

# YMCA ESSEX

England & Wales · Charity number 1054070

## Details

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Other names	CHELMSFORD Y.M.C.A
Status	Registered
Legal form	Charitable company
Company number	<a href="#">03171206</a>
Registered	1996-03-26
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	YMCA Victoria Road Chelmsford CM1 1NZ
Phone	01245355677
Email	<a href="mailto:Finance@ymcachelmsford.org.uk">Finance@ymcachelmsford.org.uk</a>
Website	<a href="http://www.ymcaessex.org.uk">www.ymcaessex.org.uk</a>

## Activities

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**Objects:** TO ADVANCE THE CHRISTIAN FAITH, INCLUDING BY:(A) PROMOTING A CHRISTIAN ENVIRONMENT INSPIRED AND MOTIVATED BY THE LIFE, EXAMPLE AND TEACHING OF JESUS CHRIST, WHERE PEOPLE OF FAITH AND PEOPLE OF NONE CAN WORK TOGETHER FOR THE TRANSFORMATION OF COMMUNITIES; AND(B) ENABLING PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, TO FLOURISH THROUGH EXPERIENCING AND RESPONDING TO THE LOVE OF GOD DEMONSTRATED BY THE LIFE, EXAMPLE AND TEACHING OF JESUS CHRIST;2.3.2 TO PROVIDE OR ASSIST IN THE PROVISION IN THE INTERESTS OF SOCIAL WELFARE OF FACILITIES FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR MEN AND WOMEN WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE;2.3.3 TO PROVIDE OR ASSIST IN THE PROVISION OF EDUCATION FOR PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WITH THE OBJECT OF DEVELOPING THEIR PHYSICAL, MENTAL OR SPIRITUAL CAPACITIES;2.3.4 TO RELIEVE OR ASSIST IN THE RELIEF OF PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WHO ARE IN CONDITIONS OF NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL, EMOTIONAL, SPIRITUAL OR ECONOMIC CIRCUMSTANCES; AND2.3.5 TO PROVIDE RESIDENTIAL ACCOMMODATION ,INCLUDING SOCIAL HOUSING, FOR PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WHO ARE IN NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL, EMOTIONAL, SPIRITUAL OR ECONOMIC CIRCUMSTANCES.

**Activities:** We plan and run a programme of childcare & informal youth groups for different ages, both in & around the YMCA, including Family Support.We deliver quality training programmes for young people, including Focus Groups and Young Carers.We also run a nursery & manage Breakfast Clubs & Out of School Clubs at 8 locations.At our Colchester site we provide accommodation for up to 44 young people

## Classification

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- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Accommodation/housing
- **Who:** Children/young People, People With Disabilities

## Geography

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- Essex

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,110,311	£1,891,715	£1,389,327	81
2024-03-31	£1,806,228	£1,840,834	£1,170,732	91
2023-03-31	£1,642,293	£1,647,856	£1,205,338	87
2022-03-31	£1,601,994	£1,546,750	£1,210,901	57
2021-03-31	£1,229,747	£1,275,443	£1,155,657	60

## Trustees

Name	Role	Appointed
Ashley Miller-Bryant		2023-09-13
Dr Dulcie Faure Walker		2026-05-12
John Blair		2022-11-22
MOJI FASANYA		2026-05-12
Michael David Langley BROMFIELD		2019-01-01
Michael Timothy MINTA		2019-01-01
Nayana Moore		2025-09-09
Nicola Tandy		2023-09-13
Paulina Newman		2023-09-13
Rakesh Krishnan		2023-09-13

**YMCA ESSEX**

England & Wales - Charity number 1054070

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# Accounts

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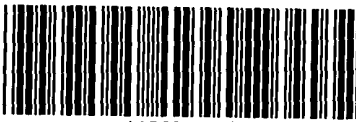
YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

# YMCA ESSEX

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**REPORT OF THE TRUSTEES AND  
AUDITED  
CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2025**

THURSDAY



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COMPANIES HOUSE

**ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

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**STRUCTURE AND ADMINISTRATIVE INFORMATION**

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**Board of Trustees**

<i>Name:</i>	<i>Office:</i>	<i>Serving on Committees:</i>
Mr Mike Bromfield	Chair	Finance
Mr Paul Coleman	Vice Chair	Finance
Mr Michael Minta	Treasurer	Finance
Mr David Clarke		(resigned 4 February 2025)
Mr John Blair		
Mr Khan Kassam		Finance
Mrs Ashley Miller Bryant		Finance
Mrs Paulina Newman		
Mrs Nicola Tandy		
Mr Rakesh Krishnan		

In addition, Board meetings were usually attended by:

Lady Rosemary Ruggles-Brise DL	President
Mr David Clarke	Company Secretary

**Senior Management Staff**

Chief Executive	Revd Andy Drake
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**Contact details**

Address & Registered Office	YMCA Essex Victoria Road Chelmsford Essex CM1 1NZ
Telephone	01245 355677
Website	<a href="http://www.ymcaessex.org.uk">www.ymcaessex.org.uk</a>
Email	<a href="mailto:admin@ymcaessex.org.uk">admin@ymcaessex.org.uk</a>
Registered charity number	1054070
Company number	3171206

**Main advisers**

Auditors: THP Limited Chartered Accountants and Statutory Auditors 34-40 High Street Wanstead London E11 2RJ	Bankers: Barclays Bank PLC Barclays Business Centre 40-41 High Street Chelmsford CM1 1BG
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**HR Consultants:**

BrightHR  
Peninsula Building  
Victoria Place  
Cheetham Hill  
Manchester  
M4 4FB

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

## **YMCA ESSEX**

YMCA Essex is one of 84 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 65 million people in 120 countries worldwide, working with young men and women regardless of race, religion, or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people, and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises in Chelmsford and Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out several activities with the aim of creating a surplus to be used for the benefit of the charity.

### **OUR AIMS AND OBJECTIVES**

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

#### **Our Mission:**

***Ensuring every young person in Essex can belong, contribute and thrive***

#### **Our Strapline:**

***Here for Young People. Here for Communities, Here for You***

#### **Our Values:**

- ***Kindness*** – love in action
- ***Fairness*** – equitable treatment for all
- ***Professionalism*** – everyday excellence
- ***Perseverance*** – never giving up hope
- ***Joy*** – delighting in life

#### **Our Priorities:**

1. ***GROWTH***: in both reach and depth
2. ***AWARENESS***: telling the story of YMCA transformation in fresh ways
3. ***PERSON-CENTRED***: maintaining a keen focus on individual care

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

## THE TRUSTEES' AND STRATEGIC REPORTS FOR 2024/2025

### Our Services

We provided a wide range of services, projects and activities during 2024/2025 including:

#### Housing Work

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their time with us are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

Most of the lighting in the building has now been upgraded to LED, with just the top floor to be done. This should lead to some cost savings over time. The building passed both the five-year electrical periodic test and the Fire Risk Assessment, and any works raised from those has been completed.

We continue to work closely with the DWP and now Your Own Place who are a CIC. They meet with selected residents and carry out group and 1:1 sessions around tenancy sustainment, money management and move-on. Some residents will receive an AQA qualification at the end of the course.

During 2024/2025 we had 41 residents move in and out. Of those 38 moved on positively to social housing, family, friends or privately rented accommodation. The three without positive move-ons had unfortunately brought class A drugs into the building with one resulting in a police search of the room. On average referrals received for housing from the Joint Referral Panel are booked in for an interview, interviewed and references collected within a week of the referral being taken.

Of the 41 moves we had in 24/25 we had just five weeks void loss.

We continued with the Cadent project regarding fuel efficiency and signed up to a new scheme for the new financial year. We started a non-smoking programme for residents via Provide and receive £75 each time someone signs up to quit. This has proved popular, and we have the potential to raise £7500 through it.

#### Community Youth Groups

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored and to engage in community programmes that reduce anti-social behaviour and promote improved inter-generational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas. Most of the young people come along due to hearing great things from their friends.

#### Family Support Work and Schools' Work

**Family Support** – Our Family Support service collaborates with children, young people, and families to foster positive change, enhancing attendance, behaviour, wellbeing, and overall life both inside and outside of school. We partner with six primary schools in the Chelmsford and Colchester areas, offering workshops on topics such as team building, communication, self-esteem, self-confidence, homelessness, and world poverty, tailored to the schools' requests. In 2023/2024 academic year, our Family Support team assisted hundreds of children, young people, and their families through school referrals. Each referral led to noticeable improvements in attendance, behaviour and/or academic achievement.

We utilise the Y-Web soft outcomes monitoring tool to assess each child or young person's progress, reporting enhancements in emotional, social, domestic, and academic wellbeing. Our mission is to empower every young person by giving them a voice and committing to positive, transformative change in their lives.

**Safer Community Youth Worker** - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything known as it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma-informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways.

### **Childcare Work**

**Out of School Clubs, and Holiday Clubs** - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment that enables them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wraparound care also continues to be a support to parents needing extended care either side of school times. We have enhanced our provision across one of our busiest locations to enable us to take more children due to popular demand.

We are operating eight Out of School Clubs across Chelmsford, and opened a new club in Witham during the year.

We run Holiday Clubs that Active Essex has commissioned across the county in four different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families.

**Nursery** - Our Nursery is open Monday to Friday for 51 weeks per year from 7:30am-6:00pm for children aged three months to five years. The Nursery served approximately 85 children and their families each week during 2024/2025.

We have been delighted to see the Nursery growing strongly during this financial year, providing care for a diverse range of families and needs, with 70% of children having funded spaces.

The Nursery has a "Good" Ofsted rating which enables us to take two-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge, and children from refugee families, Afghan in particular. Our staff have offered additional support to families that have needed help with choosing schools and applying for their schools of preference. This is a service that many parents have expressed was vital for them, so we will continue next year with this line of support.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

### **Operations**

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. All departments are led by a Head / Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services, with most staff working on the 'frontline'.

Like many YMCAs, we have signed the recent Rights and Responsibilities charter, which includes a requirement to achieve the equivalent of Trusted Charity status, we achieved the first stage of this in 2023.

Despite the continuing cost-of-living challenges, YMCA Essex continued to pay the Real Living Wage, and offer all staff above inflation salary increases.

Y Housing (YMCA Blackburn) is a Housing Association made up of seven participating YMCAs each with properties that offer supported accommodation, our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

### **Partnerships**

Working with local YMCAs across the country, our national federation of YMCAs in England introduced a new Federation strategy for 2022-2030, with our CEO sitting on one of the strategic steering groups. The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the Chelmsford City Council for their £25,000 grant in 2024/2025. We are also grateful for several donations from Essex Community Foundation during the year, and for the Safe Space grant from the Police, Fire and Crime Commissioner for Essex for the Y-Club (youth club).

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

### **Communications**

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website and social media updates; through leaflets; through the media; and by face-to-face contact with people through our services, projects, events, and networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage, for instance with BBC Essex as guest panellists on occasion.

### **Finance**

Our principal sources of income are the Nursery, Out of School Clubs, Housing Work and to a lesser extent, our Youth Clubs and Family Support Programme. All of which operate on a social enterprise model, with any surplus being ploughed back into the local work.

The end of year outturn was a surplus of unrestricted general funds of £90,818. Whilst we would always wish to produce a surplus, this does represent challenging changes to our service provision and the building of capacity within the organisation.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services. It will therefore be important for us to maintain and expand those services in the coming years and to attract further income from additional sources especially to support the costs of our charitable youth work.

### **Future Plans and Strategy**

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community development work, and potentially much more. From 2025-2030, these hubs will grow both opportunistically and intentionally.

Alongside these plans, we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations and are aware that exciting developments can come from the most unlikely of places.

### **Conclusion**

2024/2025 was an encouraging year regarding both the delivery of the charity mission and the resultant financial outturn. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly during the year. We remain resilient and have managed to achieve a good surplus, with all our services intact, and both youth clubs and out of school clubs increasing.

We continue to develop our housing portfolio with plans for a supported accommodation-focused redevelopment of our Chelmsford site, adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing. It is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control. We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

## GOVERNANCE AND MANAGEMENT

### Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
  - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
  - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

### Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in **YMCA events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means, which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

### **Committees**

The Board has appointed two Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Board Appeals Committee

### **Management and Organisation Structure**

The Board has delegated the day-to-day responsibility for the YMCA's services and operations to the Chief Executive and the Senior Management Team. The Senior Managers lead on the main areas of Childcare & Youth Work, Housing, Finance, Corporate Services and Communications, Fundraising & Events. There are over 81 staff and over 10 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

### **Risk Management**

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated regularly. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil Our Mission** to children, young people and families.
- Maintain effective **Financial Controls** and **Fraud Prevention** measures.
- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

## **FINANCIAL INFORMATION**

### **Funds Policy**

The charity has various funds available to finance its activities. These are as follows:

#### **(a) Unrestricted funds**

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project of purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's general funds in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold these funds because:

- it has no guaranteed regular funding,
- it requires an element of protection against potentially damaging but as yet unknown future events.

The Trustees believe that the minimum level of accessible bank balances should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2025, the general fund stood at £264,341.

#### **(b) Designated funds**

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes before new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings. During the year two new funds have been created, one in relation to the possible redevelopment of Victoria Road and one to fund staff attendance at the YMCA World Council in Toronto in 2026.

#### **(c) Restricted funds**

These are funds donated for specific purposes that are within the wider objects of the charity.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

#### **(d) Investment Policy**

Where possible, all funds are placed on call or short to medium term deposit. Due to the nature of our activities, these funds may be required at short notice, so we have a variety of drawdown dates.

#### **(e) Pension Deficit**

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme and its share of the scheme deficit. Appropriate action has been taken. The scheme was closed to new members in 2007 and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist professional advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

### **Subsidiary Undertaking**

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities. Its performance is shown in note 4 to these accounts, 2024/2025 performance is up on the previous year by nearly £40k.

### **Fixed Assets**

Movements in the fixed assets are detailed in note 8.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) 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). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statement as to Disclosure of Information to Auditors**

The Trustees confirm that, to the best of their knowledge there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware. They also confirm that they have taken all necessary steps to identify any pertinent audit information and to ensure that the charity's auditors have been informed of it.

### **Liability of Trustees**

The liability of Trustee is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

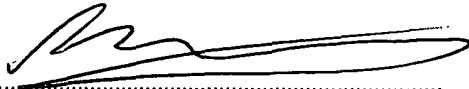
**Auditors**

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the forthcoming Board meeting.

Signed on behalf of the Board of Trustees

Mr Mike Bromfield  
Chair

Date: .....



9/9/2025

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

**Opinion**

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 for charities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, Safeguarding, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

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



Shahid Hameed FCA FCCA (Senior Statutory Auditor)  
For and on behalf of THP Limited  
Chartered Accountants and Statutory Auditors  
34-40 High Street  
Wanstead  
London E11 2RJ

Date: 7/10/2025

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted General	Designated	Restricted	2025 Total £	2024 Total £
		£	£	£		
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Rental income		781,351	-	-	781,352	713,389
Voluntary income		5,210	-	-	5,210	5,110
Grants receivable		35,000	-	-	35,000	25,000
Activities for generating funds		10,013	-	-	10,013	8,618
Income of trading subsidiary	4	887,433	-	-	887,433	718,240
Interest receivable		17,268	-	-	17,268	13,592
Incoming resources from charitable activities:						
Youth training		126,960	-	126,306	253,266	306,505
Miscellaneous Income		9,654	111,116	-	120,770	15,774
<b>TOTAL INCOMING RESOURCES</b>		<b>1,872,889</b>	<b>111,116</b>	<b>126,306</b>	<b>2,110,311</b>	<b>1,806,228</b>
<b>RESOURCES EXPENDED</b>						
Cost of generating funds:						
Expenditure of trading subsidiary	4	792,125	-	-	792,125	662,152
Charitable activities:						
Childcare services		87,500	-	-	87,500	85,000
Youth and other services		608,865	26,298	83,346	718,509	825,732
Premises		283,945	-	-	283,945	254,378
		980,310	26,298	83,346	1,089,954	1,165,110
Governance costs		9,636	-	-	9,636	13,572
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,782,071</b>	<b>26,298</b>	<b>83,346</b>	<b>1,891,715</b>	<b>1,840,834</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>90,818</b>	<b>84,818</b>	<b>42,960</b>	<b>218,596</b>	<b>(34,606)</b>
Transfer (from)/to Designated Funds	12	(18,077)	18,077	-	-	-
Transfer (from)/to Restricted Funds	13	-	17,234	(17,234)	-	-
<b>FUND BALANCES AT 1 APRIL 2024</b>		<b>197,846</b>	<b>906,919</b>	<b>65,967</b>	<b>1,170,732</b>	<b>1,205,338</b>
<b>FUND BALANCES AT 31 MARCH 2025</b>		<b>270,586</b>	<b>1,027,048</b>	<b>91,693</b>	<b>1,389,327</b>	<b>1,170,732</b>

All recognised gains and losses are included above.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVE FUNDS DISCLOSURE - 31 MARCH 2024

	Notes	Unrestricted		Restricted	2024 Total £
		General	Designated	£	
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Rental income		713,389	-	-	713,389
Voluntary income		5,110	-	-	5,110
Grants receivable		25,000	-	-	25,000
Activities for generating funds		8,618	-	-	8,618
Income of trading subsidiary	4	718,240	-	-	718,240
Interest receivable		13,592	-	-	13,592
Incoming resources from charitable activities:					
Youth training		247,922	12,710	45,873	306,505
Miscellaneous Income		15,774	-	-	15,774
<b>TOTAL INCOMING RESOURCES</b>		<b>1,747,645</b>	<b>12,710</b>	<b>45,873</b>	<b>1,806,228</b>
<b>RESOURCES EXPENDED</b>					
Cost of generating funds:					
Expenditure of trading subsidiary	4	662,152	-	-	662,152
Charitable activities:					
Childcare services		85,000	-	-	85,000
Youth and other services		727,046	53,224	45,462	825,732
Premises		254,378	-	-	254,378
		1,066,424	53,224	45,462	1,165,110
Governance costs		13,572	-	-	13,572
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,742,148</b>	<b>53,224</b>	<b>45,462</b>	<b>1,840,834</b>
Net INCOMING/(OUTGOING) RESOURCES		5,497	(40,514)	411	(34,606)
Pension deficit	15	-	-	-	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>5,497</b>	<b>(40,514)</b>	<b>411</b>	<b>(34,606)</b>
Transfer (from)/to Designated Funds	12	(15,874)	15,874	-	-
Transfer (from)/to Restricted Funds	13		2,000	(2,000)	-
<b>FUND BALANCES AT 1 APRIL 2023</b>		<b>208,223</b>	<b>929,559</b>	<b>67,556</b>	<b>1,205,338</b>
<b>FUND BALANCES AT 31 MARCH 2024</b>		<b>197,846</b>	<b>906,919</b>	<b>65,967</b>	<b>1,170,732</b>

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
CHARITY AND CONSOLIDATED BALANCE SHEET

AT 31 MARCH 2025

	Notes	TOTAL 2025		TOTAL 2024			
		Restricted £	Unrestricted £	Charity £	Group £	Charity £	Group £
<b>FIXED ASSETS</b>							
Tangible assets	8	-	825,000	825,000	825,000	826,923	826,923
Investments	9	-	2	2	-	2	-
			<u>825,002</u>	<u>825,002</u>	<u>825,000</u>	<u>826,925</u>	<u>826,923</u>
<b>CURRENT ASSETS</b>							
Debtors	10	-	102,217	102,217	106,459	54,310	64,415
Cash at bank in hand		91,693	583,516	675,209	679,611	480,748	492,321
		<u>91,693</u>	<u>685,733</u>	<u>777,426</u>	<u>786,070</u>	<u>535,058</u>	<u>556,736</u>
<b>CREDITORS:</b>							
Amounts falling due within one year	11(a)	-	(164,378)	(164,378)	(166,773)	(129,771)	(145,220)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>91,693</u>	<u>1,346,357</u>	<u>1,438,050</u>	<u>1,444,297</u>	<u>1,232,212</u>	<u>1,238,459</u>
<b>CREDITORS:</b>							
Amounts falling due after more than one year	11(b)	-	(54,970)	(54,970)	(54,970)	(67,727)	(67,727)
<b>NET ASSETS</b>		<u>91,693</u>	<u>1,291,387</u>	<u>1,383,080</u>	<u>1,387,327</u>	<u>1,164,485</u>	<u>1,170,732</u>
<b>FUNDS HELD</b>							
Unrestricted funds:							
General fund		-	264,341	264,341	264,341	191,601	191,599
Retained in subsidiary		-	-	-	6,245	-	6,247
<b>Total</b>		<u>-</u>	<u>264,341</u>	<u>264,341</u>	<u>270,586</u>	<u>191,601</u>	<u>197,846</u>
Designated fund		-	308,658	308,658	308,660	188,529	188,531
Restricted funds	13	91,693	-	91,693	91,693	65,967	65,967
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388
		<u>91,693</u>	<u>1,291,387</u>	<u>1,383,080</u>	<u>1,389,327</u>	<u>1,164,485</u>	<u>1,170,732</u>

Charitable company's result for the year

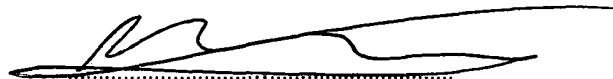
218,596

(34,606)

These accounts were approved by the Board and authorised for issue on 9/9/2025 and signed on its behalf by:



Mr Michael Minta – Treasurer



Mr Mike Bromfield – Chair

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash Generated from Operating Activities (see below)	170,023	(49,830)
Cash Flows from Investing Activities		
Interest received	17,268	13,592
Sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	-	-
	17,268	13,592
Increase/(decrease) in cash and cash equivalents in the year	187,291	(36,238)
Cash and cash equivalents at the beginning of the year	492,321	528,559
Total cash and cash equivalents at the end of the year	679,611	492,321

Reconciliation of Net Incoming Resources to Cash  
Generated from Operating Activities

	2025 £	2024 £
Net incoming resources	218,596	(34,606)
Add back depreciation charge	1,923	4,126
Loss on disposal of fixed asset	-	-
Deduct interest income shown in investing activities	(17,268)	(13,592)
Decrease/(increase) in debtors	(42,044)	(7,995)
Increase/(decrease) in creditors	8,816	2,237
Net cash from operating activities	170,023	(49,830)

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated in England. The Charity's registered number and registered office address can be found on page 1.

