



Lisburn Enterprise Organisation Ltd.



2015

ANNUAL REVIEW

2015 Annual Review

Presented on behalf of the Board of Directors

- Mr Andrew Robinson (Chairman)
- Mr J Robert Catney (Company Secretary)
- Ms Katherine Morrow (Financial Director)
- Mr Nicholas Fenton
- Mr Robert S Briggs
- Alderman Allan Ewart
- Mr William Gardiner-Watson
- Mr Graham Green
- Mr Desmond T Magill
- Mr I Stanley S McBrien
- Mr Norman E Elliott
- Mrs Jean E McQuitty

Lisburn Enterprise Organisation is a charitable company limited by guarantee, incorporated on 13 August 1990 and registered as a charity for taxation purposes on 16 February 2004.



Chairman's Foreword

On behalf of the Board of Directors of Lisburn Enterprise Organisation (LEO) I have the pleasure of presenting a review of the activities for 2015.

The Organisation has continued to perform very well during 2015, having managed to again increase occupancy to an average of over 92%. This has been a very impressive performance given the challenging circumstances which prevailed. The number of businesses operating in the Enterprise Centre now exceeds 90, providing employment for in excess of 400 people. The provision of suitable premises at economic rates is a key objective for the trustees to ensure that local businesses are given the best opportunity to grow and prosper.

In response to demand, the Organisation is planning to develop 10,000 sq ft of high-tech purpose built office facilities. Construction work is expected to commence during the Autumn of 2016 and completion is scheduled for late 2017.

The provision and running of business development programmes has been and will continue to be an essential element of LEO's objectives. In latter years this has been a particularly challenging objective to fulfil, however in 2015 the Organisation was successful in growing this area of activity. The Organisation will continue to explore opportunities for funding programmes and be creative as to how we continue to meet our commitments to deliver programmes at attractive commercial rates.

The demand for meeting rooms and conference facilities has been encouraging and it is the Organisation's intention to market these further during 2016. Lisburn Enterprise Organisation continues to strive and prosper. The Organisation continues to be successfully managed by our Chief Executive Aisling Owens and her supporting staff. They have been instrumental in delivering the results which the Organisation has delivered during this year. May I also thank the Directors, members and trustees for their support, guidance and dedication to the Organisation.

Finally, I would also wish to acknowledge the support of our colleagues in Lisburn & Castlereagh City Council with whom we continue to work in close partnership to build local economic prosperity.

Andrew Robinson

Mr Andrew Robinson
Chairman
10th May 2016

Objectives and Activities

LEO's main activities and beneficiaries are detailed in this report. All of our charitable activities focus on the promotion of urban and economic regeneration in the Greater Lisburn area and are intended to further our charitable purpose for the public benefit. Every activity is assessed in respect of its impact on beneficiaries and its contribution to charitable activities so that Trustees may determine the best allocation of resources. The objectives of the charity include the promotion of an entrepreneurial culture, support for business start-ups and mechanisms to encourage existing business development.

In the course of promoting an entrepreneurial culture and offering support services to new and existing businesses, the Charity makes a contribution to the following charitable purposes:

- a) The relief of poverty;
- b) The relief of unemployment, including assistance to the unemployed to find employment;
- c) The advancement of education, training or retraining, particularly among unemployed people, and providing unemployed people with work experience;
- d) The provision of financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people in cases of financial or other charitable need through help: (i) in setting up their own business, or (ii) to existing businesses; and
- e) The creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms.

Public Benefit

The Trustees have had regard to the Charity Commission Guidance on public benefit in the Charities Act 2011.

The public benefit of our charitable purposes of advancing citizenship and community development through the promotion of urban regeneration in Lisburn are as follows:

- The relief of poverty through increased opportunities to learn, train and be successful in attaining paid employment locally;
- A reduction in unemployment because of enhanced opportunities to upskill, gain work experience and attain paid-for job positions;

- An increase in the number of indigenous businesses established;
- An increase in the survival rates of business start-ups as a result of the advice, training & mentoring received;
- An improvement in the skills and experience of the local resident population such that Lisburn becomes an attractive destination for businesses to locate, thus providing more opportunities for paid jobs, skills and experience;
- An enlargement of the local economy by providing support to businesses to become sustainable and prosper thus employing more people locally who's wages when spent locally, sustain many more businesses;
- The enhanced access to support structures making it easier for people to access advice, training & mentoring in entrepreneurship & business skills; and
- The advancement in awareness of enterprise as a viable career option.

