



ANNUAL REPORT & FINANCIAL STATEMENT

for the year ended 31st December 2015

Annual General Meeting 2016

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Fellow Member,

We have pleasure in presenting our report on the activities of NACO for the year ending 31st December 2015.

MEMBERSHIP

The pattern of falling membership that we have witnessed in recent years has, unfortunately, continued with the membership at 31st December 2015 falling to 1,388 from the start position on 1st January of 1,683. This represents a reduction of 295 members or 17.5% during the year. This compares to a fall of 136 (7.5%) in 2014, 47 (2.5%) in 2013, 120 (6.0%) in 2012.

During 2015 NACO has experienced a loss of 470 members compared to 489 in 2014, 374 in 2013, 414 in 2012. By far the biggest losses have been from the Co-operative Group with 332 leavers. The vast majority of these (68%) were through redundancy and the impact of the Target Operating Model (TOM) and as a result of reshaping of senior roles. There were also some 29 leavers from Central England Co-operative that have left predominately under Project Equinox, and 22 members from Co-operative Pharmacy following the merger with Well.

The Co-operative Group continues to have a high turnover of members and in 2015 whilst we lost 332 members we also witnessed a significant decrease in new members joining NACO with just 126 compared to 285 in 2014.

During February 2015 the process commenced to appoint a Membership & Recruitment Officer for NACO to provide a focused resource to improve membership density not only in the Co-operative Group but also those Independent Societies that have the potential. Kate Russell joined NACO on the 23rd March 2015 with a wealth of experience in membership services and

recruitment, having spent several years working for Unison.

The 'refer a friend' initiative was launched in July 2015 working on a similar basis to that of the 2013 Member get Member. NACO recruited 88 new members from July through to December with 17 members (19.3%) joining via the 'refer a friend' incentive. As the year progressed, it became apparent that recruitment was increasingly difficult within the Co-operative Group and the wider Co-operative movement. With just 175 new members joining in 2015 compared to 353 in 2014, 327 in 2013 and 294 in 2012 membership is at an all-time low, despite the efforts of the Membership & Recruitment Officer.

It was with this difficult backdrop in mind that the role of Membership & Recruitment Officer was considered again by the NACO Executive, and the regrettable decision was taken to remove the position from the NACO structure. Consequently, Kate Russell left NACO at the end of October.

As was advised in last year's report, NACO maintains recognition within the Bestway Pharmacy (now renamed Well) but unfortunately has not been able to maintain recognition in the other transferred Businesses: Farmcare (to Wellcome Trust) and Sunwin Managed Security (to Cardtronics initially, then TUPE'd into Kingdom Guarding February 2015) where a token membership of three and eight members respectively remain. NACO is still able to represent these members but not in a Collective Bargaining capacity.

During 2015, we have seen other small transfers taking place, most notably with the Co-operative Group's CTS Engineers' transfer to the German firm, Wincor Nixdorf. Sadly there has been no opportunity to maintain Collective Bargaining within this group of members and consequently we have seen numbers fall from 10 to 1.

Further challenges remain for 2016 to sustain a strong and vibrant Trade Union moving forward and the NACO Executive will continue to strive to ensure that members are supported. Other issues for membership could well be seen at several Independent Societies, in particular the bargaining areas within Southern Co-operatives which is being re-evaluated, together with the ongoing opportunities to recruit at Societies where membership density is weak. As has always been the case, NACO's main area to concentrate recruitment will be at the Co-operative Group's Head Office, and this will continue, however any opportunities here must be balanced by a sense of realism, particularly when it is likely that more restructures will be seen due to the ongoing TOM initiative.

The following table provides detail of the NACO membership from 2009 to 2015:

Year	Members	Change	Change as %
2009	2,120	(103)	(4.6%)
2010	1,999	(121)	(5.7%)
2011	1,986	(13)	(0.6%)
2012	1,866	(120)	(6.0%)
2013	1,819	(47)	(2.5%)
2014	1,683	(136)	(7.5%)
2015	1,388	(295)	(17.5%)

COMMUNICATIONS

Communication remains an important focus for NACO. The website (www.naco.coop) has seen steady growth in monthly exposure to over 1,000 users, with in excess of 12,000 (13,000 in 2014) users over the year and a total of over 32,000 page views in 2015 (37,000 in 2014). The number of users of the website and total

page views represents a slight fall from 2014, likely as a result of fewer active members.

In 2015 NACO distributed 77 e-mail communications to members (85 in 2014) with an open rate of over 25%, benchmarking well against other similar organisations. Good open rates show a more engaged audience and a communications plan focused on individual members' workplace concerns, reflecting that 2015 was again a challenging year for many members.

The information that we are able to provide to our members and the interaction through topical member surveys enables NACO to develop the negotiation and consultation agendas with a much improved understanding of the requirements of the membership. In 2015 NACO engaged members in online surveys regarding pay, pensions and members meetings at the Co-operative Group and with the Independent Societies.

FINANCE

For the year-ending 31st December 2015, NACO posted a deficit of £220,395 compared to a deficit of £50,650 in 2014 and surpluses of £107,946 in 2013 and £90,272 in 2012. It should be noted that the change in market value of the NACO investment portfolio has also reduced therefore a loss has been posted through the Revenue Account to the sum of £42,204.

The operating deficit of £226,898 is a significant increase on the previous year's deficit of £44,473 to the sum of £182,425. There are several contributing factors to this, subscription income has fallen by 9.8% on the year (£347,214 in 2014 compared to £313,039 in 2015). Personnel costs have increased by 21.8% (£316,522 in 2014 compared to £385,617 in 2015). We

have witnessed an increase in subscription commission (£2,055 in 2014 compared to £11,148 in 2015). Finally, the consolidated profit on the sale of Investments has also decreased on the year (£9,322 in 2015 compared to £77,389 in 2014).

The strategic direction of the Finance & General Purposes Committee remains for NACO to reach a point where we have an operating neutral position and allow for surpluses to be realised through dividend and interest payments and the change in market value of the investment portfolio.

Reviewing the Income Budget set by the NACO Executive for 2015 actual income for the Registered Office was some £367,990 against a budget of £448,927 – an adverse variance of £80,937. The major factor in this relates to a significant decrease in NACO Membership during 2015, along with an overall decrease in the profit on the sale of investments, NACO making a small loss of £2,986, Constituent Association Banking realising a profit of £12,306, consolidated total £9,320 against a budget of £40,000.

Continuing to review the income streams, it should be noted that subscription income for 2015 was £313,039 compared to a budget of £363,927 – a shortfall of £50,888 or 13.9%. When establishing the budget for subscription income the Finance & General Purposes Committee set this to reflect the number of paying members on 1st January 2015 assuming the number would finish the year end at the same number of paying members. It is recognised this was an aspiration taking into account the change activity in the movement and in particular the Co-operative Group.