The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) '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 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line-by-line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 17.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road. Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account.

Other fixed assets are stated at cost less depreciation. The cost of Furniture and Equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition. Computer Equipment and Motor Vehicles are written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

- vii. **Debtors**  
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. **Grants and Legacies Receivable**  
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.  
Where these relate to specific items of expenditure these have been included within restricted funds.  
  
Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.
- ix. **Taxation**  
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. **Pension Contributions**  
YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex, therefore the scheme is accounted for as a defined contribution scheme. Further details are in note 15.  
  
The group also contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.
- xi. **Unlisted Investments**  
Investments are stated at historical cost.
- xii. **Related Party Exemption**  
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
- xiii. **Financial Reporting Standard 102 – reduced disclosure exemption**  
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":
- the requirements of Section 7 Statement of Cash Flows for the company in the group accounts

3. **INCOMING RESOURCES**

The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.

Rental income is accounted for on a receivable basis.

Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.

The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

4. **NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY**  
YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2025 and 2024 are detailed below.

**PROFIT AND LOSS ACCOUNT**

	2025	2024
	£	£
Turnover	887,433	718,240
Cost of sales	637,045	521,233
Gross profit	<u>250,388</u>	<u>197,007</u>
Administrative costs (including interest)	<u>(155,080)</u>	<u>(140,919)</u>
Operating profit for the year	95,308	56,088
Amount covenanted to YMCA Essex	<u>(95,308)</u>	<u>(56,088)</u>
Profit for the financial year	<u>0</u>	<u>0</u>
Retained profits/(losses) at 1 April 2024	<u>6,245</u>	<u>6,245</u>
Retained in subsidiary at 31 March 2025	6,245	6,245
	=====	=====
<b>AGGREGATE SHARE CAPITAL AND RESERVES</b>	6247	6247
	=====	=====

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

5. RESOURCES EXPENDED

	Trading Subsidiary £	Charitable Activities £	Governance £	2025 Total £	2024 Total £
<b>Costs directly allocated to activities</b>					
Staff costs	506,767	333,749	-	840,516	870,018
Other direct costs	130,278	54,001	-	184,279	163,730
<b>Support costs allocated to activities</b>					
<u>Premises</u>					
Heat and light	7,858	54,800	-	62,658	49,299
Repairs	4,378	53,733	-	58,111	52,898
Rates and insurance	-	18,352	-	18,352	19,036
Cleaning	12,064	28,879	-	40,943	36,515
Rent	-	128,181	-	128,181	119,625
<u>Administration</u>					
Office salaries and pensions	115,273	249,215	-	364,488	349,741
Pensions admin charge	-	4,066	-	4,066	3,992
Staff training	-	4,736	-	4,736	3,490
IT costs	-	24,064	-	24,064	23,578
Stationery and advertising	1,355	4,078	-	5,433	4,962
Telephone and licences	4,030	7,724	-	11,754	10,220
Fees and licences	-	16,726	-	16,726	15,995
Sundry expenses	10,122	0	-	10,122	4,026
Depreciation	-	1,923	-	1,923	4,126
Board expenses	-	-	396	396	4,492
Conference costs	-	2,998	-	2,998	2,408
VAT Input Tax Partial Recovery	-	(11,549)	-	(11,549)	(10,027)
Legal & Professional fees	-	-	-	-	-
Fundraising costs	-	10,634	-	10,634	4,943
Profit on Sale of assets	-	(6,000)	-	(6,000)	-
Auditors' remuneration	-	-	9,240	9,240	9,080
<b>TOTAL RESOURCES EXPENDED</b>	<b>792,125</b>	<b>980,310</b>	<b>9,636</b>	<b>1,782,071</b>	<b>1,742,148</b>

=====  
Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

	2025		2024	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	501,932	1,091,844	573,654	1,109,636
Social Security costs	54,472	86,600	56,788	83,791
Pension contributions	26,560	26,560	26,332	26,332
	582,964	1,205,004	656,774	1,219,759
	=====	=====	=====	=====

One employee received emoluments of between £70,000 and £80,000 (2024:1)

The average number of employees (including temporary and part time staff) was 81 (2024 total was 91). In addition, the charity uses the services of 10+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 10 volunteers acted as trustees on the Board.

No Trustees have received any remuneration.

Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management staff for employee services is £244,678 (2024: £230,551).

	2025 £	2024 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	1,923	4,126
Auditors' remuneration - audit	6,595	6,435
- other services	2,645	2,645
	=====	=====

8. GROUP FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Computer Equipment	Motor Vehicles	Total
Cost	£	£	£	£	£
At 1 April 2024	825,000	44,490	29,432	13,194	912,116
Additions	-	-	-	-	-
Disposals	-	-	-	(13,194)	(13,194)
At 31 March 2025	825,000	44,490	29,432	-	898,922
Depreciation					
At 1 April 2024	-	44,139	29,432	11,622	85,193
Charge for the year	-	351	-	1,572	1,923
Eliminated on disposals	-	-	-	(13,194)	(13,194)
At 31 March 2025	-	44,490	29,432	-	73,922
Net book value					
At 31 March 2025	825,000	-	-	-	825,000
	=====	=====	=====	=====	=====
At 31 March 2024	825,000	351	-	1,572	826,923
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

YMCA Essex  
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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

Deemed Cost at 31 March 2025 is represented by:

Valuation in 2016	£ 718,388
Original Cost	<u>193,728</u>
	912,116
	=====

9. INVESTMENTS – Unlisted at Cost

The charity owns 100% of the issued share capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

	2025		2024	
	Charity	Group	Charity	Group
	£	£	£	£
10. DEBTORS				
Trade debtors	71,075	75,317	27,617	37,722
Other debtors and prepayments	31,142	31,142	26,693	26,693
Amount due from YMCA Essex (Trading) Ltd.	-	-	-	-
	102,217	106,459	54,310	64,415
	=====	=====	=====	=====

	2025		2024	
	£	£	£	£
	11. (a) CREDITORS: Amounts falling due within one year			
Trade creditors	5,158	11,124	10,927	16,764
Other creditors, accruals and deferred income	84,833	142,892	84,995	115,679
Pension deficit	12,757	12,757	12,757	12,757
Amount due to YMCA Essex (Trading) Ltd.	61,630	-	21,092	-
	164,378	166,773	129,771	145,200
	=====	=====	=====	=====

	2025		2024	
	£	£	£	£
	11. (b) CREDITORS: Amounts falling due more than one year			
Pension deficit	54,970	54,970	67,727	67,727
	54,970	54,970	67,727	67,727
	=====	=====	=====	=====

YMCA Essex  
(Limited by Guarantee)  
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

12. DESIGNATED FUNDS

	Balances 31 March 24	Income	Expenditure	Net Transfer	Balances 31 March 25
	£	£	£	£	£
Fixed assets fund	814,404	-	-	(1,923)	812,482
New Projects	39,450	-	(13,371)	-	26,079
Informal Youth Work	7,390	-	(1,610)	17,234	23,014
Replacement Fund	12,211	9,216	(150)	-	21,277
Colchester Fundraising	7,484	200	(2,684)	-	5,000
Holiday Club Reserves	25,071	-	(7,574)	-	17,497
Repairs Victoria Road	909	-	(909)	-	-
World Council Fund	-	1,700	-	20,000	21,700
Victoria Road Redevelopment	-	100,000	-	-	100,000
	<u>906,919</u>	<u>111,116</u>	<u>(26,298)</u>	<u>35,311</u>	<u>1,027,048</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding. The Victoria Road Redevelopment Fund is to hold funds for the planned redevelopment.

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	At 31 March 2024	Income	Transfers	Salaries	Materials/other	At 31 March 2025
	£	£		£	£	£
Childcare services	4,012	-	-	-	(4,012)	-
Youth and other services	61,955	126,306	(17,234)	(31,021)	(48,313)	91,693
<b>TOTAL ALL FUNDS</b>	<u>65,967</u>	<u>126,306</u>	<u>(17,234)</u>	<u>(31,021)</u>	<u>(52,325)</u>	<u>91,693</u>
	=====	=====	=====	=====	=====	=====

Childcare Services

This funding includes donations that are specifically identified for Childcare.

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Police Fire and Crime Commissioner for Essex and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted.

YMCA Essex  
(Limited by Guarantee)  
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2025 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL
	General	Designated		FUNDS
	£	£	£	£
Fixed Assets	-	825,000	-	825,000
Net assets/(liabilities)	270,586	202,048	91,693	564,327
	270,586	1,027,048	91,693	1,389,327
	=====	=====	=====	=====

15. PENSION COMMITMENT

**Accounting Policy:**

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

**Pension Note:**

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year-end these were invested in De-risking Solutions.

The most recent completed three-year valuation was as at 1 May 2023. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets of 4.56%, the increase in pensions in payment of 3.18% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 21.5 years, female 24.0 years, and 23.1 years for a male pensioner, female 25.7 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.1m, which represented 92% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,396 from 1 May 2025. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 4 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £67,727 (2024: £80,484 which represents approximately 4 remaining years).

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £128,181 (2024: £119,625) to Blackburn YMCA, under a Housing Management Contract, for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA. The rents are charged in accordance with the Government's direction to the Social Housing Regulator of May 2014 and the Rent Standard Guidance.

18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements 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.

a) Critical judgements in applying the entity's accounting policies

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(c) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.

**YMCA ESSEX**

England & Wales - Charity number 1054070

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# Accounts

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YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

# YMCA ESSEX

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**REPORT OF THE TRUSTEES AND  
AUDITED  
CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2024**

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COMPANIES HOUSE

**ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024**

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## YMCA ESSEX

YMCA Essex is one of 101 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 65 million people in 119 countries worldwide, working with young men and women regardless of race, religion, or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people, and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises in Chelmsford and Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out several activities with the aim of creating a surplus to be used for the benefit of the charity.

## OUR AIMS AND OBJECTIVES

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

### **Our Mission:**

***Building Lives, Hope and Futures  
for children, young people and families***

### **Our Strapline:**

***'Unleashing Potential'***

### **Our Values:**

- **Christian** – inspired by faith, hope and love
- **Caring** – here to help everyone we can
- **Creative** – always looking for new opportunities
- **Committed** – aiming for excellence in all we do

### **Our Priorities:**

1. **SERVICES:** Strengthen and expand our ability to meet the needs of children, young people and families.
2. **OPERATIONS:** Implement an adaptive, resilient, sustainable operational model which optimises resources for our Mission.
3. **PARTNERSHIPS:** Pursue opportunities for partnership working to increase our impact and effectiveness.
4. **COMMUNICATIONS:** Raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

## **THE TRUSTEES' AND STRATEGIC REPORT FOR 2023/2024**

### **Our Services**

We provided a wide range of services, projects and activities during 2023/2024 including:

#### **Housing Work**

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their time with us are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

Upgrades of wet rooms continue on a case-by-case basis. Kitchen upgrades are still on our list, however due to other workstreams this is currently pending.

Our relationship with the Department for Work and Pensions (DWP) remains strong with regular joint working meetings taking place.

During 2023/2024 we had 52 residents move in and out. Of those 50 moved on positively to social housing, friends, or family, or to private rented accommodation. We continue to be a major contributor to the Joint Referral Panel where our referrals for housing come from (except for the young people who apply direct).

We applied for and received grant funding of £7,200 in 2023/2024 to provide essential items for our young people to use in their homes. We started work with Cadent on a project about energy efficiency and report into that monthly. Part of the project involves doing slow cooker workshops with the young people which they are really enjoying and are quite surprised at how straight forward it is.

#### **Community Youth Groups**

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored and to engage in community programmes that reduce anti-social behaviour and promote improved inter-generational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas. Most of the young people come along due to hearing great things from their friends.

#### **Family Support Work and Schools' Work**

**Family Support** – Our Family Support service collaborates with children, young people, and families to foster positive change, enhancing attendance, behaviour, wellbeing, and overall life both inside and outside of school. We partner with 7 primary schools in the Chelmsford, Colchester and Rayleigh areas, offering workshops on topics such as team building, communication, self-esteem, self-confidence, homelessness, and world poverty, tailored to the schools' requests. In 2023/2024 academic year, our Family Support team assisted hundreds of children, young people, and their families through school referrals. Each referral led to noticeable improvements in attendance, behaviour and/or academic achievement.

We utilise the Y-Web soft outcomes monitoring tool to assess each child or young person's progress, reporting enhancements in emotional, social, domestic, and academic wellbeing. Our mission is to empower every young person by giving them a voice and committing to positive, transformative change in their lives.

**Safer Community Youth Worker** - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything where it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma-informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways.

### **Childcare Work**

**Out of School Clubs, and Holiday Clubs** - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment that enables them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wraparound care also continues to be a support to parents needing extended care either side of school times. We have enhanced our provision across one of our busiest locations to enable us to take more children due to popular demand. We are operating 8 out of school clubs across Chelmsford.

Of note are Holiday Clubs that Active Essex has commissioned us to run across the county in 5 different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families.

**Nursery** - Our Nursery is open Monday to Friday for 51 weeks per year from 7:30am-6:00pm for children aged 3 months to 5 years. The Nursery served approximately 85 children and their families each week during 2023/2024.

We have been delighted to see the Nursery growing strongly during this financial year, providing care for a diverse range of families and needs, with 70% of children having funded spaces.

The Nursery has a "Good" Ofsted rating which enables us to take 2-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge, and children from refugee families, Afghan in particular. Our staff have offered additional support to families that have needed help with choosing schools and applying for their schools of preference. This is a service that many parents have expressed was vital for them, so we will continue next year with this line of support.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

### **Operations**

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. All departments are led by a Head / Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services, with most staff working on the 'frontline'.

Like many YMCAs, we have signed the recent Rights and Responsibilities charter, which includes a requirement to achieve the equivalent of Trusted Charity status. We completed the first stage self-assessment during 2023.

Despite the continuing cost-of-living challenges, YMCA Essex continued to pay the Real Living Wage, and offer all staff above inflation salary increases.

Y Housing (YMCA Blackburn) is a Housing Association made up of 7 participating YMCAs each with properties that offer supported accommodation, our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

To assist with GDPR compliance, our data is accessed through Microsoft SharePoint© and Dropbox. We have also thoroughly reviewed how we handle and control data including ensuring staff know their role in this and the protocols required.

### **Partnerships**

Working with local YMCAs across the country, our national federation of YMCAs in England introduced a new Federation strategy for 2022-2030, with our CEO sitting on one of the strategic steering groups. The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the Chelmsford City Council for their £25,000 grant in 2023/24. We are also grateful for several donations from Essex Community Foundation during the year, and for the Safe Space grant from the Police, Fire and Crime Commissioner for Essex for the new Y club (youth club).

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

This year we had the honour to be chosen as the Chelmsford Mayor's Charity by Councillor Linda Mascot, and we have worked closely with both Linda, the Deputy Mayor Councillor Jude Deakin and their fund-raising team to organise various events which has seen receipts of nearly £9k in this financial year.

### **Communications**

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website and social media updates; through leaflets; through the media; and by face-to-face contact with people through our services, projects, events, and networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage, for instance with BBC Essex as guest panellists on occasion.

## **Finance**

Our principal sources of income are the Nursery, Out of School Clubs, Housing Work and to a lesser extent, our Youth Clubs and Family Support Programme. All of which operate on a social enterprise model, with any surplus being ploughed back into the local work.

The end of year outturn was a small surplus of unrestricted general funds of £5,497. Whilst we would always wish to produce a surplus, this does represent challenging changes to our service provision and the building of capacity within the organisation.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services. It will therefore be important for us to maintain and expand those services in the coming years and to attract further income from additional sources especially to support the costs of our charitable youth work.

## **Future Plans and Strategy**

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community development work, and potentially much more. From 2023-2030, these hubs will grow both opportunistically and intentionally.

Alongside these plans, we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations and are aware that exciting developments can come from the most unlikely of places.

## **Conclusion**

2023/24 was an encouraging year with regard to the delivery of the charity mission and the resultant financial outturn. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly during the year. We remain resilient and have managed to achieve a small surplus, with all our services intact, and others such as youth clubs expanding.

We continue to develop our housing portfolio with plans for a supported accommodation-focused redevelopment of our Chelmsford site, adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing. It is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control. We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

## GOVERNANCE AND MANAGEMENT

### Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
  - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
  - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

### Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in **YMCA events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means, which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

### Committees

The Board has appointed two Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Board Appeals Committee

### Management and Organisation Structure

The Board has delegated the day-to-day responsibility for the YMCA's services and operations to the Chief Executive and the Senior Management Team. The Senior Managers lead on the main areas of Childcare & Youth Work, Housing, Finance, Corporate Services and Communications, Fundraising & Events. There are over 91 staff and over 10 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

### Risk Management

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated regularly. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil Our Mission** to children, young people and families.
- Maintain effective **Financial Controls** and **Fraud Prevention** measures.
- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

## **FINANCIAL INFORMATION**

### **Funds Policy**

The charity has various funds available to finance its activities. These are as follows:

#### **(a) Unrestricted funds**

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project of purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's general funds in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold these funds because:

- it has no guaranteed regular funding,
- it requires an element of protection against potentially damaging but as yet unknown future events.