These benefits are evidenced in a number of ways, both in the collection of primary data and the review of independently produced statistics.

Lisburn Enterprise Organisation was formally registered with the Charity Commission NI on 13 February 2015 having been confirmed by the Commission to exist for charitable purposes and the public benefit.



Achievements & Performance - ENTERPRISE AWARENESS

A key feature of the work of the Charity is the promotion of an enterprise culture and awareness raising activities to highlight self-employment and entrepreneurship as positive and rewarding career choices.

Strong links with the education sector were maintained and strengthened during the year at all levels - primary, secondary and third level.



Over 270 primary 6 and 7 pupils across 10 primary schools in the Lisburn area participated in the exciting new Biz Cubs programme designed, delivered and funded by the Charity. The Biz Cubs programme promoted entrepreneurship to the younger generation, developed the pupils' individual skills set and enhanced their curriculum based learning. Ten schools including Riverdale, St Kieran's and Rowandale Integrated Primary School accepted the challenge to set up and run their own mini enterprise with a start-up grant of £100 and generate as much profit as possible for their school. These creative entrepreneurs came up with a wide range of enterprising ideas including magnetic bookmarks, personalised water bottles, fresh smoothies & milk shakes, badges and loom band creations. McKinney Primary School were worthy winners having generated a substantial profit for their efforts including the establishment of the McKinney Car Wash!

Business advisers worked in partnership with Lisburn Business Education Partnership to design, develop and deliver a series of workshops for Key Stage 3 students addressing the Learning for Life & Work element of the national curriculum. These interactive and highly engaging workshops introduced Year 9 students to the concepts of enterprise and entrepreneurship and gave them the opportunity to design their own product, develop a brand identity and deliver a marketing campaign in a competitive environment. Over four hundred students in five schools benefitted from this outreach activity.

Advisers from LEO also participated in the Lisburn Careers Convention informing Key Stage 5 students about relevant business opportunities, the support available for aspiring entrepreneurs and highlighting self-employment as a rewarding career opportunity. This activity was supported by advisers participating in mock interviews with local students to enhance their employability prospects.

LEO also engaged in outreach work with SERC students advising them how to access support for their entrepreneurial endeavours and highlighting the career opportunities afforded by enterprise. LEO was delighted to sponsor the SERC award for Excellence in Enterprise.

Working with partners, NIACRO and the Offender Management Unit of HMP Maghaberry, LEO continued to provide mentoring support to prisoners in HMP Maghaberry to develop employability and entrepreneurship skills. During the year LEO was delighted to accept an award from NIACRO in recognition of our commitment to the rehabilitation of prisoners.

During the year Lisburn Enterprise Organisation once again sponsored the Best New Business category of the Lisburn City Business Awards designed to celebrate entrepreneurship and business success. This year's winner was The Speckled Hen, a family run gastro pub.



BUSINESS START UP

Exploring Enterprise³

The Exploring Enterprise³ Programme (2014-20) aims to fill a gap in the provision of enterprise support by addressing the needs of people who are not yet ready to progress to self-employment. The programme, delivered by the Business Development Team, acts as a mechanism to develop a latent pool of entrepreneurship talent within NI's most deprived communities. In 2015 eleven participants were offered a place in this unique training and mentoring programme and were successful in attaining a Level 1 Award in Understanding Business Enterprise. One previous participant of this programme is Philip Trimble who launched Lisburn Hot Tub & Bounce and returned to share his entrepreneurial journey with the most recent cohort of Exploring Enterprise³ participants.

Invest NI Regional Start Initiative

The aim of this new support programme is to provide those individuals who wish to start a new business with advice and the capability to produce their own business plan. In 2015, LEO business advisers supported over 90 clients research, prepare and present a plan for their own business venture.

Graduate into Business Programme

The Graduate into Business Programme was an initiative aimed at increasing the engagement of locally resident graduates in entrepreneurship activities. The Lisburn & Castlereagh City Council initiative was part-financed by Invest Northern Ireland and the European Regional Development Fund under the Sustainable Competitiveness Programme for Northern Ireland.

By the time the programme ended in June 2015 eight hundred and nineteen hours of mentoring had been offered to thirty seven clients in a range of subject areas including personal development, general business support, specialist mentoring/workshops, business planning and research services.

