YMCA Dulverton Group

England & Wales · Charity number 1076434

Details

Other names	BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION, BRIDGWATER YMCA
Status	Registered
Legal form	Charitable company
Company number	03746771
Registered	1999-07-07
Register	View on the Charity Commission register

Contact

Address	The Apple Store Coombe Lodge Blagdon BS40 7RE
Phone	01278422511
Email	info@ymca-dg.org
Website	www.ymca-dg.org

Activities

Objects: A) TO UNITE THOSE WHO, REGARDING JESUS CHRIST AS THEIR GOD AND SAVIOUR ACCORDING TO THE HOLY SCRIPTURES, DESIRE TO BE HIS DISCIPLES IN THEIR FAITH AND IN THEIR LIFE, AND TO ASSOCIATE THEIR EFFORTS FOR THE EXTENSION OF HIS KINGDOM. B) TO LEAD PEOPLE TO THE LORD JESUS CHRIST AND TO FULLNESS OF LIFE IN HIM. C) 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. D) TO PROVIDE OR ASSIST IN THE PROVISION OF EDUCATION FOR PERSONS OF ALL AGES WITH THE OBJECT OF DEVELOPING THEIR PHYSICAL, MENTAL OR SPIRITUAL CAPACITIES. E) TO RELIEVE OR ASSIST IN THE RELIEF OF PERSONS OF ALL AGES WHO ARE IN CONDITIONS OF NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL OR ECONOMIC CIRCUMSTANCES. F) TO PROVIDE RESIDENTIAL ACCOMMODATION FOR PERSONS OF ALL AGES WHO ARE IN NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL OR ECONOMIC CIRCUMSTANCES.

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Activities: Provision of Homelessness prevention advice, Housing and support for young people (16-25), families, and vulnerable adults. Community, Youth and families work including Early Years Provision, Health and Wellbeing facilities, information and computer technology, lettings of rooms and facilities to local groups and agencies. Training opportunities through social enterprise activities.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Accommodation/housing, Religious Activities, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE IN SEDGEMOOR DISTRICT COUNCIL AREA
- Bath And North East Somerset
- Devon
- North Somerset
- Somerset

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£14,152,605	£12,287,560	£955,868	199
2024-03-31	£11,382,376	£11,296,042	£-298,742	209
2023-03-31	£10,549,663	£10,998,612	£-385,076	201
2022-03-31	£10,524,122	£10,885,499	£101,122	211
2021-03-31	£9,788,601	£9,840,723	£462,495	187

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Trustees

Name	Role	Appointed
Amy Jones		2024-11-20
Andrew Munro Scott		2024-05-22
David Baxter		2025-05-21
David Charles Eccles		2023-10-04
JASON HOBDAY		2012-01-16
JOHN ENNALS		2024-08-14
John Richard Ford		2016-11-28
Sarah Slevin		2019-01-21

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YMCA Dulverton Group

England & Wales - Charity number 1076434

Accounts

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Bridgwater Young Men's Christian Association

(Trading as Bridgwater YMCA and YMCA Dulverton Group)

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended 31 March 2025

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

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Bridgwater Young Men's Christian Association

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Other trading names	Bridgwater YMCA YMCA Dulverton Group
Chair	J R Ford
President	A H Leigh
Vice Chair	J M Hobday
Trustees and Directors	J Clarey (resigned 20 November 2024) S Slevin D Eccles A M Scott (appointed 22 May 2024) J G W Ennals (appointed 14 August 2024) A L Jones (appointed 20 November 2024) D Baxter (appointed 21 May 2025)
Company Secretary	G P Jones

Senior Management Team

Chief Executive	M Hodgson
Exec Director Resource and Risk Management	G Jones
Exec Director of Operations	J Walkinshaw
Head of Young Peoples Services	K Lilwall
Head of Early Years Education	N Purkiss
Head of Adults Housing	J Heslop
Head of Hotels and Accommodation	S Corcoran (resigned 31 October 2024)
Finance Director	H Peppard (resigned 7 May 2024) R Jones (appointed 7 May 2024)
Exec Director of Corporate Resource	H Peppard (appointed 28 July 2025)
Head of Colleague Experience	A Pearce

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Company Registration Number	03746771
Charity Registration Number	1076434
Registered Social Landlord Number	H4245
Ofsted Number	Barley Wood Nursery ET489024 Yew Trees EY555987 Stepping Stones Nursery 2518634 Meadowside Pre-School 2552086 The Old Potting Shed 2663313 Wooden House Nursery 2677451
Registered office and place of business	The Apple Store Coombe Lodge Blagdon Somerset BS40 7RE
Auditor	Corrigan Accountants Limited First Floor 25 King Street Bristol BS1 4PB

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Solicitors	Tozers Broadwalk House Southernay West Exeter EX1 1UA
Bankers	Lloyds 25 Cornhill Bridgwater Somerset Triodos Triodos Bank UK Deanery Road Bristol BS1 5AS Barclays Bank 2 Churchill Place Canary Wharf London E14 5RB

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Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2025

The Board of Directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2025.

The Association is a private registered provider of social housing and an incorporated charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

Review of activities, developments and achievements

The principal activities of the association include the provision of supported housing for young people, and hostel accommodation for homeless families and individuals, and a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and Recreation Facilities.

Objectives and activities

The objects of Bridgwater YMCA are as follows:

- 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;
- 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.

During 2024/25 the board continued to review the business plan for next five years. The plan was launched in April 2023 as a three year plan, in three stages, focussing on recovery, stability and growth.

1. Mission Statement

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

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2. Strategic Aims

The board uses a list of high-level strategic aims for Bridgwater YMCA.

Under each heading a series of SMART strategic objectives is created by the senior leadership team to form the basis of reporting to the trustees. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

Vision

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

How we help

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

Work Areas

We work across four key areas, with a fifth - support and advice - running through them all.

Health & Wellbeing "We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances."
Training & Education "We believe that every young person should be able to fulfil their full potential."
Family Work "We believe every family should have the support they need to develop and lead more fulfilling lives."
Accommodation "We believe that every young person should have a safe place to stay."
Support and Advice "We believe that every young person should have someone they can trust."

Aims

INCREASING OUR IMPACT - We will help more young people in more communities.
EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.
WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.
SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

Ethos

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

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Values

Value the Individual - Respect others, ourselves and the people we work with in all that we do
Giving of our Best - Showing commitment in our work and to enable young people
Caring Deeply - Have a passion for the work we carry out
Providing Creative Solutions - Show innovation in the approaches we take in supporting young people
Communicate Authentically and Truthfully - Show openness in our dealings and approaches to people

Programmes

Bridgwater YMCA programmes consist of:

- Early Years Provision for children 3 months to 5 years, all year round including wrap-around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, Work Experience and Apprenticeships
- Volunteer Recruitment and development programmes
- Housing and Support for young people aged 16-25
- Move-on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for individuals and families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community Facilities for schools, community groups and individuals

Public Benefit

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

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Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2025

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

Family and Youthwork

During the year the association continued to deliver high quality OFSTED registered early years provisions across six sites in North Somerset, Somerset and Devon.

Each site has retained an OFSTED Good rating, and have each grown in attendees during the period. Across all our sites we place considerable emphasis on outdoor learning, make use of the natural environment around the settings.

Recruitment of early years practitioners has continued to prove challenging. This is a sector-wide matter, and relates in part to a two year deficit of new practitioners entering the sector and higher wages being offered in other sectors of the economy, which early years income cannot support. Whilst during the year this improved as we have benchmarked salaries against other providers and revisited our added value offer, we must continue to ensure that we invest in our current team to sustain our offer.

We have continued to offer apprenticeships across these settings and during the year have supported 18 young people through a mixture of Level 2 and Level 3 apprenticeships.

Beyond the above we have continued to deliver our day camps offer from one location, which continues to be supported well, and provides outdoor activities for children during school holidays.

Health and Wellbeing

Programme delivery including youth work, fitness and outdoor activities has continued to be well supported during the year. North Somerset youth provision continues to flourish and be impactful on the beneficiaries it serves, alongside our successful young carers programme.

Fitness facilities are being well used, however classes continue to be more popular than gym access. We continue to review this offer and are looking at national trends alongside regional competition to plan for the future.

Training and Education

The Beach Hotel, Minehead is now in its eleventh year of operation and provided this year six apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region.

During the spring and summer seasons the hotel has grown again in terms of turnover, guest stays, and meals provided, and alongside the numbers of apprenticeships offered four have been converted into full time employment. The impact of the staycation continues to be positive and forward bookings for 2025/26 look to have increased again.

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The Great Western Hotel, Taunton has continued to thrive during the year. This provision adjacent to the Taunton Railway station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This provision during the year offered two apprenticeships. The occupancy of this location continues to be more than 85% throughout the year this is a blend of both business and tourist travellers.

Barley Wood continues to flourish with 2025 being its tenth year of operation; the numbers of individual bookings be these weddings or whole house hires this year was the highest since the acquisition of the building. We have begun to see an increase in midweek conferences and residential stays and have developed a marketing strategy to further grow this area of work, including development of a further nine bedrooms on the site taking the total available to 18.

The Beach Hotel, Weston-super-Mare, acquired in March 2021 was closed during the year whilst we reviewed the tourism market in Weston-super-Mare, and other uses for the building. We re-opened the Hotel in August 2025, alongside six units of supported accommodation.

Our Tenant Accreditation Scheme which young people attend in order to support them in achieving and sustaining a tenancy has delivered 201 hours of support during the year with 52 completers. Alongside this the tenant ready schemes which prepares individuals whom have been homeless for tenancies has delivered 601 hours of support with 80 completers. These schemes have been funded by our local authorities, and have exceeded all targets set.

Accommodation

During the prior year local government reform took place in Sedgemoor and Somerset West and Taunton, resulting in the formation of a new Somerset Council. During the year 2024/25 this reform has continued to embed itself, however throughout we have continued to provide housing and support to young people aged 16-25, to single homeless persons and to families in this area.

North Somerset Council funds the support elements of our service in its own area. We provide housing and support to young people aged 16-25 alongside outreach services and accommodation for single homeless persons.

We also work closely with Mid Devon Council in delivery of floating support and housing provision, from one location.

Across the above areas at the start of the year we registered 44 units of accommodation with OFSTED for provision for young people under the age of 18. In February 2025 we were inspected under the Social Care common inspection framework, with a positive award of Outcome 1 - Consistently strong service delivery leads to typically positive experiences and progress for children. Where improvements are needed, leaders and managers take timely and effective action.

Thrive 16+ contract

During the prior year we tendered for and were awarded the new replacement contract for support of young people, named Thrive 16+, this contract is for 5 years. The contract commenced in April 2024, and we have worked alongside commissioners during the year to deliver to all contractual requirements alongside our added value commitments to young people.

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New accommodation

During the year we have opened two new properties to support both young people and families in Somerset. Arthur Leigh House makes supported provision for families who have found themselves homeless, 17 flats of between one and three bedrooms, whilst Goodland House, formerly Stanway and Greenway House, provides 13 units of accommodation for young people 16-25.

Fundraising

All fundraising events planned by Bridgwater YMCA, do not rely on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regard to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property. This year we undertook one fundraising event which was in partnership with Yeo Valley, the event profiled our work, and created links with regional businesses in order to further develop our Inspired Industry days.

Young persons' involvement

The level of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

Chaplaincy Provision

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. Our aspiration is to continue to develop this role further across the association with persons from specific parishes serving the various geographic locations.

Staff Development and Wellbeing

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an emerging manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities made available to staff and volunteers. Alongside this we have introduced a staff health care package, which has been received well by the whole team. Each month we are carrying out staff wellbeing surveys, and sharing the outcome with the whole association.

FINANCIAL REVIEW

Overview

Incoming resources generated during the year were £14,152,605 (2024: £11,382,376), a 24.3% increase on 2023/24. As straight operating costs were tightly controlled there was a proportionate decrease in operating costs, with expenditure (including interest costs) totalling £12,287,560 (2024: £10,711,863) being incurred.

The Association has posted a surplus for the year of £1,254,610 (2024: £86,334).

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The Association is again forecasting a surplus in the coming year 2025/26, this in spite of the costs of specifically recruitment issues and increases in costs as a result of the increase in National Minimum Wage and National Insurance Contributions. This will be achieved through careful management of expenditure, it is important to note we also are not forecasting any one off costs in the year 2025/26 which have in previous years had a negative impact on our performance.

At the end of the year net assets were £955,868 representing an increase of 420% against 2024 net liabilities of £298,742.

Value for Money

The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year, the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

Metric	**Result 2025**	**Result 2024**
Metric 1: Reinvestment (%)	0.01%	0.8%
Metric 2a: New Supply (Social Housing Units) (%)	16.2%	-4.0%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	90.3%	102.9%
Metric 4: EBITDA MRI Interest Cover	3.58	1.57
Metric 5: Headline Social Housing Cost Per Unit (£)	17,385	20,246
Metric 6a: Operating Margin (Social Housing Lettings) (%)	-5.4%	-5.6%
Metric 6b: Operating Margin (Overall) (%)	13.2%	5.9%
Metric 7: Return on Capital Employed (%)	7.4%	3.8%

Reserves Policy

The Association’s reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the board informed if this drops below £180,000. Reserves at the year-end were £949,182. Our new business plan outlines how we are looking to achieve the aim of £2,100,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we continued a working relationship with Triodos Bank to whom our loan book was transferred in July 2021.

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Accommodation occupancy levels during the year ended 31 March 2025 have increased, following the previous several years of redevelopment of stock. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured executive team, have continued to adhere to a series of actions agreed during the year ended 31 March 2025. These during the year 2024/25 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year.

Investments Policy

The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The Trustees will continue to monitor the situation throughout the year.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

Risk Policy

The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitably arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

Control and monitoring of risk arising from activities

We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the prior year identified that financial sustainability is the major financial risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. The finance team have worked well alongside our business recovery from Covid to mitigate any risk. Alongside this regular liaison with our bank and active management of trade debtors and creditors balances to ensure sufficient working capital is key.

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Over the past five years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, that the correct equipment is carried by those who do lone work, and that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

PLANS FOR FUTURE PERIODS

Organisation

During Quarter four of 2022/23 we published our 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for communities, including children, young people and adults who may wish to access our services. This will be reviewed during 2025/26, and the financial plan will be re-forecast in detail for the following three years, and also extended for a further ten years.

Delivery

We look throughout 2025/2026 to continue to increase our impact across Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increase children's, families' and young people's access to support. Through enhancing our facilities, we look to ensure that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of increasing utility costs.

We will continue to be a key partner for Somerset Council, North Somerset Council, Devon County Council, Mid Devon, and Weston-Super-Mare Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and work closely with the area both at county and district level. Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the Board of Trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at throughout the year. Details of trustees are included in the Association legal and administration information on page 1.

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Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

Each year a skills audit is carried out with our board members in order to ensure continued experience and skills are present within the board.

Organisational structure

The Board of Trustees meets at least four times a year and is supported by another ten training events. Day to day running of the association is delegated to the senior management team under the leadership of the Chief Executive.

Decisions made by the Board of Trustees, are based on recommendations presented to them by the senior management team, these would include acquisitions, disposals and any changes which would have a material financial impact on the association, this includes the adoption of yearly budgets, and acceptance of any re-forecasting based on external changes impacting performance during the year.

Decisions which are made by the executive team are limited to those of an operational nature, these are expected to be in line with the association's values and objectives. The senior management team are responsible for their own individual reports to the trustees, the content of which will reflect performance in the previous quarter alongside any recommendations as noted above.

Governance and financial viability and Code of Governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our lenders for at least twenty years.

Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable. Our self-assessment statement was updated during the course of 2024/25 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2024/25. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

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Arrangements for setting pay of key management personnel

The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 7 and 25 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance, we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Employment policies

Bridgwater YMCA employed an average of 200 people in 2024/25 (2023/24: 238). Through its equality, diversity and inclusion policy, the association seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Our policies and procedures fully support our disabled colleagues. We take active measures to do so via, a robust reasonable adjustment policy and processes to ensure colleagues are fully supported.

The association is responsive to the needs of its employees. As such, should any employee of Bridgwater YMCA become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible, in order to keep the employee with the Group. It is the policy of Bridgwater YMCA that the recruitment, training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee engagement

Bridgwater YMCA engages with its employees on a regular basis and in a number of ways to suit their different working patterns. This includes:

- Appointment during the prior year of 'Head of Colleague Experience'
- line manager briefings;
- Staff welcome days, where we meet with staff on a monthly basis to share news from across the association
- email news alerts, and noting that not all staff have access to email we also use an online platform to inform all staff of news and opportunities
- focus groups;
- weekly bulletins - specifically targeted at housing and early years staff, and
- employee social media groups

Details of the financial and economic factors affecting the performance of the Company are shared with all employees at the appropriate time using the methods listed above.

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This involves attending Staff welcome days, focus groups and providing feedback on values and behaviours, employee development and upskilling and ensuring that feedback is listened to and acted upon where appropriate. The Board envisage that the employee voice role will become more active in the coming year as the business recovers from the impact of the pandemic and that the insight monthly surveys of satisfaction are able to provide will be very helpful to the Board in understanding the views of employees.

Updates on employee matters are normally presented to the Remuneration Committee or Board at least twice a year and cover a wide range of issues. Over the course of 2024/25 these updates have focused on in particular, workforce planning, employee engagement and wellbeing. The Remuneration Committee is also informed where significant changes are proposed to employment conditions and policies elsewhere in the Association, or if there are important employee related projects underway.

We provide opportunities for employees to give their feedback to the Association in a number of ways, from team or managers meetings across our work and engagement surveys for all employees.

Bridgwater YMCA Staff Offer

Our clearly defined people promise enables us to differentiate our employment proposition, and the diagram below illustrates in more detail the elements of our offer. Clearly, pay is a very important element but other factors also play an important part of the overall value proposition, which is known internally as our 'Staff Offer'.

Our people value opportunities for progression, challenge within their role, fair rewards and a safe working environment. Our research has also shown that, in normal times, unlike some industries and employers, Bridgwater YMCA offers a number of important differentiators which our employees value:

- Flexibility and convenience: Bridgwater YMCA has always promoted a flexible approach to working from the frontline through to our support centre.
- More job satisfaction: As part of our research we learnt that working for Bridgwater YMCA gave employees a strong sense of family and that employees put a high value on the day-to-day variety of work. This comes through very strongly in our survey results.
- A great atmosphere: Undoubtedly working across our services for children and young people, especially at the frontline, is hard work. However, we also know that it can be great fun. Our aim at Bridgwater YMCA is to make the working environment as fun and friendly as possible whilst ensuring that beneficiaries receive great service.

Employee wellbeing arrangements and workplace implications:

The Company has an established wellbeing strategy that encompasses five pillars of wellbeing; social, environmental, physical, mental and financial. Within these pillars there are a range of resources and tools available for line managers and employees to access, including:

- our employee assistance programme which is run by the YMCA Association of Professional Staff. They operate a free, 24/7 confidential helpline and a website available to all employees.
- an online wellbeing centre that provides access to workout videos, nutritional advice, financial wellbeing tools and mindfulness and meditation videos and articles.

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- financial wellbeing tools and support via the above.
- mental health training available for all line managers to assist them in supporting their teams. In addition, the Association has trained a number of mental health first aiders.
- wellbeing days, which are now intended to be held virtually and this will enable all employees to participate in the various activities and workshops.
- discounts on our services from free childcare, through to family overnight stays at our social enterprise hotels.

