



TRUSTEES' REPORT

For the Year ended 31 December 2019

Registered No. 07868028

Charity No. 1148844

NORFOLK FWAG
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

NORFOLK FWAG
(A company limited by guarantee)

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NORFOLK FWAG
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2019

Trustees

J E R Daniels
J Fiennes
T N Guyer, Chairman
R W Haddow, Vice Chairman
C J Sayer
S E Lord
A R Thornton
M C Rae
J J Martin (resigned 20 April 2019)
J J L Mitchell (appointed 1 September 2019)
D C Willis MBE

Company registered number

07868028

Charity registered number

1148844

Registered office

Honingham Thorpe, Norwich Road, Colton, Norwich, Norfolk, NR9 5BZ

Company secretary

D C Willis MBE

Independent examiner

Larking Gowen LLP, King Street House, 15 Upper King Street, Norwich, NR3 1RB

NORFOLK FWAG
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Norfolk FWAG (the company) for the year ended 31 December 2019. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

a. POLICIES AND OBJECTIVES

Mission Statement

To provide the best independent farm conservation advice and guidance to our members and provide the facilities for environmental opportunities.

Vision Statement

Norfolk FWAG will facilitate change on the ground to benefit habitats and species associated with or occurring on farmland.

The Charity's Objects:

1. By encouraging land owners, farmers and other stakeholders to manage their land in such a way as to promote, the conservation, protection and improvement of the physical and natural environment for the benefit of the public.
2. To advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

The activities of the Charity are as follows:

- Support farmers in their work to deliver wildlife conservation within productive farming systems.
- Provide farmers and landowners with the best independent technical advice and practical guidance on environmental enhancement of the farmed environment.
- Preserve natural resources on & off farm, such as soil & water.
- Seek to work with landowners to preserve and maintain the historic environment and landscape heritage inherited by farmers today.
- Inspire and communicate the importance of conservation on farmland to farmers, future generations and the wider public.
- Work in collaboration with partner organisations and other FWAG groups.
- Inform members of wider environmental issues/schemes and access to funding.

Norfolk FWAG offers a range of services including:

- Applications for Countryside Stewardship Schemes.
- Compliance checks.
- Best practice conservation advice.
- Species surveys, habitat management planning and advice.
- Farm Environment Plans.
- Facilitation of Farmer Groups.
- Farm Assurance schemes.

NORFOLK FWAG
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2019

Achievements and Performance

BUSINESS MANAGERS REPORT FOR 2019 - REVIEW OF ACTIVITIES

Staff

Norfolk FWAG had four members of staff during 2019:

Mike Edwards - Business Manager

Henry Walker - Farm Adviser

Charlie Ennals - Farm Adviser

Sallyanne Brock - Accounts and Administration Support (Part Time)

Mike Edwards was appointed Business Manager in May 2018. Following the administration changes with Anglia Farmers, Sallyanne Brock was appointed to the part time position of Accounts and Administration Support in February 2018.

During 2019 the Norfolk FWAG team were busy with a whole range of environmental projects:

Chargeable Work

- HLS/ ELS/ CS care and maintenance.
- Countryside Stewardship Mid Tier and Higher Tier applications.
- Woodland Management Plans.
- Permissive Access Agreements.
- Farm Advice Framework (FAF).
- Species Surveys on Farmland.
- Farm Assurance Schemes e.g. Leaf Marque.

Project Work

- Facilitation Funds – landscape scale conservation (Wensum, Wissey and Glaven).
- Norfolk Ponds Project.
- Biodiversity Offsetting (Connecting Nature Fund).
- Broad's HLF, Water Mill and Marshes - Broadland Tales of the Past and Broads Land Management.
- The Campaign for the Farmed Environment (CFE).

In 2019 we have been running the Broadland Tales of the Past project, part of the Broads Authority HLF project Water Mills & Marshes. We have been collecting oral history from farmers and landowners in the Broads of their memories of land management in the past.

Our facilitation fund work has also seen us working with farmers in the Wissey Catchment to roll out a series of Mink traps.