The Trustees believe that the minimum level of accessible bank balances should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2024, the general fund stood at £191,601.

#### **(b) Designated funds**

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes before new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings.

#### **(c) Restricted funds**

These are funds donated for specific purposes that are within the wider objects of the charity.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

#### **(d) Investment Policy**

Where possible, all funds are placed on call or short to medium term deposit. Due to the nature of our activities, these funds may be required at short notice, so we have a variety of drawdown dates.

#### **(e) Pension Deficit**

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme and its share of the scheme deficit. Appropriate action has been taken. The scheme was closed to new members in 2007 and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

### **Subsidiary Undertaking**

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities. Its performance is shown in note 4 to these accounts, 2023/2024 performance is down on the previous year, but we are anticipating this will improve during 2024/2025 back to previous levels, or better.

### **Fixed Assets**

Movements in the fixed assets are detailed in note 8.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) 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). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statement as to Disclosure of Information to Auditors**

The Trustees confirm that so far as they are aware there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware, and that they have taken all steps that they ought to as Trustees to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

### **Liability of Members**

The liability of members is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

**Auditors**

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the forthcoming Board meeting.

Signed on behalf of the Board of Trustees

Mr Mike Bromfield  
Chair

Date: 

24/9/24

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

**Opinion**

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 for charities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, Safeguarding, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

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



Shahid Hameed FCA FCCA (Senior Statutory Auditor)  
For and on behalf of THP Limited  
Chartered Accountants and Statutory Auditors  
34-40 High Street  
Wanstead  
London E11 2RJ

Date: 1/10/2024

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted		Restricted	2024	2023
		General	Designated		Total	Total
		£	£	£	£	£
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Rental income		713,389	-	-	713,389	634,038
Voluntary income		5,110	-	-	5,110	4,098
Grants receivable		25,000	-	-	25,000	25,000
Activities for generating funds		8,618	-	-	8,618	-
Income of trading subsidiary	4	718,240	-	-	718,240	609,967
Interest receivable		13,592	-	-	13,592	4,234
Incoming resources from charitable activities:						
Youth training		247,922	12,710	45,873	306,505	346,724
Miscellaneous Income		15,774	-	-	15,774	18,232
<b>TOTAL INCOMING RESOURCES</b>		<b>1,747,645</b>	<b>12,710</b>	<b>45,873</b>	<b>1,806,228</b>	<b>1,642,293</b>
<b>RESOURCES EXPENDED</b>						
Cost of generating funds:						
Expenditure of trading subsidiary	4	662,152	-	-	662,152	532,507
Charitable activities:						
Childcare services		85,000	-	-	85,000	82,265
Youth and other services		727,046	53,224	45,462	825,732	786,209
Premises		254,378	-	-	254,378	234,782
		1,066,424	53,224	45,462	1,165,110	1,103,256
Governance costs		13,572	-	-	13,572	12,093
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,742,148</b>	<b>53,224</b>	<b>45,462</b>	<b>1,840,834</b>	<b>1,647,856</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>5,497</b>	<b>(40,514)</b>	<b>411</b>	<b>(34,606)</b>	<b>(5,563)</b>
Pension deficit	15	-	-	-	-	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>5,497</b>	<b>(40,514)</b>	<b>411</b>	<b>(34,606)</b>	<b>(5,563)</b>
Transfer (from)/to Designated Funds	12	(15,874)	15,874	-	-	-
Transfer (from)/to Restricted Funds	13	-	2,000	(2,000)	-	-
<b>FUND BALANCES AT 1 APRIL 2023</b>		<b>208,223</b>	<b>929,559</b>	<b>67,556</b>	<b>1,205,338</b>	<b>1,210,901</b>
<b>FUND BALANCES AT 31 MARCH 2024</b>		<b>197,846</b>	<b>906,919</b>	<b>65,967</b>	<b>1,170,732</b>	<b>1,210,901</b>

All recognised gains and losses are included above.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVE FUNDS DISCLOSURE - MARCH 2023

	Notes	Unrestricted		Restricted	2023
		General	Designated		Total
		£	£	£	£
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Rental income		634,038	-	-	634,038
Voluntary income		4,098	-	-	4,098
Grants receivable		25,000	-	-	25,000
Activities for generating funds		-	-	-	-
Income of trading subsidiary	4	609,967	-	-	609,967
Interest receivable		4,234	-	-	4,234
Incoming resources from charitable activities:					
Youth training		297,331	22,608	26,785	346,724
Miscellaneous Income		18,232	-	-	18,232
<b>TOTAL INCOMING RESOURCES</b>		<b>1,592,900</b>	<b>22,608</b>	<b>26,785</b>	<b>1,642,293</b>
<b>RESOURCES EXPENDED</b>					
Cost of generating funds:					
Expenditure of trading subsidiary	4	532,507	-	-	532,507
Charitable activities:					
Childcare services		82,265	-	-	82,265
Youth and other services		703,207	56,052	26,950	786,209
Premises		234,782	-	-	234,782
		1,020,254	56,052	26,960	1,103,256
Governance costs		12,093	-	-	12,093
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,564,854</b>	<b>56,052</b>	<b>26,950</b>	<b>1,647,856</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>28,046</b>	<b>(33,444)</b>	<b>(165)</b>	<b>(5,563)</b>
Pension deficit	15	-	-	-	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>28,046</b>	<b>(33,444)</b>	<b>(165)</b>	<b>(5,563)</b>
Transfer (from)/to Designated Funds	12	(13,874)	13,874	-	-
Transfer (from)/to Restricted Funds	13		11,354	(11,354)	-
<b>FUND BALANCES AT 1 APRIL 2022</b>		<b>194,051</b>	<b>937,775</b>	<b>79,075</b>	<b>1,210,901</b>
<b>FUND BALANCES AT 31 MARCH 2023</b>		<b>208,223</b>	<b>929,559</b>	<b>67,556</b>	<b>1,205,338</b>

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
CHARITY AND CONSOLIDATED BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2024

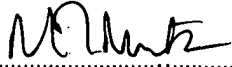
	Notes	Restricted		Unrestricted		TOTAL 2024		TOTAL 2023	
		£	£	£	£	Charity £	Group £	Charity £	Group £
<b>FIXED ASSETS</b>									
Tangible assets	8	-	826,923	826,923	826,923	826,923	831,049	831,049	
Investments	9	-	2	2	-	2	2	-	
			826,925	826,925	826,923	831,051	831,049		
<b>CURRENT ASSETS</b>									
Debtors	10	-	54,310	54,310	64,415	141,882	56,420		
Cash at bank in hand		65,967	414,781	480,748	492,321	406,608	528,559		
		65,967	469,091	535,058	556,736	548,490	584,979		
<b>CREDITORS:</b>									
Amounts falling due within one year	11(a)	-	(129,771)	(129,771)	(145,200)	(99,962)	(130,206)		
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>									
		65,967	1,166,245	1,232,212	1,238,459	1,279,579	1,285,822		
<b>CREDITORS:</b>									
Amounts falling due after more than one year	11(b)	-	(67,727)	(67,727)	(67,727)	(80,484)	(80,484)		
<b>NET ASSETS</b>									
		65,967	1,098,518	1,164,485	1,170,732	1,199,095	1,205,338		
<b>FUNDS HELD</b>									
<b>Unrestricted funds:</b>									
General fund		-	191,601	191,601	191,599	201,980	201,978		
Retained in subsidiary		-	-	-	6,247	-	6,245		
Total		-	191,601	191,601	197,846	201,980	208,223		
Designated fund		-	188,529	188,529	188,531	211,171	211,171		
Restricted funds	13	65,967	-	65,967	65,657	67,556	67,556		
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388		
		65,967	1,098,518	1,164,485	1,170,732	1,199,095	1,205,338		

Charitable company's result for the year

(34,606)

(15,111)

These accounts were approved by the Board and authorised for issue on 24/9/24 and signed on its behalf by:

  
Mr Michael Minta - Treasurer

  
Mr Mike Bromfield - Chair

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash Generated from Operating Activities (see below)	(49,830)	(10,437)
Cash Flows from Investing Activities		
Interest received	13,592	4,234
Sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	-	-
	<u>13,592</u>	<u>(4,234)</u>
Increase/(decrease) in cash and cash equivalents in the year	<u>(36,238)</u>	<u>(6,203)</u>
Cash and cash equivalents at the beginning of the year	528,559	534,762
Total cash and cash equivalents at the end of the year	<u>492,321</u>	<u>528,559</u>

*Reconciliation of Net Incoming Resources to Cash  
Generated from Operating Activities*

	2024 £	2023 £
Net incoming resources	(34,606)	(5,563)
Add back depreciation charge	4,126	6,126
Loss on disposal of fixed asset	-	-
Deduct interest income shown in investing activities	(13,592)	(4,234)
Decrease/(increase) in debtors	(7,995)	7,827
Increase/(decrease) in creditors	<u>2,237</u>	<u>(14,593)</u>
Net cash from operating activities	<u>(49,830)</u>	<u>(10,437)</u>

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated and domiciled in England. The Charity's registered number and registered office address can be found on page 1.  
The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) '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 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line-by-line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 17.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road, Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account. The trustees perform annual impairment reviews in accordance with the requirements of the Financial Reporting Standard 102 to ensure that the recoverable amount is not lower than the carrying value.

Other fixed assets are stated at cost less depreciation. The cost of Furniture and Equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition. Computer Equipment and Motor Vehicles are written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

- vii. **Debtors**  
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. **Grants and Legacies Receivable**  
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.  
Where these relate to specific items of expenditure these have been included within restricted funds.  
  
Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.
- ix. **Taxation**  
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. **Pension Contributions**  
YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex, therefore the scheme is accounted for as a defined contribution scheme. Further details are in note 15.  
  
The group also contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.
- xi. **Unlisted Investments**  
Investments are stated at historical cost.
- xii. **Related Party Exemption**  
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
- xiii. **Financial Reporting Standard 102 – reduced disclosure exemption**  
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":
- the requirements of Section 7 Statement of Cash Flows for the company in the group accounts

3. **INCOMING RESOURCES**  
The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.

Rental income is accounted for on a receivable basis.

Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.

The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

4. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY  
YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2024 and 2023 are detailed below.

PROFIT AND LOSS ACCOUNT

	2024	2023
	£	£
Turnover	718,240	609,967
Cost of sales	521,233	427,555
Gross profit	<u>197,007</u>	<u>182,412</u>
Administrative costs (including interest)	(140,919)	(104,955)
Operating profit for the year	56,088	77,457
Amount covenanted to YMCA Essex	(56,088)	(67,912)
Profit for the financial year	<u>0</u>	<u>9,545</u>
Retained profits/(losses) at 1 April 2023	6245	(3,304)
Retained in subsidiary at 31 March 2024	<u>6245</u>	<u>6245</u>
	=====	=====
AGGREGATE SHARE CAPITAL AND RESERVES	6247	6247
	=====	=====

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

5. RESOURCES EXPENDED

	Trading Subsidiary £	Charitable Activities £	Governance £	2024 Total £	2023 Total £
Costs directly allocated to activities					
Staff costs	453,575	416,443	-	870,018	774,992
Other direct costs	67,658	96,072	-	163,730	143,949
Support costs allocated to activities					
<u>Premises</u>					
Heat and light	6,049	43,250	-	49,299	36,611
Repairs	5,957	46,941	-	52,898	54,402
Rates and insurance	-	19,036	-	19,036	16,473
Cleaning	10,989	25,526	-	36,515	36,875
Rent	-	119,625	-	119,625	110,437
<u>Administration</u>					
Office salaries and pensions	109,140	240,331	-	349,741	310,974
Pensions admin charge	-	3,992	-	3,992	3,657
Staff training	-	3,490	-	3,490	11,845
IT costs	-	23,578	-	23,578	21,369
Stationery and advertising	1,230	3,732	-	4,962	6,233
Telephone and licences	3,258	6,962	-	10,220	10,055
Fees and licences	-	15,995	-	15,995	10,335
Sundry expenses	4,026	0	-	4,026	1,203
Depreciation	-	4,126	-	4,126	6,126
Board expenses	-	-	4,492	4,492	3,438
Conference costs	-	2,408	-	2,408	4,052
VAT Input Tax Partial Recovery	-	(10,027)	-	(10,027)	(7,476)
Legal & Professional fees	-	-	-	-	-
Fundraising costs	-	4,943	-	4,943	-
Loss on Sale of assets	-	-	-	-	-
Auditors' remuneration	-	-	9,080	9,080	8,655
Loan interest	-	-	-	-	648
<b>TOTAL RESOURCES EXPENDED</b>	<b>662,152</b>	<b>1,066,424</b>	<b>13,572</b>	<b>1,742,148</b>	<b>1,564,854</b>

=====  
Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

	2024		2023	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	573,654	1,109,636	566,674	994,098
Social Security costs	56,788	83,791	50,439	71,944
Pension contributions	26,332	26,332	19,924	19,924
	656,774	1,219,759	637,037	1,085,966
	=====	=====	=====	=====

One employee received emoluments of between £70,000 and £80,000 (2023:1)

The average number of employees (including temporary and part time staff) was 91 (2023 total was 87). In addition, the charity uses the services of 10+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 11 volunteers acted as trustees on the Board.

No Trustees have received any remuneration or have had expenses reimbursed.

Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management staff for employee services is £230,551 (2023: £218,073).

	2024 £	2023 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	4,126	6,126
Auditors' remuneration – audit	6,435	5,755
– other services	2,645	2,645
	=====	=====

8. GROUP FIXED ASSETS	Freehold Land & Buildings £	Furniture & Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost					
At 1 April 2023	825,000	44,490	29,432	13,194	912,116
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2024	825,000	44,490	29,432	13,194	912,116
Depreciation					
At 1 April 2023	-	43,312	29,432	8,323	81,067
Charge for the year	-	827	-	3,299	4,126
Eliminated on disposals	-	-	-	-	-
At 31 March 2024	-	44,139	29,432	11,622	85,193
Net book value					
At 31 March 2024	825,000	351	-	1,572	826,923
	=====	=====	=====	=====	=====
At 31 March 2023	825,000	1,178	-	4,871	831,049
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

YMCA Essex  
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Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

Deemed Cost at 31 March 2024 is represented by:

	£
Valuation in 2016	718,388
Original Cost	<u>193,728</u>
	912,116
	=====

9. INVESTMENTS – Unlisted at Cost

The charity owns 100% of the issued share capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

10. DEBTORS	2024		2023	
	Charity	Group	Charity	Group
	£	£	£	£
Trade debtors	27,617	37,722	19,578	26,741
Other debtors and prepayments	26,693	26,693	29,679	29,679
Amount due from YMCA Essex (Trading) Ltd.	-	-	92,625	-
	<u>54,310</u>	<u>64,415</u>	<u>141,882</u>	<u>56,420</u>
	=====	=====	=====	=====

11. (a) CREDITORS: Amounts falling due within one year	2024		2023	
	£	£	£	£
Trade creditors	10,927	16,764	4,431	7,283
Other creditors and accruals & deferred income	84,995	115,679	78,678	106,070
Pension deficit	12,757	12,757	16,853	16,853
Amount due to YMCA Essex (Trading) Ltd.	21,092	-	-	-
	<u>129,771</u>	<u>145,200</u>	<u>99,962</u>	<u>130,206</u>
	=====	=====	=====	=====

11. (b) CREDITORS: Amounts falling due more than one year	2024		2023	
	£	£	£	£
Pension deficit	67,727	67,727	80,484	80,484
	<u>67,727</u>	<u>67,727</u>	<u>80,484</u>	<u>80,484</u>
	=====	=====	=====	=====

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

12. DESIGNATED FUNDS

	Balances 31 March 23	Income	Expenditure	Net Transfer	Balances 31 March 24
	£	£	£	£	£
Fixed assets fund	818,530	-	-	(4,126)	814,404
New Projects	40,082	-	(2,632)	2,000	39,450
Informal Youth Work	9,806	-	(2,416)	-	7,390
Replacement Fund	13,646	-	(1,435)	-	12,211
Colchester Fundraising	2,424	7,710	(2,650)	-	7,484
Holiday Club Reserves	25,071	-	-	-	25,071
Repairs Victoria Road	20,000	5,000	(44,091)	20,000	909
	<u>929,559</u>	<u>12,710</u>	<u>(53,224)</u>	<u>17,874</u>	<u>906,919</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding.

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	At 31 March 2023	Income	Transfers	Salaries	Materials/other	At 31 March 2024
	£	£		£	£	£
Childcare services	18,108	-	-	-	(14,096)	4,012
Youth and other services	49,448	45,873	(2,000)	(21,780)	(9,586)	61,955
<b>TOTAL ALL FUNDS</b>	<u>67,556</u>	<u>45,873</u>	<u>(2,000)</u>	<u>(21,780)</u>	<u>(23,682)</u>	<u>65,967</u>
	=====	=====	=====	=====	=====	=====

Childcare Services

This funding includes donations that are specifically identified for Childcare.

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Chelmsford City Council, Outreach (Comic Relief), Police Fire and Crime Commissioner for Essex and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2024 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL FUNDS
	General	Designated		
	£	£	£	£
Fixed Assets	-	826,923	-	826,923
Net assets/(liabilities)	197,846	79,996	65,967	343,809
	197,846	906,919	65,967	1,170,732
	=====	=====	=====	=====

15. PENSION COMMITMENT

Accounting Policy:

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

Pension Note:

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year-end these were invested in De-risking Solutions.

The most recent completed three-year valuation was as at 1 May 2022. Placing a value of the plan's liabilities requires a number of assumptions to be made about the future. Such assumptions include how long members might live after retiring and the return that will be generated by the plan's assets. After taking advice from the plan actuary the Trustee of YMCAs in England has adopted what they consider to be 'prudent' funding assumptions, having regard to the Employer's covenant and to financial market conditions. The Trustee's assumptions are prudent in that they are deliberately cautious about the future. Using such assumptions increases the target funding reserves and reduces the risk that the combination of the accumulated assets and future contributions will prove to be inadequate. The result of the valuation showed that the actuarial value of the assets was £132.0m. This represented 86% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2022 showed that the YMCA Pension Plan had a deficit of £21.3 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,063 from 1 May 2024. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 5 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £80,484 (2023: £97,337 which represents approximately 5 remaining years.

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £119,625 (2023: £110,437) to Blackburn YMCA for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA.

18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements 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.

a) Critical judgements in applying the entity's accounting policies

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(c) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on technological advancements, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.

**YMCA ESSEX**

England & Wales - Charity number 1054070

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# Accounts

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YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

# **YMCA ESSEX**

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## **REPORT OF THE TRUSTEES AND AUDITED**

### **CONSOLIDATED ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

**ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023**

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2	OUR AIMS AND OBJECTIVES
3	THE TRUSTEES' AND STRATEGIC REPORTS FOR 2022/23 <ul style="list-style-type: none"><li>• Our Services</li><li>• Operations</li><li>• Partnerships</li><li>• Communications</li><li>• Finance</li><li>• Future Plans and Strategy</li><li>• Conclusion</li></ul>
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## YMCA ESSEX

YMCA Essex is one of approximately 83 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 65 million people in 120 countries worldwide, working with young men and women regardless of race, religion, or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises in Chelmsford and Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out a number of activities with the aim of creating a surplus to be used for the benefit of the charity.