Relationship between the charity and related parties

Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAs, working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset Council, North Somerset Council auditors and others.

Statement of disclosure of information to Auditors

Insofar as the trustees are aware:

- there is no relevant audit information of which the Association's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

A resolution to reappoint Corrigan Accountants Limited as auditor will be put to the members at the Annual General Meeting.

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

25-Oct-25

Approved by the Board of Trustees on ..... and signed on its behalf by:

John Ford

.....

J R Ford

Chair

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Bridgwater Young Men's Christian Association

Statement of Trustees' Responsibilities
For the year ended 31 March 2025

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

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Housing SORP (2018);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2022. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board of trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Association’s website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 25-Oct-25 and signed on its behalf by:

John Ford

.....

J R Ford
Chair

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Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Opinion

We have audited the financial statements of Bridgwater Young Men's Christian Association (the 'association' or 'Bridgwater YMCA') for the year ended 31 March 2025 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Change in Reserves, the Statement of Cash Flows and Notes to the financial statements, including 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 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 association's affairs as at 31 March 2025 and of 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, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 auditor responsibilities for the audit of the financial statements section of our report. We are independent of the association 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 board's 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 association'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 board with respect to going concern are described in the relevant sections of this report.

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Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report) 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 association and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (incorporating the strategic report). We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

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Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Responsibilities of the board

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 17), 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.

Auditor's 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 an auditor's report 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates.
- We obtained an understanding of how the association is complying with those legal and regulatory frameworks by making enquiries to management. Where applicable we corroborated these enquiries through our review of the minutes of Board meetings.
- We assessed the susceptibility of the association's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
    - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
    - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
    - assessing the extent of compliance with the relevant laws and regulations
    - performing analytical review procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;

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- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluation the business rationale of significant transactions outside the normal course of business and reviewing significant accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Corrigan Accountants Limited

.....

David Wright BSc FCA (Senior Statutory Auditor)
For an on behalf of Corrigan Accountants Limited, Statutory Auditor
1st Floor
25 King Street
Bristol, BS1 4PB

28-Oct-25

Date:.....

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Bridgwater Young Men's Christian Association

Statement of Comprehensive Income (Including income & expenditure account) for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Turnover	3	14,152,605	11,382,376
Operating expenditure		(12,287,560)	(10,711,863)
Operating surplus / (deficit)		1,865,045	670,513
Interest payable and similar charges	5	(610,435)	(584,179)
Surplus / (deficit) on ordinary activities for the year before tax		1,254,610	86,334
Taxation		-	-
Surplus / (deficit) for the year after tax and total comprehensive income		1,254,610	86,334
Surplus for the year after tax and total comprehensive income after exceptional expenditure		1,254,610	86,334

Income and expenditure by fund is shown in note 22.

There are no recognised gains or losses other than the results for the year as set out above.

The financial statements were approved and authorised for issue by the Board of Trustees on 25-Oct-25 and signed on their behalf by:

Jason Hobday
.....
J M Hobday
Vice Chair

John Ford
.....
J R Ford
Chair

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Bridgwater Young Men's Christian Association

Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible fixed assets	10	122,653	164,022
Tangible fixed assets	11	24,457,772	24,637,107
Fixed asset investments	12	10,000	10,000
		24,590,425	24,811,129
Current assets			
Stocks		16,008	15,939
Debtors	13	1,211,715	790,289
Cash at bank and in hand		1,413,273	523,794
		2,640,996	1,330,022
Current liabilities			
Creditors: Amounts falling due within one year	14	(3,099,606)	(8,608,174)
Net current liabilities		(458,610)	(7,278,152)
Total assets less current liabilities		24,131,815	17,532,977
Creditors: Amounts falling due after more than one year	15	(23,175,947)	(17,831,719)
Total net assets/(liabilities)		955,868	(298,742)
The funds of the charity:			
Income and expenditure reserve	22	949,182	(305,428)
Restricted funds	22	6,686	6,686
Total funds		955,868	(298,742)

The notes on pages 26 to 46 form part of these financial statements.

The financial statements were approved and authorised for issue by the Trustees on 25-Oct-25 and signed on their behalf by:

Jason Hobday
.....
J M Hobday
Vice Chair

John Ford
.....
J R Ford
Chair

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Bridgwater Young Men's Christian Association

Statement of Changes in Reserves for the Year Ended 31 March 2025

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2024	6,686	(305,428)	(298,742)
Surplus from statement of comprehensive income	-	1,254,610	1,254,610
Transfers	-	-	-
At 31 March 2025	**6,686**	**949,182**	**955,868**

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2023	6,686	(391,762)	(385,076)
Surplus from statement of comprehensive income	-	86,334	86,334
Transfers	-	-	-
At 31 March 2024	**6,686**	**(305,428)**	**(298,742)**

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Bridgwater Young Men's Christian Association

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Surplus for the year		1,254,610	86,334
Adjustments for non-cash items			
Depreciation	11	522,246	532,733
Amortisation	10	41,369	41,369
Interest payable	5	610,435	586,569
		2,428,660	1,247,005
Working capital adjustments			
Increase in stocks		(69)	(2,709)
(Increase)/decrease in debtors	13	(421,426)	51,935
Increase in creditors	14, 15	471,851	62,932
Government grants utilised in year	14, 15	(256,166)	(257,249)
Interest paid	5	(610,435)	(586,569)
Net cash flows from operating activities		1,612,415	515,345
Cash flows from investing activities			
Sale of tangible fixed assets		-	882
Purchase of tangible fixed assets	11	(342,911)	(410,599)
Net cash flows from investing activities		(342,911)	(409,717)
Cash flows from financing activities			
Receipt from loan drawndown		-	470,000
Repayment of long term loans		(380,025)	(175,116)
Net cash flows from financing activities		(380,025)	294,884
Net increase in cash and cash equivalents		889,479	400,512
Cash and cash equivalents at 1 April		523,794	123,282
Cash and cash equivalents at 31 March		1,413,273	523,794

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1 General information

The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2022. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

Group accounts not prepared

The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

Going concern

The financial statements are prepared on the going concern basis which is based on the assumption that the association will continue to operate into the foreseeable future. In carrying out its assessment as to whether the association is a going concern, the Board is required to consider a period of at least 12 months from the date when the financial statements are authorised for issue. Therefore management have prepared income, expenditure and cashflow forecasts for that period and beyond.

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The year to 31 March 2025 has seen significant improvement of the association's liquidity as it continued to deliver to its business plan. As at 31 March 2025, cash stood at £1,422,242 (2024: £523,794) and net assets improved to £1,079,772 (2024: net liabilities of £298,742). Continued adherence to the plan, along with contractual improvement changes made during the year have resulted in further significant improvements in financial performance during 2025/26 to date.

The association has bank loans with Triodos. As a result of the deficit reported for the prior year-end 31 March 2023, one of the financial covenants to the lender was not complied with. This breach, reported during the year to 31 March 2024, gave the lender the right to demand repayment of the full debt owed. A letter of waiver was issued by Triodos, recognising that the performance during the year to 31 March 2024, gave sufficient comfort to remove the breach.

The accounting impact of the breach was that for the 31 March 2024 accounts, the full outstanding loan balance was re-classified as a current debt due within one year. In view of the improved performance in 2024, this re-classification has been reversed in the financial statements for the year ended 31 March 2025.

Cashflow forecasts and management information show that financial performance has recovered significantly further since 31 March 2025, the cash position will have improved again by the end of 31 March 2026, and is forecast to further improve by 2027. The cashflow forecast shows that the organisation can meet all its obligations under the loan including all bank loan repayments in accordance with the original schedule of repayments.

The trustees are confident that the association has worked through the difficult times returning to covenant compliance and in the medium term will continue to rebuild its reserves. They will continue to take the necessary steps to manage the association's financial security. Therefore the trustees believe it remains appropriate to prepare the financial statements on the going concern basis.

Tangible fixed assets and depreciation

Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, other than properties under construction, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

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Housing properties

The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Housing properties are assessed annually for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

Other fixed assets

Freehold and leasehold land	Not depreciated
Freehold buildings	15 - 100 years straight line
Leasehold buildings	15 - 100 years straight line
Furniture and equipment	15% reducing balance and 4 - 20 years straight line
Motor vehicles	15% reducing balance and 4 - 10 years straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

Intangible fixed assets - Goodwill

Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

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Intangible fixed assets - Other

Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Intellectual property	Over 10 years
IT system	Over 5 years

Investments

Investments in subsidiaries are measured at cost less impairment.

Financial instruments

The association only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets - Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash - Is classified as a basic financial instrument and is measured at face value.

Financial liabilities - Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at transaction value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 14, 15 and 16 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

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Provisions

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

Operating lease commitments

Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

VAT

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

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Turnover, government grants and other income

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

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association does not need to follow the Charities SORP as the Housing SORP takes precedence.

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

Employee benefits and pension commitments

The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

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

As described in note 18 Bridgwater YMCA has a contractual obligation to make pension deficit payments of £26,215 pa over the period to April 2027 (2024: £32,172 pa to April 2027), accordingly this is shown as a liability in these accounts. In addition, Bridgwater YMCA is required to contribute £8,185 pa (2024: £7,586 pa) to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Redundancy and termination payments

Redundancy and termination costs are recognised as an expense in the Statement of Comprehensive Income.

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Restricted reserve

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Judgements and key sources of estimation uncertainty

The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 18) and the split of useful economic lives of components of social housing properties (note 11).

3 Social housing turnover and costs

	2025 £	2024 £
Rent receivable after voids but excluding service charges	4,706,170	4,537,180
Revenue grants receivable	2,812,649	1,686,933
Total social housing income	7,518,819	6,224,113
Social Housing activity expenditure	(5,701,146)	(5,496,034)
Operating surplus from social housing activities	1,817,673	728,079
Memo:		
Void losses	-	-
Amortised government grants relating to social housing taken to income	(256,165)	(256,166)

Revenue grants receivable were all government grants.

4 Accommodation owned and in management

	2025	2024
Supported Housing - Number of units	328	275

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

5 Interest payable and similar charges

	2025	2024
	£	£
Bank loans and overdrafts	610,435	628,545
Pension interest charge	(23,528)	(44,366)
	586,907	584,179

6 Surplus / (deficit) on ordinary activities

The operating deficit is arrived at after charging:

	2025	2024
	£	£
Auditor's remuneration - for audit services	19,800	19,000
Depreciation of tangible fixed assets	533,262	532,733
Amortisation of intangible fixed assets	41,369	41,369
Loss on disposal of tangible fixed assets	-	132
Government grants received	(256,166)	(256,166)
Operating lease charges	-	-
Rent losses from bad debts	-	1,560
(Decrease) / increase in pension deficit cost liability	(23,528)	(44,366)

Included within Turnover is £Nil (2024: £137,000) relating to a revision to an estimate brought forward from a previous year. The liability as at 31 March 2024, released during the year under review, related to a best estimate of the amount due back to a grant body in respect of performance obligations under the grant.

7 Trustees' and key management personnel remuneration and expenses

Total remuneration for key management personnel of the association amounted to £646,073 (2024: £667,396). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid member of key management personnel received £102,062 (2024: £90,531) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £3,522 (2024: £3,522). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2024: £nil).

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

8 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Wages and salaries	5,524,500	4,966,264
Social security costs	412,865	354,155
Pension costs	156,022	108,274
Pension deficit liability administration costs	8,184	7,586
Less staff costs capitalised	-	(80,152)
	6,101,571	5,356,127

One employee received remuneration in the £100,000 to £110,000 band (2024: nil). No employees received remuneration in the £90,000 to £100,000 band (2024: one). Two other employees received remuneration over £60,000 (2024: One).

During the year redundancy costs totalling £9,048 (2024: £10,332) were paid and these are included within the wages and salaries costs.

The trustees and directors received no remuneration in the year (2024: £nil).

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

	2025 No	2024 No
Management and administration	19	21
Development	22	22
Housing, support and care	219	199
	260	242

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 199 (2024: 209).

9 Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

10 Intangible fixed assets

	Goodwill £	Intellectual property £	IT system £	Total £
Cost				
At 1 April 2024	353,000	25,000	17,845	395,845
At 31 March 2025	353,000	25,000	17,845	395,845
Amortisation				
At 1 April 2024	205,908	15,208	10,707	231,823
Charge for the year	35,300	2,500	3,569	41,369
At 31 March 2025	241,208	17,708	14,276	273,192
Net book value				
At 31 March 2025	111,792	7,292	3,569	122,653
At 31 March 2024	147,092	9,792	7,138	164,022

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11 Tangible fixed assets

	Housing properties £	Non-housing properties £	Properties under construction £	Fixtures, fittings and equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 April 2024	10,565,065	17,579,271	68,971	1,747,208	52,279	30,012,794
Additions	995	197,348	133,763	10,805	-	342,911
At 31 March 2025	10,566,060	17,776,619	202,734	1,758,013	52,279	30,355,705
Depreciation						
At 1 April 2024	1,518,285	2,332,509	-	1,483,386	41,507	5,375,687
Charge for the year	142,686	290,226	-	86,913	2,421	522,246
At 31 March 2025	1,660,971	2,622,735	-	1,570,299	43,928	5,897,933
Net book value						
At 31 March 2025	8,905,089	15,153,884	202,734	187,714	8,351	24,457,772
At 31 March 2024	9,046,780	15,246,762	68,971	263,822	10,772	24,637,107

The net book value of housing properties comprised:

	2025 £	2024 £
Freehold	7,519,482	7,635,941
Long leasehold	1,385,607	1,410,839
	8,905,089	9,046,780

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

The net book value of non-housing properties comprised:

	2025	2024
	£	£
Freehold	14,950,892	15,039,886
Long leasehold	202,992	206,876
	15,153,884	15,246,762

Included within properties is land totalling £5,025,000 (2024: £5,025,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

12 Fixed asset investments

	2025	2024
	£	£
Shares in group undertaking	10,000	10,000

Included within other investments is a 100% holding in the ordinary share capital of YMCASC Trading Limited (10952366), a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £Nil (2024: £Nil). YMCASC Trading Limited was dormant during the period.

13 Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors (gross social housing rent arrears)	332,076	293,776
Provision for bad debts	(70,490)	(58,943)
Other trade debtors	783,586	371,337
Other debtors	24,111	7,801
Prepayments and accrued income	142,432	176,318
	1,211,715	790,289

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14 Creditors: amounts falling due within one year

	Note	2025 £	2024 £
Bank loans		209,349	6,157,569
Other loans		190,199	275,085
Housing loan		74	719
Trade creditors		639,120	609,385
Amounts owed to group undertakings		10,000	10,000
Other taxation and social security		89,623	78,899
VAT		95,681	111,113
Other creditors		213,333	55,927
Accruals and deferred income		1,365,625	1,022,964
Government grants	17	256,164	256,075
Social Housing Grant and Other Grants not spent		4,223	4,223
Pensions liability	18	26,215	26,215
		3,099,606	8,608,174

15 Creditors: amounts falling due after one year

	Note	2025 £	2024 £
Bank loans	16	5,755,437	-
Other loans	16	3,286,052	3,388,342
Housing loan	16	11,566	10,987
Deferred income		-	3,500
Government grants	17	14,121,302	14,377,557
Pensions liability	18	1,590	51,333
		23,175,947	17,831,719

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

16 Borrowings

Included in the creditors are the following amounts due after more than five years:

	2025 £	2024 £
Between one and two years		
Bank loans	225,414	-
Other loans	190,199	190,199
Housing loan	83	74
	415,696	190,273

	2025 £	2024 £
Between two and five years		
Bank loans	804,329	-
Other loans	369,990	369,990
Housing loan	310	278
	1,174,629	370,268

	2025 £	2024 £
Over five years		
Bank loans	4,725,693	-
Other loans	2,725,863	2,828,153
Housing loan	11,174	10,635
	7,462,730	2,838,788

Bank loans represent a £6,550,000 loan from Triodos Bank (UK) on a twenty year term with interest being paid at a fixed rate of 7.288%.

Other loans represent a loan for £3,325,000 on drawdown from Sedgemoor District Council on a 30 year term with interest being paid charged at 4.5%.

The Housing loan is repayable over 47 years at a fixed interest rate of 11.25%. The loan is secured on the freehold land that Gerald Townsend House occupies.

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

17 Grants

	Government grants £
Grants received	
At beginning of year	17,517,626
Additions	-
Disposals	-
	17,517,626
Amortisation	
At beginning of year	2,883,994
Amortised in year	256,166
Disposals	-
	3,140,160
Net book value	
At 31 March 2025	14,377,466
At 31 March 2024	14,633,632
Due in less than one year	256,164
Due in more than one year	14,121,302

18 Pension and other schemes

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £129,856 (2024: £108,274). Contributions totalling £32,794 (2024: £28,000) were payable to the funds at the year-end and are included in creditors.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA participated in a 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 Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 62% matching portfolio and 38% in the growth portfolio and Schroder (property units only).

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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 held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.2m, 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 the 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. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £2,139 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. Agreed future deficit contributions have been fixed for 3 years (2023: discounted at 3%). The current recovery period is 3 years (2022: 6 years) commencing 1 May 2023.

Liability	**2025**	**2024**
	£	**£**
Opening liability	77,548	154,086
Unwinding of the discount factor (interest expense) and (decrease)/increase in recovery period	(23,528)	(44,366)
Deficit contribution paid	(26,215)	(32,172)
Closing liability	27,805	77,548

	Within one year	**One to two years**	**Repayable two to five years**	**After five years**	**Total**
	£	**£**	**£**	**£**	**£**
As at 31 March 2025	26,215	1,590	-	-	27,805
As at 31 March 2024	26,215	25,666	25,667	-	77,548

In addition, Bridgwater YMCA 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 Bridgwater YMCA may be called upon to pay in the future.

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19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Other		
Within one year	282,735	186,506
Between one and five years	1,170,233	462,037
After five years	210,000	245,001
	1,662,968	893,544

The amount recognised in the year in the profit and loss account relating to the operating lease commitments was £502,623 (2024: £479,044).

20 Contingent liabilities

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 11 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2025, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

21 Share capital

The Association is a company limited by guarantee and as such has no issued share capital.

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

22 Reserves

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Income and expenditure reserve	(305,428)	14,152,605	(12,897,995)	-	949,182
Restricted funds	6,686	-	-	-	6,686
	(298,742)	14,152,605	(12,897,995)	-	955,868

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
General	(305,428)	14,152,605	(12,897,995)	-	949,182
Restricted funds	6,686	-	-	-	6,686
Total funds	(298,742)	14,152,605	(12,897,995)	-	955,868

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

Bridgwater Young Men's Christian Association

Notes to the financial statements for the Year Ended 31 March 2025

Summary of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Income and expenditure reserve	(391,762)	11,382,376	(11,296,042)	-	(305,428)
Restricted funds	6,686	-	-	-	6,686
	(385,076)	11,382,376	(11,296,042)	-	(298,742)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds	(391,762)	11,382,376	(11,296,042)	-	(305,428)
Restricted funds	6,686	-	-	-	6,686
Total funds	(385,076)	11,382,376	(11,296,042)	-	(298,742)

Restricted reserve

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Restricted funds held at the year end date are represented by cash.