NORFOLK FWAG
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2019

Environmental Education:

Events

Norfolk FWAG organised two farm walks to showcase Norfolk farms which effectively integrate environmental management into their farming business. There were around 80 attendees at each event including farmers, landowners, environmental specialists and the general public, both members and non members of Norfolk FWAG. Good local press coverage was achieved. The first was at Charles Inglis' farm at Hempstead, and the second at Charles Sayers near Lyng.

We have also organised numerous events as part of our work with the facilitation funds in the Wensum, Glaven and Wissey covering a variety of topics such as Mink elimination, Diffuse Water Pollution and Precision Cropping.

We also held our more joint event with the RSPB as part of the Broads Land Management Advice Service funded by the Water Mills and Marshes HLF project. The events were well attended and provided management advice for wet grassland.

Further awareness raising to promote the importance of conservation on farmland was carried out at the Royal Norfolk Show. The Broadland Tales of the Past project was also promoted at this event.

Three farms were shortlisted for the annual Norfolk FWAG Farm Conservation competition and competed to win the Ian MacNicol Memorial Trophy. The judges spent half a day on each farm looking at how successful wildlife conservation was being integrated into the farm management. The award was presented to Duncan & Mary MacGregor of Mill Farm, Great Witchingham by Charles Inglis of Hole Farm at an awards ceremony held in November 2019. Runner up was Joe Martin of Ouse Bridge Farm, Downham Market and Jamie Mack of A L Shearing, Belton.

Partnership working

Norfolk FWAG continued to represent farmers and landowners on the Norfolk Coast Partnership, Broads Biodiversity Partnership, Broads Agri-Environment Steering Group, Norfolk Local Access Forum, NBIS Steering Group, Waveney Catchment Partnership, Broadland Catchment Partnership, County Wildlife Site Partnership, Waveney Catchment partnership, Norfolk Rural Strategy Group and Cut-off Channel Partnership.

We also continued to give feedback on the delivery of Countryside Stewardship to Natural England and continue to provide feedback on the new Environmental Land Management scheme being prepared by DEFRA as well as being actively involved in the tests & trials process.

The Sulphur Clover project continued and gathered good press coverage establishing this Norfolk rarity and associated plant community on seven new sites.

a. FINANCIAL REVIEW

Complete income statements and forecast summaries are compiled and distributed to the Trustees each month. Age of debt reports are produced quarterly. Management board meetings are held every 3 months and these all have complete agendas to include management accounts. Board meetings are minuted and the minutes are distributed to the Trustees. Trustees meetings are held accordingly.

Total income for the period was £210,296 and expenditure was £201,052. The surplus for the year was £9,244. The combination of chargeable work and project income was the main source of finance during the whole financial year as the table below shows.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2019

	2018	2019
Total £ turnover	£193,910	£210,296
Chargeable income	43%	58%
Project	37%	22%
Membership	20%	20%

The trustees agreed that under its Charitable status Norfolk FWAG has a sound financial footing.

Reserves Policy

An outline policy on reserves was agreed when Norfolk FWAG was incorporated on 1 December 2011. The approach was agreed in early 2012 by the appointed Trustees at the time. Reserves were to be built up during its first year and maintained at a level which ensures that Norfolk FWAG's core activity could continue during a period of any unforeseen difficulty. The reserves themselves are to be as cash reserves with the bank and therefore readily realisable. Expenditure is carefully managed and forecasted.

Taking into consideration projected salary and administration costs the target surplus required was initially set at £15,000 and subsequently increased to £35,000. The balance sheet at 31 December 2019 showed total funds of £43,340 and Trustees have decided to increase target surplus to £75,000 as prudent financial policy. A summary of the risks to income are:

- Uncertainty around agri-environment schemes following the UK's withdrawal from the EU
- Competition from land agents and other advisers in Norfolk
- Natural England budget reductions
- Outbreaks of pandemics restricting staff movement

The Trustees have considered the Company's position at the time of signing the financial statements, and in particular the current issues caused by Covid-19 and its potential impact on the Company and the wider economy. As such under the current circumstances, it is difficult to produce meaningful forecasts for the remainder of the financial year and medium term. Nevertheless, the Trustees have considered the current financial strength of the Company, together with the range of measures the Trustees can take to mitigate ongoing costs should they need to, and ultimately should it be required, the support now being offered by the UK government for which the Company would be eligible to apply.