## OUR AIMS AND OBJECTIVES

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none in order to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

### **Our Mission:**

***Building Lives, Hope and Futures  
for children, young people and families***

### **Our Strapline:**

***'Unleashing Potential'***

### **Our Values:**

- ***Christian*** – inspired by faith, hope and love
- ***Caring*** – here to help everyone we can
- ***Creative*** – always looking for new opportunities
- ***Committed*** – aiming for excellence in all we do

### **Our Priorities:**

1. ***SERVICES:*** Strengthen and expand our ability to meet the needs of children, young people and families.
2. ***OPERATIONS:*** Implement an adaptive, resilient, sustainable operational model which optimises resources for our Mission.
3. ***PARTNERSHIPS:*** Pursue opportunities for partnership working to increase our impact and effectiveness.
4. ***COMMUNICATIONS:*** Raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

## **THE TRUSTEES' AND STRATEGIC REPORT FOR 2022/2023**

### **Our Services**

We provided a wide range of services, projects and activities during 2022/2023 including:

#### **Housing Work**

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their time with us are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

Following the upgrade to our internet, CCTV and carpets we started upgrading the wet rooms with modern showers and easy to clean shower boards instead of the vinyl that was in place originally. We started planning towards kitchen upgrades across the project, which is a major undertaking and needs to be planned carefully, taking residents' needs into account. We strengthened our network of contacts, working closely with the Department for Work and Pensions (DWP) to move all residents to one Work Coach, which means a better and more streamlined service for all.

We also started to work with a security company to cover shifts where existing staff are not able to step in. This has proved to be an excellent relationship, with regular staff working with us and residents being happy with the cover provided.

During 2022/2023 we had 44 residents move in and out. Of those who moved out, 37 moved on positively to social housing, back to family or to private rented accommodation. Where residents chose to not follow the house rules and had to move out, we did all we could to ensure they had somewhere to go, even if it was temporary. We continued to work closely with other supported housing providers in Colchester as well as the Youth Enquiry Service and Colchester Borough Homes.

#### **Community Youth Groups**

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored and to engage in community programmes that reduce anti-social behaviour and promote improved inter-generational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas. Most of the young people, however, come along due to hearing great things from their friends.

#### **Family Support Work and Schools' Work**

**Family Support** - This service works with children, young people, and families to make positive impacts and improve children's attendance, behaviour, wellbeing and life inside school and out. We work within 9 primary schools in the Chelmsford, Colchester and Rayleigh areas. The team also runs workshops at the request of the schools, including ones on the subjects of team building, communication, self-esteem, self-confidence, homelessness and world poverty. In 2022/2023, the Family Support team worked with hundreds of children, young people, and their families through referrals from schools. Every referral resulted in improved attendance, behaviour and/or academic achievement.

Throughout the pandemic and lockdowns, our support was usually conducted virtually, which we found worked well in most cases. Each child or young person completes a Y-Web soft outcomes monitoring tool, which reports on improved emotional, social, domestic, and academic wellbeing. Our mission is to give every young person a voice and to be committed to providing positive change in their life.

**Essex County Council FiF-Xtra Initiative** - YMCA Essex has been supporting Essex County Council's Family Innovation Fund to ensure that young people across Essex receive the right support to help guide them through anxieties, relationship breakdowns, poor health and lifestyle, coping and managing change, as well as other effects from Covid-19.

**Safer Community Youth Worker** - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything where it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma-informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways during periods of lockdown.

**Educational Welfare Work** - We operate in many schools across Essex offering educational welfare support work, focusing mainly on attendance issues as opposed to the Family Support Work but with some overlap. We are pleased to see this work also serving in Jaywick, which is currently the most deprived ward in Britain.

### **Childcare Work**

**Out of School Clubs, and Holiday Clubs** - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment that enables them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wraparound care also continues to be a support to parents needing extended care either side of school times. We have enhanced our provision across one of our busiest locations to enable us to take more children due to popular demand.

Of note are Holiday Clubs that Active Essex has commissioned us to run across the county in 7 different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families.

We are operating 8 out of school clubs across Chelmsford.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

**Nursery** - Our Nursery is open Monday to Friday for 51 weeks per year from 7:30am-6:00pm for children aged 3 months to 5 years. The Nursery served approximately 80 children and their families each week during 2022/2023.

We have been delighted to see the Nursery growing strongly during this financial year, providing care for a diverse range of families and needs, with 70% of children having funded spaces.

The Nursery has a "Good" Ofsted rating which enables us to take 2-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge, and children from refugee families, Afghan in particular. Our staff have offered additional support to families that have needed help with choosing schools and applying for their schools of preference. This is a service that many parents have expressed was vital for them, so we will continue next year with this line of support.

### **Operations**

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. All departments are led by a Head / Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services, with most staff working on the 'frontline'.

Like many YMCAs, we have signed the recent Rights and Responsibilities charter, which includes a requirement to achieve the equivalent of Trusted Charity status by the end of 2023, and which we are working towards. Despite

the challenges presented by the cost-of-living crisis, YMCA Essex continued to pay the Real Living Wage and also made a winter hardship payment to all staff to help with spiralling energy costs in particular.

In the latter half of the Financial Year, a national YMCA resource for governance as well as a new HR system for YMCA Essex enabled a refreshed approach to ensuring policies were up to date and reflecting best-in-class wording. This process will be completed in 2023/24.

Y Housing is a Housing Association made up of 7 participating YMCAs each with properties that offer supported accommodation, our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

To assist with GDPR compliance, our data is accessed through Microsoft SharePoint© and Dropbox. We have also thoroughly reviewed how we handle and control data including ensuring staff know their role in this and the protocols required.

### **Partnerships**

Working with local YMCAs across the country, our national federation of YMCAs in England is working to deliver a new Federation strategy, with our CEO sitting on one of the strategic steering groups. We look forward to being a part of the 2023-2030 vision and strategy that will be unfolding as a result.

The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the Chelmsford City Council for their £25,000 grant in 2022/23. We are also grateful for a donation of £5,000 from Essex Community Foundation toward core costs.

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

### **Communications**

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website, including our online news and social media updates; through leaflets; through the media; and by face-to-face contact with people through our services, projects, events, and networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage, for instance with BBC Essex as guest panellists on occasion.

## **Finance**

Our principal sources of income are the Nursery, Out of School Clubs, Housing Work and to a lesser extent, the Family Support Programme and Education Welfare Service. All of which operate on a social enterprise model, with any surplus being ploughed back into the local work.

The end of year outturn was an overall surplus of unrestricted general funds of £28,046. Whilst we would always wish to produce a surplus, this does represent challenging changes to our service provision and the building of capacity within the organisation.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services. It will therefore be important for us to maintain and expand those services in the coming years and to attract further income from additional sources especially to support the costs of our charitable youth work.

## **Future Plans and Strategy**

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community development work, and potentially much more. From 2023-2030, these hubs will grow both opportunistically and intentionally.

Alongside these plans, we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations and are aware that exciting developments can come from the most unlikely of places.

## **Conclusion**

2022/23 was a challenging but encouraging year with regard to the delivery of the charity mission and the resultant financial outturn. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly despite the challenges. We remain resilient and have achieved a £28,046 surplus, with all of our services intact, and with new services now to deliver.

We continue to develop our housing portfolio with plans for a supported accommodation-focused redevelopment of our Chelmsford site, adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing.

Turning to the present, it is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control. We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

## GOVERNANCE AND MANAGEMENT

### Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
  - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
  - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

### Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in YMCA **events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means, which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

### Committees

The Board has appointed three Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Governance Committee
- Board Appeals Committee

### Management and Organisation Structure

The Board has delegated the day-to-day responsibility for the YMCA's services and operations to the Chief Executive and the Senior Management Team. The Senior Managers each lead one of the five main areas of Childcare & Corporate Services, Youth Work, Housing, Finance, and Communications, Fundraising & Events. There are over 87 staff and over 10 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

### Risk Management

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated regularly. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil Our Mission** to children, young people and families.
- Maintain effective **Financial Controls** and **Fraud Prevention** measures.
- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

## **FINANCIAL INFORMATION**

### **Funds Policy**

The charity has various funds available to finance its activities. These are as follows:

#### **(a) Unrestricted funds**

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project or purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's general funds in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold these funds because:

- it has no guaranteed regular funding,
- it requires an element of protection against potentially damaging but as yet unknown future events.

The Trustees believe that the minimum level of general funds should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2023, the general fund stood at £208,223.

#### **(b) Designated funds**

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes before new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings.

#### **(c) Restricted funds**

These are funds donated for specific purposes that are within the wider objects of the charity.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

#### **(d) Investment Policy**

Where possible, all restricted funds are placed on short to medium term deposit. Due to the nature of our activities, these funds may be required at short notice, so we have a variety of drawdown dates.

#### **(e) Pension Deficit**

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme and its share of the scheme deficit. Appropriate action has been taken. The scheme was closed to new members in 2007 and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

### **Subsidiary Undertaking**

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities. Its performance is shown in note 4 to these accounts, 2022/2023 performance is an improvement on the previous year and we are anticipating this improvement to continue in 2023/2024.

### **Fixed Assets**

Movements in the fixed assets are detailed in note 8.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) 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). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statement as to Disclosure of Information to Auditors**

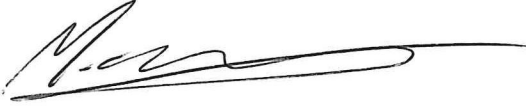
The Trustees confirm that so far as they are aware there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware, and that they have taken all steps that they ought to as Trustees to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

### **Liability of Members**

The liability of members is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

**Auditors**

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the forthcoming Board meeting.



Signed on behalf of the Board of Trustees

Mr Mike Bromfield  
Chair

Date: 12/09/2023

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

**Opinion**

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 for charities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, Safeguarding, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

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



Shahid Hameed ACA FCCA (Senior Statutory Auditor)  
For and on behalf of THP Limited  
Chartered Accountants and Statutory Auditors  
34-40 High Street  
Wanstead  
London E11 2RJ

Date: ..... 10/10/2023 .....

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted General	Designated	Restricted	2023 Total £	2022 Total £
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:		£	£	£	£	£
Rental income		634,038	-	-	634,038	630,986
Voluntary income		4,098	-	-	4,098	1,754
Grants receivable		25,000	-	-	25,000	25,000
Furlough grant		-	-	-	-	14,190
Activities for generating funds		-	-	-	-	693
Income of trading subsidiary	4	609,967	-	-	609,967	403,596
Interest receivable		4,234	-	-	4,234	2,968
Incoming resources from charitable activities:						
Youth training		297,331	22,608	26,785	346,724	522,222
Miscellaneous Income		18,232	-	-	18,232	585
<b>TOTAL INCOMING RESOURCES</b>		<b>1,592,900</b>	<b>22,608</b>	<b>26,785</b>	<b>1,642,293</b>	<b>1,601,994</b>
<b>RESOURCES EXPENDED</b>						
Cost of generating funds:						
Expenditure of trading subsidiary	4	532,507	-	-	532,507	378,923
Charitable activities:						
Childcare services		82,265	-	-	82,265	98,306
Youth and other services		703,207	56,052	26,950	786,209	850,899
Premises		234,782	-	-	234,782	210,222
		1,020,254	56,052	26,950	1,103,256	1,159,427
Governance costs		12,093	-	-	12,093	8,400
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,564,854</b>	<b>56,052</b>	<b>26,950</b>	<b>1,647,856</b>	<b>1,546,750</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>28,046</b>	<b>(33,444)</b>	<b>(165)</b>	<b>(5,563)</b>	<b>55,244</b>
Pension deficit	15	-	-	-	-	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>28,046</b>	<b>(33,444)</b>	<b>(165)</b>	<b>(5,563)</b>	<b>55,244</b>
Transfer (from)/to Designated Funds	12	(13,874)	13,874	-	-	-
Transfer (from)/to Restricted Funds	13	-	11,354	(11,354)	-	-
<b>FUND BALANCES AT 1 APRIL 2022</b>		<b>194,051</b>	<b>937,775</b>	<b>79,075</b>	<b>1,210,901</b>	<b>1,155,657</b>
<b>FUND BALANCES AT 31 MARCH 2023</b>		<b>208,223</b>	<b>929,559</b>	<b>67,556</b>	<b>1,205,338</b>	<b>1,210,901</b>

All recognised gains and losses are included above.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVE FUNDS DISCLOSURE

	Notes	Unrestricted General	Designated	Restricted	2022 Total £
		£	£	£	£
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Rental income		630,986	-	-	630,986
Voluntary income		1,754	-	-	1,754
Grants receivable		25,000	-	-	25,000
Furlough grant		14,190	-	-	14,190
Activities for generating funds		693	-	-	693
Income of trading subsidiary	4	403,596	-	-	403,596
Interest receivable		2,968	-	-	2,968
Incoming resources from charitable activities:					
Youth training		422,513	43,562	56,147	522,222
Miscellaneous Income		585	-	-	585
<b>TOTAL INCOMING RESOURCES</b>		<b>1,502,285</b>	<b>43,562</b>	<b>56,147</b>	<b>1,601,994</b>
<b>RESOURCES EXPENDED</b>					
Cost of generating funds:					
Expenditure of trading subsidiary	4	378,923	-	-	378,923
Charitable activities:					
Childcare services		98,306	-	-	98,306
Youth and other services		716,814	55,176	78,909	850,899
Premises		210,222	-	-	210,222
		1,025,342	55,176	78,909	1,159,427
Governance costs		8,400	-	-	8,400
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,412,665</b>	<b>55,176</b>	<b>78,909</b>	<b>1,546,750</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>89,620</b>	<b>(11,614)</b>	<b>(22,762)</b>	<b>55,244</b>
Pension deficit	15	-	-	-	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>89,620</b>	<b>(11,614)</b>	<b>(22,762)</b>	<b>55,244</b>
Transfer (from)/to Designated Funds	12	3,876	(3,876)	-	-
Transfer (from)/to Restricted Funds	13		12,818	(12,818)	-
<b>FUND BALANCES AT 1 APRIL 2021</b>		<b>100,555</b>	<b>940,447</b>	<b>114,655</b>	<b>1,155,657</b>
<b>FUND BALANCES AT 31 MARCH 2022</b>		<b>194,051</b>	<b>937,775</b>	<b>79,075</b>	<b>1,210,901</b>

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
CHARITY AND CONSOLIDATED BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	TOTAL 2023				TOTAL 2022	
		Restricted £	Unrestricted £	Charity £	Group £	Charity £	Group £
<b>FIXED ASSETS</b>							
Tangible assets	8	-	831,049	831,049	831,049	837,175	837,175
Investments	9	-	2	2	-	2	-
			<u>831,051</u>	<u>831,051</u>	<u>831,049</u>	<u>837,177</u>	<u>837,175</u>
<b>CURRENT ASSETS</b>							
Debtors	10	-	141,882	141,882	56,420	86,859	64,247
Cash at bank in hand		67,556	339,052	406,608	528,559	499,672	534,762
		<u>67,556</u>	<u>480,934</u>	<u>548,490</u>	<u>584,979</u>	<u>586,531</u>	<u>599,009</u>
<b>CREDITORS:</b>							
Amounts falling due within one year	11(a)	-	(99,962)	(99,962)	(130,206)	(112,689)	(128,468)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>67,556</u>	<u>1,212,023</u>	<u>1,279,579</u>	<u>1,285,822</u>	<u>1,311,019</u>	<u>1,307,716</u>
<b>CREDITORS:</b>							
Amounts falling due after more than one year	11(b)	-	(80,484)	(80,484)	(80,484)	(96,815)	(96,815)
<b>NET ASSETS</b>		<u>67,556</u>	<u>1,131,539</u>	<u>1,199,095</u>	<u>1,205,338</u>	<u>1,214,204</u>	<u>1,210,901</u>
<b>FUNDS HELD</b>							
Unrestricted funds:							
General fund		-	201,980	201,980	201,978	197,354	197,354
Retained in subsidiary		-	-	-	6,245	-	(3,303)
<b>Total</b>		<u>-</u>	<u>201,980</u>	<u>201,980</u>	<u>208,223</u>	<u>197,354</u>	<u>194,051</u>
Designated fund		-	211,171	211,171	211,171	219,387	219,387
Restricted funds	13	67,556	-	67,556	67,556	79,075	79,075
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388
		<u>67,556</u>	<u>1,131,539</u>	<u>1,199,095</u>	<u>1,205,338</u>	<u>1,214,204</u>	<u>1,201,901</u>
Charitable company's result for the year				(15,111)		30,568	

These accounts were approved by the Board and authorised for issue on .....12/09/2023..... and signed on its behalf by:

  
.....  
Mr Michael Minta – Treasurer

  
.....  
Mr Mike Bromfield – Chair

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash Generated from Operating Activities (see below)	(10,437)	(68,736)
Cash Flows from Investing Activities		
Interest received	4,234	2,968
Sale of tangible fixed assets	-	280
Purchase of tangible fixed assets	-	(13,193)
	<u>(4,234)</u>	<u>(9,945)</u>
Increase/(decrease) in cash and cash equivalents in the year	<u>(6,203)</u>	<u>(78,681)</u>
Cash and cash equivalents at the beginning of the year	534,762	613,444
Total cash and cash equivalents at the end of the year	<u>528,559</u>	<u>534,762</u>

*Reconciliation of Net Incoming Resources to Cash  
Generated from Operating Activities*

	2023 £	2022 £
Net incoming resources	(5,563)	55,244
Add back depreciation charge	6,126	3,876
Loss on disposal of fixed asset	-	395
Deduct interest income shown in investing activities	(4,234)	(2,968)
Decrease/(increase) in debtors	7,827	3,526
Increase/(decrease) in creditors	<u>(14,593)</u>	<u>(128,809)</u>
Net cash from operating activities	<u>(10,437)</u>	<u>(68,736)</u>

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated and domiciled in England. The Charity's registered number and registered office address can be found on page 1.  
The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) '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 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line by line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 18.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road. Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account. The trustees perform annual impairment reviews in accordance with the requirements of the Financial Reporting Standard 102 to ensure that the recoverable amount is not lower than the carrying value.

Other fixed assets are stated at cost less depreciation. The cost of Furniture and Equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition. Computer Equipment and Motor Vehicles are written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

- vii. Debtors  
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. Grants and Legacies Receivable  
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.  
Where these relate to specific items of expenditure these have been included within restricted funds.

Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.

- ix. Taxation  
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. Pension Contributions  
YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex, therefore the scheme is accounted for as a defined contribution scheme. Further details are in note 15.

The group also contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.

- xi. Unlisted Investments  
Investments are stated at historical cost.
- xii. Related Party Exemption  
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
- xiii. Financial Reporting Standard 102 – reduced disclosure exemption  
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":
- the requirements of Section 7 Statement of Cash Flows for the company in the group accounts

3. INCOMING RESOURCES  
The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.

Rental income is accounted for on a receivable basis.

Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.

The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

4. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2023 and 2022 are detailed below.