Restricted reserve descriptions

Move on Grant - Funding to help rough sleepers live independently in Sedgemoor

Docusign Envelope ID: 7BAF3E33-C54C-4FC6-A9A9-4D668D413F1D

23 Analysis of changes in net debt

	At 1 April 2024	Cash flows	Other movements	At 31 March 2025
	£	£	£	£
Loans due in less than 1 year	(6,433,373)	380,025	5,653,726	(399,622)
Loans due in more than 1 year	(3,399,329)	-	(5,653,726)	(9,053,055)
Total liabilities	(9,832,702)	380,025	-	(9,452,677)
Cash at bank and in hand	523,794	889,479	-	1,422,242
Total cash and cash equivalents	523,794	889,479	-	1,413,273
Total net debt	(9,308,908)	1,269,504	-	(8,039,404)

24 Related party transactions

At the year end date an amount of £5,614 was due to the Chief Executive (2024: £1,152 due to the Chief Executive).

25 Ultimate controlling party

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.

YMCA Dulverton Group

England & Wales - Charity number 1076434

Accounts

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

Bridgwater Young Men's Christian Association

(Trading as Bridgwater YMCA and YMCA Dulverton Group)

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended 31 March 2024

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

Bridgwater Young Men's Christian Association

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Other trading names	Bridgwater YMCA YMCA Dulverton Group
Chair	J R Ford (appointed 4 October 2023) J G W Ennals (resigned 4 October 2023)
President	A H Leigh
Vice Chair	J M Hobday (appointed 4 October 2023) M A Matthews (resigned 4 June 2023)
Trustees and Directors	J Clarey
	S Slevin
	D P Cockroft (resigned 4 October 2023)
	D Eccles (appointed 4 October 2023)
	A M Scott (appointed 22 May 2024)
	A L Jones (appointed 20 November 2024)
Company Secretary	G P Jones

Senior Management Team

Chief Executive	M Hodgson
Exec Director Resource and Risk Management	G Jones
Exec Director of Corporate Service	H Peppard (resigned 3 May 2024)
Exec Director of Operations	J Walkinshaw
Head of Young Peoples Services	K Lilwall
Head of Childcare	N Purkiss
Head of Adults Services	J Heslop
Head of Hotels and Accommodation	S Corcoran

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

Bridgwater Young Men's Christian Association

Reference and Administrative details

Company Registration Number	03746771
Charity Registration Number	1076434
Registered Social Landlord Number	H4245
Ofsted Number	Barley Wood Nursery ET489024 Yew Trees EY555987 Stepping Stones Nursery 2518634 Meadowside Pre-School 2552086 Play After Wrington School EY492736 The Old Potting Shed 2663313 Wooden House Nursery 2677451
Registered office and place of business	George Williams Centre Friarn Avenue Bridgwater Somerset TA6 3RF
Auditor	Corrigan Accountants Limited First Floor 25 King Street Bristol BS1 4PB

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

Bridgwater Young Men's Christian Association

Reference and Administrative details

Solicitors	Tozers Broadwalk House Southernay West Exeter EX1 1UA
Bankers	Lloyds 25 Cornhill Bridgwater Somerset Triodos Triodos Bank UK Deanery Road Bristol BS1 5AS Barclays Bank 2 Chruchill Place Canary Wharf London E14 5RB

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Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2024

The board of directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2024.

The Association is a company limited by guarantee, a private registered provider of social housing charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

Review of activities, developments and achievements

The principal activities of the Association include the provision of supported housing for young people, and hostel accommodation for homeless families and individuals, and a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and Recreation Facilities.

Objectives and activities

The objects of Bridgwater YMCA are as follows:

- To unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of His Kingdom.
- To lead young people to the Lord Jesus Christ and to fullness of life in Him.
- 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 persons of all ages with the object of developing their physical, mental or spiritual capacities.
- To relieve or assist in the relief of persons of all ages who are in conditions of need, hardship or distress by reason of their social, physical or economic circumstances.
- To provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social, physical or economic circumstances.

During 2023/24 the board continued to review the business plan for next ten years alongside its more immediate Covid recovery and business planning. The was launched in April 2023 as a three year plan, in three stages, focussing on recovery, stability and growth.

1. Mission Statement

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

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2. Strategic Aims

The board uses a list of high-level strategic aims for Bridgwater YMCA.

Under each heading a series of SMART strategic objectives is created by the senior leadership team to form the basis of reporting to the trustees. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

Vision

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

How we help

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

Work Areas

We work across four key areas, with a fifth - support and advice - running through them all.

Health & Wellbeing "We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances."
Training & Education "We believe that every young person should be able to fulfil their full potential."
Family Work "We believe every family should have the support they need to develop and lead more fulfilling lives."
Accommodation "We believe that every young person should have a safe place to stay."
Support and Advice "We believe that every young person should have someone they can trust."

Aims

INCREASING OUR IMPACT - We will help more young people in more communities.
EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.
WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.
SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

Ethos

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

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For the year ended 31 March 2024

Values

Value the Individual - Respect others, ourselves and the people we work with in all that we do
Giving of our Best - Showing commitment in our work and to enable young people
Caring Deeply - Have a passion for the work we carry out
Providing Creative Solutions - Show innovation in the approaches we take in supporting young people
Communicate Authentically and Truthfully - Show openness in our dealings and approaches to people

Programmes

Bridgwater YMCA programmes consist of:

- Early Years Provision for children 3 months to 5 years, all year round including wrap-around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, Work Experience and Apprenticeships
- Volunteer Recruitment and development programmes
- Housing and Support for young people aged 16-25
- Move-on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for individuals and families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community Facilities for schools, community groups and individuals

Public Benefit

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

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Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2024

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

Family Work

During the year the association continued to deliver high quality OFSTED registered early years provisions across six sites in North Somerset, Somerset and Devon.

Recruitment of early years practitioners has continued to prove challenging. This is a sector-wide matter, and relates in part to a two year deficit of new practitioners entering the sector and higher wages being offered in other sectors of the economy, which early years income cannot support. Whilst during the year this improved as we have benchmarked salaries against other providers and revisited our added value offer, we must continue to ensure that we invest in our current team to sustain our offer.

We have continued to offer apprenticeships across these settings and during the year have supported 12 young people through a mixture of Level 2 and Level 3 apprenticeships.

Beyond the above we have continued to deliver our day camps offer from one location, which continues to be supported well, and provides outdoor activities for children during school holidays.

Health and Wellbeing

Programme delivery including youth work, fitness and outdoor activities has continued to be well supported during the year. North Somerset youth provision continues to flourish and be impactful on the beneficiaries it serves, alongside our successful young carers programme.

Fitness facilities are being well used, however classes continue to be more popular than gym access. We continue to review this offer and are looking at national trends alongside regional competition to plan for the future.

Training and Education

The Beach Hotel, Minehead is now in its tenth year of operation and this year provided six apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region.

During the spring and summer seasons the hotel has grown again in terms of turnover, guest stays, and meals provided, and alongside the numbers of apprenticeships offered four have been converted into full time employment. The impact of the staycation continues to be positive and forward bookings for 2024/25 look to have increased again.

From a missional perspective and to support revenues over the winter this year we again opened our offer to support families who had been made homeless through altering some of the rooms in the hotel to family facilities. This provided 8 families with accommodation and support through December to February.

The Great Western Hotel, Taunton has continued to thrive during the year. This provision adjacent to the Taunton Railway Station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This provision during the year offered two apprenticeships. The occupancy of this location continues to more than 85% throughout the year; this is a blend of both business and tourist travellers.

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Barley Wood continues to flourish; the numbers of individual bookings this year, be these weddings or whole house hires, was the highest since the acquisition of the building. We have begun to see an increase in midweek conferences and residential stays and have developed a marketing strategy to further grow this area of work.

The Beach Hotel, Weston-super-Mare, acquired in March 2021, provided two apprentices during the year and operated at 60% capacity for the year. Whilst we have begun to develop a good reputation in the town, it was decided to close the building as a hotel during January 2024. We are currently working with stakeholders and other partners to develop a new function for the building.

Our Tenant Accreditation Scheme, which young people attend to support them in achieving and sustaining a tenancy, has delivered 181 hours of support during the year with 42 completers. Alongside this the Tenant Ready Scheme, which prepares previously homeless individuals for tenancies, has delivered 582 hours of support with 90 completers. These schemes have been funded by our local authorities and have exceeded all targets set.

Accommodation

During the year local government reform took place, resulting in Sedgemoor and Somerset West and Taunton District Councils being absorbed into a newly formed unitary Somerset Council. We have continued to provide housing and support to young people aged 16-25, to single homeless persons and to families in this area.

North Somerset Council funds the support elements of our service in its own area. We provide housing and support to young people aged 16-25 alongside outreach services and accommodation for single homeless persons.

We also work closely with Mid Devon Council in delivery of floating support and housing provision, from one location.

Pathways to Independence and Somerset Council 16+ Tender

Throughout the year we have continued the delivery of the P2i contract across both Sedgemoor, and Somerset West and Taunton. During the year we tendered for and were awarded the new replacement contract for support of young people, named 16+. This contract is for 5 years.

Fundraising

All fundraising events planned by Bridgwater YMCA are not reliant on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regard to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property. This year we undertook one fundraising event which was in partnership with Yeo Valley. This event profiled our work, and created links with regional businesses in order to further develop our Inspired Industry days.

Young persons' involvement

The level of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

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Chaplaincy Provision

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. Our aspiration is to continue to develop this role further across the Association, with persons from specific parishes serving the various geographic locations.

Staff Development and Wellbeing

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an Emerging Manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities available to staff and volunteers. Alongside this we have introduced a staff healthcare package, which has been received well by the whole team. Each month we are carrying out staff wellbeing surveys, and sharing the outcome with the whole Association.

FINANCIAL REVIEW

Overview

Incoming resources generated during the year were £11,382,376 (2023: £10,549,663), a 7.9% increase on 2022/23. As straight operating costs were tightly controlled there was a proportionate decrease in operating costs, with expenditure (including interest costs) totalling £11,296,042 (2023: £11,035,861) being incurred.

The Association has posted a surplus for the year of £86,334 (2023: a deficit of £486,198).

The Association is again forecasting a surplus in the coming year 2024/25, this in spite specifically of the costs of recruitment issues. This will be achieved through careful management of expenditure; it is important to note we also are not forecasting any one-off costs in the year 2024/25, which have in previous years had a negative impact on our performance.

At the end of the year net liabilities were £298,742 representing a decrease of 22.4% against 2023 net liabilities of £385,076.

Going concern assessment and loan covenants

Note 2 to the financial statements discloses the impact of the deficit for the year ended 31 March 2023, given the Association's financial covenants to Triodos bank. As explained further in Note 2, and taking into account the improvement in financial performance in both the year ended 31 March 2024 and again since the year-end, the Trustees are confident that the Association has worked through the difficult times to return to covenant compliance and in the medium term will continue to rebuild its reserves. They will continue to take the necessary steps to manage the Association's financial security.

Value for Money

The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year, the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

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The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

Metric	Result 2024	Result 2023
Metric 1: Reinvestment (%)	0.8%	1.4%
Metric 2a: New Supply (Social Housing Units) (%)	-4.0%	-32.2%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	102.9%	103.3%
Metric 4: EBITDA MRI Interest Cover	0.53	(0.56)
Metric 5: Headline Social Housing Cost Per Unit (£)	20,246	20,326
Metric 6a: Operating Margin (Social Housing Lettings) (%)	-5.6%	1.8%
Metric 6b: Operating Margin (Overall) (%)	0.8%	-4.6%
Metric 7: Return on Capital Employed (%)	0.5%	-2.1%

Reserves Policy

The Association's reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the Board informed if unrestricted reserves drop below £180,000. Reserves at the year-end were -£305,428, also free reserves, i.e. unrestricted reserves less the carrying amount of functional assets, were also in a deficit position, having been through a significant period of growth and investment. It remains a key element of the business plan to achieve the aim of £500,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we continued a working relationship with Triodos Bank to whom our loan book was transferred in July 2021.

Accommodation occupancy levels during the year ended 31 March 2024 have increased, following the previous several years of redevelopment of stock. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work, which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured executive team, have continued to adhere to a series of actions agreed during the year ended 31 March 2023. Results during 2023/24 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year.

Investments Policy

The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The trustees will continue to monitor the situation throughout the year.

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PRINCIPAL RISKS AND UNCERTAINTIES

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

Risk Policy

The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitably arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

Control and monitoring of risk arising from activities

We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the prior year identified that financial sustainability is the major risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. The finance team has worked well during our business recovery from Covid to mitigate any risk. Alongside this, regular liaison with our bank and active management of trade debtors and creditors balances has ensured that we have sufficient working capital at all times.

Over the past five years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, that the correct equipment is carried by those who do lone work, and that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

PLANS FOR FUTURE PERIODS

Organisation

During quarter four of 2022/23 we published our 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for communities, including children, young people and adults who may wish to access our services. This will be reviewed during 2024/25, and the financial plan will be re-forecast in detail for the following three years, and also extended for a further ten years.

Delivery

We look throughout 2024/2025 to continue to increase our impact across Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increasing children's, families' and young people's access to support. Through enhancing our facilities, we look to ensure that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of increasing utility costs.

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We will continue to be a key partner for Somerset Council, North Somerset Council, Devon County Council, Mid Devon, and Weston-super-Mare Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and work closely with the area both at county and district level. Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the board of trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at the Annual General Meeting. Details of trustees are included in the Association legal and administration information on page 1.

Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

Each year a skills audit is carried out with our board members in order to ensure continued experience and skills are present within the board.

Organisational structure

The board of trustees meets at least four times a year and is supported by another four training events. Day-to-day running of the Association is delegated to the senior management team under the leadership of the Chief Executive.

Decisions made by the board of trustees, are based on recommendations presented to them by the senior management team. These would include acquisitions, disposals and any changes which would have a material financial impact on the association, including the adoption of yearly budgets, and acceptance of any re-forecasting based on external changes impacting performance during the year.

Decisions which are made by the executive team are limited to those of an operational nature, and these are expected to be in line with the Association’s values and objectives. The senior management team are responsible for their own individual reports to the trustees, the content of which will reflect performance in the previous quarter alongside any recommendations as noted above.

Governance and financial viability and Code of Governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative, and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our lenders for at least twenty years.

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Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable. Our self-assessment statement was updated during the course of 2023/24 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2023/24. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

Arrangements for setting pay of key management personnel

The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 7 and 24 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance, we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Employment policies

The Group employed an average of 238 people in 2023/24 (2022/23: 211). Through its equality, diversity and inclusion policy, the Association seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Our policies and procedures fully support our disabled colleagues. We take active measures to do so via, a robust reasonable adjustment policy and processes to ensure colleagues are fully supported.

The Association is responsive to the needs of its employees. As such, should any employee of the Group become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible, in order to keep the employee with the Group. It is the policy of the Group that the recruitment, training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee engagement

Bridgwater YMCA engages with its employees on a regular basis and in a number of ways to suit their different working patterns. This includes:

- Appointment during the prior year of 'Head of Colleague Experience'
- line manager briefings;
- 'At Home' days, where we meet with staff on a monthly basis to share news from across the association
- email news alerts, and noting that not all staff have access to email we also use an online platform to inform all staff of news and opportunities
- focus groups;
- weekly bulletins - specifically targeted at housing and early years staff, and

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- employee social media groups

Details of the financial and economic factors affecting the performance of the Company are shared with all employees at the appropriate time using the methods listed above.

This involves attending 'At Home' days, focus groups and providing feedback on values and behaviours, employee development and upskilling and ensuring that feedback is listened to and acted upon where appropriate. The board envisages that the employee voice role will become more active in the coming year as the business recovers from the impact of the pandemic and that the insight monthly satisfaction surveys are able to provide will be very helpful to the board in understanding the views of employees.

Updates on employee matters are normally presented to the Remuneration Committee or board at least twice a year and cover a wide range of issues. Over the course of 2023/24 these updates have focused in particular on workforce planning, employee engagement and wellbeing. The Remuneration Committee is also informed where significant changes are proposed to employment conditions and policies elsewhere in the Association, or if there are important employee related projects underway.

We provide opportunities for employees to give their feedback to the Association in a number of ways, from team or managers meetings across our work and engagement surveys for all employees.

Bridgwater YMCA Staff Offer

Our clearly defined people promise enables us to differentiate our employment proposition, and list below illustrates in more detail the elements of our offer. Clearly, pay is a very important element but other factors also play an important part of the overall value proposition, which is known internally as our 'Staff Offer'.

Our people value opportunities for progression, challenge within their role, fair rewards and a safe working environment. Our research has also shown that, in normal times, unlike some industries and employers, Bridgwater YMCA offers a number of important differentiators which our employees value:

- Flexibility and convenience: Bridgwater YMCA has always promoted a flexible approach to working from the frontline through to our support centre. The Covid-19 pandemic has further demonstrated how flexibility and convenience are ever more important factors for employees across all employee groups.
- More job satisfaction: As part of our research we learnt that working for Bridgwater YMCA gave employees a strong sense of family and that employees put a high value on the day-to-day variety of work. This comes through very strongly in our survey results.
- A great atmosphere: Undoubtedly working across our services for children and young people, especially at the frontline, is hard work. However, we also know that it can be great fun. Our aim at Bridgwater YMCA is to make the working environment as fun and friendly as possible whilst ensuring that beneficiaries receive great service.

It is clear that as a result of Covid-19 many employees began to reassess what is important to them and their work. In addition, other industries have been able to demonstrate how they now can offer careers that provide some elements of our proposition in a way not seen before, for example through very flexible working arrangements. It will therefore be important to review and refresh our research so that our Staff Offer evolves and remains relevant to current and prospective team members.

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Employee wellbeing arrangements and workplace implications:

The Company has an established wellbeing strategy that encompasses five pillars of wellbeing; social, environmental, physical, mental and financial. Within these pillars there is a range of resources and tools available for line managers and employees to access, including:

- our employee assistance programme which is run by the YMCA Association of Professional Staff. They operate a free, 24/7 confidential helpline and a website available to all employees.
- an online wellbeing centre that provides access to workout videos, nutritional advice, financial wellbeing tools and mindfulness and meditation videos and articles.
- financial wellbeing tools and support via the above.
- mental health training available for all line managers to assist them in supporting their teams. In addition, the Association has trained a number of mental health first aiders.
- wellbeing days, which are now intended to be held virtually and this will enable all employees to participate in the various activities and workshops.
- discounts on our services from free childcare, through to family overnight stays at our social enterprise hotels.

Relationship between the charity and related parties

Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAs, working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset Council, North Somerset Council auditors and others.

Statement of disclosure of information to Auditors

Insofar as the trustees are aware:

- there is no relevant audit information of which the Association's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

A resolution to reappoint Corrigan Accountants Limited as auditor will be put to the members at the Annual General Meeting.

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

13-Dec-24

Approved by the Board of Trustees on ..... and signed on its behalf by:

John Ford

.....

J R Ford
Chair

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Bridgwater Young Men's Christian Association

Statement of Trustees' Responsibilities
For the year ended 31 March 2024

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

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Housing SORP (2018);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2022. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board of trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Association's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

13-Dec-24

Approved by the Board of Trustees on ..... and signed on its behalf by:

John Ford

.....

J R Ford
Chair

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Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Opinion

We have audited the financial statements of Bridgwater Young Men's Christian Association (the 'association' or 'Bridgwater YMCA') for the year ended 31 March 2024 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Change in Reserves, the Statement of Cash Flows and Notes to the financial statements, including 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 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 association's affairs as at 31 March 2024 and of 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, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 auditor responsibilities for the audit of the financial statements section of our report. We are independent of the association 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.