The programme resulted in nineteen business start ups with a further four business start ups envisaged within the next six months. These businesses will create thirty one new jobs (including promoters) with a further nine new jobs anticipated within the next six months.

All participants who identified perceived barriers to their business start up plans indicated that these barriers had been either eliminated or substantially reduced post-programme. Graduate entrepreneurs reported increases

in both business and self confidence in addition to an overall enhancement of business skills and commercial acumen.

Existing entrepreneurs reported an augmentation of the customer base and/or geographical market over the duration of their engagement with the programme, with 75% reporting an increase in their business turnover.

Another regular feature of the Graduate into Business Programme is the Fly or Die event which took place in May this year. Based on the concept of the Dragon's Den, four local graduate entrepreneurs pitched their business to a panel of three local business people and were judged on originality, financial viability and entrepreneurial spirit. Alderman Jim Dillon, Andrew Robinson of Boomer Industries and sports journalist and reporter Denise Watson acted as Dragons and the event was compered by Gerry Faloon.

The winning graduate, event management consultant, Neil Dalzell was awarded a cash prize of £1,000 for use in the development of his business. Other finalists included Jacqueline Gibson of Green Papilio Sustainability Solutions, Emma Lawther of Photography by Emma Jane and Gary Wilson of GTEC HDL.

In June LEO played host to mentalist and entrepreneur David Meade. Cultivating decades of cutting edge management and leadership research from some of the world's most eminent sources, David inspired and enthused local entrepreneurs to use their decision-making, leadership, creativity and communication skills more efficiently and effectively.





BUSINESS DEVELOPMENT

Lisburn Future Industries Programme

LEO was pleased to partner with The Innotech Centre (South West College) to offer the Future Industries Programme to local businesses. This initiative was financed by Lisburn & Castlereagh City Council, Invest Northern Ireland and the European Regional Development Fund under the Sustainable Competitiveness Programme for Northern Ireland.

It offered the opportunity for sixteen businesses to access technical and innovation support to progress new product ideas. Support offered included 3D printing of scaled models, prototype development, materials testing, CAD designs and technical feasibility studies. APT Innovations, PW Design and Rocklyn Engineering were three of the businesses who benefitted from this initiative.



IN Cloud

During the year our bid for funding under the EU Erasmus Programme was successful. IN Cloud is a European partnership made up of eight partners representing five countries. The two year programme will focus on developing and testing training materials to introduce SMEs to the merits of cloud computing.



First Aid

Also during the year a number of businesses availed of Emergency First Aid at Work training offered in partnership with local providers.

BUSINESS SUPPORT

Workspace

The property portfolio now comprises over 81,000 sq ft of flexible workspace accommodation including both light industrial units and high-tech serviced offices. Workspace is offered on favourable terms to encourage and stimulate entrepreneurship locally. These terms include a flexible licence agreement that can be terminated with a minimum of 30 days' notice, a single all-inclusive licence fee that includes site security, waste disposal and grounds maintenance and access to on-site administration and business support functions.

High levels of demand for workspace accommodation continued to be experienced. An average occupancy rate in excess of 92% was recorded over the year with over



ninety businesses providing employment for almost four hundred people. In recognition of the on-going financial pressures experienced by businesses on-site Trustees agreed to freeze licence fees for a ninth consecutive year.

As part of LEO's commitment to the environment, the Organisation is pleased to report that waste reduction and recycling initiatives during the year contributed to 24 tonnes of waste being diverted from landfill.

The Organisation was re-accredited during the year with ISO 9001 and ISO 14000.

Virtual Office Facilities

An increasing number of businesses took advantage of the virtual office facilities offered by LEO. These services allow the businesses owner present a professional image whilst keeping overheads low. Businesses were offered a commercial mailing address and rather than incur the cost of a full-time receptionist, Tracey McDowell & Joyce Allison, provided personalised call handling services to these clients.

Conference Facilities

This year saw increased levels of demand for our meeting rooms and conference facilities with event organisers recognising the central location, high quality service and excellent facilities offered by this venue. Over 180 separate events ranging from small meetings of 4 people to conferences with 80 attendees were facilitated during the year.

In June we were delighted to welcome an event co-hosted by Danke Bank and the Management Leadership Network. Over ninety local business people benefitted from a valuable insight to the economy provided by Chief Economist Angela McGowan and Seamus Murchan of KME Steelworks who offered the entrepreneur perspective.