The loss of 295 members has impacted severely on income, the majority have been from the Co-operative Group with a net loss of 206 and 89 from All Other Classes.

Investment Income for the General Fund was £39,412 (compared to £39,843 in 2014) and total Investment Income of the consolidated accounts of NACO was some £48,707 (£47,813 in 2014). Investment income in 2015 has remained in line with that of 2014 with relatively no change within the investment portfolio until the latter part of the financial year.

Whilst the equities and other investment instruments held by NACO in both the General Fund and the Constituent Association Fund have performed reasonably well throughout 2015, there has been no bank interest received for the sixth successive year.

James Sharp & Co continue to provide sound advice on the Investment portfolio and we have realised profits on a number of equities over the year with a total profit from the sale of investments of £9,320 (£77,389 in 2014, £64,612 in 2013 and £36,797 in 2012). The NACO Executive has taken the opportunity to realise profits on the sale of investments to secure the cash flow and ensure that NACO can continue to trade in an effective financial position.

Turning now to expenditure, the budget for Registered Office for 2015 was £527,775 with the actual expenditure at £529,582 – an adverse variance of £1,838 or 0.3%.

We have continued to monitor the expenditure very closely and realised savings in a number of areas, notably office equipment and National Insurance are both below budget by £6,531 and £7,048 respectively.

The Balance Sheet remains positive with the net assets of NACO at the year end standing at £1.088M compared to £1.309M compared to 2014 – a decrease in line with the deficit transferred from the Revenue Account.

INDIVIDUAL REPRESENTATION

One of the unique strengths of NACO lies in our ability to respond swiftly and effectively to requests from members for individual representation. A major factor supporting this is that NACO provides professional support, advice and guidance to members by fully trained full-time officials of NACO.

Whilst this level of service is considerably more expensive than the systems employed by other trade unions where the bulk of individual cases are dealt with by lay representatives or shop stewards, the NACO system achieves better results and for that reason the NACO Executive continue to support the process.

During 2015 NACO officials represented a total of 208 members (225 in 2014) with their employing Society in matters relating to discipline, grievance, sickness, redundancy and other employment related issues. This included a small number of members whose cases began prior to 2015, and a further 128 new case files opened in the calendar year.

A total of 247 individual representational meetings were covered by the officials to ensure that the members' rights were upheld (319 in 2014). NACO was able to influence many cases to ensure that a satisfactory resolution was arrived at, but unfortunately a number of cases were contested and in some cases resulted in the member leaving the employ of their Society. The table below provides an overview of those cases which were contested and resulted in a compensatory payment:

Reason for Representation	Number of Cases	Compensation Received
Redundancy	30	£1,357,476
Conduct	4	£258,000
Other	7	£167,250
TOTAL	41	£1,782,726

Please note that these figures exclude the representation given to groups of members affected by restructuring, outsourcing, mergers, transfers of engagements and other forms of business rationalisation.

PERSONAL INJURY CASES

In the 2014 Year-End Report we reported that there were two personal injury cases still being pursued by our solicitors. Both were complex cases, and whilst one has been settled, the other is still ongoing.

Two further Personal Injury cases were referred to the solicitors in 2015.

Most of the Personal Injury claims now go directly to the solicitors without coming via the NACO Head Office, so it is now more difficult to accurately record all current cases unless we have an acknowledgement from them. However, the NACO Executive has confirmed that our policy of remitting the whole of the award of compensation to the member and meeting any costs not recoverable continues. This distinguishes the NACO service from the so called "no win, no fee" services provided by some law firms where the lawyer retains a substantial proportion of the award.

STRUCTURAL CHANGE & RATIONALISATION

Although slightly reduced in business case numbers, the Co-operative Group's Target Operating Model (TOM) initiative continued from 2014 into 2015, and was again at the forefront of NACO's focus of attention. Whilst fewer number of restructures occurred, there were indeed some significant areas affected, and many redundancies were seen at the NACO level, which

have been highlighted within the Membership section of this report.

Changes to Membership & Social Goals as well as restructures within the Finance & Shared Services Departments at the Co-operative Group meant that NACO once again supported many members who were unfortunately at risk of redundancy. Following the Group's "Rescue" phase starting towards the end of 2014, the next phase, "Rebuild" – which in essence is a three-year strategy – enabled the Group to focus more on aligning processes, and will continue until 2018 when it is hoped that the "Renew" phase will commence.

Other areas of the business were also hit; Group Risk, Internal Audit, Facilities Management, and NACO was made aware towards the end of 2015 that there are likely to be restructures within both Funeralcare and Logistics as we move into the first quarter of 2016.

Away from the Co-operative Group, Central England Society went through their own restructure programme - "Equinox" – which saw significant changes to the senior and middle management levels within several different departments at the Head Office in Lichfield, where some 29 NACO members left the Society. The project was done in three phases, the first two of which saw these numbers of leavers.

Further rationalisations took place at Well (the new name for the Co-operative Group's Pharmacy business purchased by the Bestway Group in 2014) in several Head Office functions, the Funeral Department within Midcounties Co-operative, and a smaller restructure within Co-ops UK.

Further detail on the commentary can be found on the NACO website in the news archive at www.naco.coop/naco-news-archive

NATIONAL AGREEMENT

In line with the report on Communications, rather than repeat reports that have been placed on the website please visit the website and review the negotiations in relation to the National Agreement www.naco.coop/naco-news-archive

CO-OPERATIVE GROUP COUNCIL

As with the above section, please refer to the NACO website and the News Archive section to review negotiations for the Co-operative Group in 2015 www.naco.coop/naco-news-archive

BENEVOLENT FUND

The Benevolent Fund received £6,559 (£5,220 in 2014) in investment income during 2015 with no sales or acquisitions through the Investment Portfolio. The accounting policy confirms that in order to accurately reflect the funds available to the charity, the equities held at year-end should be recorded at market value rather than cost. As a consequence, the Revenue Account records the positive change in the market value of the investments from 31st December 2014 to the market value at 31st December 2015 of £2,336, (£5,873 in 2014).

Expenditure to pass through the Benevolent Fund in 2015 related to the equities charge of £185 which was levied by the investment advisors, James Sharp & Co, in relation to the investment activity and £1,500 charged by NACO to undertake the administrative functions of the Charity.

During the year the Trustees considered two applications for grants from the Charity and agreed to make financial assistance payments totalling £1,500.

The Trustees of the Benevolent Fund agreed to introduce a Death Grant for the active members of NACO who die whilst in service and to be paid to their beneficiaries. This allows for a maximum grant to be paid by the Trustees in these circumstances of £2,500. Two grants were paid during 2015 to the amount of £5,000.

The balance of the Benevolent Fund at 31st December 2015 stood at £203,665 which is an overall increase of £710 as reflected through the Revenue Account (£202,955 as at 31st December 2014).