Material uncertainty related to going concern

We draw attention to note 2 in the financial statements, which discloses that the association has breached a debt covenant under its bank loan agreement and is reliant on the lender not taking further action to demand repayment of the debt. As stated in note 2, these events or conditions, along with other matters as set forth in note 2, indicate that a material uncertainty exists that may cast significant doubt on the association's ability to continue as a going concern.

Our opinion is not modified in respect of this matter.

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.

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

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Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report) 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 association and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (incorporating the strategic report). We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

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Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Responsibilities of the board

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 11), 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.

Auditor's 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 an auditor's report 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates.
- We obtained an understanding of how the association is complying with those legal and regulatory frameworks by making enquiries to management. Where applicable we corroborated these enquiries through our review of the minutes of Board meetings.
- We assessed the susceptibility of the association's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
    - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
    - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
    - assessing the extent of compliance with the relevant laws and regulations
    - performing analytical review procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;

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- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluation the business rationale of significant transactions outside the normal course of business and reviewing significant accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Corrigan Accountants Limited

.....

Stuart Crisp BSc FCA (Senior Statutory Auditor)
For an on behalf of Corrigan Accountants Limited, Statutory Auditor
1st Floor
25 King Street
Bristol, BS1 4PB

Date: 13 December 2024

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Bridgwater Young Men's Christian Association

Statement of Comprehensive Income (Including income & expenditure account) for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Turnover	3	11,382,376	10,549,622
Operating expenditure		(10,711,863)	(10,586,871)
Operating surplus / (deficit)		670,513	(37,249)
Interest receivable and similar charges		-	41
Interest payable and similar charges	5	(584,179)	(448,990)
Surplus / (deficit) on ordinary activities for the year before tax		86,334	(486,198)
Taxation		-	-
Surplus / (deficit) for the year after tax and total comprehensive income		86,334	(486,198)
Deficit for the year after tax and total comprehensive income after exceptional expenditure		86,334	(486,198)

Income and expenditure by fund is shown in note 22.

There are no recognised gains or losses other than the results for the year as set out above.

The financial statements were approved and authorised for issue by the Board of Trustees on 13-Dec-24 and signed on their behalf by:

Jason Hobday
.....
J M Hobday
Vice Chair

John Ford
.....
J R Ford
Chair

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Bridgwater Young Men's Christian Association

Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible fixed assets	10	164,022	205,391
Tangible fixed assets	11	24,637,107	24,760,123
Fixed asset investments	12	10,000	10,000
		24,811,129	24,975,514
Current assets			
Stocks		15,939	13,230
Debtors	13	790,289	842,224
Cash at bank and in hand		523,794	123,282
		1,330,022	978,736
Current liabilities			
Creditors: Amounts falling due within one year	14	(8,608,174)	(2,392,261)
Net current liabilities		(7,278,152)	(1,413,525)
Total assets less current liabilities		17,532,977	23,561,989
Creditors: Amounts falling due after more than one year	15	(17,831,719)	(23,947,065)
Total net liabilities		(298,742)	(385,076)
The funds of the charity:			
Income and expenditure reserve	22	(305,428)	(391,762)
Restricted funds	22	6,686	6,686
Total funds		(298,742)	(385,076)

The notes on pages 26 to 46 form part of these financial statements.

13-Dec-24

The financial statements were approved and authorised for issue by the Trustees on ..... and signed on their behalf by:

Jason Hobday
.....
J M Hobday
Vice Chair

John Ford
.....
J R Ford
Chair

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Bridgwater Young Men's Christian Association

Statement of Changes in Reserves for the Year Ended 31 March 2024

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2023	6,686	(391,762)	(385,076)
Surplus/(deficit) from statement of comprehensive income	-	86,334	86,334
Transfers	-	-	-
At 31 March 2024	**6,686**	**(305,428)**	**(298,742)**

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2022	6,686	94,436	101,122
Surplus/(deficit) from statement of comprehensive income	-	(486,198)	(486,198)
Transfers	-	-	-
At 31 March 2023	**6,686**	**(391,762)**	**(385,076)**

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Bridgwater Young Men's Christian Association

Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Surplus/(deficit) for the year		86,334	(486,198)
Adjustments for non-cash items			
Depreciation	11	532,733	571,161
Amortisation	10	41,369	46,669
Interest receivable		-	(41)
Interest payable	5	586,569	448,990
		1,247,005	580,581
Working capital adjustments			
(Increase)/decrease in stocks		(2,709)	649
Decrease/(increase) in debtors	13	51,935	(90,793)
Increase/(decrease) in creditors	14, 15	62,932	(233,825)
Government grants (utilised)/increased in year	14, 15	(257,249)	107,646
Interest paid	5	(586,569)	(448,990)
Net cash flows from operating activities		515,345	(84,732)
Cash flows from investing activities			
Sale of tangible fixed assets		882	-
Purchase of tangible fixed assets	11	(410,599)	(346,022)
Interest received		-	41
Net cash flows from investing activities		(409,717)	(345,981)
Cash flows from financing activities			
Receipt from loan drawndown		470,000	530,000
Repayment of long term loans		(175,116)	(250,460)
Net cash flows from financing activities		294,884	279,540
Net increase/(decrease) in cash and cash equivalents		400,512	(151,173)
Cash and cash equivalents at 1 April		123,282	274,455
Cash and cash equivalents at 31 March		523,794	123,282

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1 General information

The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2022. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

Group accounts not prepared

The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

Going concern

The financial statements are prepared on the going concern basis which is based on the assumption that the association will continue to operate into the foreseeable future. In carrying out its assessment as to whether the association is a going concern, the Board is required to consider a period of at least 12 months from the date when the financial statements are authorised for issue. Therefore management have prepared income, expenditure and cashflow forecasts for that period and beyond.

The year to 31 March 2024 has seen significant improvement of the association's liquidity as it continued to deliver to its business plan. As at 31 March 2024, cash stood at £523,794 (2023: £123,282) and net liabilities improved to £298,742 (2023: £385,076). Continued adherence to the plan, along with contractual improvement changes made during the year have resulted in further significant improvements in financial performance during 2024/25 to date.

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The association has bank loans with Triodos. As a result of the deficit reported for the prior year-end 31 March 2023, one of the financial covenants to the lender was not complied with. This breach, reported during the year under review, to 31 March 2024, gave the lender the right to demand repayment of the full debt owed. The trustees recognise that until the association has returned to covenant compliance, which they will demonstrate through the release of these 31 March 2024 financial statements, the reliance on the lender not taking up its right to demand repayment of the loans means a material uncertainty exists that may cast significant doubt on the association's ability to continue as a going concern. It is important to note that the lender has not made any such demand, and, based on correspondence with the lender, adherence to all remaining covenants, time passed and the positive performance in the year 31 March 2024, the trustees and management believe there will be no such demand.

The accounting impact of the breach was that for the 31 March 2024 accounts, the full outstanding loan balance is required to be re-classified as a current debt due within one year. In view of the improved performance in 2024, the trustees and management expect that this re-classification will be reversed in the financial statements for the year ended 31 March 2025.

Cashflow forecasts and management information show that financial performance has recovered significantly further since 31 March 2024, the cash position will have improved again by the end of 31 March 2025, and is forecast to further improve by 2026. The cashflow forecast shows that the organisation can meet all its obligations under the loan including all bank loan repayments in accordance with the original schedule of repayments.

The trustees are confident that the association has worked through the difficult times to return to covenant compliance and in the medium term will continue to rebuild its reserves. They will continue to take the necessary steps to manage the association's financial security. Therefore the trustees believe it remains appropriate to prepare the financial statements on the going concern basis.

Tangible fixed assets and depreciation

Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, other than properties under construction, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Housing properties

The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

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Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Housing properties are assessed annually for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

Other fixed assets

Freehold and leasehold land	Not depreciated
Freehold buildings	15 - 100 years straight line
Leasehold buildings	15 - 100 years straight line
Furniture and equipment	15% reducing balance and 4 - 20 years straight line
Motor vehicles	15% reducing balance and 4 - 10 years straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

Intangible fixed assets - Goodwill

Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

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Intangible fixed assets - Other

Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Intellectual property	Over 10 years
IT system	Over 5 years

Investments

Investments in subsidiaries are measured at cost less impairment.

Financial instruments

The association only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets - Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash - Is classified as a basic financial instrument and is measured at face value.

Financial liabilities - Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at transaction value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 14, 15 and 16 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

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Provisions

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

Operating lease commitments

Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

VAT

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

Turnover, government grants and other income

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

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

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Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association does not need to follow the Charities SORP as the Housing SORP takes precedence.

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

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Employee benefits and pension commitments

The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

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

As described in note 18 Bridgwater YMCA has a contractual obligation to make pension deficit payments of £32,172 pa over the period to April 2027 (2023: £31,906 pa to April 2029), accordingly this is shown as a liability in these accounts. In addition, Bridgwater YMCA is required to contribute £7,586 pa (2023: £7,174 pa) to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Redundancy and termination payments

Redundancy and termination costs are recognised as an expense in the Statement of Comprehensive Income.

Restricted reserve

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Judgements and key sources of estimation uncertainty

The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 18) and the split of useful economic lives of components of social housing properties (note 11). There also remains uncertainty relating to the going concern assessment as described above.

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3 Social housing turnover and costs

	2024	2023
	£	£
Rent receivable after voids but excluding service charges	4,537,180	4,034,541
Revenue grants receivable	1,686,933	1,728,339
Total social housing income	6,224,113	5,762,880
Social Housing activity expenditure	(5,496,034)	(5,690,008)
Operating surplus from social housing activities	728,079	72,872
Memo:		
Void losses	-	1,123,044
Amortised government grants relating to social housing taken to income	(256,166)	(261,740)

Revenue grants receivable were all government grants.

4 Accommodation owned and in management

	2024	2023
Supported Housing - Number of units	275	286

5 Interest payable and similar charges

	2024	2023
	£	£
Bank loans and overdrafts	628,545	448,061
Pension interest charge	(44,366)	929
	584,179	448,990

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6 Surplus / (deficit) on ordinary activities

The operating deficit is arrived at after charging:

	2024	2023
	£	£
Auditor's remuneration - for audit services	19,000	21,245
Depreciation of tangible fixed assets	532,733	571,161
Amortisation of intangible fixed assets	41,369	46,669
Loss on disposal of tangible fixed assets	132	-
Government grants received	(256,166)	(261,739)
Operating lease charges	-	475,845
Rent losses from bad debts	1,560	-
(Decrease) / increase in pension deficit cost liability	(44,366)	929

Included within Turnover is £137,000 (2023: nil) relating to a revision to an estimate brought forward from a previous year. The liability as at 31 March 2023, released during the year under review, related to a best estimate of the amount due back to a grant body in respect of performance obligations under the grant.

7 Trustees' and key management personnel remuneration and expenses

Total remuneration for key management personnel of the association amounted to £667,396 (2023: £414,542). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid member of key management personnel received £90,531 (2023: £90,531) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £3,522 (2023: £3,522). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2023: £nil).

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8 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Wages and salaries	4,966,264	4,740,189
Social security costs	354,155	332,926
Pension costs	108,274	93,844
Pension deficit liability administration costs	7,586	7,174
Less staff costs capitalised	(80,152)	(26,534)
	5,356,127	5,147,599

One employee received remuneration in the £90,000 to £100,000 band (2023: one). One other employee received remuneration over £60,000 (2023: none).

During the year redundancy costs totalling £10,332 (2023: £5,139) were paid and these are included within the wages and salaries costs.

The trustees and directors received no remuneration in the year (2023: £nil).

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

	2024 No	2023 No
Management and administration	21	13
Development	22	66
Housing, support and care	199	238
	242	317

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 209 (2023: 201).

9 Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

10 Intangible fixed assets

	Goodwill £	Intellectual property £	IT system £	Total £
Cost				
At 1 April 2023	353,000	25,000	17,845	395,845
At 31 March 2024	353,000	25,000	17,845	395,845
Amortisation				
At 1 April 2023	170,608	12,708	7,138	190,454
Charge for the year	35,300	2,500	3,569	41,369
At 31 March 2024	205,908	15,208	10,707	231,823
Net book value				
At 31 March 2024	147,092	9,792	7,138	164,022
At 31 March 2023	182,392	12,292	10,707	205,391

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11 Tangible fixed assets

	Housing properties £	Non-housing properties £	Properties under construction £	Fixtures, fittings and equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 April 2023	10,493,660	17,338,601	-	1,720,755	55,230	29,608,246
Additions	71,405	240,670	68,971	26,453	3,100	410,599
Disposals	-	-	-	-	(6,051)	(6,051)
At 31 March 2024	10,565,065	17,579,271	68,971	1,747,208	52,279	30,012,794
Depreciation						
At 1 April 2023	1,375,614	2,043,344	-	1,389,411	39,754	4,848,123
Charge for the year	142,671	289,165	-	93,975	6,922	532,733
Eliminated on disposals	-	-	-	-	(5,169)	(5,169)
At 31 March 2024	1,518,285	2,332,509	-	1,483,386	41,507	5,375,687
Net book value						
At 31 March 2024	9,046,780	15,246,762	68,971	263,822	10,772	24,637,107
At 31 March 2023	9,118,046	15,295,257	-	331,344	15,476	24,760,123

The net book value of housing properties comprised:

	2024 £	2023 £
Freehold	7,635,941	7,691,570
Long leasehold	1,410,839	1,426,476
	9,046,780	9,118,046

The net book value of non-housing properties comprised:

	2024 £	2023 £
Freehold	15,039,885	15,140,712
Long leasehold	206,876	154,545
	15,246,761	15,295,257

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Included within properties is land totalling £5,025,000 (2023: £5,025,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

12 Fixed asset investments

	2024	2023
	£	£
Shares in group undertaking	10,000	10,000

Included within other investments is a 100% holding in the ordinary share capital of YMCASC Trading Limited (10952366), a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £Nil (2023: £Nil). YMCASC Trading Limited was dormant during the period.

13 Debtors

	2024	2023
	£	£
Due within one year		
Trade debtors (gross social housing rent arrears)	293,776	556,655
Provision for bad debts	(58,943)	(178,248)
Other trade debtors	371,337	231,364
Other debtors	7,801	21,210
Prepayments and accrued income	176,318	211,243
	790,289	842,224

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

14 Creditors: amounts falling due within one year

	Note	2024 £	2023 £
Bank loans		6,157,569	246,599
Other loans		275,085	107,498
Housing loan		719	59
Trade creditors		609,385	695,544
Amounts owed to group undertakings		10,000	10,000
Other taxation and social security		78,899	73,321
VAT		111,113	25,224
Other creditors		55,927	161,175
Accruals and deferred income		1,022,964	639,554
Government grants	17	256,075	261,739
Social Housing Grant and Other Grants not spent		4,223	141,223
Pensions liability	18	26,215	30,325
		8,608,174	2,392,261

15 Creditors: amounts falling due after one year

	Note	2024 £	2023 £
Bank loans	16	-	5,570,305
Other loans	16	3,388,342	3,602,304
Housing loan	16	10,987	11,053
Deferred income		3,500	10,500
Government grants	17	14,377,557	14,629,142
Pensions liability	18	51,333	123,761
		17,831,719	23,947,065

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

16 Borrowings

Included in the creditors are the following amounts due after more than five years:

	2024 £	2023 £
Between one and two years		
Bank loans	-	219,867
Other loans	190,199	213,960
Housing loan	74	66
	190,273	433,893

	2024 £	2023 £
Between two and five years		
Bank loans	-	732,279
Other loans	369,990	480,081
Housing loan	278	249
	370,268	1,212,609

	2024 £	2023 £
Over five years		
Bank loans	-	4,618,159
Other loans	2,828,153	2,908,263
Housing loan	10,635	10,738
	2,838,788	7,537,160

Bank loans represent a £5,550,000 loan from Triodos Bank (UK) on a twenty year term with interest being paid at a variable rate. This was extended during the prior year for a further £530,000 with interest being paid charged at 3% above base rate until the full facility is drawn down and then reverts to the 2.6% above base rate. The remaining £470,000 was drawndown during the year. The interest rate has been fixed since the year-end.

Note 2 explains, within the section on the going concern assessment, how the result for FY23 resulted in the association not complying with its loan covenants to Triodos.

Other loans represent a loan for £3,325,000 on drawdown from Sedgemoor District Council on a 30 year term with interest being paid charged at 4.5%.

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The Housing loan is repayable over 47 years at a fixed interest rate of 11.25%. The loan is secured on the freehold land that Gerald Townsend House occupies.

17 Grants

	Government grants £
Grants received	
At beginning of year	17,517,626
Additions	-
Disposals	-
	17,517,626
Amortisation	
At beginning of year	2,626,745
Amortised in year	257,249
Disposals	-
	2,883,994
Net book value	
At 31 March 2024	14,633,632
At 31 March 2023	14,890,881
Due in less than one year	256,075
Due in more than one year	14,377,557

18 Pension and other schemes

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £108,274 (2023: £91,997). Contributions totalling £28,000 (2023: £21,813) were payable to the funds at the year-end and are included in creditors.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA participated in a 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 Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 62% matching portfolio and 38% in the growth portfolio and Schroder (property units only).

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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 held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.2m, 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 the 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. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £2,139 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. Agreed future deficit contributions have been fixed for 3 years (2023: discounted at 3%). The current recovery period is 3 years (2022: 6 years) commencing 1 May 2023.

Liability	**2024**	**2023**
	£	**£**
Opening liability	154,086	185,063
Unwinding of the discount factor (interest expense) and (decrease)/increase in recovery period	(44,366)	929
Deficit contribution paid	(32,172)	(31,906)
Closing liability	77,548	154,086

	Within one year	**One to two years**	**Repayable two to five years**	**After five years**	**Total**
	£	**£**	**£**	**£**	**£**
As at 31 March 2024	26,215	25,666	25,667	-	77,548
As at 31 March 2023	30,325	30,325	90,976	2,460	154,086

In addition, Bridgwater YMCA 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 Bridgwater YMCA may be called upon to pay in the future.

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19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Other		
Within one year	186,506	198,960
Between one and five years	462,037	455,974
After five years	245,001	536,755
	893,544	1,191,689

The amount recognised in the year in the profit and loss account relating to the operating lease commitments was £479,044 (2023: £475,845).

20 Contingent liabilities

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 11 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2024, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

21 Share capital

The Association is a company limited by guarantee and as such has no issued share capital.

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

22 Reserves

Summary of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Income and expenditure reserve	(391,762)	11,382,376	(11,296,042)	-	(305,428)
Restricted funds	6,686	-	-	-	6,686
	(385,076)	11,382,376	(11,296,042)	-	(298,742)

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General	(391,762)	11,382,376	(11,296,042)	-	(305,428)
Restricted funds	6,686	-	-	-	6,686
Total funds	(385,076)	11,382,376	(11,296,042)	-	(298,742)

Docusign Envelope ID: 5CA001C2-D417-4804-B930-E49E2B4654B6

Bridgwater Young Men's Christian Association

Notes to the financial statements for the Year Ended 31 March 2024

Summary of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Income and expenditure reserve	94,436	10,549,663	(11,035,861)	-	(391,762)
Restricted funds	6,686	-	-	-	6,686
	101,122	10,549,663	(11,035,861)	-	(385,076)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds	94,436	10,549,663	(11,035,861)	-	(391,762)
Restricted funds	6,686	-	-	-	6,686
Total funds	101,122	10,549,663	(11,035,861)	-	(385,076)

Restricted reserve

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Restricted funds held at the year end date are represented by cash.