PROFIT AND LOSS ACCOUNT

	2023	2022
	£	£
Turnover	609,967	386,268
Cost of sales	427,555	296,921
Gross profit/(loss)	182,412	89,347
Administrative costs (including interest)	(104,955)	(82,002)
Other operating income	-	17,328
Operating profit/(loss) for the year	77,457	24,673
Amount covenanted to YMCA Essex	(67,912)	-
Profit for the financial year	9,545	24,673
Retained profits/(losses) at 1 April 2022	(3,304)	(27,977)
Retained in subsidiary at 31 March 2023	6,241	(3,304)
AGGREGATE SHARE CAPITAL AND RESERVES	6,243	(3,302)

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

5. RESOURCES EXPENDED

	Trading Subsidiary £	Charitable Activities £	Governance £	2023 Total £	2022 Total £
Costs directly allocated to activities					
Staff costs	371,223	403,769	-	774,992	682,983
Other direct costs	56,330	87,619	-	143,949	169,275
Support costs allocated to activities					
<u>Premises</u>					
Heat and light	3,834	32,777	-	36,611	31,369
Repairs	4,905	49,497	-	54,405	37,420
Rates and insurance	-	16,473	-	16,473	14,183
Cleaning	11,277	25,598	-	36,875	37,251
Rent	-	110,437	-	110,437	109,223
<u>Administration</u>					
Office salaries and pensions	77,706	233,268	-	310,974	278,437
Pensions admin charge	-	3,657	-	3,657	3,996
Staff training	-	11,845	-	11,845	14,355
IT costs	-	21,369	-	21,369	25,182
Stationery and advertising	1,646	4,587	-	6,233	5,662
Telephone and licences	3,764	6,291	-	10,055	9,540
Fees and licences	-	10,335	-	10,335	12,873
Sundry expenses	1,174	29	-	1,203	148
Depreciation	-	6,126	-	6,126	3,876
Board expenses	-	-	3,438	3,438	-
Conference costs	-	4,052	-	4,052	-
VAT back dated claim	-	-	-	-	(25,431)
VAT Input Tax Partial Recovery	-	(7,476)	-	(7,476)	(14,286)
Legal & Professional fees	-	-	-	-	4,614
Fundraising costs	-	-	-	-	1,850
Loss on Sale of assets	-	-	-	-	395
Auditors remuneration	-	-	8,655	8,655	8,400
Loan interest	648	-	-	648	1,350
<b>TOTAL RESOURCES EXPENDED</b>	<b>532,507</b>	<b>1,020,254</b>	<b>12,093</b>	<b>1,564,854</b>	<b>1,412,665</b>

=====  
Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023		2022	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	566,674	994,098	564,703	859,300
Social Security costs	50,439	71,944	53,522	64,645
Pension contributions	19,924	19,924	21,646	21,646
	<u>637,037</u>	<u>1,085,966</u>	<u>639,871</u>	<u>945,591</u>
	=====	=====	=====	=====

One employee earned over £60,000 per annum.

The average number of employees (including temporary and part time staff) was 87 (2022 total was 75). In addition the charity uses the services of 10+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 8 volunteers acted as trustees on the Board.

No Trustees have received any remuneration or have had expenses reimbursed.

Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management for employee services is £255,734 (2022: £270,738).

	2023 £	2022 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	4,126	3,876
Auditors' remuneration – audit	5,755	5,500
– other services	2,645	2,900
	<u>=====</u>	<u>=====</u>

8. GROUP FIXED ASSETS	Freehold Land & Buildings £	Furniture & Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost					
At 1 April 2022	825,000	44,490	29,432	13,194	912,116
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2023	<u>825,000</u>	<u>44,490</u>	<u>29,432</u>	<u>13,194</u>	<u>912,116</u>
Depreciation					
At 1 April 2022	-	42,485	29,432	3,024	74,941
Charge for the year	-	827	-	5,299	6,126
Eliminated on disposals	-	-	-	-	-
At 31 March 2023	<u>-</u>	<u>43,312</u>	<u>29,432</u>	<u>8,323</u>	<u>81,067</u>
Net book value					
At 31 March 2023	<u>825,000</u>	<u>1,178</u>	<u>-</u>	<u>4,872</u>	<u>831,049</u>
	=====	=====	=====	=====	=====
At 31 March 2022	<u>825,000</u>	<u>2,005</u>	<u>-</u>	<u>10,170</u>	<u>837,175</u>
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

YMCA Essex  
(Limited by Guarantee)  
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Deemed Cost at 31 March 2023 is represented by:

	£
Valuation in 2016	718,388
Original Cost	<u>193,728</u>
	912,116
	=====

9. INVESTMENTS – Unlisted at Cost

The charity owns 100% of the issued share capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

10. DEBTORS	2023		2022	
	Charity £	Group £	Charity £	Group £
Trade debtors	19,578	26,741	24,383	43,021
Other debtors and prepayments	29,679	29,679	21,226	21,226
Amount due from YMCA Essex (Trading) Ltd.	92,625	-	-	-
Loan to YMCA Essex (Trading) Ltd.	-	-	41,250	-
	<u>141,882</u>	<u>56,420</u>	<u>86,859</u>	<u>64,247</u>
	=====	=====	=====	=====

The above loan related to money lent to trading subsidiary during 2020/21. The loan has been fully repaid.

11. (a) CREDITORS: Amounts falling due within one year	2023		2022	
	£	£	£	£
Trade creditors	4,431	7,283	6,495	9,137
Other creditors and accruals & deferred income	78,678	106,070	70,333	102,447
Pension deficit	16,853	16,853	16,884	16,884
Amount due to YMCA Essex (Trading) Ltd.	-	-	18,977	-
	<u>99,962</u>	<u>130,206</u>	<u>112,689</u>	<u>128,468</u>
	=====	=====	=====	=====

11. (b) CREDITORS: Amounts falling due more than one year	2023		2022	
	£	£	£	£
Pension deficit	80,484	80,484	96,815	96,815
	<u>80,484</u>	<u>80,484</u>	<u>96,815</u>	<u>96,815</u>
	=====	=====	=====	=====

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

12. DESIGNATED FUNDS

	Balances 31 March 22	Income	Expenditure	Net Transfer	Balances 31 March 23
	£	£	£	£	£
Fixed assets fund	824,656	-	-	(6,126)	818,530
New Projects	56,838	150	(28,260)	11,354	40,082
Informal Youth Work	9,806	-	-	-	9,806
Replacement Fund	17,424	2,398	(6,176)	-	13,646
Colchester Fundraising	648	1,970	(194)	-	2,424
Holiday Club Reserves	28,403	18,090	(21,422)	-	25,071
Repairs Victoria Road	-	-	-	20,000	20,000
	<u>937,775</u>	<u>22,608</u>	<u>(56,052)</u>	<u>25,228</u>	<u>929,559</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding.

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	At 31 March 2022	Income	Transfers	Salaries	Materials/other	At 31 March 2023
	£	£		£	£	£
Childcare services	18,108	-	-	-	-	18,108
Youth and other services	60,967	26,785	(11,354)	(19,294)	(7,656)	49,448
<b>TOTAL ALL FUNDS</b>	<u>79,075</u>	<u>26,785</u>	<u>(11,354)</u>	<u>(19,294)</u>	<u>(7,656)</u>	<u>67,556</u>
	=====	=====	=====	=====	=====	=====

Childcare Services

This funding includes donations that are specifically identified for Childcare.

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Chelmsford City Council, Christian Spiritual Worker, Housing Project Colchester, Outreach (Comic Relief), Park Project, Rotary Club and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted. The above transfers include old funds where the charity had no contact about them for a number of years. The remaining transfers relate to management element included in the donations which had never been transferred. The trustees have agreed to amalgamate them and move them into Project Support in designated funds.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2023 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL
	General	Designated		FUNDS
	£	£	£	£
Fixed Assets	-	831,049	-	831,049
Net assets/(liabilities)	208,223	98,510	67,556	374,289
	208,223	929,559	67,556	1,205,338
	=====	=====	=====	=====

15. PENSION COMMITMENT

Accounting Policy:

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

Pension Note:

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year end these were invested in De-risking Solutions.

The most recent completed three-year valuation was as at 1 May 2022. Placing a value of the plan's liabilities requires a number of assumptions to be made about the future. Such assumptions include how long members might live after retiring and the return that will be generated by the plan's assets. After taking advice from the plan actuary the Trustee of YMCAs in England has adopted what they consider to be 'prudent' funding assumptions, having regard to the Employer's covenant and to financial market conditions. The Trustee's assumptions are prudent in that they are deliberately cautious about the future. Using such assumptions increases the target funding reserves and reduces the risk that the combination of the accumulated assets and future contributions will prove to be inadequate. The result of the valuation showed that the actuarial value of the assets was £132.0m. This represented 86% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2022 showed that the YMCA Pension Plan had a deficit of £21.3 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,404 from 1 May 2023. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 6 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £97,337 (2022: £113,699) which represents approximately 6 remaining years.

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £110,437 (2022: £109,223) to Blackburn YMCA for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA.

18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements 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.

a) Critical judgements in applying the entity's accounting policies

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(c) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on technological advancements, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.

**YMCA ESSEX**

England & Wales - Charity number 1054070

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# Accounts

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YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

# **YMCA ESSEX**

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## **REPORT OF THE TRUSTEES AND AUDITED**

### **CONSOLIDATED ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

**ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022**

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## YMCA ESSEX

YMCA Essex is one of approximately 116 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 65 million people in 120 countries worldwide, working with young men and women regardless of race, religion or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises at YMCA Chelmsford and YMCA Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out a number of activities with the aim of creating a surplus to be used for the benefit of the charity.

## OUR AIMS AND OBJECTIVES

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none in order to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

### **Our Mission:**

***Building Lives, Hope and Futures  
for children, young people and families***

### **Our Strapline:**

***'Unleashing Potential'***

### **Our Values:**

- ***Christian*** – inspired by faith, hope and love
- ***Caring*** – here to help everyone we can
- ***Creative*** – always looking for new opportunities
- ***Committed*** – aiming for excellence in all we do

### **Our Priorities:**

1. ***SERVICES:*** Strengthen and expand our ability to meet the needs of children, young people and families.
2. ***OPERATIONS:*** Implement an adaptive, resilient, sustainable operational model which optimises resources for our Mission.
3. ***PARTNERSHIPS:*** Pursue opportunities for partnership working to increase our impact and effectiveness.
4. ***COMMUNICATIONS:*** Raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

## **THE TRUSTEES' AND STRATEGIC REPORT FOR 2021/22**

### **Our Services**

We provided a wide range of services, projects and activities during 2021/22 including:

#### **Housing work**

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their tenancy are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

In recent times we have been able to offer a refurbished experience including new fast internet and Wi-Fi, telephony and CCTV, new carpets and interior decoration, and interior space better suited for both socialising and working.

During 2021/22 we had 41 residents move in and out. Of those who moved out 36 moved on positively to social housing, back to family or to private rented accommodation. We continued to work closely with other supported housing providers in Colchester as well as the Youth Enquiry Service and Colchester Borough Homes.

Covid-19 made life in supported accommodation much more challenging, both for staff and tenants, but we were very proud of the generally positive atmosphere and performance of the project over the various lockdowns. Some days felt quite dark and challenging, but the housing project pulled through.

#### **Community Youth groups**

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored, and to engage in community programmes which reduce anti-social behaviour and promote improved inter-generational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas. Most of the young people however come along due to hearing great things from their friends.

Although during Covid-19 the various Youth Groups that we run around the county had to be paused, through one-to-one and online work we managed to stay in touch with many of the young people. Detached work, funded through a grant sourced by ECVYS, enabled us to continue to support young people in targeted areas who were still present on the street during lockdown and beyond.

#### **Family Support Work and Schools' Work**

**Family Support** - This service works with children, young people and families to make positive impacts and improve children's attendance, behaviour, wellbeing and life inside school and out. We work with 1 day school catering for young people with moderate learning difficulties, 1 secondary and 13 primary schools in the Chelmsford, Colchester and Rayleigh areas for both prevention and intervention. The team also runs workshops at the request of the schools, including on the subjects of team building, communication, self-esteem, self-confidence, homelessness and world poverty. In 2021/22, the Family Support team worked with hundreds of children, young people and their families through referrals from schools. Every referral resulted in improved attendance, behaviour and/or academic achievement.

Throughout the pandemic and lockdowns our support was usually conducted virtually, which we found worked well in most cases. Each child or young person completes a Y-Web soft outcomes monitoring tool which reports on improved emotional, social, domestic and academic wellbeing. Our mission is to give every young person a voice and to be committed to providing positive change in their life.

**Essex County Council FifXtra initiative** - YMCA Essex has been supporting Essex County Council's Family Innovation Fund to ensure that young people across Essex receive the right support to help guide them through anxieties, relationship breakdowns, poor health and lifestyle, coping and managing change as well as other effects from Covid-19. We are working together to ensure that coronavirus doesn't stop young people from unleashing their full potential but encourages and empowers them to live their best life.

This project has now been funded for a further year.

**Safer Community Youth worker** - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything where it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways during periods of lockdown.

**Educational Welfare Work** - We operate in many schools across Essex offering educational welfare support work, focusing mainly on attendance issues as opposed to the Family Support Work but with some overlap. We are pleased to see this work also serving in Jaywick, which is currently the most deprived ward in Britain.

### **Childcare Work**

**Out of School Clubs, and Holiday Clubs** - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment that enables them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wrap around care also continues to be a support to parents needing extended care either side of school times. We have enhanced our provision across two of our busiest locations to enable us to take more children due to popular demand.

Although Coronavirus saw a pause in many Out of School Activities, as schools have reopened so have their associated activities. Of particular note are new model Holiday Clubs that Active Essex has commissioned us to run across the county in 11 different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families.

We are operating 8 out of school clubs across the city centre of Chelmsford.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

**Nursery** - Our Nursery is open Monday to Friday for 51 weeks per year from 7:30am-6:00pm for children aged 3 months to 5 years. The Nursery served approximately 25-30 children and their families each week during 2021/2022. The beginning of 2022/2023 has seen an increase in the number of children attending.

Nursery tried to stay open during the Coronavirus lockdowns to support key workers, but low take-up meant it temporarily shut, and then reopened when lockdown began to ease, slowly moving back toward normal operating numbers.

The Nursery has a "Good" Ofsted rating which enables us to take 2-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge, and also children from refugee families, Afghan in particular. Our staff have offered additional support to families that have needed help with choosing schools and applying for the schools of preference. This is a service that many parents have expressed was vital for them so we will continue next year with this line of support.

## Operations

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. At the time of writing the work spans from Harlow in the West to Dedham in the East. All departments are led by a Head / Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services with most staff working on the 'frontline'.

Our IT is cloud based running up to date versions of Microsoft Windows© and the Office 365© system with Sharepoint© for data management.

Like many YMCAs we have signed the recent Rights and Responsibilities charter which includes a requirement to achieve the equivalent of Trusted Charity status by the end of 2023, and which we are working toward. We are also working toward being a Real Living Wage employer and have made interim steps toward this for the lowest paid in the organisation. In November 2021 the organisation started paying the Real Living Wage as its minimum wage.

Through our Governance Committee we maintain an up-to-date governance framework for YMCA Essex, and in 2021/22 continued the process of comprehensive, systematic policy review and revision.

Y Housing is a Housing Association made up of 7 participating YMCAs each with properties that offer supported accommodation, our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

To assist with GDPR compliance, our data is accessed through Microsoft SharePoint©. We have also thoroughly reviewed how we handle and control data including ensuring staff know their role in this and the protocols required.

## Partnerships

Working with local YMCAs across the country, our national federation of YMCAs in England and Wales has published the Federation Strategy 2017-2021. We endorse the strategy's vision for the YMCA to be:

- **An inclusive Christian movement transforming communities so that all young people can belong, contribute and thrive**

We also endorse the strategy's Key Work Areas and Outcomes, to be delivered by YMCA England and Wales, working together with local YMCAs:

- **Support & Advice** – We believe every person should have someone they can trust.
- **Accommodation** – We believe every young person should have a safe place to stay.
- **Family Work** – We believe every family should have the support they need to develop and lead more fulfilling lives.
- **Health & Wellbeing** – We believe everyone should enjoy the benefits of good health and wellbeing.
- **Training & Education** – We believe every young person should be able to fulfil their potential.

We have also been involved in the formulation of a new national strategy, with our CEO sitting on one of the strategic steering groups. We look forward to being a part of the 2023 vision and strategy that will be unfolding as a result.

The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the City Council for their £25,000 grant in 2021/22.

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

### **Communications**

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website including our online news and seasonal e-newsletter which goes out to all subscribers, through leaflets, through the media, and in face-to-face contacts with people through our services, projects and events, and through networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage.

### **Finance**

Our principal sources of income are the Nursery, Out of School Clubs, Housing work and, to a lesser extent, the Family Support Programme and Education Welfare Service. All of which operate on a social enterprise model, with any surplus being ploughed back into the local work.

The end of year outturn was an overall surplus on unrestricted general funds of £89,620, this was high mainly due to the new holiday clubs and the back dated VAT claim. Whilst we would always wish to produce a surplus this does represent challenging changes to our service provision (notably childcare) and the building of capacity within the organisation. We hope to see continued improvement in performance in the future producing a small surplus, but it is likely the effects of Coronavirus will continue to challenge these attempts.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services. It will therefore be important for us to maintain and expand those services in the coming years and to attract further income from additional sources especially to support the costs of our charitable youth work.

### **Future Plans and Strategy**

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community

development work, and potentially much more. From 2020-2030 these hubs will grow both opportunistically and intentionally.

To undergird the strategy a Capacity Building Plan (CBP) has been put into effect, made possible by a £60k donation and match funding from YMCA Essex reserves. This has worked well and new youth, housing and childcare services have come on stream or have been planned for future implementation as a result of the CBP.

The CBP came to an end in Q2 2021/2022, and we are extremely grateful to the donor who made it possible. There is a direct connection between the capacity it has created and the delivery of Holiday Clubs across the county for 700 children in receipt of free school meals. This is an ambitious undertaking we could never have considered 3 years ago.

Alongside these plans, we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations and are aware that exciting developments can come from the most unlikely of places.

## **Conclusion**

2021/22 was a challenging but encouraging year with regard to the delivery of the charity mission and the resultant financial outturn. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly despite the challenges. Prior to Covid-19 we were planning to implement changes that would lead us through to surplus, whilst sustaining the excellent output and growth in services. Whilst the delivery of this plan has been challenging, we remain resilient and have achieved an £89k surplus, with all of our services intact, and with new services now to deliver. Indeed, the new Holiday Clubs are such a big enterprise they alone may grow the organisation by up to 10% within the next year.

We continue to develop our housing portfolio with plans for even a supported-accommodation focused redevelopment of our Chelmsford site, adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing.

Turning to the present, it is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA, that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control.

We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

## GOVERNANCE AND MANAGEMENT

### Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
  - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
  - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

### Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in YMCA **events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

## Committees

The Board has appointed four Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Governance Committee
- Audit Committee
- Board Appeals Committee

## Management and Organisation Structure

A scheme of delegation is in place and the Board has delegated the day to day responsibility for the YMCA's services and operations to the Chief Executive and their Managers. The Managers each lead one of the five main areas of Childcare & Corporate Services, Youth Work, Housing, and Finance, and Communications, Fundraising and Events. There are over 57 staff and over 20 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

The key responsibilities of the Chief Executive are to:

- Provide Christian leadership to YMCA Essex in accordance with our vision, mission, values, passion and Christian ethos.
- Develop and implement strategies to maximise the impact of YMCA in building lives, hope and futures for children, young people and families.
- Provide strategic and operational leadership for the diverse and multi-faceted activities of YMCA, ensuring effective and legally compliant management, administration and development.
- Support the Board of Trustees to develop and implement strategic direction.
- Provide leadership of all development and fundraising activities and the implementation of long-term viability and sustainability.
- Lead staff teams in providing a professional service in all areas of activity ensuring that the YMCA's aims and purposes are fully met.
- Represent YMCA externally, promoting its services and values.
- Maintain and develop the relationship of YMCA Essex with the wider YMCA Movement.