The Table below details the grants made and the balance of the fund over the last five years:

Year	Value of Grants (£)	Number of Recipients	Income (£)	Balance (£)
2010	0	0	24,394	143,228
2011	2,300	3	5,773	138,433
2012	3,250	3	5,103	157,860
2013	1,651	2	12,438	193,741
2014	4,804	3	10,153	202,955
2015	6,500	4	6,559	203,665

AWARDS

At the 98th Annual General Meeting of NACO presentations were made in respect of Honorary Life Membership and the Kevin Yorath Award for Service to NACO.

Honorary Life membership

Mervyn Wilson – Graduated from Kingston Polytechnic in 1972 with a BSc in Economics specialising in government & politics.

Joined London Co-operative Society September 1973 as Education Organiser, progressing to Assistant Education Secretary in June 1974 then Education Secretary in July 1980.

In February 1981 he became Sector Member Relations Officer at CRS moving to Group Member Relations Officer (South Eastern Group) for CRS. In May 1992 he joined the Co-operative College as Officer for Member Education, moving to Co-operative Education Services Manager in May 1995 before being appointed Chief Executive & Principal in January 2000.

Kevin Yorath Award for Service to NACO

Mark Adams – I have known Mark for probably around 15 years now. Working with Mark in the Co-operative Group it was clear to see that not only did he tower above his colleagues due to his height, but he was clearly ahead of many of his colleagues in terms of ability and capability, which is why I think he was so well thought of by his peers in Group, as Regional Manager he worked diligently to improve the part of the business he was responsible for, not only by improving the financial aspects of the business for the betterment of Group, but also by having a very hands on approach to improving the standards and level of client care received by client families.

This obviously stood him in good stead for when he went on to become the General Manager of the Funeral Division at Anglia Co-operative Society. Working over a geographically disparate area I believe Mark sought to bring some much needed modernisation to the way Anglia's Funeral business operated, looking to rational resources and invest for the benefit of the Society he made a real difference to the business.

Mark's commitment to funerals runs deep not just through the roles he has carried for the Co-operative Group, the former Anglia Society or now with Mid Counties but it goes further as Mark has committed a considerable amount of time both personal and professional to work at an Executive level for the Co-

operative Funeral Service Managers Association and the National Association of Funeral Directors.

What little spare time he does have left are used to extremes through his passion for drag car racing and not just spectating but actually driving a very fast car filled with highly explosive fuel down a narrow strip of tarmac to record the fastest time for a quarter mile! never mind the danger - how does someone that tall fit into such a small car! Or relaxing through his love of all types of music from the classics to the classic Morrissey and the Smith's or his musical accomplishments as a saxophonist.

Given by Darryl Smith

Kenny Fleming – Kenny has been a member of the C.F.S.M.A since 12th March 1997.

He has been a dedicated member and the Chairman of the Scottish division for a number of years. Over recent years Kenny has become a father figure for the newer members of the Division helping people settle into the division and always seeking new members at every opportunity.

For many years Kenny has been the voice of experience at the Scottish Conferences and has always had involvement in the Conference committees. His calm and methodical approach ensures the young team members are focused and understand exactly what is expected of them.

Kenny has a great understanding of the NACO issues and always adopts fair and workable solutions to any issue raised.

Kenny continues to be a very supportive member of the CFSMA and is the backbone of the Scottish Division.

CONFERENCE ACTIVITY

It has been reported previously that NACO has witnessed a significant reduction in the number of

residential conferences and non-residential seminars organised by the NACO Trade Associations. Much of this has to do with the changing nature of the Co-operative Movement and the appetite for Societies to send delegates to events in times of financial difficulty.

The Co-operative Funeral Service Managers Association made the decision to hold conferences on a biennial basis following on from the 2014 event held at the Telford Hotel & Golf Resort in Shropshire. As a consequence the 2015 Co-operative Funeral Service Managers Association AGM was held in Manchester at the Co-operative Head Office, 1 Angel Square followed by several CPD sessions; circa 50 delegates were in attendance throughout the day.

CONCLUSION & THE YEAR AHEAD

2015 was again a very challenging year for the NACO team. Without a doubt, the major illness suffered by Neil Buist, the General Secretary, has had a huge impact on the smooth running of the NACO operation, and the support given to members. Bob Lister has been given the role of Assistant General Secretary to lead the Union since May 2015.

As was mentioned in last years' report, the Co-operative Group continues to look at its democratic structure whilst attempting to rebuild itself from the near collapse of a year or two ago, and also trying to maintain its position as a viable retail proposition against the Big Four supermarkets, and all the challenges that brings. It appears that, under the stewardship of Richard Pennycook, the Group CEO, the ship has steadied but it remains to be seen what impression it can make in winning back the trust of its customers and the general public.

With this backdrop, it is therefore unsurprising that NACO has seen another extremely busy year, in not only covering the usual requirements of Pay Awards both in the Group and the Societies covered by the National Agreement, but also being involved in the ongoing restructures – again particularly within Group, together with a complete overhaul of the Co-operative Group's Defined Contribution Pension scheme and an input into a raft of policy harmonisation changes to incorporate the Co-operative Bank and Logistics Operations. And let's not forget the 208 individual cases that the Officials picked up during 2015 too.

During the year we also saw a number of changes on the NACO Executive with Phil Holmes, Karen Froggatt, Sharon Weir, Simon Hay, Gary Chappell and Jonathan Marsh stepping down. Phil and Gary who retired from their respective positions, and the others as a consequence of leaving the movement, but we would like to thank them all for the time, skill and expertise in supporting the Executive and NACO as a whole. We are fortunate to welcome four new faces with Sarah Wright from Co-operative Legal Services, Gerri Hickton from Co-operative Retail Logistics, Emma Willder from Co-operative College, and Amanda Woodward from Tamworth, and look forward to working with all of them on the NACO Executive.

To conclude, it is wholly appropriate to thank all of those members who give their time, knowledge and experience to support the activities of NACO – whether that be formally on a Constituent Association, the Co-operative Group Council or NACO Executive, or more informally by providing feedback through the various surveys of members that we undertake.

It is the continued support that the officials receive in this manner that ensures that NACO is an integral part of the co-operative movement and guarantee that we are able to continue to provide support, advice and guidance that the membership so richly deserves.

The challenge for 2016 will be to maintain the representation for our members both collectively and individually in the light of falling income from a lower membership base, and the Executive must continue to assess all options to provide this basic right to members, and at the end of 2015, that will be a priority for the coming 12 months.

On behalf of the NACO Executive:

Jack Devers President

Bob Lister Assistant General Secretary

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NACO

We have audited the financial statements on pages 13 – 23.