Restricted reserve descriptions

Move on Grant - Funding to help rough sleepers live independently in Sedgemoor

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23 Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	Other movements £	At 31 March 2024 £
Loans due in less than 1 year	(504,014)	504,014	(6,433,373)	(6,433,373)
Loans due in more than 1 year	(9,033,804)	(798,898)	6,433,373	(3,399,329)
Total liabilities	(9,537,818)	(294,884)	-	(9,832,702)
Cash at bank and in hand	123,282	400,512	-	523,794
Total cash and cash equivalents	123,282	400,512	-	523,794
Total net debt	(9,414,536)	105,628	-	(9,308,908)

24 Related party transactions

During the year purchases of £Nil (2023: £1,512) were made from JE Air Conditioning Limited, a company owned by a close relative of the Chief Executive, J E Hehir. No amounts were outstanding at the year end date. The transactions were made on an arm's length basis.

At the year end date an amount of £1,152 was due to the Chief Executive (2023: £645 due to the Chief Executive).

25 Ultimate controlling party

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.

YMCA Dulverton Group

England & Wales - Charity number 1076434

Accounts

Bridgwater Young Men's Christian Association

(Trading as Bridgwater YMCA and YMCA Dulverton Group)

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended 31 March 2023

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

Bridgwater Young Men's Christian Association

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Other trading names	Bridgwater YMCA YMCA Dulverton Group
Chairman	J R Ford (appointed 04/10/2023) J G W Ennals (resigned 04/10/2023)
President	A H Leigh
Vice Chairman	J M Hobday (appointed 04/10/2023) M A Matthews (resigned 24/05/2023)
Trustees and Directors	J M Hobday
	J Clarey
	S Slevin
	J R Ford
	D P Cockroft (resigned 04/10/2023)
	D Eccles (appointed 04/10/2023)
Company Secretary	G P Jones (appointed 27/04/2022)
	M Hodgson (resigned 27/04/2022)

Senior Management Team

Chief Executive	M Hodgson
Exec Director Resource and Risk Management	G Jones (previously Head of Resource and Risk Management)
Exec Director of Corporate Service	H Peppard (previously Finance Business Partner)
Exec Director of Operations	J Walkinshaw (previously Head of Housing)
Head of Young Peoples Services	K Lilwall (appointed 31/03/2023)
Head of Childcare	N Purkiss
Head of Adults Services	J Heslop (appointed 31/03/2023)
Head of Hotels and Accommodation	S Corcoran
Head of Facilities and Estates	T Mangnall (aapointed 15/12/2022)
Head of Marketing and Communications	L Easterbrook (appointed 10/05/2022)
Head of Property Revenue	H Rees (appointed 31/03/2023)

Bridgwater Young Men's Christian Association

Reference and Administrative details

Company Registration Number	03746771
Charity Registration Number	1076434
Registered Social Landlord Number	H4245
Ofsted Number	Barley Wood Nursery EY489024 Yew Trees EY555987 Stepping Stones Nursery 2518634 Meadowside Pre-School 2552086 Play After Wrington School EY492736 The Old Potting Shed 2663313 Wooden House Nursery 2677451
Registered office and place of business	George Williams Centre Friarn Avenue Bridgwater Somerset TA6 3RF
Auditors	Sumer Audit (formerly Monahans) County Gate County Way Trowbridge BA14 7FJ

Bridgwater Young Men's Christian Association

Reference and Administrative details

Solicitors	Tozers Broadwalk House Southernay West Exeter EX1 1UA
Bankers	Lloyds 25 Cornhill Bridgwater Somerset Triodos Triodos Bank UK Deanery Road Bristol BS1 5AS Barclays Bank 2 Chruchill Place Canary Wharf London E14 5RB

Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2023

The Board of Directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2023.

The Association is a company limited by gurantee, a private registered provider of social housing charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

Review of activities, developments and achievements

The principal activities of the association include the provision of supported housing for young people, and hostel accommodation for homeless families and individuals, and a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and Recreation Facilities.

Objectives and activities

The objects of Bridgwater YMCA are as follows:

- To unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of His Kingdom.
- To lead young people to the Lord Jesus Christ and to fullness of life in Him.
- 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 persons of all ages with the object of developing their physical, mental or spiritual capacities.
- To relieve or assist in the relief of persons of all ages who are in conditions of need, hardship or distress by reason of their social, physical or economic circumstances.
- To provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social, physical or economic circumstances.

During 2022/23 the board continued to review the Vision and Mission for the next ten years alongside its more immediate Covid recovery and Business planning. This was launched in April 2023 as a three year plan, in three stages, focussing on recovery, stability and growth.

1. Mission Statement

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

2. Strategic Aims

The Board has used a list of high-level strategic aims for Bridgwater YMCA.

Under each heading a series of SMART strategic objectives are created by the Senior Leadership Team to form the basis of reporting to the trustees. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

Vision

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

How we help

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

Work Areas

We work across four key areas, with a fifth - support and advice - running through them all.

Health & Wellbeing "We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances."
Training & Education "We believe that every young person should be able to fulfil their full potential."
Family Work "We believe every family should have the support they need to develop and lead more fulfilling lives."
Accommodation "We believe that every young person should have a safe place to stay."
Support and Advice "We believe that every young person should have someone they can trust."

Aims

INCREASING OUR IMPACT - We will help more young people in more communities.
EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.
WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.
SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

Ethos

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

Values

Value the Individual - Respect others, ourselves and the people we work with in all that we do
Giving of our best - Showing commitment in our work and to enable young people
Caring Deeply - Have a passion for the work we carry out
Providing Creative Solutions - Show innovation in the approaches we take in supporting young people
Communicate authentically and truthfully - Show openness in our dealings and approaches to people

Programmes

Bridgwater YMCA programmes consist of:

- Early Years for Children 3 months to 5 years all year round including wrap around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, work experience and apprenticeships
- Volunteer recruitment and development programmes
- Housing and Support for young people aged 16-25
- Move on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for Individuals and Families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community facilities for schools, community groups and individuals

Public Benefit

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

Family Work

During the year the association continued to deliver high quality OFSTED registered early years provisions across six sites in North Somerset, Somerset and Devon.

Yew Trees Nursery has continued to thrive during this year, this setting is rated GOOD by OFSTED. Yew Trees is also the hub for our early years catering provision, which provides 250 meals per day for four of our settings. Our Day Camp provision from this setting continues and is well supported. Yew Trees currently offers five early years apprenticeships.

Barley Wood, rated GOOD by OFSTED was the first early years setting created and delivered by Bridgwater Young Men's Christian Association, for ages 3 months to 5 years. During the year this setting has continued to thrive.

The nursery is co-located with a vibrant community meeting space and wedding venue with accommodation. This enterprise has created nine ongoing apprenticeships across a range of disciplines, and hosted a further Day Camp scheme again providing outdoor activities for 100 children per day during each of the school holidays.

Stepping Stones in Claverham is a term time only early years facility attached to the local school, during this year we have seen considerable growth the setting, whilst it sustains its reputation for work with SEND children. Again, this setting is rated GOOD by OFTSED. This setting has delivered two apprenticeships during the year.

Meadowside Nursery in Backwell rated GOOD by OFSTED, has continued to develop and increase in footfall. This term time only setting provides both daytime and wrap around care outside of school hours. We have been able to offer one apprenticeship at this setting.

During the year we have continued to invest and grow the Old Potting Shed nursery. The setting has grown in numbers and has developed a very positive reputation. It is a rural setting serving the communities surrounding Blagdon and Chew Valley. The main growth during the year has been through developing our offer for babies and for toddlers, this has increased numbers to 60 at the setting. The Old Potting Shed has supported one apprenticeship during this time.

The Wooden House was acquired in April 2022, from a provider who was retiring. The setting in Tiverton has a good reputation however has suffered from falling numbers in recent years. Further to the delivery of our marketing strategy for the setting, and the introduction of a new babies room, we have seen a significant increase in numbers and look forward to further growth in 2023/24. One new apprenticeship has been offered through this location.

Covid-19 related absences continued during the year to have a significant impact on our delivery across each of our settings. Periods of high levels of staff absence, impacted heavily on the sustainability of the settings, where use of agency staff was required to ensure ratios were adhered to.

Recruitment of early years practitioners has continued to prove challenging, this is a sector wide matter, and relates in part to a two year deficit of new practitioners entering the sector and higher wages being offered in other sectors of the economy, which early years income cannot support. Whilst during the year this improved as we have benchmarked salaries against other providers, revisited our added value offer, we must continue to ensure that we invest in our current team to sustain our offer.

Health and Wellbeing

Programme delivery including youth work, fitness and outdoor activities have continued to be well supported during the year. North Somerset youth provision continues to flourish and be impactful on the beneficiaries its serves, alongside our successful young carers programme.

Fitness facilities, are being well used however classes continue being more popular than gym access. We continue to review this offer and are looking at national trends alongside regional competition to plan for the future.

Our schools outdoor activity programme, delivered from both our main site in Bridgwater and through mobile provision on school sites has shown this year growth. Alongside this we reviewed our Daycamp programmes, which has allowed for continued delivery to over 1200 children during the course of the year.

The elements of growth above have continued to provide encouragement for the team to develop new and innovative programme opportunities. We have in 2023 continued to grow this team to increase our impact and opportunity for delivery.

Training and Education

The Beach Hotel, Minehead is now in its ninth year of operation and provided this year six apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region.

During the spring and summer seasons the hotel has grown again in terms of turnover, guest stays, and meals provided, and alongside the numbers of apprenticeships offered four have been converted into full time employment. The impact of the staycation continues to be positive and forward bookings for 2023/24 look to have increased again.

From a missional perspective and to support revenues over the winter this year we opened our offer to support families who had been made homeless through altering some of the rooms in the hotel to family facilities, this provided 8 families with accommodation and support through December to February.

The Great Western Hotel, Taunton has continued to thrive during the year. This provision adjacent to the Taunton Railway station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This provision during the year offered two apprenticeships. The occupancy of this location continues to be in excess of 85% throughout the year this is a blend of both business and tourist travellers.

Barley Wood continues to flourish, the numbers of individual bookings be these weddings or whole house hires this year was the highest since the acquisition of the building. We have begun to see an increase in midweek conferences and residential stays, and have developed a marketing strategy to further grow this area of work.

The Beach Hotel, Weston-super-Mare, acquired in March 2021 has provided two apprentices during the year, operated at 60% capacity for the year. We have begun to develop a good reputation in the town, and this is evidenced through rankings with online travel agents. Again in this location we have been able to support families during the colder season, through working with North Somerset Council to provide accessible accommodation whilst adaptations are made to family homes for those with mobility issues.

Our Tenant Accreditation Scheme which young people attend to support them in achieving and sustaining a tenancy has delivered 38 sessions during the year with 39 completers. Alongside this the tenant ready schemes which prepares individuals whom have been homeless for tenancies has delivered 86 sessions with 86 completers. These schemes have been funded by our local authorities and have exceeded all targets set.

Accommodation

Somerset County Council funds the support elements of our service in Sedgemoor and Somerset West and Taunton, and North Somerset Council funds the support elements of our service in its own area. We also work closely with Mid Devon Council in delivery of floating support and housing provision.

We continue to operate Wade House in Highbridge which provides emergency accommodation for homeless individuals; this offer has increased, being led by demand, to include the change of use into family accommodation of Riverbed House. The partnership with Sedgemoor District Council is important to both organisations in this provision.

During this year we began a planned withdrawal of our support to Somerset West and Taunton Council in the delivery of extra bed spaces and support through the Canonsgrove project, 56 bedrooms of student halls style, to ensure that the Councils' duty under 'Everyone in' was met. The project came to an end in November when the buildings were handed back to Bridgwater and Taunton College. During the period that the project was delivered (24 March 2020 - 7 November 2023) a total of 209 individuals were housed through this project.

Pathways to Independence

Throughout the year we have continued the delivery of the P2i contract across both Sedgemoor, and Somerset West and Taunton. The pathway provides support in YMCA accommodation and floating support to young people living in their own accommodation. During this financial year we were informed that the contract is to be extended until March 2024.

Fundraising

During the year we did not engage in any fundraising exercises. However any fundraising events planned by Bridgwater YMCA, do not rely on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regard to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property.

Young persons' involvement

The level of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

Chaplaincy Provision

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. Our aspiration is to continue to develop this role further across the association with persons from specific parishes serving the various geographic locations.

Staff Development and Wellbeing

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an emerging manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities made available to staff and volunteers. Alongside this we have introduced a staff health care package, which has been received well by the whole team. Each month we are carrying out staff wellbeing surveys, and sharing the outcome with the whole association.

FINANCIAL REVIEW

Overview

Incoming resources generated during the year were £10,549,663 (2022: £10,524,126) a 0.2% increase on 2021/22. Whilst straight operating costs were tightly controlled there was a proportionate uplift as a result of the increase, with expenditure totalling £11,035,861 (2022: £10,885,499) being incurred.

The Association has posted a deficit for the year of £486,198 (2022: a deficit of £361,373).

During the year the association experienced costs which would not be expected in any normal year, during the year as the association continued to recover from Covid 19 incurring costs for staffing, cleaning and repairs incurring costs related directly to this of £484,000 (2022: £466,423).

The association has divested itself or ceased loss making activities during the year, whilst a series of challenging decisions has been made, the outcomes support the sustainability of its wider activities during the period of recovery from Covid. Through the introduction of new structures with our Finance function, we are able to access real-time information which allows timely decision making.

The Association is forecasting a surplus in the coming year 2023/24, this in spite of the costs of specifically recruitment issues. This will be achieved through careful management of expenditure, it is important to note we also are not forecasting any one off costs in the year 2023/24 which have in previous years had a negative impact on our performance.

At the end of the year net liabilities were £385,076 representing a decrease of 380.8% against 2022 net assets of £101,122.

This movement relates to the comments relating to the costs experienced in the year.

Value for Money

The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year, the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

Metric	Result 2023	Result 2022
Metric 1: Reinvestment (%)	1.4%	5.1%
Metric 2a: New Supply (Social Housing Units) (%)	-32.2%	-2.6%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	103.3%	98.3%
Metric 4: EBITDA MRI Interest Cover	(0.56)	(1.20)
Metric 5: Headline Social Housing Cost Per Unit (£)	20,326	17,513
Metric 6a: Operating Margin (Social Housing Lettings) (%)	1.8%	3.6%
Metric 6b: Operating Margin (Overall) (%)	-4.6%	-3.4%
Metric 7: Return on Capital Employed (%)	-2.1%	-1.5%

Reserves Policy

The Association's reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the board informed if this drops below £180,000. Reserves at the year-end were -£391,762, also free reserves, i.e. unrestricted reserves less the carrying amount of functional assets, were also in a deficit position, having been through a significant period of growth and investment. It remains a key element of the business plan to achieve the aim of £500,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we continued a working relationship with Triodos Bank to whom our loan book was transferred in July 2021.

Accommodation occupancy levels during the year ended 31 March 2023 have increased, following the previous several years of redevelopment of stock. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured executive team, have continued to adhere to a series of actions agreed during the year ended 31 March 2022. These during the year 2022/23 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year.

Investments Policy

The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The Trustees will continue to monitor the situation throughout the year.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA 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 scheme is run by an independent board of trustees with employer representation through the Principal Employer, the National Council of YMCAs. The pension scheme trustees obtain 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 the deficit repayments. The trustees included the impact of pension scheme deficit repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this Report.

Bridgwater YMCA benefits from the pension scheme trustees 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 details in note 18.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

Risk Policy

The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitably arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

Control and monitoring of risk arising from activities

We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the year has identified that financial sustainability is the major financial risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. Regular liaison with the bank and active management of trade debtors and creditors balances to ensure sufficient working capital is key to this.

Over the past five years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, that the correct equipment is carried by those who do lone work, and that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

PLANS FOR FUTURE PERIODS

Organisation

During Quarter four of 2022/23 we published our new 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for communities, including children, young people and adults who may wish to access our services.

Delivery

We look throughout 2023/2024 to continue to increase our impact across Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increase children's, families' and young people's access to support. Through enhancing our facilities, we look to ensure that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of increasing utility costs.

We will continue to be a key partner for Somerset County Council, North Somerset Council, Devon County Council, Mid Devon, and Weston-Super-Mare Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and work closely with the area both at county and district level. Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the Board of Trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at the Annual General Meeting. Details of trustees are included in the Association legal and administration information on page 1.

Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

Each year a skills audit is carried out with our Board members in order to ensure continued experience and skills are present within the Board.

Organisational structure

The Board of Trustees meets at least four times a year and is supported by another four training events. Day to day running of the association is delegated to the senior management team under the leadership of the Chief Executive.

Decisions made by the Board of Trustees, are based on recommendations presented to them by the senior management team, these would include acquisitions, disposals and any changes which would have a material financial impact on the association, this includes the adoption of yearly budgets, and acceptance of any re-forecasting based on external changes impacting performance during the year.

Decisions which are made by the executive team are limited to those of an operational nature, these are expected to be in line with the association's values and objectives. The senior management team are responsible for their own individual reports to the trustees, the content of which will reflect performance in the previous quarter alongside any recommendations as noted above.

Governance and financial viability and code of governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our lenders for at least twenty years.

Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable. Our self-assessment statement was updated during the course of 2021/22 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2020/21. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

Arrangements for setting pay of key management personnel

The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 7 and 24 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance, we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Employment policies

The Group employed an average of 201 people for the year ended 21 March 2023 (2022: 211). Through its equality, diversity and inclusion policy, the association seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Our policies and procedures fully support our disabled colleagues. We take active measures to do so via, a robust reasonable adjustment policy and processes to ensure colleagues are fully supported.

The association is responsive to the needs of its employees. As such, should any employee of the Group become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible, in order to keep the employee with the Group. It is the policy of the Group that the recruitment, training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee engagement

Bridgwater YMCA engages with its employees on a regular basis and in a number of ways to suit their different working patterns. This includes:

- Appointment during the year of 'Head of Colleague Experience'
- line manager briefings;
- 'At Home' days, where we meet with staff on a monthly basis to share news from across the association
- email news alerts, noting that not all staff have access to email we also use an online platform to inform all staff of news and opportunities
- focus groups;
- weekly bulletins - specifically targeted at housing and early years staff, and
- employee social media groups

Details of the financial and economic factors affecting the performance of the Company are shared with all employees at the appropriate time using the methods listed above.

This involves attending 'At Home' days, focus groups and providing feedback on values and behaviours, employee development and upskilling and ensuring that feedback is listened to and acted upon where appropriate. The Board envisage that the employee voice role will become more active in the coming year as the business recovers from the impact of the pandemic and that the insight monthly surveys of satisfaction are able to provide will be very helpful to the Board in understanding the views of employees.

Updates on employee matters are normally presented to the Remuneration Committee or Board at least twice a year and cover a wide range of issues. Over the course of 2022/23 these updates have focused on in particular, workforce planning, employee engagement and wellbeing and the reinvigoration of our apprenticeship strategy. The Remuneration Committee is also informed where significant changes are proposed to employment conditions and policies elsewhere in the Association, or if there are important employee related projects underway.

We provide opportunities for employees to give their feedback to the Association in a number of ways, from team or managers meetings across our work and engagement surveys for all employees.

Bridgwater YMCA Staff Offer

Our clearly defined people promise enables us to differentiate our employment proposition, and the diagram below illustrates in more detail the elements of our offer. Clearly, pay is a very important element but other factors also play an important part of the overall value proposition, which is known internally as our 'Staff Offer'.