Loan Finance

LEO is an official and pro-active Delivery Partner of the Start Up Loans Company and the NI Small Business Loan Fund. During the year these two loan funds committed £132,000 in loans to 10 Lisburn based businesses and entrepreneurs.

Co-operation & Partnership

An intrinsic part of LEO's charitable activities is the significant contribution made by Trustees and staff to a range of other initiatives within the City of Lisburn and further afield. During the year LEO was delighted to be shortlisted for an award recognising it's contribution to the City of Lisburn over the past decade.

The partnership with Fusion Theatre Company was on-going during the year. Fusion is an award-winning Lisburn based youth theatre group which prides itself on its twin ethos of high artistic standards and inclusivity.

The Board of Directors welcomes the exceptional relationship that exists with our primary enterprise and economic development partners, namely Lisburn & Castlereagh City Council, Enterprise NI and Invest NI.

During the year, the Chief Executive joined other local enterprise partners in a reception hosted by Jeffrey Donaldson MP in the Palace of Westminster to promote Lisburn as a premier destination for inward investment.

At a local level LEO advisers participated in a series of roadshows throughout the district offering the opportunity for business owners to engage with a range of business support organisations. LEO also collaborated with Planet Ogo Media to develop a number of new corporate videos for the Organisation.



Staff

The Board of Directors wishes to record its appreciation of the dedication during the year of Aisling Owens, Chief Executive and all the team.

The Charity is committed to developing and training its staff and Board, thus contributing to the provision of the highest quality of service to its clients. The retention of the Investors in People Award, which is underpinned by a rigorous assessment methodology and a framework which reflects the very latest workplace trends, essential skills and effective structures required to outperform in any industry, reflects this commitment. During the year training was provided in a range of areas including First Aid, Business Administration and Governance.

Trustees and staff are also heavily involved with voluntary action in the local community and overseas, in schools, prisons, local community groups and voluntary organisations. In 2015, these activities included staff raising £600 with a coffee morning for Macmillan Cancer and joining forces with Lisburn Chamber of Commerce in a Christmas Toy Appeal. The total of this voluntary contribution in 2015 was measured at 83 days input.

The Trustees of the Charity give their time to support LEO voluntarily and are not in receipt of any payment from the Charity.



Statement of financial activities for the year ended 31 December 2015

	Unrestricted funds		General funds £	Total 2015 £	Total 2014 £
	Restricted funds £	Designated funds £			
Incoming resources					
Incoming resources from charitable activities	-	-	548,058	548,058	547,361
Incoming resources from generated funds:					
• investment income – bank interest	-	-	4,009	4,009	3,120
Total incoming resources	-	-	552,067	552,067	550,481
Resources expended					
Charitable activities	-	-	(426,956)	(426,956)	(457,206)
Total resources expended	-	-	(426,956)	(426,956)	(457,206)
Net incoming resources before transfers	-	-	125,111	125,111	93,275
Transfers between funds	-	(69,390)	69,390	-	-
Net movement in funds	-	(69,390)	194,501	125,111	93,275
Total funds brought forward	-	2,106,631	836,051	2,942,682	2,849,407
Fund balances carried forward	-	2,037,241	1,030,552	3,067,793	2,942,682

Balance sheet as at 31 December 2015

	2015 £	2014 £
Fixed assets		
Tangible assets	2,045,334	2,128,154
Total fixed assets	2,045,334	2,128,154
Current assets		
Debtors	9,661	12,466
Cash at bank and in hand	1,125,430	915,538
	1,135,091	928,004
Creditors: amounts falling due within one year	(112,632)	(113,476)
Net current assets	1,022,459	814,528
Net assets	3,067,793	2,942,682
The funds of the charity:		
Unrestricted income funds:		
• Designated funds	2,037,241	2,106,631
• General funds	1,030,552	836,051
Total charity funds	3,067,793	2,942,682





Lisburn Enterprise Organisation Ltd.

Registered Office:

6 Enterprise Crescent
Ballinderry Road
Lisburn
Co. Antrim BT28 2BP

T: +44 (0) 28 9266 1160
F: +44 (0) 28 9260 3084
E: centre@lisburn-enterprise.co.uk
W: www.lisburn-enterprise.co.uk