This report is made solely to the Association's members, as a body, in accordance with Section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditor's 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the NACO Executive and Auditors

The NACO Executive is responsible for preparing the annual report and the financial statements in accordance with applicable United Kingdom law and accounting standards. Our responsibilities, as independent auditors, are established in the United Kingdom by statute, the Auditing Practices Board and by our profession's ethical guidance.

We report to you our opinion as to whether the financial statements give a true and fair view. We also report to you if, in our opinion, the annual report is not consistent with the financial statements, the Association has not kept proper accounting records or if the financial statements do not agree to the accounting records and if we have not received all the information and explanations we require for our audit.

We read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. We consider the implications for our report if we become aware of any

apparent misstatements of material inconsistencies with the financial statements.

Basis of Opinion

We conducted our audit in accordance with the International Standards on Auditing (UK & Ireland) issued by the Auditing Practices Board. Those standards require us to comply with the Auditing Practices Board Ethical Standards for Auditors.

An audit involves obtaining evidence about the amount and disclosures in the financial statements sufficient to give reasonable assurances that they 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 Association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates and judgements made by the Executive and the overall preparation of the financial statements.

Opinion

In our opinion, the financial statements give a true and fair view of the state of the Association's affairs as at 31 December 2015 and of its excess of expenditure over income for the year ended.

Hurst & Company Accountants LLP
Chartered Accountants
Statutory Auditors
Lancashire Gate
Tiviot Dale
Stockport

18th March 2016

STATEMENT MADE BY THE NACO EXECUTIVE UNDER SECTION 32 (A) OF THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT, 1992

- (a) The total expenditure of NACO for the year ended 31st December 2015 is £684,562 and income for the year ended 31st December 2015 is £464,167 of which £313,039 consisted of receipts in respect of membership.
- (b) The salary paid to and other benefits provided to or in respect of :
- i) Each member of the Executive
 - ii) the President, and
 - iii) the General Secretary

For the year ending 31st December 2015 are as follows:

President: Annual allowance of - NIL

Other members of the Executive - NIL

General Secretary:
 Salary £91,812
 Pension Contribution by NACO £17,581
 Car Benefit £1,050

- (c) The report made by the Independent auditor on the financial statements for the year ended 31st December 2015 is shown on page 11.
- (d) A member who is concerned that some irregularity may be occurring or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with; the officials of the union, the trustees of the property of the union,

the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

When a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officers or trustees, he should consider obtaining independent legal advice.

- e) For the purpose mentioned in the statement in (d) above members should in the first instance raise any queries or complaints in writing with the Assistant General Secretary, at the registered address of NACO, specifying the query or complaint, stating that the complaint or query is raised under Section 32a of the Trade Union and Labour Relations (Consolidation) Act, 1992 and sending copies to the Association's President and Association's auditors.

The Assistant General Secretary will provide a written answer to the query or complaint within 28 days of the written communication from the member or, if that is not possible, will indicate within 28 days what steps are being taken to obtain an answer. The Assistant General Secretary will send copies of his response to the Association's President and auditors.

If the member remains unsatisfied, then he/she may request that the Assistant General Secretary put the written query/complaint to the next meeting of the Executive.

The internal procedure thereafter shall be in accordance with Rule 33, "Appeals Tribunal".

	NOTE	2015 £	2014 £
Membership Subscriptions	3	313,039	347,214
Net Conference Income/(Expenses)	6	-	(3,022)
Other Income	5	135,305	25,110
Profit/(Loss) on Sale of Investments		9,320	77,389
Profit/(Loss) on Sale of Fixed Assets		-	2,471
		<u>457,664</u>	<u>449,162</u>
Operating Expenses	7	<u>(684,562)</u>	<u>(493,635)</u>
		(226,898)	(44,473)
Interest from Investments	4	48,707	47,813
Change in market value of investments	4	<u>(42,204)</u>	<u>(53,990)</u>
Pre-Tax Surplus/(Deficit)		(220,395)	(50,650)
Taxation	14	-	-
SURPLUS/(DEFICIT) AVAILABLE FOR TRANSFER		<u>(220,395)</u>	<u>(50,650)</u>
General Management Fund			
Registered Office	12	(93,316)	52,515
Constituent Associations	12	(124,291)	11,887
Constituent Association Reserve	12	(2,500)	(7,000)
Conference Reserve	12	(288)	(3,022)
		<u>(220,395)</u>	<u>(50,650)</u>

(Notes in amplification of this Account and the Balance Sheet are to be found on the following pages). There were no other gains or losses for the year other than those passing through the Revenue Account.

FIXED ASSETS	NOTE	2015		2014	
		£	£	£	£
Investments	8		956,453		1,216,351
Tangible Assets	9		40,337		58,891
Current Assets					
Debtors	10	14,847		18,505	
Pre-paid expenses		14,135		13,506	
Cash in Hand		2,168		1,691	
Cash in Bank		134,379		37,967	
			<u>165,529</u>		<u>71,669</u>
LESS					
Current Liabilities					
Creditors falling due within one year	11	(73,459)	92,070	(37,656)	34,013
			<u>1,088,860</u>		<u>1,309,255</u>
NET ASSETS REPRESENTED BY					
General Management Fund					
Registered Office	12	916,333		1,009,649	
Constituent Associations	12	100,292		224,583	
Conference Reserve	12	37,392		37,680	
Constituent Association Reserve	12	34,843		37,343	
			<u>1,088,860</u>		<u>1,309,255</u>

The Revenue Account and Balance Sheet were approved by NACO Executive on the 18th March 2016.

Jack Devers **President**

Bob Lister **Assistant General Secretary**

(Notes in amplification of the Balance Sheet and Revenue Account are to be found on the following pages)

	NOTE	2015 £	£	2014 £	£
Cash from operating activities	13a	(177,760)		(90,950)	
Returns on investments and servicing of finance	13b	48,707		47,813	
Taxation	13c	-		-	
Capital expenditure & Financial investment	13d	225,942		8,812	
			<u>96,889</u>		<u>(51,949)</u>

Reconciliation in net cash flow to movement in net funds

Increase/(Decrease) in cash in the period		96,889		(51,949)	
Increase/(Decrease) in liquid resources	13e		96,889		(51,949)
Net Funds as at 1st January 2015			39,658		91,607
Net Funds as at 31st December 2015			<u>136,547</u>		<u>39,658</u>

Note 1**Statement of Responsibilities of the Executive**

Trade Union and Labour Relations Law and the rules of the Association require the Executive to have prepared financial statements for each financial year which give a true and fair view of the state of affairs of the Association, and of its income and expenditure for that period. In the preparation of these financial statements the Executive should seek to ensure that:

- Suitable accounting policies are selected and then consistently applied;
- Judgements and estimates made are reasonable and prudent;
- Applicable accounting standards have been followed and that any departures are disclosed and explained in the financial statements;
- The financial statements are prepared on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