## Risk Management

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated annually. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, Respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil our Mission** to children, young people and families.
- Implement effective **Financial Controls** and **Fraud Prevention** measures.

- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

### **Coronavirus Pandemic**

In addition to these risks identified through YMCA's strategic risk management process, the Covid-19 pandemic has presented a unique, unprecedented and uncertain risk to services, operations and finances. Service delivery and staffing arrangements were rapidly adapted to enable us to fulfil our mission to the best of our ability during the crisis, while protecting the charity's financial position and its ability to recover when the situation improved.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

### **Related Parties**

YMCA Essex is a part of the national federation of YMCAs in England and Wales and is affiliated to YMCA England and Wales, which is the national organisation responsible for representing and equipping local YMCAs. We support its vision and overall strategy and seek to play our part in delivering them in a way which is appropriate for our local context.

YMCA Essex (Trading) Ltd is a wholly owned subsidiary of the YMCA Essex charity, whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities at Chelmsford. The Directors of the trading company are the Board Members who are on the charity's Finance Committee together with the Chief Executive and the Head of Finance.

YMCA Essex receives an annual grant for work in the Chelmsford area from Chelmsford City Council, which has non-voting representation at Board meetings. We contract with a large number of schools for our Out of School clubs and Schools Work programmes.

YMCA Blackburn (known as Y Housing) is a Housing Association whose stock is entirely made up of YMCA Housing Projects, with YMCA Colchester being one of them. Each YMCA associated with Y Housing in this way has a representative on the Board, and typically the CEO, as in our case.

### **Remuneration and Remuneration Levels**

'Remuneration' includes salary, pension, leave, and other financial and non-financial employment benefits.

The Board has a Remuneration Policy which is reviewed annually to provide a framework for all remuneration decisions. In 2021/22 our Chief Executive received a remuneration of £67,791.

The Trustees do not receive any remuneration.

The overall objective of our Remuneration Policy is to offer fair remuneration to attract, develop and retain staff with the right abilities, skills and competencies to lead, manage, support and deliver our services to the community.

In deciding on pay levels for staff, the following factors may be taken into account. These factors are not exclusive and any decision will inevitably include an element of discretion on the part of the Trustees.

- Our Vision and Strategy and how this may affect the number and nature of roles for which we need to employ or recruit staff.
- Affordability in relation to the YMCA's financial position.
- The need to recruit and retain high quality, competent staff.
- The level of responsibilities associated with each job role, in relation to leadership, decision-making, service delivery, staff supervision, management of finance and resources, contacts and relationships, and job context.

- Any significant increase in responsibilities.
- The type of skills, experience and competencies that each job role needs, and their link to remuneration.
- Information about comparable roles and pay rates particularly in the charitable sector.
- The wider remuneration package including leave and other benefits.
- The need for consistency and fairness in remuneration between jobs within YMCA Essex.
- Equality of pay amongst people doing similar roles.
- The rate of inflation and other economic factors.
- The 'National Living Wage' set by Government, and the 'Living Wage' recommended by the Living Wage Foundation.
- The likely effect on the charity's reputation, viability and public standing.

## **FINANCIAL INFORMATION**

### **Funds Policy**

The charity has various funds available to finance its activities. These are as follows:

#### **(a) Unrestricted funds**

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project of purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's general funds in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold these funds because:

- it has no guaranteed regular funding,
- it requires an element of protection against potentially damaging but as yet unknown future events.

The Trustees believe that the minimum level of general funds should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2022, the general fund stood at £194,051.

#### **(b) Designated funds**

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes and until new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings.

#### **(c) Restricted funds**

These are funds donated for specific purposes that are within the wider objects of the charity.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

#### **(d) Investment Policy**

Where possible all restricted funds are placed on short to medium term deposit. Due to the nature of our activities, these funds may be required at short notice, so we have a variety of draw down dates.

### **(e) Pension Deficit**

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme and its share of the scheme deficit. Appropriate action has been taken. The scheme was closed to new members in 2007 and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

### **Subsidiary Undertaking**

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities. Its performance is shown in note 4 to these accounts, 2021/2022 performance is an improvement on the previous year, and we are anticipating this improvement to continue in 2022/2023.

### **Fixed Assets**

Movements in the fixed assets are detailed in note 8.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) 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). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Statement as to Disclosure of Information to Auditors**

The Trustees confirm that so far as they are aware there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware, and that they have taken all steps that they ought to as Trustees to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**Liability of Members**

The liability of members is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

**Auditors**

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the forthcoming Board meeting.

Signed on behalf of the Board of Trustees

Mr Mike Bromfield  
Chair

Date: .....

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

**Opinion**

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 for charities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, Safeguarding, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

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

Shahid Hameed ACA FCCA (Senior Statutory Auditor)  
For and on behalf of THP Limited  
Chartered Accountants and Statutory Auditors  
34-40 High Street  
Wanstead  
London E11 2RJ

Date:.....

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted		Restricted	2022 Total £	2021 Total £
		General	Designated			
INCOMING RESOURCES		£	£	£		
Incoming resources from generated funds:						
Rental income		630,986	-	-	630,986	623,929
Voluntary income		1,754	-	-	1,754	6,437
Grants receivable		25,000	-	-	25,000	47,803
Furlough grant		14,190	-	-	14,190	55,163
Activities for generating funds		693	-	-	693	1,105
Income of trading subsidiary	4	403,596	-	-	403,596	353,408
Interest receivable		2,968	-	-	2,968	1,296
Incoming resources from charitable activities:						
Youth training		422,513	43,562	56,147	522,222	137,821
Miscellaneous Income		585	-	-	585	2,785
<b>TOTAL INCOMING RESOURCES</b>		<b>1,502,285</b>	<b>43,562</b>	<b>56,147</b>	<b>1,601,994</b>	<b>1,229,747</b>
RESOURCES EXPENDED						
Cost of generating funds:						
Expenditure of trading subsidiary	4	378,923	-	-	378,923	387,626
Charitable activities:						
Childcare services		98,306	-	-	98,306	87,438
Youth and other services		716,814	55,176	78,909	850,899	595,275
Premises		210,222	-	-	210,222	196,584
		1,025,342	55,176	78,909	1,159,427	879,297
Governance costs		8,400	-	-	8,400	8,520
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,412,665</b>	<b>55,176</b>	<b>78,909</b>	<b>1,546,750</b>	<b>1,275,443</b>
Net INCOMING/(OUTGOING) RESOURCES		89,620	(11,614)	(22,762)	55,244	(45,696)
Pension deficit	15	-	-	-	-	(32,650)
NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT		89,620	(11,614)	(22,762)	55,244	(78,346)
Transfer (from)/to Designated Funds	12	3,876	(3,876)	-	-	-
Transfer (from)/to Restricted Funds	13		12,818	(12,818)	-	-
FUND BALANCES AT 1 APRIL 2021		100,555	940,447	114,655	1,155,657	1,234,003
FUND BALANCES AT 31 MARCH 2022		194,051	937,775	79,075	1,210,901	1,155,657

All recognised gains and losses are included above.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVE FUNDS DISCLOSURE

	Notes	Unrestricted General	Designated	Restricted	2021 Total £
		£	£	£	£
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Rental income		623,929	-	-	623,929
Voluntary income		6,437	-	-	6,437
Grants receivable		47,803	-	-	47,803
Furlough grant		55,163	-	-	55,163
Activities for generating funds		1,105	-	-	1,105
Income of trading subsidiary	4	353,408	-	-	353,408
Interest receivable		1,296	-	-	1,296
Incoming resources from charitable activities:					
Youth training		102,455	3,095	32,271	137,821
Miscellaneous Income		2,785	-	-	2,785
<b>TOTAL INCOMING RESOURCES</b>		<b>1,194,381</b>	<b>3,095</b>	<b>32,271</b>	<b>1,229,747</b>
<b>RESOURCES EXPENDED</b>					
Cost of generating funds:					
Expenditure of trading subsidiary	4	387,626	-	-	387,626
Charitable activities:					
Childcare services		87,438	-	-	87,438
Youth and other services		510,868	9,997	74,410	595,275
Premises		196,584	-	-	196,584
		794,890	9,997	74,410	879,297
Governance costs		8,520	-	-	8,520
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,191,036</b>	<b>9,997</b>	<b>74,410</b>	<b>1,275,443</b>
Net INCOMING/(OUTGOING) RESOURCES		3,345	(6,902)	(42,139)	(45,696)
Pension deficit	15	(32,650)	-	-	(32,650)
NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT		(29,305)	(6,902)	(42,139)	(78,346)
Transfer (from)/to Designated Funds	12	2,226	(2,226)	-	-
Transfer (from)/to Restricted Funds	13	-	-	-	-
FUND BALANCES AT 1 APRIL 2020		127,634	949,575	156,794	1,234,003
FUND BALANCES AT 31 MARCH 2021		100,555	940,447	114,655	1,155,657

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
CHARITY AND CONSOLIDATED BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2022

Notes	Restricted		Unrestricted		TOTAL 2022		TOTAL 2021	
	£	£	£	£	Charity £	Group £	Charity £	Group £
<b>FIXED ASSETS</b>								
Tangible assets	8	-	837,175	837,175	837,175	837,175	828,532	828,532
Investments	9	-	2	2	-	-	2	-
			<u>837,177</u>	<u>837,177</u>	<u>837,175</u>	<u>837,175</u>	<u>828,534</u>	<u>828,532</u>
<b>CURRENT ASSETS</b>								
Debtors	10	-	86,859	86,859	64,247	64,247	105,828	67,773
Cash at bank in hand		79,075	420,597	499,672	534,762	534,762	589,178	613,444
		<u>79,075</u>	<u>507,756</u>	<u>586,531</u>	<u>599,009</u>	<u>599,009</u>	<u>695,006</u>	<u>681,217</u>
<b>CREDITORS:</b>								
Amounts falling due within one year	11(a)	-	(112,689)	(112,689)	(128,468)	(128,468)	(226,256)	(240,442)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>79,075</u>	<u>1,231,944</u>	<u>1,311,019</u>	<u>1,307,716</u>	<u>1,307,716</u>	<u>1,297,284</u>	<u>1,269,307</u>
<b>CREDITORS:</b>								
Amounts falling due after more than one year	11(b)	-	(96,815)	(96,815)	(96,815)	(96,815)	(113,650)	(113,650)
<b>NET ASSETS</b>		<u>79,075</u>	<u>1,135,129</u>	<u>1,214,204</u>	<u>1,210,901</u>	<u>1,210,901</u>	<u>1,183,634</u>	<u>1,155,657</u>
<b>FUNDS HELD</b>								
Unrestricted funds:								
General fund		-	197,354	197,354	197,354	197,354	128,532	128,532
Retained in subsidiary		-	-	-	(3,303)	(3,303)	-	(27,977)
<b>Total</b>		<u>-</u>	<u>197,354</u>	<u>197,354</u>	<u>194,051</u>	<u>194,051</u>	<u>128,532</u>	<u>100,555</u>
Designated fund		-	219,387	219,387	219,387	219,387	222,059	222,059
Restricted funds	13	79,075	-	79,075	79,075	79,075	114,655	114,655
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388	718,388
		<u>79,075</u>	<u>1,135,129</u>	<u>1,214,204</u>	<u>1,210,901</u>	<u>1,210,901</u>	<u>1,183,634</u>	<u>1,155,657</u>
		=====	=====	=====	=====	=====	=====	=====
Charitable company's result for the year				30,568			(44,128)	
				=====			=====	

These accounts were approved by the Board and authorised for issue on ..... and signed on its behalf by:

.....  
Mr Michael Minta – Treasurer

.....  
Mr Mike Bromfield – Chair

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Cash Generated from Operating Activities (see below)	(68,736)	(12,252)
Cash Flows from Investing Activities		
Interest received	2,968	1,296
Sale of tangible fixed assets	280	-
Purchase of tangible fixed assets	(13,193)	-
	(9,945)	1,296
Increase/(decrease) in cash and cash equivalents in the year	(78,681)	(10,956)
Cash and cash equivalents at the beginning of the year	613,444	624,400
Total cash and cash equivalents at the end of the year	534,762	613,444

*Reconciliation of Net Incoming Resources to Cash  
Generated from Operating Activities*

	2022 £	2021 £
Net incoming resources	55,244	(78,346)
Add back depreciation charge	3,876	2,226
Loss on disposal of fixed asset	395	-
Deduct interest income shown in investing activities	(2,968)	(1,296)
Decrease/(increase) in debtors	3,526	(12,051)
Increase/(decrease) in creditors	(128,809)	77,215
Net cash from operating activities	(68,736)	(12,252)

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated and domiciled in England. The Charity's registered number and registered office address can be found on page 1.

The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) '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 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line by line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 18.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road. Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account. The trustees perform annual impairment reviews in accordance with the requirements of the Financial Reporting Standard 102 to ensure that the recoverable amount is not lower than the carrying value.

Other fixed assets are stated at cost less depreciation. The cost of furniture and equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition, Electrical equipment and motor vehicle is written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

- vii. Debtors  
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. Grants and Legacies Receivable  
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.  
Where these relate to specific items of expenditure these have been included within restricted funds.  
  
Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.
- ix. Taxation  
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. Pension Contributions  
YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex, therefore the scheme is accounted for as a defined contribution scheme. Further details are in note 15.  
  
The group also contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.
- xi. Unlisted Investments  
Investments are stated at historical cost.
- xii. Related Party Exemption  
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
- xiii. Financial Reporting Standard 102 – reduced disclosure exemption  
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":
- the requirements of Section 7 Statement of Cash Flows for the company in the group accounts

3. INCOMING RESOURCES

The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.

Rental income is accounted for on a receivable basis.

Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.

The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022

4. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2022 and 2021 are detailed below.

PROFIT AND LOSS ACCOUNT

	2022	2021
	£	£
Turnover	386,268	222,267
Cost of sales	296,921	304,262
Gross profit/(loss)	89,347	(81,995)
Administrative costs	(82,002)	(83,364)
Other operating income	17,328	131,141
Operating profit/(loss) for the year	24,673	(34,218)
Amount covenanted to YMCA Essex	-	-
Retained profits/(losses) at 1 April 2021	(27,977)	6,241
Retained in subsidiary at 31 March 2022	(3,304)	(27,977)
	=====	=====
AGGREGATE SHARE CAPITAL AND RESERVES	(3,302)	(27,975)
	=====	=====

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

The turnover reduction in 2020/2021 was linked to school closures during the pandemic which has not occurred in 2021/2022, so we believe the Trading environment for childcare is back to pre covid levels.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

5. RESOURCES EXPENDED

	Trading Subsidiary £	Charitable Activities £	Governance £	2022 Total £	2021 Total £
Costs directly allocated to activities					
Staff costs	248,287	434,696	-	682,983	622,506
Other direct costs	48,634	120,641	-	169,275	36,670
Support costs allocated to activities					
<u>Premises</u>					
Heat and light	3,628	27,741	-	31,369	30,770
Repairs	4,730	32,690	-	37,420	24,160
Rates and insurance	-	14,183	-	14,183	11,207
Cleaning	10,866	26,385	-	37,251	32,934
Rent	-	109,223	-	109,223	115,876
<u>Administration</u>					
Office salaries and pensions	57,322	221,115	-	278,437	249,798
Pensions admin charge	-	3,996	-	3,996	3,578
Staff training	-	14,355	-	14,355	4,298
IT costs	-	25,182	-	25,182	12,623
Stationery and advertising	1,023	4,639	-	5,662	3,421
Telephone and licences	3,083	6,457	-	9,540	12,875
Fees and licences	-	12,873	-	12,873	16,335
Sundry expenses	-	148	-	148	-
Depreciation	-	3,876	-	3,876	2,226
VAT back dated claim	-	(25,431)	-	(25,431)	-
VAT Input Tax Partial Recovery	-	(14,286)	-	(14,286)	-
Legal & Professional fees	-	4,614	-	4,614	1,181
Fundraising costs	-	1,850	-	1,850	2,058
Loss on Sale of assets	-	395	-	395	-
Auditors remuneration	-	-	8,400	8,400	8,520
Loan interest	1,350	-	-	1,350	-
<b>TOTAL RESOURCES EXPENDED</b>	<b>378,923</b>	<b>1,025,342</b>	<b>8,400</b>	<b>1,412,665</b>	<b>1,191,036</b>

=====

Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022

	2022		2021	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	564,703	859,300	475,186	783,722
Social Security costs	53,522	64,645	35,767	63,840
Pension contributions	21,646	21,646	19,157	19,157
	639,871	945,591	530,110	866,719
	=====	=====	=====	=====

One employee earned over £60,000 per annum.

The average number of employees (including temporary and part time staff) was 75 (2021 total was 60). In addition the charity uses the services of 20+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 8 volunteers acted as trustees on the Board.

No Trustees have received any remuneration or have had expenses reimbursed.

Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management for employee services is £270,738 (2021: £245,232).

	2022 £	2021 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	3,876	2,226
Auditors' remuneration – audit	5,500	5,500
– other services	2,900	3,020
	=====	=====

8. GROUP FIXED ASSETS					Total £
	Premises £	Furniture & Equipment £	Computer Equipment £	Motor Vehicles £	
Cost					
At 1 April 2021	825,000	44,490	29,432	1,200	900,122
Additions	-	-	-	13,194	13,194
Disposals	-	-	-	(1,200)	(1,200)
At 31 March 2022	825,000	44,490	29,432	13,194	912,116
Depreciation					
At 1 April 2021	-	41,658	29,432	500	71,590
Charge for the year	-	827	-	3,049	3,876
Eliminated on disposals	-	-	-	(525)	(525)
At 31 March 2022	-	42,485	29,432	3,024	74,941
Net book value					
At 31 March 2022	825,000	2,005	-	10,170	837,175
	=====	=====	=====	=====	=====
At 31 March 2021	825,000	2,832	-	700	828,532
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022

Deemed Cost at 31 March 2022 is represented by:

	£
Valuation in 2016	718,388
Original Cost	<u>193,728</u>
	912,116
	=====

9. INVESTMENTS – Unlisted at Cost

The charity owns 100% of the issued share capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

10. DEBTORS	2022		2021	
	Charity £	Group £	Charity £	Group £
Trade debtors	24,383	43,021	25,261	32,206
Other debtors and prepayments	21,226	21,226	35,567	35,567
Loan to YMCA Essex (Trading) Ltd.	41,250	-	45,000	-
	<u>86,859</u>	<u>64,247</u>	<u>105,828</u>	<u>67,773</u>
	=====	=====	=====	=====

The above loan relates to money lent to trading subsidiary during 2020/21. Interest is charged at a fixed rate of 3% and the balance is repayable over 2 years from inception.

11. (a) CREDITORS: Amounts falling due within one year	2022		2021	
	£	£	£	£
Trade creditors	6,495	9,137	10,097	12,487
Other creditors and accruals	70,333	102,447	177,845	211,022
Pension deficit	16,884	16,884	16,933	16,933
Amount due to YMCA Essex (Trading) Ltd.	18,977	-	21,381	-
	<u>112,689</u>	<u>128,468</u>	<u>226,256</u>	<u>240,442</u>
	=====	=====	=====	=====

11. (b) CREDITORS: Amounts falling due more than one year	2022		2021	
	£	£	£	£
Pension deficit	96,815	96,815	113,650	113,650
	<u>96,815</u>	<u>96,815</u>	<u>113,650</u>	<u>113,650</u>
	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022

12. DESIGNATED FUNDS

	Balances 31 March 21 £	Income £	Expenditure £	Net Transfer £	Balances 31 March 21 £
Fixed assets fund	828,532	-	-	(3,876)	824,656
New Projects	72,198	-	(28,178)	12,818	56,838
Informal Youth Work	8,085	-	-	1,721	9,806
Replacement Fund	27,396	14,000	(23,972)	-	17,424
Friends of Chelmsford YMCA	1,721	-	-	(1,721)	-
Colchester Fundraising	2,515	51	(1,918)	-	648
Holiday Club Reserves	0	29,511	(1,108)	-	28,403
	<u>940,447</u>	<u>43,562</u>	<u>(55,176)</u>	<u>8,942</u>	<u>937,775</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding.