Our people value opportunities for progression, challenge within their role, fair rewards and a safe working environment. Our research has also shown that, in normal times, unlike some industries and employers, Bridgwater YMCA offers a number of important differentiators which our employees value:

- Flexibility and convenience: Bridgwater YMCA has always promoted a flexible approach to working from the frontline through to our support centre. The Covid-19 pandemic has further demonstrated how flexibility and convenience are an ever more important factor for employees across all employee groups.
- More job satisfaction: As part of our research we learnt that working for Bridgwater YMCA gave employees a strong sense of family and that employees put a high value on the day-to-day variety of work. This comes through very strongly in our survey results.
- A great atmosphere: Undoubtedly working across our services for children and young people, especially at the frontline, is hard work. However, we also know that it can be great fun. Our aim at Bridgwater YMCA is to make the working environment as fun and friendly as possible whilst ensuring that beneficiaries receive great service.

It is clear that as a result of Covid-19 many employees began to reassess what is important to them and their work. In addition, other industries have been able to demonstrate how they now can offer careers that provide some elements of our proposition in a way not seen before, for example through very flexible working arrangements. It will therefore be important to review and refresh our research so that our 'Staff Offer evolves and remains relevant to current and prospective team members.

Employee wellbeing arrangements and workplace implications:

The Company has an established wellbeing strategy that encompasses five pillars of wellbeing; social, environmental, physical, mental and financial. Within these pillars there are a range of resources and tools available for line managers and employees to access, including:

- our employee assistance programme which is run by the YMCA Association of Professional Staff. They operate a free, 24/7 confidential helpline and a website available to all employees.
- an online wellbeing centre that provides access to workout videos, nutritional advice, financial wellbeing tools and mindfulness and meditation videos and articles.
- financial wellbeing tools and support via the above.
- mental health training available for all line managers to assist them in supporting their teams. In addition, the association has trained a number of mental health first aiders.
- wellbeing days, which are now intended to be held virtually and this will enable all employees to participate in the various activities and workshops.
- discounts on our services from free childcare, through to family overnight stays at our social enterprise hotels.

Relationship between the charity and related parties

Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAs working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset County Council, North Somerset Council auditors and others.

Statement of disclosure of information to Auditors

Insofar as the trustees are aware:

- there is no relevant audit information of which the Association's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Sumer Audit as auditors will be put to the members at the Annual General Meeting.

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

Approved by the Boared of Trustees on 06/12/23 and signed on its behalf by:

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J R Ford
Chair

Bridgwater Young Men's Christian Association

Statement of Trustees' Responsibilities
For the year ended 31 March 2023

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

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Housing SORP (2018);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2022. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board of trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Association's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Boared of Trustees on 06/12/23 and signed on its behalf by:

J R Ford
Chair

Bridgwater Young Men's Christian Association

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Opinion

We have audited the financial statements of Bridgwater Young Men's Christian Association (Bridgwater YMCA) for the year ended 31 March 2023 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Reserves, the Statement of Cash Flows 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 '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 association'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, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association 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.

Material uncertainty related to going concern

We draw attention to Note 2 of the financial statements which describes a number of conditions that will need to be met, over the next 12 months from approving these financial statements, to prevent a significant cashflow shortfall. While the chance of these unfavourable conditions materialising are considered unlikely by the Trustees, they are outcomes which both individually or in combination could cast uncertainty related to the Association's ability to continue as a going concern. In auditing the financial statements we have concluded that the Trustees' use of the going concern basis of accounting for the preparation of the financial statements is appropriate. Our opinion is not qualified in respect of this matter.

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Other information

The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. The board are responsible for the other information contained within the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 Trustees' Report (including the Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report (including the Strategic Report) 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 association and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (including the Strategic Report).

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 and sufficient 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:
- a satisfactory system of control over transactions has not been maintained.

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Responsibilities of the board

As explained more fully in the Statement of Trustees' Responsibilities set out on page 18, the board members (who are also the directors of the association 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 board determine 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 board is responsible for assessing the association'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 board either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

Based on our understanding of the Association and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with employment law, health and safety regulations and registered provider of social housing legislation, and we considered the extent to which non-compliance might have a material effect on the financial statements of the Association. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011, Housing and Regeneration Act 2008, the Accounting Direction for private registered providers of social housing in England 2022 and the Statement of Recommended Practice for Social Housing Providers 2018. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure, and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the audit engagement team included:

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

- Enquiry of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance;
- Gaining an understanding of management's internal controls designed to prevent and detect irregularities and fraud;
- Performing analytical review procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluation the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our Auditor's Report.

Use of our report

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

James Gare (Senior Statutory Auditor)
for and on behalf of Sumer Audit
Statutory Auditor
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7JF

Date 14 December 2023

Bridgwater Young Men's Christian Association

Statement of Comprehensive Income (Including income & expenditure account) for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Turnover	3	10,549,622	10,524,122
Operating expenditure		(10,586,871)	(10,595,260)
Operating surplus / (deficit)		(37,249)	(71,138)
Interest receivable and similar charges		41	4
Interest payable and similar charges	5	(448,990)	(290,239)
Surplus / (deficit) on ordinary activities for the year before tax		(486,198)	(361,373)
Taxation		-	-
Surplus / (deficit) for the year after tax and total comprehensive income		(486,198)	(361,373)
Deficit for the year after tax and total comprehensive income after exceptional expenditure		(486,198)	(361,373)

Income and expenditure by fund is shown in note 22.

There are no recognised gains or losses other than the results for the year as set out above.

The financial statements were approved and authorised for issue by the Board of Trustees on 06/12/23 and signed on their behalf by:

J M Hobday
Vice Chair

J R Ford
Chair

Bridgwater Young Men's Christian Association

Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible fixed assets	10	205,391	252,060
Tangible fixed assets	11	24,760,123	24,985,262
Fixed asset investments	12	10,000	10,000
		24,975,514	25,247,322
Current assets			
Stocks		13,230	13,879
Debtors	13	842,224	751,431
Cash at bank and in hand		123,282	274,455
		978,736	1,039,765
Current liabilities			
Creditors: Amounts falling due within one year	14	(2,392,261)	(2,459,791)
Net current liabilities		(1,413,525)	(1,420,026)
Total assets less current liabilities		23,561,989	23,827,296
Creditors: Amounts falling due after more than one year	15	(23,947,065)	(23,726,174)
Total net (liabilities)/assets		(385,076)	101,122
The funds of the charity:			
Income and expenditure reserve	22	(391,762)	94,436
Restricted funds	22	6,686	6,686
Total funds		(385,076)	101,122

The notes on pages 27 to 46 form part of these financial statements.

The financial statements were approved and authorised for issue by the Trustees on 06/12/23 and signed on their behalf by:

J M Hobday
Vice Chair

J R Ford
Chair

Bridgwater Young Men's Christian Association

Statement of Changes in Reserves for the Year Ended 31 March 2023

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2022	6,686	94,436	101,122
Surplus/(deficit) from statement of comprehensive income	-	(486,198)	(486,198)
Transfers	-	-	-
At 31 March 2023	**6,686**	**(391,762)**	**(385,076)**

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2021	6,686	455,809	462,495
Surplus/(deficit) from statement of comprehensive income	-	(361,373)	(361,373)
Transfers	-	-	-
At 31 March 2022	**6,686**	**94,436**	**101,122**

Bridgwater Young Men's Christian Association

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Deficit for the year		(486,198)	(361,373)
Adjustments for non-cash items			
Depreciation	11	571,161	598,765
Amortisation	10	46,669	36,069
Interest receivable		(41)	(4)
Interest payable	5	448,990	275,634
		580,581	549,091
Working capital adjustments			
Decrease/(increase) in stocks		649	(4,517)
Increase in debtors	13	(90,793)	(101,847)
(Decrease)/increase in creditors	14, 15	(233,825)	112,031
Government grants (utilised)/increased in year	14, 15	107,646	(261,740)
Interest paid	5	(448,990)	(275,634)
Net cash flows from operating activities		(84,732)	17,384
Cash flows from investing activities			
Purchase of intangible fixed assets	10	-	(17,845)
Purchase of tangible fixed assets	11	(346,022)	(741,526)
Social housing and other grants received	14, 15	-	104,250
Interest received		41	4
Net cash flows from investing activities		(345,981)	(655,117)
Cash flows from financing activities			
Receipts from issue of new long term loans		-	6,080,000
Increase/(repayment) of long term loans		279,540	(5,773,205)
Net cash flows from financing activities		279,540	306,795
Net decrease in cash and cash equivalents		(151,173)	(330,938)
Cash and cash equivalents at 1 April		274,455	605,393
Cash and cash equivalents at 31 March		123,282	274,455

1 General information

The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2022. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

Group accounts not prepared

The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

Tangible fixed assets and depreciation

Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Housing properties

The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Annually housing properties are assessed for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

Other fixed assets

Freehold and leasehold land	Not depreciated
Freehold buildings	15 - 100 years straight line
Leasehold buildings	15 - 100 years straight line
Furniture and equipment	15% reducing balance and 4 - 20 years straight line
Motor vehicles	15% reducing balance and 4 - 10 years straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

Intangible fixed assets - Goodwill

Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

Intangible fixed assets - Other

Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Intellectual property	Over 10 years
IT system	Over 5 years

Investments

Investments in subsidiaries are measured at cost less impairment.

Financial instruments

The association only holds basic financial instruments are defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets - Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash - Is classified as a basic financial instrument and is measured at face value.

Financial liabilities - Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 14, 15 and 16 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

Provisions

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

Operating lease commitments

Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

VAT

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

Turnover, government grants and other income

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

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association does not need to follow the Charities SORP as the Housing SORP takes precedence.

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

Employee benefits and pension commitments

The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

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

As described in note 18 Bridgwater YMCA has a contractual obligation to make pension deficit payments of £31,906 pa over the period to April 2029 (2022: £38,361 pa), accordingly this is shown as a liability in these accounts. In addition, Bridgwater YMCA is required to contribute £7,174 pa (2022: £9,021 pa) to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Restricted reserve

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Going concern

The year to 31 March 2023 saw further strain on the association's liquidity as it continued to recover from the impact of its services reacting to the Covid pandemic.

As at 31 March 2023, cash stood at £123,282 (2022: £274,455) and net current assets remained in deficit to the sum of £1,426,383, compared to £1,420,026 at 31 March 2022.

Whilst without doubt the association did the right things through its respsonse to Covid, quarter one and two of the year 2022/23 were still significantly impacted by the Covid tail, and specifically the delivery of safe and secure services to our beneficiaries in Housing. One off expenditure in response to the Covid tail were seen across the following. Canonsgrove, the 'Everyone In' delivery ceased in November 2022, the impact of the continued delivery during the year and subsequent decant was £212,000. Cleaning costs, during 2022/23 each of our properties communal areas were cleaned twice a week, up from weekly prior to Covid, this one off cost incurred during the year, which we decided to cease in January was £96,000. On top of the two matters above we had again as a result of our commitment to safe and secure services during Covid increased concierge provision across all sites to cover 24 hours, whereas prior to Covid this cover extended to 12 hours overnight. This provision was gradually reduced from January 2023, however resulted in one off costs during the year of £176,000. The one off costs above total £484,000.

The changes made above alongside cessation of other services during the year helped the performance in Quarter three and four of 2022/23, however more importantly have resulted in significant improvements in financial performance during 2023/24 to date.

Cashflow forecasts illustrate that now Covid related Housing services above have ceased, and that performance across its activity areas have fully recovered, the cash position will have improved by the end of 31 March 2024, and further improved by 2025. Although cash will remain tight during the initial period, our cashflow forecast allows the organisation to continue operating. Cash at the end of 2023/24 is forecast to be at £269,200, and at the end of 2024/25 £601,700 growing to £1,250,000 by 2027.

The trustees have been and will continue to monitor the financial position of the association, and recognise that there remains some uncertainty regarding the association's going concern because of the unknown factors relating to inflation. In all short and mid-term assumptions the trustees have assumed that interest rates will not exceed 7%, however modelling has been completed to illustrate increases to both 10% and 15%.

Each area of the associations activity have been reviewed in full with stress testing applied to each discipline, this stress testing has been applied over the next three years, following this, specific plans for mitigation and exit have been agreed with relevant triggers.

The association also is undertaking a full review of its building assets, and has requested formal valuations for each of its freehold properties. It is anticipated from this review that further confidence will be gained in the associations ability to manage its assets and ensure that they continue to support the aims and objectives, however in the event of any of the areas of stress testing coming to reality, that the assets could be disposed of quickly and in a manner which ensures effective resource management.

The association has also been awarded a five year contract for the delivery of housing and support by Somerset Council, the support contract equivalent to £2,650,000 per annum which with the associated housing income provides certainty of at least 50% of its revenues for the next period.

Therefore the statement of going concern is based on the current position as outlined above and assumptions below.

1. That the association remains firm to its business plan is able to achieve a forecast surplus that meets the Debt Service Coverage Ratio of 120% for the 12 months to 31 March 2024, the association has already achieved a surplus of £380,747 for the period to end of October 2023 with a Debt Service Coverage Ratio of 155% at half year.
2. UK Inflation continues to stabilise.
3. UK interest base rates do not exceed 7% (assumed base at 7% for all financial years).
4. Continued and timely reporting across all activity areas, with any mitigating actions taken at pace.
5. Continued and effective management of the associations assets and continued adherence to asset management strategy.
6. Banks and other financiers continue to provide financing at the current levels and that there are no punative changes to the financing due to breach of covenants.

The trustees are fully confident that the association will continue to grow for the long term benefit of the communities it serves, having worked through difficult times, and in the mid-term rebuild its reserves. In spite of in the year failing to meet its covenant the association has been working closely with its banks in being able to achieve this.

Trustees are aware of their responsibilities and will at all times continue to take the necessary steps to manage the association's financial security.

Judgements and key sources of estimation uncertainty

The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 18) and the split of useful economic lives of components of social housing properties (note 11). There also remains uncertainty relating to going concern as described above.

3 Social housing turnover and costs

	2023 £	2022 £
Rent receivable after voids but excluding service charges	4,034,541	4,514,834
Revenue grants receivable	1,728,339	1,842,766
Total social housing income	5,762,880	6,357,600
Social Housing activity expenditure	(5,690,008)	(6,155,800)
Operating surplus from social housing activities	72,872	201,800
Memo:		
Void losses	1,123,044	1,499,702
Amortised government grants relating to social housing taken to income	(261,740)	(261,740)

Revenue grants receivable were all government grants.

4 Accomodation owned and in management

	2023	2022
Supported Housing - Number of units	286	378

5 Interest payable and similar charges

	2023 £	2022 £
Bank loans and overdrafts	448,061	362,301
Pension interest charge	929	(86,667)
	448,990	275,634

6 Surplus / (deficit) on ordinary activities

The operating deficit is arrived at after charging:

	2023	2022
	£	£
Auditor's remuneration - for audit services	21,245	11,830
Auditor's remuneration - for other services	-	3,570
Depreciation of tangible fixed assets	571,161	598,765
Amortisation of intangible fixed assets	46,669	36,069
Government grants received	(261,739)	(261,740)
Operating lease charges	475,845	323,660
Rent losses from bad debts	-	37,418
(Decrease) / increase in pension deficit cost liability	929	(86,667)

7 Trustees' and key management personnel remuneration and expenses

Total remuneration for key management personnel of the association amounted to £414,542 (2022: £361,137). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid director received £90,531 (2022: £90,531) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £3,522 (2022: £3,522). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2022: £nil).

8 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Wages and salaries	4,740,189	4,697,754
Social security costs	332,926	341,020
Pension costs	93,844	85,705
Pension deficit liability administration costs	7,174	9,021
Less staff costs capitalised	(26,534)	(71,732)
	5,147,599	5,061,768

One employee received remuneration in the £90,000 to £100,000 band (2022: one). No other employee received remuneration over £60,000.

During the year redundancy costs totalling £5,139 (2022: £16,039) were paid and these are included within the wages and salaries costs.

The trustees and directors received no remuneration in the year (2022: £nil).

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

	2023 No	2022 No
Management and administration	13	15
Development	66	59
Housing, support and care	238	235
	317	309

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 201 (2022: 211).

9 Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

10 Intangible fixed assets

	Goodwill £	Intellectual property £	IT system £	Total £
Cost				
At 1 April 2022	353,000	25,000	17,845	395,845
At 31 March 2023	353,000	25,000	17,845	395,845
Amortisation				
At 1 April 2022	130,008	10,208	3,569	143,785
Charge for the year	40,600	2,500	3,569	46,669
At 31 March 2023	170,608	12,708	7,138	190,454
Net book value				
At 31 March 2023	182,392	12,292	10,707	205,391
At 31 March 2022	222,992	14,792	14,276	252,060

11 Tangible fixed assets

	Housing properties £	Non-housing properties £	Fixtures, fittings and equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 April 2022	10,370,551	17,178,322	1,658,121	55,230	29,262,224
Additions	123,109	160,279	62,634	-	346,022
At 31 March 2023	10,493,660	17,338,601	1,720,755	55,230	29,608,246
Depreciation					
At 1 April 2022	1,234,016	1,760,272	1,251,279	31,395	4,276,962
Charge for the year	141,598	283,072	138,132	8,359	571,161
At 31 March 2023	1,375,614	2,043,344	1,389,411	39,754	4,848,123
Net book value					
At 31 March 2023	9,118,046	15,295,257	331,344	15,476	24,760,123
At 31 March 2022	9,136,535	15,418,050	406,842	23,835	24,985,262

The net book value of housing properties comprised:

	2023 £	2022 £
Freehold	7,691,570	7,694,260
Long leasehold	1,426,476	1,442,275
	9,118,046	9,136,535

The net book value of non-housing properties comprised:

	2023 £	2022 £
Freehold	15,140,712	15,331,794
Long leasehold	154,545	86,256
	15,295,257	15,418,050

Included within properties is land totalling £5,025,000 (2022: £5,025,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

12 Fixed asset investments

	2023	2022
	£	£
Shares in group undertaking	10,000	10,000

Included within other investments is a 100% holding in the ordinary share capital of YMCASC Trading Limited, a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £nil (2022: £nil). YMCASC Trading Limited was dormant during the period.

13 Debtors

	2023	2022
	£	£
Due within one year		
Trade debtors (gross social housing rent arrears)	556,655	532,858
Provision for bad debts	(178,248)	(137,907)
Other trade debtors	231,364	291,601
Other debtors	21,210	8,358
Prepayments and accrued income	211,243	52,407
VAT recoverable	-	4,114
	842,224	751,431

14 Creditors: amounts falling due within one year

	Note	2023 £	2022 £
Bank loans		246,599	164,269
Other loans		107,498	61,515
Housing loan		59	53
Trade creditors		695,544	1,065,996
Amounts owed to group undertakings		10,000	10,000
Other taxation and social security		73,321	73,738
VAT		25,224	-
Other creditors		161,175	81,624
Accruals and deferred income		639,554	569,308
Government grants	17	261,739	261,740
Social Housing Grant and Other Grants not spent		141,223	141,223
Pensions liability	18	30,325	30,325
		2,392,261	2,459,791

15 Creditors: amounts falling due after one year

	Note	2023 £	2022 £
Bank loans	16	5,570,305	5,761,393
Other loans	16	3,602,304	3,259,935
Housing loan	16	11,053	11,113
Deferred income		10,500	17,500
Government grants	17	14,629,142	14,521,495
Pensions liability	18	123,761	154,738
		23,947,065	23,726,174

16 Borrowings

Included in the creditors are the following amounts due after more than five years:

	2023 £	2022 £
Between one and two years		
Bank loans	219,867	428,913
Other loans	213,960	64,283
Housing loan	66	60
	433,893	493,256

	2023 £	2022 £
Between two and five years		
Bank loans	732,279	1,307,078
Other loans	480,081	210,732
Housing loan	249	226
	1,212,609	1,518,036

	2023 £	2022 £
Over five years		
Bank loans	4,618,159	4,025,402
Other loans	2,908,263	2,984,920
Housing loan	10,738	10,827
	7,537,160	7,021,149

Bank loans represent a £5,550,000 loan from Triodos Bank (UK) on a twenty year term with interest being paid at a variable rate. This was extended during the year for a further £530,000 with interest being paid charged at 3% above base rate until the full facility is drawn down and then reverts to the 2.6% above base rate.

