK VALUE | | | |
| At 31 March 2012 | <u>3,320,496</u> | <u>8,789</u> | <u>3,329,285</u> |
| At 31 March 2011 | <u>3,353,005</u> | <u>4,737</u> | <u>3,357,742</u> |

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2012 £ | 2011 as restated £ |
|---------------|----------------|--------------------------|
| Trade debtors | 126,693 | 38,219 |
| Other debtors | <u>7,911</u> | <u>9,854</u> |
| | <u>134,604</u> | <u>48,073</u> |

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2012 £ | 2011 as restated £ |
|------------------------------|---------------|--------------------------|
| Trade creditors | 42,828 | 15,172 |
| Taxation and social security | 3,389 | 4,768 |
| Other creditors | <u>49,567</u> | <u>80,782</u> |
| | <u>95,784</u> | <u>100,722</u> |

NISHKAM CIVIC ASSOCIATION

**Notes to the Financial Statements - continued
for the year ended 31 March 2012**

17. MOVEMENT IN FUNDS

| | At 1.4.11 £ | Net movement in funds £ | At 31.3.12 £ |
|---------------------------|-------------------------|-------------------------------|-------------------------|
| Unrestricted funds | | | |
| General fund | 3,500,393 | (42,987) | 3,457,406 |
| | <hr/> | <hr/> | <hr/> |
| TOTAL FUNDS | <u><u>3,500,393</u></u> | <u><u>(42,987)</u></u> | <u><u>3,457,406</u></u> |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 417,787 | (460,774) | (42,987) |
| | <hr/> | <hr/> | <hr/> |
| TOTAL FUNDS | <u><u>417,787</u></u> | <u><u>(460,774)</u></u> | <u><u>(42,987)</u></u> |

18. RELATED PARTY DISCLOSURES

During the year the charity purchased goods valued at £2,715 (2011 £7,650) 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 £2,715 (2011 £290).

During the year the charity invoiced data storage charges and room hire of £54,335 (2011 £Nil) to Guru Nanak Nishkam Jatha (Birmingham) UK, an unincorporated charity in which the trustee Mohinder Singh Ahluwalia was a trustee. The charitable company operates from a site owned by Guru Nanak Nishkam Jatha (Birmingham) UK. Rent paid to Guru Nanak Nishkam Jatha (Birmingham) UK during the year was £Nil (2011 £Nil). The amount due from Guru Nanak Nishkam Jatha (Birmingham) UK at the year end was £84,335 (2011 £Nil).

During the year the charity invoiced room hire of £19,361 (2011 £Nil) to Nishkam School Trust, a charity in which Mohinder Singh Ahluwalia was the patron, Upkar Singh Pardesi was a trustee and governor and Shaminder Singh Rai was a governor. The amount due from Nishkam School Trust at the year end was £11,515 (2011 £Nil).

19. 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 2012**

| | 2012 | 2011 |
|--|----------------|------------------|
| | £ | as restated £ |
| INCOMING RESOURCES | | |
| Voluntary income | | |
| Gym membership and other income | 39,533 | 32,719 |
| Wellbeing grants | 9,420 | 1,000 |
| Sponsorship income | 6,731 | 29,608 |
| Other general donations and miscellaneous grants | <u>52,632</u> | <u>11,723</u> |
| | 108,316 | 75,050 |
| Activities for generating funds | | |
| Seminars and presentations | 85,154 | 82,677 |
| Heritage | 1,489 | - |
| Learning and development | 8,011 | 825 |
| Media and communications | 24,000 | 9,000 |
| Learn Direct UFI | 157,100 | 218,603 |
| Future Jobs Fund | <u>23,017</u> | <u>39,889</u> |
| | 298,771 | 350,994 |
| Investment income | | |
| Rents received | <u>10,700</u> | <u>3,996</u> |
| Total incoming resources | 417,787 | 430,040 |
| RESOURCES EXPENDED | | |
| Costs of generating voluntary income | | |
| Conferences and seminars | 28,731 | 37,946 |
| Heritage | 5,436 | 12,636 |
| Learning and development - City College | 13,487 | 8,463 |
| Media and communication | 26,387 | 5,121 |
| Learn Direct UFI | 65,725 | 89,709 |
| Gym | <u>11,129</u> | <u>1,975</u> |
| | 150,895 | 155,850 |
| Fundraising trading: cost of goods sold and other costs | | |
| Cost of fundraising activities | - | 6,543 |

This page does not form part of the statutory financial statements