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	At 31 March 2021 £	Income £	Transfers	Salaries £	Materials/other £	At 31 March 2022 £
Capacity Building Plan	31,279	-	-	(31,279)	-	-
Childcare services	18,108	-	-	-	-	18,108
Youth and other services	65,268	56,147	(12,818)	(38,062)	(9,568)	60,967
Other funds	-	-	-	-	-	-
Grants	-	-	-	-	-	-
TOTAL ALL FUNDS	<u>114,655</u>	<u>56,147</u>	<u>(12,818)</u>	<u>(69,341)</u>	<u>(9,568)</u>	<u>79,075</u>
	=====	=====	=====	=====	=====	=====

Capacity Building Plan

The Capacity Building Plan funds related to a £60,947 grant and a £90,000 contribution from YMCA Essex in 2018-19 towards a project which primarily pays for improved staffing levels over three years. The project has been completed during the year.

Childcare Services

This funding includes donations that are specifically identified for Childcare.

YMCA Essex  
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Chelmsford City Council, Christian Spiritual Worker, Housing Project Colchester, Outreach (Comic Relief), Park Project, Rotary Club and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted.

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2022 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL
	General	Designated		FUNDS
	£	£	£	£
Fixed Assets	-	837,175	-	837,175
Net assets/(liabilities)	194,051	100,600	79,075	373,726
	194,051	937,775	79,075	1,210,901
	=====	=====	=====	=====

15. PENSION COMMITMENT

Accounting Policy:

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

Pension Note:

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year end these were invested in De-risking Solutions.

The most recent completed three-year valuation was as at 1 May 2021. Placing a value of the plan's liabilities requires a number of assumptions to be made about the future. Such assumptions include how long members might live after retiring and the return that will be generated by the plan's assets. After taking advice from the plan actuary the Trustee of YMCAs in England has adopted what they consider to be 'prudent' funding assumptions, having regard to the Employer's covenant and to financial market conditions. The Trustee's assumptions are prudent in that they are deliberately cautious about the future. Using such assumptions increases the target funding reserves and reduces the risk that the combination of the accumulated assets and future contributions will prove to be inadequate. The result of the valuation showed that the actuarial value of the assets was £145.8m. This represented 86% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2021 showed that the YMCA Pension Plan had a deficit of £22.8 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,364 from 1 May 2022. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 7 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £113,699 (2021: £130,583) which represents approximately 7 remaining years.

YMCA Essex  
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

#### 16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

#### 17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £109,223 (2021: £115,876) to Blackburn YMCA for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA.

#### 18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements 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.

##### a) Critical judgements in applying the entity's accounting policies

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

##### b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

##### (i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on technological advancements, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.

**YMCA ESSEX**

England & Wales - Charity number 1054070

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# Accounts

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YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206

# **YMCA ESSEX**

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## **REPORT OF THE TRUSTEES AND AUDITED**

### **CONSOLIDATED ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

**ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021**

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## YMCA ESSEX

YMCA Essex is one of approximately 80 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 60 million people in 119 countries worldwide, working with young men and women regardless of race, religion or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises at YMCA Chelmsford and YMCA Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out a number of activities which create a surplus to be used for the benefit of the charity, however due to the effects of Co-vid 19 for 2020/21 Trading made a deficit.

## OUR AIMS AND OBJECTIVES

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none in order to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

### **Our Mission:**

***Building Lives, Hope and Futures  
for children, young people and families***

### **Our Strapline:**

***'Unleashing Potential'***

### **Our Values:**

- ***Christian*** – inspired by faith, hope and love
- ***Caring*** – here to help everyone we can
- ***Creative*** – always looking for new opportunities
- ***Committed*** – aiming for excellence in all we do

### **Our Priorities:**

1. ***SERVICES:*** Strengthen and expand our ability to meet the needs of children, young people and families.
2. ***OPERATIONS:*** Implement an adaptive, resilient, sustainable operational model which optimises resources for our Mission.
3. ***PARTNERSHIPS:*** Pursue opportunities for partnership working to increase our impact and effectiveness.
4. ***COMMUNICATIONS:*** Raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

## THE TRUSTEES' AND STRATEGIC REPORT FOR 2020/21

### Our Services

We provided a wide range of services, projects and activities during 2020/21 including:

#### Housing work

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their tenancy are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

In recent times we have been able to offer a refurbished experience including new fast internet and Wi-Fi, telephony and CCTV, new carpets and interior decoration, and interior space better suited for both socialising and working.

During 2020/21 we had 40 residents move in and out. Of those who moved out 39 moved on positively to social housing, back to family or to private rented accommodation. We continued to work closely with other supported housing providers in Colchester as well as the Youth Enquiry Service and Colchester Borough Homes.

Covid-19 made life for everyone in supported accommodation much more challenging – both for staff and tenants – but we were very proud of the generally positive atmosphere and performance of the project over the various lockdowns. Some days felt quite dark and challenging, but the housing project pulled through.

#### Community Youth groups

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored, and to engage in community programmes which reduce anti-social behaviour and promote improved intergenerational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas but most of the young people come along due to hearing great things from their friends.

During Covid-19 the various Youth Groups that we run around the county had to be paused, but through one-to-one and online work we managed to stay in touch with many of the young people. Detached work, funded through a grant sourced by ECVYS, enabled us to continue to support young people in targeted areas who were still present on the street during lockdown and beyond.

#### Family Support Work and Schools' Work

**Family Support** - This service works with children, young people and families to make positive impacts and improve children's attendance, behaviour, wellbeing and life inside school and out. We work with 5 secondary and 15 primary schools in the Chelmsford, Maldon and Rayleigh areas for both prevention and intervention. The team also runs workshops at the request of the schools, including on the subjects of team building, communication, self-esteem, self-confidence, homelessness and world poverty. In 2020/21, the Family Support team worked with hundreds of children, young people and their families through referrals from schools. Every referral resulted in improved attendance, behaviour and/or academic achievement.

During the pandemic and subsequent lockdown our support also had to take this into account, and was usually conducted virtually, which we found worked well in most cases. Each child or young person completes a Y-Web soft outcomes monitoring tool which reports on improved emotional, social, domestic

and academic wellbeing. Our mission is to give every young person a voice and to be committed to providing positive change in their life.

**Essex County Council FifXtra initiative** - YMCA Essex has been supporting Essex County Council's Family Innovation Fund to ensure that young people across Essex receive the right support to help guide them through anxieties, relationship breakdowns, poor health and lifestyle, coping and managing change as well as other effects from Covid-19. We are working together to ensure that coronavirus doesn't stop young people from unleashing their full potential but encourages and empowers them to live their best life.

This project has now been funded for a further year.

**Safer Community Youth worker** - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything where it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways during lockdown.

**Educational Welfare Work** - We operate in many schools across Essex offering educational welfare support work, which focuses more on attendance issues as opposed to the Family Support Work but does have some overlap. We are pleased to see this work also serving in Jaywick, which is currently the most deprived ward in Britain.

## **Childcare Work**

**Out of School Clubs, and Holiday Clubs** - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment to enable them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wrap around care also continues to be a main support to parents needing extended care either side of school times. We have enhanced our provision across two of our busiest locations to enable us to take more children due to popular demand.

Coronavirus saw a pause in all Out of School Activities but as schools have reopened so have their associated activities. Of particular note are a new model Holiday Club Essex County Council has commissioned us to do across the county over the summer of 2021, reaching 700 children and their families in 13 different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families as well and will go on operating during subsequent school holidays.

We are operating 7 out of school clubs across the city centre of Chelmsford and opened another one in South Woodham Ferrers in September 2021.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

**Nursery** - Our Nursery is open Monday to Friday for 51 weeks per year each day from 7:30am-6pm. This is for children aged 3 months to 5 years, and the Nursery has typically served over 40 children each week (at different times of the week, and for different lengths of time). Numbers have reduced more recently due to difficult trading conditions some of which is connected to Co-vid 19, some to the general trading challenges facing all nurseries, and some unique to our city-centre site.

Nursery tried to stay open during the Coronavirus lockdown to support key workers, but low take-up meant it temporarily shut, and then reopened when lockdown began to ease.

The Nursery has a "Good" Ofsted rating which enables us to take 2-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge. This year our staff have offered additional support to families that have needed help with choosing schools and applying for the schools of preference. This is a service that many parents have expressed was vital for them so we will continue next year with this line of support.

## **Operations**

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. At the time of writing the work spans from Harlow in the West to Dedham in the East. All departments are led by a Manager / Deputy Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services with most staff working on the 'frontline'.

Our IT is cloud based running modern versions of Microsoft Windows© and the Office 365© system with Sharepoint© for data management.

Like many YMCAs we have signed the recent Rights and Responsibilities charter which includes a requirement to achieve the equivalent of Trusted Charity status by the end of 2023, and which we are working toward.

The Board and Senior Management have deliberated for some time over whether or not the organisation could become a Real Living Wage employer. One area of challenge has been that margins in childcare work (an important department for YMCA Essex) are so low, and traditionally so have been the pay rates. If pay were increased in this department to the Real Living Wage, how could that be done without necessarily passing on the cost to families whom we serve with our services? Ultimately, we decided that the need to pay the Real Living Wage was too great to ignore, as it is simply deemed the remuneration necessary for an employee to meet every day needs, and as a charity serving the needs of ordinary people the ethical and correct choice has become clear.

Earlier in 2021 a 'stepping-stone' increase was made - even though we were in the heart of Covid-19 and Lockdowns - with a view to making the full increase to the Real Living Wage in October 2021 if financial conditions were not so adverse that such a step would prove unthinkable. We are happy and proud to share that a decision was made by the Board in September 2021 to start paying the Real Living Wage as the YMCA Essex minimum from October 2021, to amend related salaries appropriately, and to move forward as an organisation on this important positive note into the future.

Through our Governance Committee we maintain an up-to-date governance framework for YMCA Essex, and in 2020/21 continued the process of comprehensive, systematic policy review and revision.

Y Housing is the Housing Association made up of 7 participating YMCAs each with properties that offer supported accommodation, and our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

GDPR compliance has been of paramount importance; our data is accessed through Microsoft SharePoint© to help with this. We have also thoroughly reviewed how we handle and control data including ensuring staff know their role in this and the protocols required. Unlike many charities we do not have a large dataset of financial supporters as we operate like something more akin to a social enterprise.

## Partnerships

Working with local YMCAs across the country, our national federation of YMCAs in England and Wales has published the Federation Strategy 2017-2021. We endorse the strategy's vision for the YMCA to be:

- **An inclusive Christian movement transforming communities so that all young people can belong, contribute and thrive**

and the strategy's Key Work Areas and Outcomes, to be delivered by YMCA England and Wales, and local YMCAs, working together:

- **Support & Advice** – We believe every person should have someone they can trust
- **Accommodation** – We believe every young person should have a safe place to stay
- **Family Work** – We believe every family should have the support they need to develop and lead more fulfilling lives
- **Health & Wellbeing** – We believe everyone should enjoy the benefits of good health and wellbeing
- **Training & Education** – We believe every young person should be able to fulfil their potential.
- 

The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

In addition, on 6 June 2019 (the 175<sup>th</sup> anniversary of the YMCA) YMCA representatives from England and Wales met in London to agree a 'Rights and Responsibilities' charter that described how they could better cooperate, ensure best practice and move forward in unison.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the City Council for their £25,000 grant in 2020/21.

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. The Mylands Youth Club in Colchester is also connected with the Parish Church there. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

## Communications

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We have continued to carry out the rebrand in line with the toolkit provided by YMCA England & Wales, and this has been especially helpful in the refresh at Colchester. We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website including our online news and seasonal e-newsletter which goes out to all subscribers, through leaflets, through the media, and in face-to-face contacts with people through our services, projects and events, and through networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage.

## **Finance**

Our principal sources of income are Housing work, the Nursery, the Out of School Clubs, and - to a lesser extent - the Family Support Programme and Education Welfare Service - all of which operate on a social enterprise model (all surplus is ploughed back into the local work).

The end of year outturn was an overall surplus on unrestricted general funds (before allowing for one off pension deficit adjustment of £32,650) of £3,345 and whilst we would always wish to produce a surplus this does represent challenging changes to our service provision (notably childcare) and the building of capacity within the organisation. We hope to see better performance in the near future, but it is likely the effects of Coronavirus will continue to challenge these attempts.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services, and it will therefore be important for us to maintain and expand those services in the coming years, and to attract further income from additional sources especially to support the costs of our charitable youth work.

## **Future Plans and Strategy**

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community development work, and so much more. From 2020-2030 these hubs will grow both opportunistically and intentionally.

To undergird the strategy a Capacity Building Plan (CBP) has been put into effect, made possible by a £60k donation and match funding from YMCA Essex reserves. The CBP primarily pays for improved staffing levels over three years, allowing for the Head of Youth and Children's work to take on Business Development, the Youth Manager to backfill, and the employment of the Communications and Events Manager, and some other minor changes. This has been working well and prior to the coronavirus pandemic we were hoping for a break-even year in 2020/21 and then surplus in 2021/22 as new youth, housing and childcare services came on stream as a result of the CBP.

The CBP comes to an end in Q2 2021/22 and we are extremely grateful to the donor who made it possible. There is a direct connection, for instance, between the capacity it has enabled and the organisation now delivering Holiday Clubs across the county for 700 children in receipt of free school meals - an ambitious undertaking we could never have considered 3 years ago.

Alongside these plans we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations, and are aware that exciting developments can come from the most unlikely of places.

## **Conclusion**

2020/21 was a challenging year financially but an encouraging year with regard to mission. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly despite the challenges. Prior to Covid-19 we were planning to implement changes that would lead us through to surplus, whilst sustaining the excellent output in services and indeed growth within them. The new context has left us tired but resilient, posting a modest £3k surplus, with all of our services intact, and indeed new services now to deliver. Indeed, the new Holiday Clubs are such a big enterprise they alone may grow the organisation by up to 30% within the next year.

Meanwhile we continue to develop our housing portfolio (including with a view to imminently purchasing move-on accommodation, and perhaps even a supported-accommodation focused redevelopment of our Chelmsford site), adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing.

Turning to the present, it is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA, that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control for YMCA Essex.

We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

## GOVERNANCE AND MANAGEMENT

### Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
  - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
  - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

### Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in YMCA **events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

## Committees

The Board has appointed four Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Governance Committee
- Audit Committee
- Board Appeals Committee

## Management and Organisation Structure

A scheme of delegation is in place and the Board has delegated the day to day responsibility for the YMCA's services and operations to the Chief Executive and his/her Managers. The Managers each lead one of the five main areas of Childcare & Corporate Services, Youth Work, Housing, and Finance, and Communications, Fundraising and Events. There are over 60 staff and over 20 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

The key responsibilities of the Chief Executive are to:

- Provide Christian leadership to YMCA Essex in accordance with our vision, mission, values, passion and Christian ethos.
- Develop and implement strategies to maximise the impact of YMCA in building lives, hope and futures for children, young people and families.
- Provide strategic and operational leadership for the diverse and multi-faceted activities of YMCA, ensuring effective and legally compliant management, administration and development.
- Support the Board of Trustees to develop and implement strategic direction.
- Provide leadership of all development and fundraising activities and the implementation of long-term viability and sustainability.
- Lead staff teams in providing a professional service in all areas of activity ensuring that the YMCA's aims and purposes are fully met.
- Represent YMCA externally, promoting its services and values.
- Maintain and develop the relationship of YMCA Essex with the wider YMCA Movement.

## Risk Management

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated annually. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, Respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil our Mission** to children, young people and families.
- Implement effective **Financial Controls** and **Fraud Prevention** measures.
- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

## **Coronavirus Pandemic**

The Covid-19 pandemic presented a unique, unprecedented, and uncertain risk to the services, operation and finances of YMCA Essex. Service delivery and staffing arrangements were adapted to enable our mission to be fulfilled to the best of our ability during the crisis, whilst protecting the charity's financial position and its ability to recover as the situation improved.

The pandemic had differing effects on the various areas of the charity. For Housing the impact was more on the wellbeing of staff and tenants rather than at a financial level. Changes to work practises and patterns, for example members of the senior management team providing weekend cover rather than sessional staff, meant that most services continued to be provided and resulted in financial savings.

Youth clubs ceased during lockdown, but online work meant that contact with club members continued. Family support work continued with this being carried out virtually, offering an alternative method of contact which has continued for some as lockdown eased and face to face meetings returned. The Fifxtra initiative began to ensure young people across Essex received the support to cope with the effects of Co-vid and funding has been received to continue this in 21/22.

Trading, and in particular Out of School Clubs, were hardest hit by the pandemic. All Out of School activities stopped when schools were shut during lockdown and staff were placed on furlough. As schools reopened so have the breakfast and after school clubs, with numbers continuing to increase as lockdown measures ease and are getting back to pre-covid levels in several clubs. Nursery was shut for a short time during lockdown as numbers dropped but reopened when lockdown began to ease, moving back to normal attendance. We have made some minor changes, such as outsourcing food supply rather than producing in house, so that we can easily scale up and down the operation without commensurate costs and problems with staffing and facilities.

The reduction in income for Trading of £291k was partially offset by furlough receipts of £145k, grants of £64k re business relief and youth losses, and operational savings in housing of £90k.

Losses sustained within Trading were symptomatic of wider Covid-19 issues in the sector and there is no underlying problem with our business model or future business planning. Trading turnover reduction is linked to school closures which is not anticipated to happen in the future, so we believe the Trading environment for childcare is now back on track - receipts in recent months and demand for the new school year bear this out. This confidence is reflected in the loan YMCA Essex (Charity) made to Trading to cover the 20/21 shortfall and which is likely to be paid back within 24 months due to the resurgent trading conditions.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users, and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

## **NHF Code of Governance and YMCA England and Wales Governance and Financial Viability Standard**

YMCA Essex seeks to comply with the National Housing Federation code of governance so as to better prepare for becoming a Registered Provider of Housing in due course. The most recent self-assessment indicates that we satisfy over 95% of the code criteria, and it is felt that even if we do not become a Registered Provider for some time, achieving this high level of compliance with the Code has strengthened the governance and capability of the organisation.

YMCA Essex also complies with the YMCA England and Wales Governance and Financial Viability Standard.

## **Related Parties**

YMCA Essex is a part of the national federation of YMCAs in England and Wales, and is affiliated to YMCA England and Wales, which is the national organisation responsible for representing and equipping local YMCAs. We support its vision and overall strategy and seek to play our part in delivering them in a way which is appropriate for our local context.

YMCA Essex (Trading) Ltd is a wholly owned subsidiary of the YMCA Essex charity, whose principal activities are the provision of Nursery care and Out of Schools work, and room hire facilities. The Directors of the trading company are the Board Members who are on the charity's Finance Committee together with the Chief Executive and the Head of Finance.

YMCA Essex receives an annual grant for work in the Chelmsford area from Chelmsford City Council, which has non-voting representation at Board meetings. We contract with a large number of schools for our Out of School clubs and Schools Work programmes.