The Executive is responsible for ensuring that proper books of account are kept with respect to the Association's transactions and its assets and liabilities as necessary to give a true and fair view of the state of affairs of the Association. They should seek to ensure that a satisfactory system of control is established for the Association's books of account, its cash holdings and all its receipts and remittances, and that adequate precautions are taken against falsification of the books of account and facilitating its discovery

Note 2**Statement of Accounting Policies**

- (a) The financial statements are prepared on the historic cost Accounting basis for the year ending 31st December 2015 and in Accordance with applicable accounting standards.
- (b) Income and Expenditure is accounted for on an accruals basis
- (c) Depreciation of motor cars – 25% p.a. of cost on a straight line basis
- (d) Depreciation of computer, telephone, office equipment and word processor – 25% p.a. of cost on a straight line basis
- (e) Income and Expenditure is included in the Revenue Account gross of Value Added Tax. Repayments of Value Added Tax by HM Customs and Excise are included in Other Income in the Revenue Account
- (f) Investments are stated at the year-end market value to accurately reflect the assets of NACO
- (g) The audited accounts represent the combined financial statements of the Association's General Fund and the Constituent Associations of NACO.

	2015		2014	
	£	£	£	£
Note 3				
Members' Subscriptions				
Subscriptions received	313,039		347,214	
	<u>313,039</u>		<u>347,214</u>	
	<u><u>313,039</u></u>		<u><u>347,214</u></u>	
Note 4				
Investment Income				
Registered Office	39,412		39,843	
Constituent Associations	9,295		7,970	
	<u>48,707</u>		<u>47,813</u>	
	<u><u>48,707</u></u>		<u><u>47,813</u></u>	
Change in market value of investments				
Registered Office	(30,105)		(57,808)	
Constituent Associations	(12,099)		3,818	
	<u>(42,204)</u>		<u>(53,990)</u>	
	<u><u>(42,204)</u></u>		<u><u>(53,990)</u></u>	
Note 5				
Other Income				
Registered Office				
Conference Management Fees (see note 6)	-		1,000	
Other Income	6,251		12,993	
CA Accounts Closed	126,074		-	
Constituent Associations				
From CA Reserves	2,500		7,000	
From Conference Reserves	288		3,022	
Other Income	192		1,095	
	<u>135,305</u>		<u>25,110</u>	
	<u><u>135,305</u></u>		<u><u>25,110</u></u>	

Note 6	Conference Income & Expenditure	2015		2014	
		£	£	£	£
	Registered Office				
	Income	-		25,835	
	Expenditure	-		(27,857)	
	Conference Management Fees (see note 5)	-		(1,000)	
				<u>(3,022)</u>	
			<u>-</u>		

The Co-operative Funeral Service Managers' Association conference is biennial, therefore no conference activity

Conference Management fees relate to the recharge from Registered Office for Conference Management costs.

Note 7 Operating Expenses

Registered Office (see note 7a)	518,630	445,392
NACO Executive	5,481	6,862
AGM	12,895	13,681
Constituent Associations	10,699	12,086
Affiliation Fees	5,818	5,098
Donations & Presentations	2,177	494
Constituent Reserves	128,574	7,000
Conference Reserves	288	3,022
	<u>684,562</u>	<u>493,635</u>

	2015		2014	
	£	£	£	£
Note 7a				
Registered Office				
Personnel Costs	385,617		316,522	
Occupancy Costs	24,608		26,632	
Office Administration Costs	41,136		30,083	
Other Costs	67,269		72,155	
	<u>518,630</u>		<u>445,392</u>	

	Balance	Additions	Withdrawals	Interest	Change in	Balance	Investment
	1.1.15			Capitalised	in market	31.12.15	Income
					value		
Fixed Term Investments	20,000	-	-	-	-	20,000	933
Equities incl. Preference Shares	885,765		75,531	11	(30,105)	780,140	38,479
James Sharp Cash Account	49,158	71,899	141,417	38,468	-	18,108	-

Constituent Associations

Equities	252,580	-	102,867	-	(12,099)	137,614	9,295
James Sharp Cash Account	8,848	113,738	131,290	9,295	-	591	-
	<u>1,216,351</u>	<u>185,637</u>	<u>451,105</u>	<u>47,774</u>	<u>(42,204)</u>	<u>956,453</u>	<u>48,707</u>

Note 9
Fixed Assets

	Motor Cars	Premises Fixtures & Fittings	Computer Telephone Furniture Photocopier	Total
	£	£	£	£
Cost				
Balance B/Fwd	80,930	2,331	54,123	137,385
Additions	-	-	1,073	1,073
Disposals	-	-	(5,944)	(5,944)
	<u>80,930</u>	<u>2,331</u>	<u>49,252</u>	<u>132,513</u>
Depreciation				
Balance B/Fwd	33,322	291	44,880	78,493
Provided this Period	16,333	583	2,711	19,627
Disposals/Retirements	-	-	(5,944)	(5,944)
	<u>49,655</u>	<u>874</u>	<u>41,647</u>	<u>92,176</u>
Net Book Value 2015	31,275	1,457	7,605	40,337
Net Book Value 2014	47,608	2,040	9,243	58,891

Note 10
Debtors

	2015	2014
	£	£
Subscription Arrears	5,826	4,410
Constituent Associations	60	2,313
Other Debtors	8,173	11,060
Interest Accrued	788	722
	<u>14,847</u>	<u>18,505</u>

Note 11
Creditors

Registered Office	47,949	25,946
Constituent Associations	4,719	2,313
Provision for External Repairs	4,000	4,000
Holiday Pay Accrual	16,791	5,397
	<u>73,459</u>	<u>37,656</u>

	2015 £	2014 £
Note 12		
General Management Fund		
Registered Office		
Balance B/Fwd 1st January 2015	1,009,649	1,062,164
Transfer from Revenue Account	(93,316)	52,515
Transfer from Constituent Associations	-	-
Balance C/Fwd 31st December 2015	<u>916,333</u>	<u>1,009,649</u>
Constituent Associations		
Balance B/Fwd 1st January 2015	224,583	212,696
Transfer from Revenue Account	(124,291)	11,887
Transfer to CA Reserve	-	-
Transfer to Conference Reserve	-	-
Balance C/Fwd 31st December 2015	<u>100,292</u>	<u>224,583</u>
Conference Reserve		
Balance B/Fwd 1st January 2015	37,680	40,702
Transfer from Revenue Account	(288)	(3,022)
Transfer from Constituent Associations	-	-
Balance C/Fwd 31st December 2015	<u>37,392</u>	<u>37,680</u>
Constituent Association Reserve		
Balance B/Fwd 1st January 2015	37,343	44,343
Grant issued to Constituent Association	(2,500)	(7,000)
Transfer from Constituent Associations	-	343
Balance C/Fwd 31st December 2015	<u>34,843</u>	<u>37,343</u>