Other loans represent a loan for £3,325,000 on drawdown from Sedgemoor District Council on a thirty year term with interest being paid charged at 4.5%.

The Housing loan is repayable over 50 years at a fixed interest rate of 11%. The loan is secured on the freehold land that Gerald Townsend House occupies.

17 Grants

	Government grants £
Grants received	
At beginning of year	17,148,240
Additions	369,386
Disposals	-
	17,517,626
Amortisation	
At beginning of year	2,365,005
Amortised in year	261,740
Disposals	-
	2,626,745
Net book value	
At 31 March 2023	14,890,881
At 31 March 2022	14,783,235
Due in less than one year	261,739
Due in more than one year	14,629,142

18 Pension and other schemes

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £91,997 (2022: £85,026). Contributions totalling £21,813 (2022: £17,965) were payable to the funds at the year-end and are included in creditors.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA participated in a 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 Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 62% matching portfolio and 38% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. 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 held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £146.1m, which 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 the 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 £39 million. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £2,688 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. Agreed future deficit contributions have been discounted using a rate of 3% (2022: 3%). The current recovery period is 6 years commencing 1st May 2023.

Liability	**2023**	**2022**
	£	**£**
Opening liability	185,063	310,091
Unwinding of the discount factor (interest expense) and increase in recovery period	929	(86,667)
Deficit contribution paid	(31,906)	(38,361)
Closing liability	154,086	185,063

	Within one year	**One to two years**	**Repayable two to five years**	**After five years**	**Total**
	£	**£**	**£**	**£**	**£**
As at 31 March 2023	30,325	30,325	90,976	2,460	154,086
As at 31 March 2022	30,977	30,325	90,976	32,785	185,063

In addition, Bridgwater YMCA 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 Bridgwater YMCA may be called upon to pay in the future.

19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Other		
Within one year	198,960	243,335
Between one and five years	455,974	474,051
After five years	536,755	579,481
	1,191,689	1,296,867

The amount recognised in the year in the profit and loss account relating to the operating lease commitments was £475,845 (2022: £323,660).

20 Contingent liabilities

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 13 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2023, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

21 Share capital

The Association is a company limited by guarantee and as such has no issued share capital.

22 Reserves

Summary of funds - current year

	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
Income and expenditure reserve	94,436	10,549,663	(11,035,861)	-	(391,762)
Restricted funds	6,686	-	-	-	6,686
	101,122	10,549,663	(11,035,861)	-	(385,076)

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Income and expenditure reserve	94,436	10,549,663	(11,035,861)	-	(391,762)
Restricted funds					
Move on Grant	6,686	-	-	-	6,686
Total funds	101,122	10,549,663	(11,035,861)	-	(385,076)

Summary of funds - prior year

	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Balance at 31 March 2022
Income and expenditure reserve	455,809	10,524,126	(10,885,499)	-	94,436
Restricted funds	6,686	-	-	-	6,686
	462,495	10,524,126	(10,885,499)	-	101,122

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Income and expenditure reserve	455,809	10,524,126	(10,885,499)	-	94,436
Restricted funds					
Move on Grant	6,686	-	-	-	6,686
Positive Lives Matter Grant	-	20,000	(20,000)	-	-
Total restricted funds	6,686	20,000	(20,000)	-	6,686
Total funds	462,495	10,544,126	(10,905,499)	-	101,122

Restricted reserve

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Any restricted funds held at the year end date are represented by cash.

Restricted reserve descriptions

Move on Grant - Funding to help rough sleepers live independently in Sedgemoor

23 Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Loans due in less than 1 year	(286,501)	(217,513)	(504,014)
Loans due in more than 1 year	(8,971,777)	(62,027)	(9,033,804)
Total liabilities	(9,258,278)	(279,540)	(9,537,818)
Cash at bank and in hand	274,455	(151,173)	123,282
Total cash and cash equivalents	274,455	(151,173)	123,282
Total net debt	(8,983,823)	(430,713)	(9,414,536)

24 Related party transactions

During the year purchases of £1,512 (2022: £2,450) were made from JE Air Conditioning Limited, a company owned by a close relative of the Chief Executive, J E Hehir. No amounts were outstanding at the year end date. The transactions were made on an arm's length basis.

At the year end date an amount of £645 was due to the Chief Executive (2022: £3,113 due from the Chief Executive).

25 Ultimate controlling party

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.

YMCA Dulverton Group

England & Wales - Charity number 1076434

Accounts

Bridgwater Young Men's Christian Association

(Trading as Bridgwater YMCA and YMCA Dulverton Group)

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended 31 March 2022

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

Bridgwater Young Men's Christian Association

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Bridgwater Young Men's Christian Association

Reference and Administrative details

Other trading names	Bridgwater YMCA YMCA Dulverton Group
Chairman	J G W Ennals
President	A H Leigh
Vice Chairman	M A Matthews
Trustees and Directors	J M Hobday
	J Clarey
	S Slevin
	J R Ford
	D P Cockroft
Company Secretary	G P Jones (appointed 27/04/2022)
	M Hodgson (resigned 27/04/2022)

Senior Management Team

Chief Executive	M Hodgson
Head of Childcare	N Purkiss (appointed 21/06/2021)
Head of Resource and Risk Management	G Jones
Head of Social Enterprise	D Jackson (resigned 27/09/2021)
Head of Housing	J Walkinshaw
Head of Development	P Stephenson (resigned 19/11/2021)
Director of Business and Finance	R Cuthbert (resigned 19/11/2021)
Head of Hotels and Accommodation	S Corcoran (appointed 23/03/2022)
Finance Business Partner	H Peppard (appointed 1/12/2021)
Head of Marketing and Communications	L Easterbrook (appointed 10/05/2022)

Bridgwater Young Men's Christian Association

Reference and Administrative details

Company Registration Number	03746771
Charity Registration Number	1076434
Registered Social Landlord Number	H4245
Ofsted Number	Barley Wood Nursery EY489024 Yew Tree Nursery EY555987 Stepping Stones 2518634 Young Ones Nursery 2555590 Meadowside Nursery 2552086 Play Afterschool Wrington EY492736 Castle Kids Club 2594556 The Old Potting Shed 2663313 Wooden House 2677451
Registered office and place of business	George Williams Centre Friarn Avenue Bridgwater TA6 3RF
Auditors	Monahans Chartered Accountants County Gate County Way Trowbridge BA14 7FJ

Bridgwater Young Men's Christian Association

Reference and Administrative details

Solicitors

Tozers
Broadwalk House
Southernay West
Exeter
EX1 1UA

Bankers

Allied Irish Bank
19 Whiteladies Road
Clifton
Bristol

Lloyds
25 Cornhill
Bridgwater
Somerset

Barclays Bank
2 Chruchill Place
Canary Wharf
London
E14 5RB

Triodos
Triodos Bank UK
Deanery Road
Bristol, BS1 5AS

Bridgwater Young Men's Christian Association

Trustees' Report (incorporating a Strategic Report)
For the year ended 31 March 2022

The Board of Directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2022.

The Association is a private registered provider of social housing and an incorporated charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

Review of activities, developments and achievements

The principal activities of the association include the provision of supported housing for young people, and hostel accommodation for homeless families and individuals, and a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and Recreation Facilities.

Objectives and activities

The objects of Bridgwater YMCA are as follows:

- To unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of His Kingdom.
- To lead young people to the Lord Jesus Christ and to fullness of life in Him.
- 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 persons of all ages with the object of developing their physical, mental or spiritual capacities.
- To relieve or assist in the relief of persons of all ages who are in conditions of need, hardship or distress by reason of their social, physical or economic circumstances.
- To provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social, physical or economic circumstances.

During 2021/22 the board continued to review the Vision and Mission for the next ten years alongside its more immediate Covid recovery planning. This was launched in September 2022 as a ten year plan, in three stages, focussing on recovery, stability and growth.

1. Mission Statement

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

2. Strategic Aims

The Board has uses a list of high-level strategic aims for Bridgwater YMCA.

Under each heading a series of SMART strategic objectives are created by the Senior Leadership Team to form the basis of reporting to the trustees. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

Vision

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

How we help

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

Work Areas

We work across four key areas, with a fifth - support and advice - running through them all.

Health & Wellbeing "We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances."
Training & Education "We believe that every young person should be able to fulfil their full potential."
Family Work "We believe every family should have the support they need to develop and lead more fulfilling lives."
Accommodation "We believe that every young person should have a safe place to stay."
Support and Advice "We believe that every young person should have someone they can trust."

Aims

INCREASING OUR IMPACT - We will help more young people in more communities.
EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.
WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.
SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

Ethos

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

Values

Value the Individual - Respect others, ourselves and the people we work with in all that we do
Giving of our best - Showing commitment in our work and to enable young people
Caring Deeply - Have a passion for the work we carry out
Providing Creative Solutions - Show innovation in the approaches we take in supporting young people
Communicate authentically and truthfully - Show openness in our dealings and approaches to people

Programmes

Bridgwater YMCA programmes consist of:

- Early Years for Children 3 months to 5 years all year round including wrap around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, work experience and apprenticeships
- Volunteer recruitment and development programmes
- Housing and Support for young people aged 16-25
- Move on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for Individuals and Families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community facilities for schools, community groups and individuals

Public Benefit

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

Family Work

During the year the association continued to deliver high quality OFSTED registered early years provisions across six sites in North Somerset, Somerset and Devon.

Yew Trees Nursery has continued to thrive during this year, achieving GOOD in its OFSTED inspection during August 2021. Further development work towards developing a Day Camp scheme to the venue catering for 100 children each day of the school holidays was completed.

Barley Wood, the first early years setting created and delivered by Bridgwater Young Men's Christian Association, has a capacity of 100 place nursery providing wrap around care for ages 3 months to 5 years. In April 2022, again it received an OFTSED inspection achieving GOOD.

The nursery is co-located with a vibrant community meeting space and wedding venue with accommodation. This enterprise has created 4 ongoing apprenticeships across a range of disciplines, and hosted a further Day Camp scheme again catering for 100 children per day during each of the school holidays.

Stepping Stones in Claverham is an early years facility attached to the local school, we continue to grow the setting, and its reputation for work with SEND children. During the year the setting achieved GOOD in its OFTSED inspection.

Meadowside Nursery in Backwell continues to thrive, our work here has allowed the setting to develop and increase in footfall. OFTSED inspected the setting in July 2022 with the setting achieving GOOD.

In November 2021 we aquired the Old Potting Shed nursery. The setting has grown in numbers and has a positive reputation. It is a rural setting serving the communities surrounding Blagdon. We will during 2022 be growing this setting to offer further place for babies.

The Wooden House was acquired in April 2022, from a provider who was retiring. The setting in Tiverton has a good reputation however has suffered from falling numbers in recent years. We have developed a marketing strategy for the setting, and look forward to growth in 2023.

Sadly during the year Young Ones Nursery in Cullompton was forced to close, it struggled to recover from the pandemic with occupancy being low, and recruitment being a significant challenge. This along with Castle Kids Club, which again following re-opening in September 2021, failed to attract the numbers of children to make the setting sustainable. We transferred this setting to the local schools along with the remaining staff.

Covid-19 continued during the year have a significant impact on our delivery across each of our settings. Periods of high levels of staff absence as they isolated in line with government advice, impacted heavily on the sustainability of the settings, where use of agency staff was required to ensure ratios were adhered to.

Recruitment of early years practitioners has since the relaxation of restrictions proven challenging, this is a sector wide matter, and relates in part to a two year deficit of new practitioners entering the sector and higher wages being offered in other sectors of the economy, which early years income cannot support. This said we have at the time of writing seen an increase in applications to all roles.

Health and Wellbeing

Programme delivery including youth work, fitness and outdoor activities began to re-open during the year. Whilst North Somerset youth provision continues to flourish and be impactful on the beneficiaries its serves, we have been unable with the exception of our successful young carers programme to re-open facilities in Somerset.

Fitness activities, have slowly begun to recover with classes being more popular than gym access. We continue to review this offer, and are looking at national trends alongside regional competition to plan for the future.

Our schools outdoor activity programme, delivered from both our main site in Bridgwater and through mobile provision on school sites has shown this year growth. A partnership with Britol Bears Community team gave us access to a variety of different SEND schools in Bristol, and gave access to our sites across Somerset. Alongside this we reviewed our Daycamp programmes, which has allowed for continued delivery to over 1200 children during the course of the year.

The elements of growth above have continued to provide encouragement for the team to develop new and innovative programme opportunities. We look to in 2023 begin to grow this team to increase our impact and opportunity for delivery.

Training and Education

The Beach Hotel, Minehead is now in its eighth year of operation and has since its inception provided 72 new apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region.

Following re-opening as a Hotel in the year, after its period of serving as accommodation under the 'Everyone In' programme, the hotel has grown again in terms of turnover, guest stays, and meals provided, but also in the numbers of apprenticeships offered and those which have been converted into full time employment. The impact of the staycation in the summer of 2021 was positive, and looks to have continued into 2022.

Barley Wood continues to offer training opportunities to young people, during the prior year we were unable to deliver weddings as a result of the national lockdown, each of these bookings was honoured and rolled into the summer of 2021.

The Great Western Hotel has continued to thrive during the year. This provision adjacent to the Taunton Railway station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This provision has now offered 14 apprenticeships.

The Beach Hotel, Weston-super-Mare, was acquired in March 2021 and has provided two apprentices to date, and operated at 87% capacity for the period to September 2021.

We again secured funding to develop a Tenant Accreditation Scheme which young people attend in order to support them in achieving and sustaining a tenancy.

Accommodation

Somerset County Council funds the support elements of our service in Sedgemoor and Somerset West and Taunton, and North Somerset Council funds the support elements of our service in its own area. We also work closely with Mid Devon Council in delivery of floating support and housing provision.

We continue to operate Wade House in Highbridge which provides emergency accommodation for homeless individuals; this offer has increased, being led by demand, to include the change of use into family accommodation of Riverbed House. The partnership with Sedgemoor District Council is important to both organisations in this provision.

Alongside the above we have continued to support Somerset West and Taunton Council in the delivery of extra bed spaces and support through the Canonsgrove project, 56 bedrooms of student halls style, to ensure that the Councils' duty under 'Everyone in' was met. Our actions of provision, support and development have been highlighted as good practice nationally by MHCLG.

Pathways to Independence

Throughout the year we have continued the delivery of the P2i contract across both Sedgemoor, and Somerset West and Taunton. The pathway provides support in YMCA accommodation and floating support to young people living in their own accommodation. During the prior year we were informed that the contract is to be extended until March 2023.

Fundraising

During the year we did not engage in any fundraising exercises. However any fundraising events planned by Bridgwater YMCA, do not rely on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regard to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property.

Young persons' involvement

The level of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

Chaplaincy Provision

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. We look to continue to develop this role further across the organisation with persons from specific parishes serving the various geographic locations.

Staff Development and Wellbeing

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an emerging manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities made available to staff and volunteers.

FINANCIAL REVIEW

Overview

Incoming resources generated during the year were £10,524,126 (2021: £9,788,601) a 7.5% increase on 2020/21. Whilst straight operating costs were tightly controlled there was a proportionate uplift as a result of the increase, with expenditure totalling £10,885,499 (2021: £9,840,723) being incurred.

The Association has posted a deficit for the year before exceptional expenditure of £361,373 (2021: a surplus of £6,287), and a deficit after exceptional expenditure of £361,373 (2021: a deficit of £52,122).

During the year the association experienced costs which would not be expected in any normal year, these consisted of; £237,518 relating to re-financing as a result of its previous banking facility leaving the SME sector and also during the year as the association continued to recover from Covid 19 incurring costs for staffing, cleaning and repairs incurring costs related directly to this of £466,423.

The Association has divested itself or ceased loss making activities during the year, whilst a series of challenging decisions has been made, the outcomes support the sustainability of its wider activities during the period of recovery from Covid. Through the introduction new structures with our Finance function, we are able to access realtime information which allows timely decision making.

The Association is forecasting a surplus in the coming year 2022/23, this in spite of the costs of its activities remaining high as we manage recovery from Covid and specifically recruitment issues. This will be achieved through careful management of expenditure, it is important to note we also are not forecasting any one off costs in the year 2022/23 which have in previous years had a negative impact on our performance.

At the end of the year net assets were £101,122 representing a decrease of 78% against 2021 net assets of £462,495. This movement relates to the comments relating to the costs experienced in the year. Further details are given in the going concern accounting policy in note 2.

Value for Money

The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year, the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

Metric	Result 2022	Result 2021
Metric 1: Reinvestment (%)	5.1%	11.0%
Metric 2a: New Supply (Social Housing Units) (%)	-2.6%	30.4%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	98.3%	94.7%
Metric 4: EBITDA MRI Interest Cover	(1.20)	0.74
Metric 5: Headline Social Housing Cost Per Unit (£)	£17,513	£15,440
Metric 6a: Operating Margin (Social Housing Lettings) (%)	3.6%	6.3%
Metric 6b: Operating Margin (Overall) (%)	-3.4%	-0.5%
Metric 7: Return on Capital Employed (%)	-1.5%	-0.2%

Reserves Policy

The Association's reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the board informed if this drops below £180,000. Reserves at the year-end were £101,122, however free reserves, i.e. unrestricted reserves less the carrying amount of functional assets, were in a deficit position, having been through a significant period of growth and investment. It remains a key element of the business plan to achieve the aim of £500,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we began a working relationship with Triodos Bank to whom our loan book was transferred in July 2021.

Accommodation occupancy levels during the year ended 31 March 2022 have stabilised. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured senior management team, have continued to adhere to a series of actions agreed during the year ended 31 March 2021. These during the year 2022/23 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year.

Investments Policy

The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The Trustees will continue to monitor the situation throughout the year.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

Risk Policy

The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitably arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

Control and monitoring of risk arising from activities

We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the year has identified that financial sustainability continues to be the major financial risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. Regular liaison with the bank and active management of trade debtors and creditors balances to ensure sufficient working capital is key to this.

Over the past six years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, that the correct equipment is carried by those who do lone work, and that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

The ongoing impact of Covid-19 on activities and the impact on risk has been discussed at each board meeting, with the trustees reviewing each element of the business individually to ensure the correct levels of mitigation are applied. It is clear that some elements of our revenue were impacted considerably more than others, and ensuring that these areas were isolated and managed through government support (where available) was key. Equally there were pressures placed on areas of need in our communities, which through staff re-positioning we were able to sustain.