Based on this, the Trustees have concluded that they have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future, and, based on the economic environment recovering within the timeframe currently being widely anticipated, at least twelve months from the date of signing these financial statements, they therefore continue to adopt the going concern basis of accounting in preparing these financial statements.

Funds Held as Custodian

The Charity administers the Connecting Nature Fund Grant Scheme on behalf of Norfolk County Council, which is for projects to lessen the impact on the wider environment of large-scale development. The charity has no entitlement to the fund and hence it is not recognised as income of the charity and is held in a separate bank account. At the 31st December 2019 the balance in this Fund was £14,943.

NORFOLK FWAG
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2019

Structure, governance and management

a. CONSTITUTION

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 1 December 2011 which was subsequently amended on 30 May 2012.

The principal object of the company is to encourage land owners, farmers and other stakeholders to manage their land in such a way as to promote for the benefit of the public, the conservation, protection and improvement of the physical and natural environment. Also to advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

Charles Sayer, Joe Martin and Clarke Willis were the original Directors and Joe Martin resigned in April 2019. Charles Sayer and Clarke Willis continued to serve as Trustees throughout 2019. Richard Gurney and Lord Julian Romney joined as Trustees in 2012 and Richard Gurney retired as a Trustee in November 2015 and Lord Julian Romney retired at the 2017 AGM. Andrew Thornton joined in December 2013, Tim Guyer in April 2014 and Ross Haddow in August 2014. The board was joined in July 2016 by Jake Fiennes and Jon Daniels. Sue Lord was appointed as a Director at the 2017 AGM held on 8th November 2017. On the 20th December 2018 Michael Rae was appointed as a Trustee and Director. At the 2019 AGM on the 7th November 2019 Joe Mitchell was confirmed as a Trustee and Director.

The Charity has put in place a succession plan for both the Board to keep a fresh business approach.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

As well as the trustees and board of directors the charity has a group of Trustees comprising Tim Guyer (Chairman), Ross Haddow (Vice-Chairman) and Clarke Willis (Company Secretary) that meet regularly with management.

A Steering Group consists of a range of interested parties and well known organisations including, conservation groups, trusts, councils, landowners and farmers. The steering group's roles and responsibilities are as follows:

- Profile raising and networking
- Technical support
- Events and fundraising
- Developing project ideas

The Trustees, who have many combined years in the charitable and commercial sectors have all been provided with additional guidance and;

A summary version of the Charity Commission's Essential Guide.
Norfolk FWAG Business Plan, updated every year.
Norfolk FWAG Management Accounts, on a regular monthly basis.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2019

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Norfolk FWAG for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

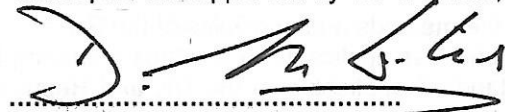
Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting 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 operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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 preparing this report the Trustees have taken advantage of the small company's exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees, on 3 June 2020 and signed on their behalf by:



D C Willis MBE
Trustee and Company secretary

NORFOLK FWAG
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NORFOLK FWAG (the 'Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2019.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

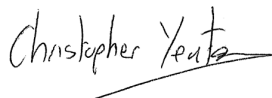
INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Dated: 12 June 2020

Christopher Yeates FCA DChA

Larking Gowen LLP, Chartered Accountants

King Street House
15 Upper King Street
Norwich
NR3 1RB

NORFOLK FWAG
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
INCOME FROM:				
Donations	2	-	-	70
Charitable activities	3	210,296	210,296	193,840
TOTAL INCOME		<u>210,296</u>	<u>210,296</u>	<u>193,910</u>
EXPENDITURE ON:				
Charitable activities		201,052	201,052	186,147
TOTAL EXPENDITURE		<u>201,052</u>	<u>201,052</u>	<u>186,147</u>
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		9,244	9,244	7,763
NET MOVEMENT IN FUNDS		9,244	9,244	7,763
RECONCILIATION OF FUNDS:				
Total funds brought forward		34,096	34,096	26,333
TOTAL FUNDS CARRIED FORWARD		<u><u>43,340</u></u>	<u><u>43,340</u></u>	<u><u>34,096</u></u>

The notes on pages 11 to 18 form part of these financial statements.