	2015		2014
	£		£
Note 13			
Cash Flow Statement			
Note 13a Cash from operating activities			
Operating Surplus/(Deficit)	(226,898)		(44,473)
(Profit)/Loss on Sale of Fixed Assets	-		(2,471)
(Profit)/Loss on Sale of Investments	(9,320)		(77,389)
Depreciation Charge	19,627		23,053
(Increase)/Decrease in Debtors	3,028		15,131
(Decrease)/Increase in Creditors	35,803		(4,801)
Net Cash (Outflow)/Inflow from Operating Activities	<u>(177,760)</u>		<u>(90,950)</u>
Note 13b Returns on investments and servicing of finance			
Investment income received	48,707		47,813
	<u>48,707</u>		<u>47,813</u>
Note 13c Taxation			
Corporation tax paid	<u>-</u>		<u>-</u>
Note 13d Capital expenditure and financial investments			
Purchase of tangible fixed assets	(1,073)		(59,024)
Purchase of fixed asset investments	(233,411)		(506,516)
Proceeds from Sale of Investments	460,426		543,798
Sale of Plant and Machinery	-		12,930
	<u>225,942</u>		<u>(8,812)</u>
Note 13e Analysis of net cash			
	As at 1st	Cash Flow	As at
	1st January		31st December
	2015		2015
	£	£	£
Cash in Hand	1,691	477	2,168
Cash at bank	37,967	96,412	134,379
	<u>39,658</u>	<u>96,889</u>	<u>136,547</u>

	2015 £	2014 £
Note 14		
Calculation of Tax Liability		
Calculation of Profit		
Non trading loan relationship income:		
Fixed term deposit interest	(933)	(862)
Miscellaneous income and gains		
Other income	-	-
Total Profits	<u>(933)</u>	<u>(862)</u>
Expenses of Management		
Operating expenses	-	-
Provident Benefits in respect of legal fees	5,040	3,858
	<u>5,040</u>	<u>3,858</u>
Losses and Allowances		
Losses brought forward	19,203	16,207
Offset in the current period	(933)	(862)
Current year losses carried forward	5,040	3,858
Losses Carried forward	<u>23,310</u>	<u>19,203</u>

As an incorporated Association NACO falls within the charge to corporation tax. Income from membership subscriptions applied for the benefit of members will not be subject to corporation tax. However, bank interest and other investment income (excluding dividends) will be subject to corporation tax.

NACO also falls within the special provisions of S467 ICTA 1988 in relation to trade unions. This rule is that provided the union is precluded from assuring to any person an amount exceeding £4,000 or £825 a year by way of annuity, any non-trading income will be exempt from corporation tax provided the income or gains are applied for provident benefits.

The legal and professional fees incurred by NACO fall within this definition. Accordingly, NACO's taxable investment income will be reduced by the amounts of those expenses for the purposes of corporation tax.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NACO

We have audited the financial statements on pages 25 and 26 for the year ended 31 December 2015.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Association's members. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditor's 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 26, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 43 of the Charities Act 2011 and report in accordance with regulations made under section 44 of that Act. 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 (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www.frc.org.uk/apb/scope/private.cfm.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs at 31 December 2015, and of its incoming resources and application of resources, 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 Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Hurst & Company Accountants LLP
Chartered Accountants
Lancashire Gate
Tiviot Dale
Stockport

18th March 2016

Revenue Account

For the year ended 31st December 2015

		2015	2014
		£	£
	NOTE		
Income			
Income from Investments	4	6,559	5,220
Profit on Sale of Investments		-	4,933
Expenditure			
Equities charge		(185)	(508)
Administrative Costs		(1,500)	(1,500)
Grants (4)		(6,500)	(4,804)
Change in Market Value of Investments	3	2,336	5,873
		<u>710</u>	<u>9,214</u>

There were no other gains or losses for the year other than those passing through the Revenue Account.

Balance Sheet

As at the 31st December 2015

		2015	2014
		£	£
Current Assets			
Cash at Bank - Deposit		1,874	2879
Equities		193,940	191,604
James Sharp Cash A/c		9,351	9,972
Less			
Current Liabilities			
Creditors fall due within one year		(1,500)	(1,500)
Net Assets		<u>203,665</u>	<u>202,955</u>
Represented by			
General Fund		202,955	193,741
Transfer from Revenue Account		710	9,214
		<u>203,665</u>	<u>202,955</u>

Note 1**Statement of Trustees' Responsibilities**

The law applicable to charities in England and Wales 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 charity, and of its excess of income over expenditure for that period. In preparing those financial statements the trustees should:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in its activities.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the applicable regulations. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

Note 2

The financial statements are prepared on a historic cost basis for the year ending 31st December 2015 and in accordance with applicable Accounting Standards.

Note 3

Investments are stated at the year-end market value to accurately reflect the funds available for the payment of grants.

Note 4

Interest Received	2015	2014
	£	£
Investments	6,559	5,220
	<hr/> 6,559 <hr/>	<hr/> 5,220 <hr/>

Meeting of the 98th Annual General Meeting held at the Thistle Hotel, East Midlands Airport, on Wednesday 10th June 2015

Darren Leverington, NACO President, welcomed the members to the 98th Annual General Meeting of the Association.

1. Apologies for Absence

Apologies for absence were received from Neil Buist, Roger Davies, Lindsay Ewing, Bill Galvin, Keith Haywood, Mark Jones, Joan Keysell, Ruby Reddick, Kenneth Richards, Lorinda Robinson and Sarah Wright

2. Minutes of Annual General Meeting 2014

The minutes were proposed and accepted as a true record

Resolved: 'that the minutes of the 97th Annual General Meeting of the National Association of Co-operative Officials held at the Thistle Hotel, East Midlands Airport on Wednesday 4th June 2014, copies of which had been circulated previously, be approved as a true and accurate record'

3. Matters Arising

There were no matters arising from the minutes.

4. Presidents Address

The President, Darren Leverington, gave his report to the Annual General Meeting.

5. Presentations

Honorary Life Membership of NACO

Mervyn Wilson – Graduated from Kingston Polytechnic in 1972 with a BSc in Economics specialising in government & politics.

Joined London Co-operative Society September 1973 as Education Organiser, progressing to Assistant Education Secretary in June 1974 then Education Secretary in July 1980.

In February 1981 he became Sector Member Relations Officer at CRS (I am assuming this is when London merged with CRS) moving to Group Member Relations Officer (South Eastern Group) for CRS, In May 1992 he joined the Co-operative College as Officer for Member Education, moving to Co-operative Education Services Manager in May 1995 before being appointed Chief Executive & Principal in January 2000.