YMCA Blackburn (known as Y Housing) is a Housing Association whose stock is entirely made up of YMCA Housing Projects, with YMCA Colchester being one of them. Each YMCA associated with Y Housing in this way has a representative on the Board, and typically the CEO, as in our case.

## **Remuneration and Remuneration Levels**

'Remuneration' includes salary, pension, leave, and other financial and non-financial employment benefits.

The Board has a Remuneration Policy which is reviewed annually to provide a framework for all remuneration decisions. In 2020/21 our Chief Executive received a remuneration of £67,123.

The Trustees do not receive any remuneration.

The overall objective of our Remuneration Policy is to offer fair remuneration to attract, develop and retain staff with the right abilities, skills and competencies to lead, manage, support and/or deliver our services to the community.

In deciding on pay levels for staff, the following factors may be taken into account. These factors are not exclusive and any decision will inevitably include an element of discretion on the part of the Trustees.

- Our Vision and Strategy and how this may affect the number and nature of roles for which we need to employ or recruit staff.
- Affordability in relation to the YMCA's financial position.
- The need to recruit and retain high quality, competent staff.
- The level of responsibilities associated with each job role, in relation to leadership, decision-making, service delivery, staff supervision, management of finance and resources, contacts and relationships, and job context.
- Any significant increase in responsibilities.
- The type of skills, experience and competencies that each job role needs, and their link to remuneration.
- Information about comparable roles and pay rates particularly in the charitable sector.
- The wider remuneration package including leave and other benefits.
- The need for consistency and fairness in remuneration between jobs within YMCA Essex.
- Equality of pay amongst people doing similar roles.
- The rate of inflation and other economic factors.
- The 'National Living Wage' set by Government, and the 'Living Wage' recommended by the Living Wage Foundation.
- The likely effect on the charity's reputation, viability and public standing.

## **FINANCIAL INFORMATION**

### **Funds and Reserves Policy**

The charity has various funds available to finance its activities. These are as follows:

#### **(a) Unrestricted funds**

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project or purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold financial reserves because:

- it has no guaranteed regular funding,
- it requires protection against, and the ability to continue operating, despite catastrophic or lesser but damaging events.

The Trustees believe that the minimum level of general funds should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2021, the general fund stood at £100,555.

#### **(b) Designated funds**

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets, and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes and until new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings.

#### **(c) Restricted funds**

These are funds donated for specific purposes that are within the wider objects of the charity. The major restricted funds held at the year-end is for the Capacity Building Project for which we received a grant of £60,000 from the Candap Trust in May 2018, and to which we matched funding of £90,000 from YMCA Essex free reserves.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

#### **(d) Investment Policy**

Where possible all restricted funds are placed on short-term deposit. Due to the nature of our activities, these funds may be required at short notice.

#### **(e) Pension Deficit**

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme. Appropriate action has been taken. The scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

### **Subsidiary Undertaking**

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care and Out of Schools work, and room hire facilities. Its performance is shown in note 4 to these accounts and is considered to be satisfactory considering the effects of the coronavirus.

### **Fixed Assets**

Movements in the fixed assets are detailed in note 8.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) 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). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statement as to Disclosure of Information to Auditors**

The Trustees confirm that so far as they are aware there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware, and that they have taken all steps to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**Liability of Members**

The liability of members is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

**Auditors**

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the first Board meeting in 2022.

Signed on behalf of the Board of Trustees

Mr Mike Bromfield  
Chair

Date:  .....

23/11/2021

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

**Opinion**

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

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



Shahid Hameed ACA FCCA (Senior Statutory Auditor)  
For and on behalf of THP Limited  
Chartered Accountants and Statutory Auditors  
34-40 High Street  
Wanstead  
London E11 2RJ

Date: 7/12/2021

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted		Restricted	2021 Total £	2020 Total £
		General	Designated			
		£	£	£		
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Rental income		623,929	-	-	623,929	604,035
Voluntary income		6,437	-	-	6,437	8,171
Grants receivable		47,803	-	-	47,803	25,000
Furlough grant		55,163	-	-	55,163	-
Activities for generating funds		1,105	-	-	1,105	5,205
Income of trading subsidiary	4	353,408	-	-	353,408	644,881
Interest receivable		1,296	-	-	1,296	5,981
Incoming resources from charitable activities:						
Youth training		102,455	3,095	32,271	137,821	154,330
Miscellaneous Income		2,785	-	-	2,785	6,746
<b>TOTAL INCOMING RESOURCES</b>		<b>1,194,381</b>	<b>3,095</b>	<b>32,271</b>	<b>1,229,747</b>	<b>1,454,349</b>
<b>RESOURCES EXPENDED</b>						
Cost of generating funds:						
Expenditure of trading subsidiary	4	387,626	-	-	387,626	481,036
Charitable activities:						
Childcare services		87,438	-	-	87,438	104,482
Youth and other services		510,868	9,997	74,410	595,275	702,219
Premises		196,584	-	-	196,584	253,117
		794,890	9,997	74,410	879,297	1,059,818
Governance costs		8,520	-	-	8,520	11,500
<b>TOTAL RESOURCES EXPENDED</b>	5	<b>1,191,036</b>	<b>9,997</b>	<b>74,410</b>	<b>1,275,443</b>	<b>1,552,354</b>
<b>Net INCOMING/(OUTGOING) RESOURCES</b>		<b>3,345</b>	<b>(6,902)</b>	<b>(42,139)</b>	<b>(45,696)</b>	<b>(98,005)</b>
Pension deficit	15	(32,650)	-	-	(32,650)	-
<b>NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT</b>		<b>(29,305)</b>	<b>(6,902)</b>	<b>(42,139)</b>	<b>(78,346)</b>	<b>(98,005)</b>
Transfer (from)/to Designated Funds	12	2,226	(2,226)	-	-	-
Transfer (from)/to Restricted Funds	13		-	-	-	-
<b>FUND BALANCES AT 1 APRIL 2020</b>		<b>127,634</b>	<b>949,575</b>	<b>156,794</b>	<b>1,234,003</b>	<b>1,332,008</b>
<b>FUND BALANCES AT 31 MARCH 2021</b>		<b>100,555</b>	<b>940,447</b>	<b>114,655</b>	<b>1,155,657</b>	<b>1,234,003</b>

All recognised gains and losses are included above.

CHARITY AND CONSOLIDATED BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2021

	Notes			TOTAL 2021		TOTAL 2020	
		Restricted £	Unrestricted £	Charity £	Group £	Charity £	Group £
<b>FIXED ASSETS</b>							
Tangible assets	8	-	828,532	828,532	828,532	830,758	830,758
Investments	9	-	2	2	-	2	-
			<u>828,534</u>	<u>828,534</u>	<u>828,532</u>	<u>830,760</u>	<u>830,758</u>
<b>CURRENT ASSETS</b>							
Debtors	10	-	105,828	105,828	67,773	158,407	55,722
Cash at bank in hand		114,655	474,523	589,178	613,444	475,402	624,400
		<u>114,655</u>	<u>580,351</u>	<u>695,006</u>	<u>681,217</u>	<u>663,809</u>	<u>680,122</u>
<b>CREDITORS:</b>							
Amounts falling due within one year	11(a)	-	(226,256)	(226,256)	(240,442)	(138,874)	(178,944)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>114,655</u>	<u>1,182,629</u>	<u>1,297,284</u>	<u>1,269,307</u>	<u>1,325,695</u>	<u>1,331,936</u>
<b>CREDITORS:</b>							
Amounts falling due after more than one year	11(b)	-	(113,650)	(113,650)	(113,650)	(97,933)	(97,933)
<b>NET ASSETS</b>		<u>114,655</u>	<u>1,068,979</u>	<u>1,183,634</u>	<u>1,155,657</u>	<u>1,227,762</u>	<u>1,234,003</u>
<b>FUNDS HELD</b>							
<b>Unrestricted funds:</b>							
General fund		-	128,532	128,532	128,532	121,393	121,393
Retained in subsidiary		-	-	-	(27,977)	-	6,241
<b>Total</b>		<u>-</u>	<u>128,532</u>	<u>128,532</u>	<u>100,555</u>	<u>121,393</u>	<u>127,634</u>
Designated fund		-	222,059	222,059	222,059	231,187	231,187
Restricted funds	13	114,655	-	114,655	114,655	156,794	156,794
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388
		<u>114,655</u>	<u>1,068,979</u>	<u>1,183,634</u>	<u>1,155,657</u>	<u>1,227,762</u>	<u>1,234,003</u>

These accounts were approved by the Board and authorised for issue on 23/11/2021 and signed on its behalf by:

  
Mr Michael Minta – Treasurer

  
Mr Mike Bromfield – Chair

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash Generated from Operating Activities (see below)	(12,252)	14,936
Cash Flows from Investing Activities		
Interest received	1,296	5,981
Sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	-	(5,336)
	1,296	645
Increase/(decrease) in cash and cash equivalents in the year	(10,956)	15,581
Cash and cash equivalents at the beginning of the year	624,400	608,819
Total cash and cash equivalents at the end of the year	613,444	624,400

Reconciliation of Net Incoming Resources to Cash  
Generated from Operating Activities

	2021 £	2020 £
Net incoming resources	(78,346)	(98,005)
Add back depreciation charge	2,226	3,185
Deduct interest income shown in investing activities	(1,296)	(5,981)
Decrease/(increase) in debtors	(12,051)	103,736
Increase/(decrease) in creditors	77,215	12,001
Net cash generated from operating activities	(12,252)	14,936

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

FOR THE YEAR ENDED 31 MARCH 2021

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated and domiciled in England. The Charity's registered number and registered office address can be found on page 1.  
The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line by line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 18.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road. Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account. The trustees perform annual impairment reviews in accordance with the requirements of the Financial Reporting Standard 102 to ensure that the recoverable amount is not lower than the carrying value.

Other fixed assets are stated at cost less depreciation. The cost of furniture and equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition, Electrical equipment is written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

- vii. Debtors  
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. Grants and Legacies Receivable  
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.  
Where these relate to specific items of expenditure these have been included within restricted funds.  
  
Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.
- ix. Taxation  
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. Pension Contributions  
The charity contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.
- xi. Unlisted Investments  
Investments are stated at historical cost.
- xii. Related Party Exemption  
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
3. INCOMING RESOURCES  
The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.  
  
Rental income is accounted for on a receivable basis.  
  
Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.  
  
The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.
4. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY  
YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2021 and 2020 are detailed below. The operating profits for the previous year, under a deed of covenant, were covenanted to YMCA Essex.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

PROFIT AND LOSS ACCOUNT

	2021	2020
	£	£
Turnover	222,267	644,881
Cost of sales	304,262	387,652
Gross profit/(loss)	(81,995)	257,229
Administrative costs	(83,364)	(93,384)
Other operating income	131,141	-
Operating (loss)/profit	(34,218)	163,845
Amount covenanted to YMCA Essex	-	(163,845)
Retained profits at 1 April 2020	6,241	6,241
Retained in subsidiary at 31 March 2021	(27,977)	6,241
	=====	=====
AGGREGATE SHARE CAPITAL AND RESERVES	(27,975)	6,243
	=====	=====

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

Losses sustained in trading subsidiary were symptomatic of wider Covid-19 issues in the sector and there was no underlying problem with our business model or future business planning. Turnover reduction is linked to school closures which is not anticipated to happen in the future, so we believe the Trading environment for childcare is now back on track - receipts in recent months and demand for the new school year bear this out.

5. RESOURCES EXPENDED

	Trading Subsidiary	Charitable Activities	Governance	2021 Total	2020 Total
	£	£	£	£	£
Costs directly allocated to activities					
Staff costs	276,070	346,436	-	622,506	658,254
Other direct costs	28,192	8,478	-	36,670	171,828
Support costs allocated to activities					
<u>Premises</u>					
Heat and light	4,262	26,508	-	30,770	41,278
Repairs	3,676	20,484	-	24,160	75,000
Rates and insurance	-	11,207	-	11,207	17,854
Cleaning	10,420	22,514	-	32,934	24,714
Rent	-	115,876	-	115,876	115,154
<u>Administration</u>					
Office salaries and pensions	60,539	189,259	-	249,798	243,948
Pensions admin charge	-	3,578	-	3,578	2,682
Training	-	4,298	-	4,298	11,570
IT costs	-	12,623	-	12,623	10,764
Stationery and advertising	611	2,810	-	3,421	7,526
Telephone and licences	3,856	9,019	-	12,875	12,110
Fees and licences	-	16,335	-	16,335	19,708
Sundry expenses	-	-	-	-	10
Depreciation	-	2,226	-	2,226	3,185
Legal & Professional fees	-	1,181	-	1,181	7,666
Fundraising costs	-	2,058	-	2,058	1,295
Profit on Sale of assets	-	-	-	-	-
Auditors remuneration	-	-	8,520	8,520	11,500
Cyclical Provision	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>	<b>387,626</b>	<b>794,890</b>	<b>8,520</b>	<b>1,191,036</b>	<b>1,436,046</b>
	=====	=====	=====	=====	=====

Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

YMCA Essex  
(Limited by Guarantee)  
Charity Registration No. 1054070  
Company No. 3171206  
NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

	2021		2020	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	475,186	783,722	516,136	875,526
Social Security costs	35,767	63,840	40,045	68,307
Pension contributions	19,157	19,157	20,709	20,709
	530,110	866,719	576,890	964,542
	=====	=====	=====	=====

One employee earned over £60,000 per annum.

The average number of employees was 60 (2020 total was 80).

In addition the charity uses the services of 20+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 10 volunteers acted as trustees on the Board. No Trustees have received any remuneration or have had expenses reimbursed. Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management for employee services is £245,232 (2020: £244,211).

	2021 £	2020 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	2,226	3,185
Auditors' remuneration – audit	5,500	5,500
– other services	3,020	6,000
	=====	=====

8. GROUP FIXED ASSETS		Furniture & Equipment	Computer Equipment	Motor Vehicles	Total
Cost or Valuation	Premises £	£	£	£	£
At 1 April 2020	825,000	44,490	29,432	1,200	900,122
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2021	825,000	44,490	29,432	1,200	900,122
Depreciation					
At 1 April 2020	-	39,732	29,432	200	69,364
Charge for the year	-	1,926	-	300	2,226
Eliminated on disposals	-	-	-	-	-
At 31 March 2021	-	41,658	29,432	500	71,590
Net book value					
At 31 March 2021	825,000	2,832	-	700	828,532
	=====	=====	=====	=====	=====
At 31 March 2020	825,000	4,758	-	1,000	830,758
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

Cost or valuation at 31 March 2021 is represented by:

Valuation in 2016	£
Cost	718,388
	181,734
	900,122
	=====

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

9. INVESTMENTS – Unlisted at Cost

The company owns two ordinary shares, being all the Issued Share Capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

10. DEBTORS	2021		2020	
	Charity £	Group £	Charity £	Group £
Trade debtors	25,261	32,206	45,628	54,742
Other debtors and prepayments	35,567	35,567	980	980
Loan to YMCA Essex (Trading) Ltd.	45,000	-	111,799	-
	<u>105,828</u>	<u>67,773</u>	<u>158,407</u>	<u>55,722</u>
	=====	=====	=====	=====

The above loan relates to money lent to trading subsidiary during the year. Interest is charged at a fixed rate of 3% and the balance is repayable over 2 years from inception.

11. (a) CREDITORS: Amounts falling due within one year	2021		2020	
	£	£	£	£
Trade creditors	10,097	12,487	2,873	6,307
Other creditors and accruals	177,845	211,022	119,609	156,245
Pension deficit	16,933	16,933	16,392	16,392
Amount due to YMCA Essex (Trading) Ltd.	21,381	-	-	-
	<u>226,256</u>	<u>240,442</u>	<u>138,874</u>	<u>178,944</u>
	=====	=====	=====	=====

The Other Creditors and Accruals include £116,150 of VAT collected on service charges since YMCA Essex has applied to register for VAT. Should VAT registration not be successful, the money will be returned to tenants.

11. (b) CREDITORS: Amounts falling due more than one year	2021		2020	
	£	£	£	£
Pension deficit	113,650	113,650	97,933	97,933
	<u>113,650</u>	<u>113,650</u>	<u>97,933</u>	<u>97,933</u>
	=====	=====	=====	=====

12. DESIGNATED FUNDS

	Balances 31 March 20	Income	Expenditure	Net Transfer	Balances 31 March 21
	£	£	£	£	£
Fixed assets fund	830,758	-	-	(2,226)	828,532
New Projects	78,423	580	(6,805)	-	72,198
IT – Replacement fund	448	-	(448)	-	-
Informal Youth Work	8,085	-	-	-	8,085
Replacement Fund Colchester	30,140	-	(2,744)	-	27,396
Friends of Chelmsford YMCA	1,721	-	-	-	1,721
Colchester Bike Shed Fund	-	2,515	-	-	2,515
	<u>949,575</u>	<u>3,095</u>	<u>(9,997)</u>	<u>(2,226)</u>	<u>940,447</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	Balances 31 March 2020 £	Income £	Transfers	Salaries £	Materials/other £	Balances 31 March 2021 £
Capacity Building Plan	88,196			(56,833)	(84)	31,279
Childcare services	17,108	1,000	-	-	-	18,108
Youth and other services	51,490	31,271	-	(10,181)	(7,312)	65,268
Other funds	-	-	-	-	-	-
Grants	-	-	-	-	-	-
<b>TOTAL ALL FUNDS</b>	<b>156,794</b>	<b>32,271</b>	<b>-</b>	<b>(67,014)</b>	<b>(7,396)</b>	<b>114,655</b>
	=====	=====	=====	=====	=====	=====

Capacity Building Plan

Capacity Building Plan funds relate to £60,947 grant and £90,000 YMCA Essex's contribution in 2018-19 towards a project which primarily pays for improved staffing levels over three years. Further details are given in Trustees Report.

Childcare Services

This funding includes donations that are specifically identified for Childcare.

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Chelmsford City Council, Christian Spiritual Worker, Housing Project Colchester, Outreach (Comic Relief), Park Project, Rotary Club and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted.

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2021 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL FUNDS
	General	Designated		
	£	£	£	£
Fixed Assets	-	828,532	-	828,532
Net assets/(liabilities)	100,555	111,915	114,655	327,125
	100,555	940,447	114,655	1,155,657
	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

15. PENSION COMMITMENT

Accounting Policy:

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

Pension Note:

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year end these were invested in De-risking Solutions.

The most recent completed three-year valuation was as at 1 May 2020. Placing a value of the plan's liabilities requires a number of assumptions to be made about the future. Such assumptions include how long members might live after retiring and the return that will be generated by the plan's assets. After taking advice from the plan actuary the Trustee of YMCAs in England has adopted what they consider to be 'prudent' funding assumptions, having regard to the Employer's covenant and to financial market conditions. The Trustee's assumptions are prudent in that they are deliberately cautious about the future. Using such assumptions increases the target funding reserves and reduces the risk that the combination of the accumulated assets and future contributions will prove to be inadequate. The result of the valuation showed that the actuarial value of the assets was £146.1m. This represented 79% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2020 showed that the YMCA Pension Plan had a deficit of £36 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,360 from 1 May 2021. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 8 years.

The latest valuation has shown that the pension recovery period needs to be extended by 2 years. Accordingly, these accounts reflect additional 2 years pension deficit charge and the recovery period above has been extended from 6 years to 8 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £130,583 (2020: £114,325) which represents approximately 8 remaining years.

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £115,876 (2020: £115,154) to Blackburn YMCA for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA.

18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements 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.

a) Critical judgements in applying the entity's accounting policies

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on technological advancements, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.