NORFOLK FWAG
(A company limited by guarantee)
REGISTERED NUMBER: 07868028

BALANCE SHEET
AS AT 31 DECEMBER 2019

	Note	£	2019 £	£	2018 £
FIXED ASSETS					
Tangible assets	7		2,242		2,275
Investments	8		20		20
			2,262		2,295
CURRENT ASSETS					
Debtors	9	27,406		21,223	
Cash at bank and in hand		63,825		79,638	
			91,231		100,861
CREDITORS: amounts falling due within one year	10		(50,153)		(69,060)
NET CURRENT ASSETS			41,078		31,801
NET ASSETS			43,340		34,096
CHARITY FUNDS					
Unrestricted funds	11		43,340		34,096
TOTAL FUNDS			43,340		34,096

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act.

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

The financial statements were approved and authorised for issue by the Trustees on 3 June 2020 and signed on their behalf, by:



 D.C Willis

The notes on pages 11 to 18 form part of these financial statements.

NORFOLK FWAG
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Norfolk FWAG meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

1.4 Going concern

The Trustees have considered the Company's position at the time of signing the financial statements, and in particular the current issues caused by Covid-19 and its potential impact on the Company and the wider economy. As such under the current circumstances, it is difficult to produce meaningful forecasts for the remainder of the financial year and medium term. Nevertheless, the Trustees have considered the current financial strength of the Company, together with the range of measures the Trustees can take to mitigate ongoing costs should they need to, and ultimately should it be required, the support now being offered by the UK government for which the Company would be eligible to apply.

Based on this, the Trustees have concluded that they have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future, and, based on the economic environment recovering within the timeframe currently being widely anticipated, at least twelve months from the date of signing these financial statements, they therefore continue to adopt the going concern basis of accounting in preparing these financial statements

1.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

NORFOLK FWAG
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1. ACCOUNTING POLICIES (continued)

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Plant and machinery - 33% Straight line

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

1.9 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

1.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.11 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

NORFOLK FWAG
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1. ACCOUNTING POLICIES (continued)

1.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The items in the financial statements where these judgements and estimates have been made include:

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. See note 7 for the carrying amounts of property plant and equipment, and note 1.7 for the useful economic lives for each class of assets.

2. INCOME FROM DONATIONS

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Donations	-	-	70
	<hr/>	<hr/>	<hr/>
<i>Total 2018</i>	70	70	
	<hr/>	<hr/>	

NORFOLK FWAG
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Income from charitable activities	210,296	210,296	193,840
<i>Total 2018</i>	<i>193,840</i>	<i>193,840</i>	

	Unrestricted funds 2019 £	Total funds 2019 £	<i>2018 £</i>
Subscriptions and joining fees	42,890	42,890	39,030
Countryside stewardship	63,521	63,521	58,457
Other consultancy	21,138	21,138	4,957
Projects work	46,631	46,631	72,141
Woodland management	4,212	4,212	3,313
Grants	-	-	1,228
Training and events	8,928	8,928	9,561
Species/Habitat surveys	5,121	5,121	1,013
Assurance schemes	1,935	1,935	-
Sales of goods	14,191	14,191	-
Permissive Access	1,197	1,197	-
Other	532	532	4,140
Total	210,296	210,296	193,840

In 2018, all income from charitable activities was to unrestricted funds.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

4. CHARITABLE ACTIVITIES

	Unrestricted funds	Total 2019	<i>Total 2018</i>
	£	£	£
Office, rent, light and heat	10,686	10,686	10,790
Travel costs	7,745	7,745	6,329
Sundry	1,470	1,470	3,526
Office consumables	3,890	3,890	3,755
Insurance	2,105	2,105	1,816
Website and marketing costs	4,001	4,001	5,103
Postage	791	791	711
Subscriptions	2,220	2,220	1,895
Telephone	878	878	761
Regional support	-	-	1,952
Training	402	402	50
Project costs	30,093	30,093	18,659
Events costs	2,062	2,062	4,462
Governance costs	2,877	2,877	10,042
Bad debts	381	381	3,228
Wages and salaries	113,175	113,175	98,393
National insurance	8,128	8,128	6,641
Pension cost	8,398	8,398	6,516
Depreciation	1,750	1,750	1,518
	<u>201,052</u>	<u>201,052</u>	<u>186,147</u>
<i>Total 2018</i>	<u>186,147</u>	<u>186,147</u>	

In 2018 all expenditure was to unrestricted funds.