Kevin Yorath Award for Service to NACO

Mark Adams – "I have known Mark for probably around 15 years now. Working with Mark in the Co-operative Group it was clear to see that not only did he tower above his colleagues due to his height, but he was clearly ahead of many of his colleagues in terms of ability and capability, which is why I think he was so well thought of by his peers in Group, as Regional Manager he worked diligently to improve the part of the business he was responsible for, not only by improving the financial aspects of the business for the betterment of Group, but also by having a very hands on approach to improving the standards and level of client care received by client families.

This obviously stood him in good stead for when he went on to become the General Manager of the Funeral Division at Anglia Co-operative Society. Working over a geographically disparate area I believe Mark sought to bring some much needed modernisation to the way Anglia's Funeral business operated, looking to rational resources and invest for the benefit of the Society he made a real difference to the business.

Mark's commitment to funerals runs deep not just through the roles he has carried for the Co-operative Group, the former Anglia Society or now with Mid Counties but it goes further as Mark has committed a considerable amount of time both personal and professional to work at an Executive level for the Co-operative Funeral Service Managers Association and the National Association of Funeral Directors.

What little spare time he does have left are used to extremes through his passion for drag car racing and not just spectating but actually driving a very fast car filled with highly explosive fuel down a narrow strip of tarmac to record the fastest time for a quarter mile! never mind the danger - how does someone that tall fit into such a small car! Or relaxing through his love of all types of music from the classics to the classic Morrissey and the Smith's or his musical accomplishments as a saxophonist.

Mark deserves an award for any of these achievements, but most of all for the work he has done for both CFSMA and NACO in promoting these organisations and developing their standing and credibility outside of the co-operative movement, he really is a worthy recipient of this prestigious award."

Given by Darryl Smith

Kenny Fleming – Kenny has been a member of the C.F.S.M.A since 12th March 1997.

He has been a dedicated member and the Chairman of the Scottish division for a number of years. Over recent years Kenny has become a father figure for the newer members of the Division helping people settle into the division and always seeking new members at every opportunity.

For many years Kenny has been the voice of experience at the Scottish Conferences and has always had involvement in the Conference committees. His calm and methodical approach ensures the young team members are focused and understand exactly what is expected of them.

Kenny has a great understanding of the NACO issues and always adopts fair and workable solutions to any issue raised.

Kenny continues to be a very supportive member of the CFSMA and is the backbone of the Scottish Division.

6. Annual Report and Financial Statements for the year ended 31st December 2014

6.1. General Secretary's Report

The General Secretary gave his report to the meeting.

6.2. Finance & Administration Manager's Report

The Finance & Administration Manager gave her report to the meeting.

No questions were received from the floor and the Annual Report and Financial Statements for the year ended 31st December 2014 were formally moved and adopted.

7. NACO Strategic Review

The Assistant Secretary presented an overview of the Strategic Review.

8. Appointment of Tellers

On behalf of the NACO Executive the President nominated Bob Lister and Matt Arrowsmith as tellers.

Resolved: 'that Bob Lister and Matt Arrowsmith be elected as Tellers'.

9. Appointment of Auditors

The President advised the meeting that Hurst & Co Accountants LLP were nominated by the NACO Executive to act as Auditors for the year 2015/16.

Resolved: 'that Hurst & Co Accountants LLP be elected as Auditors for the ensuing 12 months'.

10. Appointment of Trustees

The President advised the meeting that the NACO Executive proposed that Mr Bob Burlton, Jack Devers (NACO Executive member from Co-operative Group Class) and Sue Powell (NACO Executive member from the All Others Class) act as Trustees of NACO for 2015/16.

Resolved: 'that Bob Burlton, Jack Devers and Sue Powell be appointed as Trustees for the ensuing 12 months'.

11. Appointment of Appeals Tribunal

The President advised the meeting that the NACO Executive nominated Mrs Delma-Rose Yorath, Mr Roger Myddelton and Dr John Butler to serve on the Appeals Tribunal for 2015/16.

Resolved: 'that Mrs Delma-Rose Yorath, Roger Myddelton and John Butler be appointed to serve on the Appeals Tribunal for the ensuing 12 months'.

12. Motions General

Motion 1 - Proposed by the NACO Executive

"That, in accordance with NACO's Rules, the rate of annual subscription is increased from £224.64 to £227.76 with effect from 1st January 2016."

In reviewing the annual rate of subscription, the NACO Executive has considered, very carefully, the finances of NACO, projected forecasts for inflation and recent pay awards negotiated for members by NACO. The Executive also took into account that no increase to subscription rates was applied for 2015 and so this will be the first increase since 1st January 2014.

The proposed rate of subscription for 2016 is equivalent to a weekly increase of six pence – or an annual increase equivalent to 1.4%.

The NACO Executive considers that whilst this represents an increase for members in the prevailing uncertain and difficult economic climate, it will help to maintain an economically viable income stream for NACO.

The motion was seconded by Gary Chappell and was unanimously carried.

13. Motions to Amend Rules

Motion 2 – Proposed by the NACO Executive

Rule 8, confirms that the NACO Executive shall comprise of members elected to serve as follows:

The NACO Executive shall consist of a maximum of 16 members drawn from two classes of membership as shown below:-

Co-operative Group: 10 seats
All Others: 6 seats

The Co-operative Group Class shall be defined as comprising all members employed by the Cooperative Group but excluding members employed by Co-operative Financial Services (including the Co-operative Bank plc and the Co-operative Insurance Society Limited and any other business acquired by Co-operative Financial Services). The All Others Class shall be defined as comprising all members employed by the Co-operative Financial Services and all other members not employed by the Co-operative Group. Provided they are otherwise qualified, members shall be eligible for re-election.

Following the Bank separation exercise, Co-operative Financial Services no longer exists as an entity and NACO no longer has any recognition rights in the separated Co-operative Bank. The Co-operative Insurance Society is now known internally in the Co-operative Group as General Insurance and is part of the Group Consumer Services Division.

To recognise these changes the NACO Executive would propose the following changes to the definitions of the two classes of membership by removing the current Rule 8 and replacing this with the following:

The NACO Executive shall consist of a maximum of 16 members drawn from two classes of membership as shown below:-

Co-operative Group: 10 seats
All Others: 6 seats

The Co-operative Group Class shall be defined as comprising all members employed by the Co-operative Group. The All Others Class shall be defined as comprising all other members not employed by the Co-operative Group. Provided they are otherwise qualified, members shall be eligible for re-election.

The motion was seconded by Phil Barr and was unanimously carried.

Motion 3 – Proposed by the NACO Executive

Rule 14 (a) referring to the Co-operative Group Council states as follows:

The Co-operative Group Council shall be subject to the overall authority of the NACO Executive. Its purpose and function shall be to deal with matters specific to the interests of members employed by the Co-operative Group Limited excluding Co-operative Financial Services.

Following the Bank separation exercise, Co-operative Financial Services no longer exists as an entity and NACO no longer has any recognition rights in the separated Co-operative Bank. The Co-operative Insurance Society is now known internally in the Co-operative Group as General Insurance and is part of the Group Consumer Services Division.

To recognise these changes the NACO Executive would propose that the Rule be amended by deleting the words “excluding Co-operative Financial Services” so Rule 14 (a) would read as follows:

The Co-operative Group Council shall be subject to the overall authority of the NACO Executive. Its purpose and function shall be to deal with matters specific to the interests of members employed by the Co-operative Group Limited.

The motion was seconded by Phil Holmes and was unanimously carried.

14. NACO Executive Elections - Declarations of Results

The President invited the Assistant Secretary to declare the results of the NACO Executive nomination and election process.

Co-operative Group Class

The Assistant Secretary confirmed that at the closing date for the receipt of nominations, five nominations had been received for the five seats available and there had been no election process required. The following members would serve on the NACO Executive in the Co-operative Group Class Group B for a two year term of office:

Darren Leverington
Mark Alexander
Sharon Weir
Gerri Hickton
Sarah Wright

All Others Class

The Assistant Secretary confirmed that at the closing date for the receipt of nominations, five nominations had been received for the five seats available. Further to this the following members would serve on the NACO Executive in the All Others Class Group B for a two year term of office:

Ann Rowland
Sue Powell
Danny Doherty

The following members would serve on the NACO Executive in the All Others Class Group A for a one year term of office:

Emma Willder
Amanda Woodward

15. Any Other Competent Business

There was no other competent business.

16. Induction of the National President for the Year 2015/2016

The retiring President Darren Leverington installed Jack Devers, Primary Operations Manager, Co-operative Retail Logistics as President of NACO for the year 2015/16.

The retiring President wished Jack every success in his term of office as National President of NACO.

The President, Jack Devers, thanked Darren for his kind words in respect of his induction as President for the year 2015/16. Jack informed delegates that he was honoured and privileged in taking on the prestigious and significant role of NACO President and thanked the NACO Executive for their nomination. Jack also confirmed his intent to continue to uphold the high standards expected of the NACO President in representing the membership during his term of office.

17. Presentation to the Retiring President

The President Jack Devers, thanked Darren Leverington for his Chairmanship of the ninety-eighth Annual General Meeting of NACO. The President also thanked Darren for upholding the tradition of the office of President of NACO and for being an excellent ambassador during his year of office. Darren Leverington was presented with his Past Presidents Medallion.

The President advised the meeting that during his year as President of NACO, Darren had nominated The Railway Children as his charity of the year. The Annual Dinner marked the end of the fundraising year and a Charity Raffle was held along with various fundraising events throughout the year including a charity Golf Day in September 2014 and a cycling challenge from Coast to Coast held in May 2015 over the Bank Holiday weekend, the charity raffle and the money raising events a grand total of £65,000 had been raised and Darren Leverington presented this amount to Pete Kent from The Railway Children.

The President thanked all members and delegates for their attendance and declared the ninety-eighth Annual General Meeting of NACO closed.

NACO EXECUTIVE 2015

Attendees		Class	Position
Called	Attended		
4	3	Co-operative Group	Regional Manager Co-operative Funeralcare
4	4	Co-operative Group	Regional Manager Co-operative Funeralcare
2	2	Co-operative Group	Operations Manager Co-operative Food
4	4	Co-operative Group	Primary Operations Manager Co-operative Retail Logistics
4	2	All Others	Area Manager, Funerals Lincolnshire Co-operative Society
2	1	Co-operative Group	National Democratic Service Manager Co-operative Group
2	0	Co-operative Group	Regional Manager Co-operative Pharmacy
2	2	Co-operative Group	Management Trainee Co-operative Retail Logistics
2	2	All Others*	Finance Manager Co-operatives UK
4	2	Co-operative Group	Operations Manager Co-operative Food
4	0	Co-operative Group	Technical Executive & Solicitor Co-operative Legal Services
4	4	All Others	Project Manager The Phone Co-operative
4	3	All Others	HR Manager Chelmsford Star Co-operative Society
2	1	Co-operative Group	Regional HR Manager Co-operative Food
2	1	All Others	Head of Finance & Corporate Services Co-op College
2	1	All Others	Funeral Department Manager Tamworth Co-operative
2	2	Co-operative Group	Senior Litigation Executive Co-operative Legal Services

* = Resigned June 2015

= Never Attended

^ = New Executive Member June 2015

Associations based on Societies or by Geography

Anglia Home Furnishings
Central England
Channel Islands
Chelmsford Star
Co-operative College
Co-operative General Insurance
Co-operative Group Central & Eastern District
Co-operative Group Manchester & District
Co-operative Group Scottish & NI
Co-operative Group South East
Co-operative Group South Wales & South West
Co-operative Party
Co-operatives UK
East of England
Heart of England
Lincolnshire
Midcounties
Scotmid Managers
Southern Co-operatives
The Phone Co-op

National Associations

Co-operative Business Resilience
Funeral Services Managers
HR Forum
Professional Pharmacists
Logistic Service Managers

1971	N.E. Sturgess	1985 - 86	N.P. Clark	2000 - 01	M.C. Marshall
1971 - 72	A.G. Emslie	1986 - 87	D.A. Harrison	2001 - 02	M.R. Davies
1972 - 73	A.A. Whitehead	1987 - 88	D. Brickhill	2002 - 03	S. Szymczak
1973 - 74	E.W. Swindells	1988 - 89	J. O'Neill	2003 - 04	T.A.G. Lees
1974 - 75	L.G. Craddock	1989 - 90	C.R. Hunter	2004 - 05	R. Myddelton
1975 - 76	P.R. Morris	1990 - 91	D.W. Cockcroft	2005 - 06	F. Wood
1976 - 77	G.E. Arguile	1991 - 92	J.B. Williams	2006 - 07	M.T. Craig
1977 - 78	R.A. Bunn	1992 - 93	G.W. Money	2007 - 08	M.R. Davies
1978 - 79	K. Smith	1993 - 94	R.J. Tomlinson	2008 - 09	K. Froggatt
1979 - 80	D.H. Carr	1994 - 95	M.T. Craig	2009 - 10	J. Devers
1980 - 81	W. Aitken	1995 - 96	D-R. Yorath	2010 - 11	A. Breen
1981 - 82	H. Robinson	1996 - 97	M.R. Davies	2011 - 12	K. Froggatt
1982 - 83	S.T. Hicks	1997 - 98	F. Wood	2012 - 13	J. Devers
1983 - 84	T. Dalrymple	1998 - 99	R. Whyborn	2013 - 14	M. Alexander
1984 - 85	P. Godfrey	1999 - 2000	S. Szymczak	2014 - 15	D. Leverington