5. NET INCOMING RESOURCES

This is stated after charging:

	2019	<i>2018</i>
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	1,750	1,518
Pension costs	8,398	6,516
Independent examiner's fee	1,440	1,400
	<u>11,588</u>	<u>9,444</u>

During the year, no Trustees received any remuneration (2018 - £NIL).

During the year, no Trustees received any benefits in kind (2018 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2018 - £NIL).

NORFOLK FWAG
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

6. STAFF COSTS

Staff costs were as follows:

	2019	<i>2018</i>
	£	£
Wages and salaries	113,175	98,393
Social security costs	8,128	6,641
Other pension costs	8,398	6,516
	129,701	<i>111,550</i>
	129,701	<i>111,550</i>

The average number of persons employed by the Charity during the year was as follows:

	2019	<i>2018</i>
	No.	No.
	4	<i>4</i>

No employee received remuneration amounting to more than £60,000 in either year.

Remuneration and benefits received by key management personnel in the year totalled £129,701 (2018: £111,550).

7. TANGIBLE FIXED ASSETS

	Plant and machinery
	£
Cost	
At 1 January 2019	6,861
Additions	1,717
At 31 December 2019	8,578
Depreciation	
At 1 January 2019	4,586
Charge for the year	1,750
At 31 December 2019	6,336
Net book value	
At 31 December 2019	2,242
<i>At 31 December 2018</i>	<i>2,275</i>

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

8. FIXED ASSET INVESTMENTS

	Unlisted securities £
Cost	
At 1 January 2019 and 31 December 2019	20

9. DEBTORS

	2019 £	<i>2018 £</i>
Trade debtors	26,183	<i>19,689</i>
Prepayments and accrued income	1,223	<i>1,534</i>
	27,406	<i>21,223</i>
	27,406	<i>21,223</i>

10. CREDITORS: Amounts falling due within one year

	2019 £	<i>2018 £</i>
Trade creditors	6,700	<i>5,124</i>
Other taxation and social security	15,115	<i>13,530</i>
Other creditors	980	<i>1,485</i>
Accruals and deferred income	27,358	<i>48,921</i>
	50,153	<i>69,060</i>
	50,153	<i>69,060</i>

Included within other creditors and accruals is £14,943 (2018: £15,003) relating to the Connecting Nature Fund Grant Scheme. The charity administers the fund on behalf of Norfolk County Council. The fund is for projects to lessen the impact on the wider environment of large scale development. The charity has no entitlement to the fund and hence it is not recognised as income of the charity. The balance at the 31 December represents funding yet to be distributed. Total fund receipts in the year were £Nil (2018: £Nil) and £60 (2018: £7,352) was paid out during the year.

NORFOLK FWAG
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

11. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2019 £	Income £	Expenditure £	Balance at 31 December 2019 £
Unrestricted funds				
General Funds	34,096	210,296	(201,052)	43,340

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2018 £</i>
General Funds	26,333	193,910	(186,147)	34,096
Total of funds	26,333	193,910	(186,147)	34,096

12. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £8,398 (2018: £6,516). There were contributions of £980 outstanding at the year end (2018: £1,485).

13. RELATED PARTY TRANSACTIONS

S Lord, a trustee of the charity, was invoiced by the charity in respect of provision of consultancy services of £144 (2018: £Nil), at the year end £nil remained outstanding within debtors.

R W Haddow, a trustee of the charity, invoiced the charity in respect of provision of services as an interim business manager of £Nil (2018: £8,700), at the year end £nil (2018: £nil) remained outstanding within creditors.