PLANS FOR FUTURE PERIODS

Organisation

During Quarter three of 2022/23 we will be publishing our new 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for communities, including children, young people and adults who may wish to access our services.

Delivery

We look throughout 2022/2023 to continue to increase our impact across Sedgemoor, Taunton, West Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increase children's, families' and young people's access to support. Through enhancing our facilities, we look to ensure that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of increasing utility costs.

We will continue to be a key partner for Somerset County Council, North Somerset Council, Devon County Council, Sedgemoor District Council, Somerset West and Taunton, Mid Devon, Weston-Super-Mare Town Council and Cullompton Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and work closely with the area both at county and district level. Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the Board of Trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at the Annual General Meeting. Details of trustees are included in the Association legal and administration information on page 1.

Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

Each year a skills audit is carried out with our Board members in order to ensure continued experience and skills are present within the Board.

Organisational structure

The Board of Trustees meets at least four times a year and is supported by another four training events. Day to day running of the association is delegated to the senior management team under the leadership of the Chief Executive.

Decisions made by the Board of Trustees, are based on recommendations presented to them by the senior management team, these would include acquisitions, disposals and any changes which would have a material financial impact on the association, this includes the adoption of yearly budgets, and acceptance of any re-forecasting based on external changes impacting performance during the year.

Decisions which are made by the senior management team are limited to those of an operational nature, these are expected to be in line with the association's values and objectives. The senior management team are responsible for their own individual reports to the trustees, the content of which will reflect performance in the previous quarter alongside any recommendations as noted above.

Governance and financial viability and code of governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our banks for at least twenty years.

Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable. Our self-assessment statement was updated during the course of 2021/22 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2020/21. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

The association has been audited by Homes England in the year, this relating to the development of The Gascony, Minhead and is pleased to note that it had no recommendations nor actions relating to this or future developments.

Arrangements for setting pay of key management personnel

The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 8 and 25 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance, we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Employment policies

The Group employed an average of 211 people on a full time equivalent basis in 2021/22 (2020/21 187). Through its equality, diversity and inclusion policy, the association seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Our policies and procedures fully support our disabled colleagues. We take active measures to do so via, a robust reasonable adjustment policy and processes to ensure colleagues are fully supported.

The association is responsive to the needs of its employees. As such, should any employee of the Group become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible, in order to keep the employee with the Group. It is the policy of the Group that the recruitment, training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee engagement

Details of how the association addressed employee engagement and wellbeing issues, along with workplace arrangements, arising from the disruption caused in 2020/21 are set out within the trustees report.

Bridgwater YMCA engages with its employees on a regular basis and in a number of ways to suit their different working patterns. This includes:

- line manager briefings;
- 'At Home' days, where we meet with staff on a monthly basis to share news from across the association
- email news alerts, noting that not all staff have access to email we also use an online platform to inform all staff of news and opportunities
- focus groups;
- weekly bulletins - specifically targeted at housing and early years staff, and
- employee social media groups

Details of the financial and economic factors affecting the performance of the Company are shared with all employees at the appropriate time using the methods listed above.

This involves attending 'At Home' days, focus groups and providing feedback on values and behaviours, employee development and upskilling and ensuring that feedback is listened to and acted upon where appropriate. The Board envisage that the employee voice role will become more active in the coming year as the business recovers from the impact of the pandemic and that the insight monthly surveys of satisfaction are able to provide will be very helpful to the Board in understanding the views of employees.

Updates on employee matters are normally presented to the Remuneration Committee or Board at least twice a year and cover a wide range of issues. Over the course of 2021/22 these updates have focused on the ongoing response to the pandemic and, in particular, workforce planning, employee engagement and wellbeing and the reinvigoration of our apprenticeship strategy. The Remuneration Committee is also informed where significant changes are proposed to employment conditions and policies elsewhere in the Assocation, or if there are important employee related projects underway.

During the Covid-19 pandemic, the Chief Executive, Martin Hodgson, has given fortnightly updates to the whole of the Association's workforce on how the Association has been dealing with the challenges, and opportunities, arising from the effect of closures and re-openings of the Company's trading sites and central offices. These updates were available to all employees, including those on furlough.

We provide opportunities for employees to give their feedback to the Association in a number of ways, from team or managers meetings across our work and engagement surveys for all employees.

Bridgwater YMCA Staff Offer

Our clearly defined people promise enables us to differentiate our employment proposition, and the diagram below illustrates in more detail the elements of our offer. Clearly, pay is a very important element but other factors also play an important part of the overall value proposition, which is known internally as our 'Staff Offer'.

Our people value opportunities for progression, challenge within their role, fair rewards and a safe working environment. Our research has also shown that, in normal times, unlike some industries and employers, Bridgwater YMCA offers a number of important differentiators which our employees value:

- Flexibility and convenience: Bridgwater YMCA has always promoted a flexible approach to working from the frontline through to our support centre. The Covid-19 pandemic has further demonstrated how flexibility and convenience are an ever more important factor for employees across all employee groups.
- More job satisfaction: As part of our research we learnt that working for Bridgwater YMCA gave employees a strong sense of family and that employees put a high value on the day-to-day variety of work. This comes through very strongly in our survey results.
- A great atmosphere: Undoubtedly working across our services for children and young people, especially at the frontline, is hard work. However, we also know that it can be great fun. Our aim at Bridgwater YMCA is to make the working environment as fun and friendly as possible whilst ensuring that beneficiaries receive great service.

It is clear that as a result of Covid-19 many employees have begun to reassess what is important to them and their work. In addition, other industries have been able to demonstrate how they now can offer careers that provide some elements of our proposition in a way not seen before, for example through very flexible working arrangements. It will therefore be important to review and refresh our research so that our 'Staff Offer evolves and remains relevant to current and prospective team members.

Employee wellbeing arrangements and workplace implications:
The Company has an established wellbeing strategy that encompasses five pillars of wellbeing; social, environmental, physical, mental and financial. Within these pillars there are a range of resources and tools available for line managers and employees to access, including:

- our employee assistance programme which is run by the YMCA Association of Professional Staff. They operate a free, 24/7 confidential helpline and a website available to all employees.
- an online wellbeing centre that provides access to workout videos, nutritional advice, financial wellbeing tools and mindfulness and meditation videos and articles.
- financial wellbeing tools and support via the above.
- mental health training available for all line managers to assist them in supporting their teams. In addition, the association has trained a number of mental health first aiders.
- wellbeing days, which are now intended to be held virtually and this will enable all employees to participate in the various activities and workshops.
- discounts on our services from free childcare, through to family overnight stays at our social enterprise hotels.

Relationship between the charity and related parties
Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAs working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset County Council, North Somerset Council auditors and others.

Statement of disclosure of information to Auditors
Insofar as the trustees are aware:

- there is no relevant audit information of which the Association's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors
A resolution to reappoint Monahans as auditors will be put to the members at the Annual General Meeting.

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

Approved by the Boared of Trustees on 27/01/2023 and signed on its behalf by:

J G W Ennals
Chair

Bridgwater Young Men's Christian Association

Statement of Trustees' Responsibilities
For the year ended 31 March 2022

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

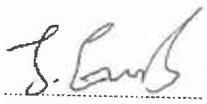
Company law and registered social housing legislation requires the trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Housing SORP (2018);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2019. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board of trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Association's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Boared of Trustees on 27/01/2023 and signed on its behalf by:



J G W Ennals
Chair

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Opinion

We have audited the financial statements of Bridgwater Young Men's Christian Association (Bridgwater YMCA) for the year ended 31 March 2022 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Reserves, the Statement of Cash Flows 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 '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 association'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, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association 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.

Material uncertainty related to going concern

We draw attention to Note 2 of the financial statements which describes the uncertainty related to going concern. Our opinion is not qualified in respect of this matter.

Other information

The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. The board are responsible for the other information contained within the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

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 Trustees' Report (including the Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report (including the Strategic Report) 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 association and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (including the Strategic Report).

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 and sufficient 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:
- a satisfactory system of control over transactions has not been maintained.

Responsibilities of the board
As explained more fully in the Statement of Trustees' Responsibilities set out on page 18, the board members (who are also the directors of the association 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 board determine 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 board is responsible for assessing the association'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 board either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

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.

Based on our understanding of the Association and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with employment law, health and safety regulations and registered provider of social housing legislation, and we considered the extent to which non-compliance might have a material effect on the financial statements of the Association. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011, Housing and Regeneration Act 2008, the Accounting Direction for private registered providers of social housing in England 2019 and the Statement of Recommended Practice for Social Housing Providers 2018. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure, and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the audit engagement team included:

- Enquiry of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance;
- Gaining an understanding of management's internal controls designed to prevent and detect irregularities and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing analytical review procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluation the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our Auditor's Report.

Independent Auditor's Report to the trustees of Bridgwater Young Men's Christian Association

Use of our report

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

James Gare (Senior Statutory Auditor)
for and on behalf of Monahans
Statutory Auditor
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7JF

Date 31 January 2023

Bridgwater Young Men's Christian Association

Statement of Comprehensive Income (Including income & expenditure account) for the Year Ended 31 March 2022

	Note	2022 £	2021 £
Turnover	3	10,524,122	9,788,551
Operating expenditure		(10,595,260)	(9,332,269)
Operating surplus / (deficit)		(71,138)	456,282
Interest receivable and similar charges	5	4	50
Interest payable and similar charges	6	(290,239)	(450,045)
Surplus / (deficit) on ordinary activities for the year before tax		(361,373)	6,287
Taxation		-	-
Surplus / (deficit) for the year after tax and total comprehensive income		(361,373)	6,287
Exceptional expenditure	27	-	(58,409)
Deficit for the year after tax and total comprehensive income after exceptional expenditure		(361,373)	(52,122)

Income and expenditure by fund is shown in note 22.

There are no recognised gains or losses other than the results for the year as set out above.

The financial statements were approved and authorised for issue by the Board of Trustees on 27/01/2023 and signed on their behalf by:

M A Matthews
Trustee

J G W Ennals
Chair

Bridgwater Young Men's Christian Association

Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Intangible fixed assets	11	252,060	270,284
Tangible fixed assets	12	24,985,262	24,842,501
Fixed asset investments	13	10,000	10,000
		25,247,322	25,122,785
Current assets			
Stocks		13,879	9,362
Debtors	14	751,431	649,584
Cash at bank and in hand		274,455	605,393
		1,039,765	1,264,339
Current liabilities			
Creditors: Amounts falling due within one year	15	(2,459,791)	(2,569,917)
Net current liabilities		(1,420,026)	(1,305,578)
Total assets less current liabilities		23,827,296	23,817,207
Creditors: Amounts falling due after more than one year	16	(23,726,174)	(23,354,712)
Total net assets		101,122	462,495
The funds of the charity:			
Income and expenditure reserve	22	94,436	455,809
Restricted funds	22	6,686	6,686
Total funds		101,122	462,495

The notes on pages 27 to 47 form part of these financial statements.

The financial statements were approved and authorised for issue by the Trustees on 27/01/2023 and signed on their behalf by:

M A Matthews
Trustee

J G W Ennals
Chair

Bridgwater Young Men's Christian Association

Statement of Changes in Reserves for the Year Ended 31 March 2022

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2021	6,686	455,809	462,495
Surplus/(deficit) from statement of comprehensive income	-	(361,373)	(361,373)
Transfers	-	-	-
At 31 March 2022	**6,686**	**94,436**	**101,122**

	Restricted reserve £	Income and expenditure £	Total £
At 1 April 2020	26,186	488,431	514,617
Surplus/(deficit) from statement of comprehensive income	-	(52,122)	(52,122)
Transfers	(19,500)	19,500	-
At 31 March 2021	6,686	455,809	462,495

Bridgwater Young Men's Christian Association

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Deficit for the year		(361,373)	(52,122)
Adjustments for non-cash items			
Depreciation	12	598,765	621,999
Amortisation	11	36,069	37,800
Interest receivable	5	(4)	(50)
Loss on disposal of tangible fixed assets		-	61,654
Interest payable	6	275,634	450,045
		549,091	1,119,326
Working capital adjustments			
Increase in stocks		(4,517)	(1,835)
Increase in debtors	14	(101,847)	(149,771)
Increase in creditors	15, 16	112,031	215,954
Government grants utilised in year	15, 16	(261,740)	(248,644)
Interest paid	6	(275,634)	(450,045)
Net cash flows from operating activities		17,384	484,985
Cash flows from investing activities			
Purchase of intangible fixed assets	11	(17,845)	-
Purchase of tangible fixed assets	12	(741,526)	(1,150,649)
Social housing and other grants received	15, 16	104,250	777,000
Interest received	5	4	50
Net cash flows from investing activities		(655,117)	(373,599)
Cash flows from financing activities			
Receipts from issue of new long term loans		6,080,000	965,465
Repayment of long term loans		(5,773,205)	(260,902)
Net cash flows from financing activities		306,795	704,563
Net (decrease)/increase in cash and cash equivalents		(330,938)	815,949
Cash and cash equivalents at 1 April		605,393	(210,556)
Cash and cash equivalents at 31 March		274,455	605,393

1 General information

The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2019. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

Group accounts not prepared

The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

Tangible fixed assets and depreciation

Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Housing properties

The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Annually housing properties are assessed for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

Other fixed assets

Freehold and leasehold land	Not depreciated
Freehold buildings	2% straight line
Leasehold buildings	2% straight line
Furniture and equipment	25% reducing balance
Motor vehicles	15% reducing balance or 25% straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

Intangible fixed assets - Goodwill

Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

Intangible fixed assets - Other

Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Intellectual property	Over 10 years
IT system	Over 5 years

Investments

Investments in subsidiaries are measured at cost less impairment.

Financial instruments

The association only holds basic financial instruments are defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets - Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

Cash - Is classified as a basic financial instrument and is measured at face value.

Financial liabilities - Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 15, 16 and 17 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

Provisions

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

Operating lease commitments

Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

VAT

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

Turnover, government grants and other income

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

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association does not need to follow the Charities SORP as the Housing SORP takes precedence.

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

Employee benefits and pension commitments

The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

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

As described in note 19 YMCA has a contractual obligation to make pension deficit payments of £38,361 pa over the period to April 2029 (2021: £37,242 pa), accordingly this is shown as a liability in these accounts. In addition, YMCA is required to contribute £9,021 pa (2021: £7,977 pa) to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Restricted reserve

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Going concern

The year to 31 March 2022 has seen strain on the association's liquidity as it continued to recover from the impact of its services reacting to the Covid pandemic. At 31 March 2022 cash stood at £274,455 (2021: £605,393) and net current assets remained in deficit to the sum of £1,420,026 compared to £1,305,578 at 31 March 2021.

Since 31 March 2022 further strain has been exerted on the association's finances as it extracts itself from provision related to Covid, activities detrimentally affected by the pandemic and specifically the use of agency staffing as the care sector experiences a well-documented recruitment crisis. A deficit of £186k was reported for the 6 months to 30 September 2022. This was part of the reason that the Charity briefly used its overdraft facility of £183k at the 30 November 2022.

Cashflow forecasts suggest that now the services above have ceased the cash balance could be approximately £2k at 31 March 2023 but will reduce again to brief use again of overdraft of around £91k at 31 March 2024. Although cash will remain tight this cashflow forecast allows the organisation to continue operating, but is based on a number of assumptions:

1. The association is able to achieve a forecast surplus of approximately £93k for the 6 months to 31 March 2023 - which will leave cash at approximately £2k at 31 March 2023.
2. The association's overdraft facility of £300k is maintained. It is current repayable on demand.
3. UK interest base rates do not exceed 7% (assumed base at 7% for all of financial year).
4. The association is granted a capital holiday by Triodos for a period of 12 months.
5. UK Inflation stabilises.
6. Additional income grant income of approximately £1m is secured for the 2023/24 financial year (or if not forthcoming, budgeted costs are adjusted accordingly).

The trustees recognise that there remains some uncertainty regarding going concern because of the unknown factors relating to inflation and the organisation's sources of finance. However, they are confident that the association will be able to work through these difficult times and in the longer term rebuild its reserves, and that they will continue to take the necessary steps to manage the association's financial security.

Judgements and key sources of estimation uncertainty

The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 19) and the split of useful economic lives of components of social housing properties (note 12). There also remains uncertainty relating to going concern as described above.

3 Social housing turnover and costs

	2022 £	2021 £
Rent receivable after voids but excluding service charges	4,514,834	4,620,149
Revenue grants receivable	1,842,766	1,640,196
Total social housing income	6,357,600	6,260,345
Social Housing activity expenditure	(6,155,800)	(5,971,063)
Operating surplus from social housing activities	201,800	289,282
Memo:		
Void losses	1,499,702	1,298,844
Amortised government grants relating to social housing taken to income	(261,740)	(111,281)

Revenue grants receivable were all government grants.

4 Accomodation owned and in management

	2022 £	2021 £
Supported Housing	378	388

5 Interest receivable and similar income

	2022 £	2021 £
Bank interest receivable	4	50

6 Interest payable and similar charges

	2022	2021
	£	£
Bank loans and overdrafts	362,301	358,755
Pension interest charge	(86,667)	91,290
	275,634	450,045

7 Surplus / (deficit) on ordinary activities

The operating deficit (2021 - surplus) is arrived at after charging:

	2022	2021
	£	£
Auditor's remuneration - for audit services	11,830	10,470
Auditor's remuneration - for other services	3,570	13,942
Depreciation of tangible fixed assets	598,765	621,999
Amortisation of intangible fixed assets	36,069	37,800
Loss on disposal of fixed assets (including exceptional expenditure)	-	61,654
Government grants received	(261,740)	(248,644)
Operating lease charges	323,660	206,108
Rent losses from bad debts	37,418	8,097
(Decrease) / increase in pension deficit cost liability	(86,667)	91,290

8 Trustees' and key management personnel remuneration and expenses

Total remuneration for key management personnel of the association amounted to £361,137 (2021: £361,365). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid director received £90,531 (2021: £81,156) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £3,522 (2021: £3,500). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2021: £nil).

9 Staff costs

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Wages and salaries	4,697,754	4,626,470
Social security costs	341,020	296,251
Pension costs	85,705	69,893
Pension deficit liability administration costs	9,021	7,979
Less staff costs capitalised	(71,732)	(48,471)
	5,061,768	4,952,122

One employee received remuneration in the £90,000 to £100,000 band (2021: one employee in the £80,000 to £90,000 band). No other employee received remuneration over £60,000.

During the year redundancy costs totalling £16,039 (2021: £30,886) were paid and these are included within the wages and salaries costs.

The trustees and directors received no remuneration in the year (2021: £nil).

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

	2022	2021
	No	No
Management and administration	15	16
Development	59	65
Housing, support and care	235	221
	309	302

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 211 (2021: 187).

10 Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

11 Intangible fixed assets

	Goodwill £	Intellectual property £	IT system £	Total £
Cost				
At 1 April 2021	353,000	25,000	-	378,000
Additions	-	-	17,845	17,845
At 31 March 2022	353,000	25,000	17,845	395,845
Amortisation				
At 1 April 2021	100,008	7,708	-	107,716
Charge for the year	30,000	2,500	3,569	36,069
At 31 March 2022	130,008	10,208	3,569	143,785
Net book value				
At 31 March 2022	222,992	14,792	14,276	252,060
At 31 March 2021	252,992	17,292	-	270,284

12 Tangible fixed assets

	Housing properties £	Development costs £	Non-housing properties £	Fixtures, fittings and equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 April 2021	8,954,551	951,829	17,022,402	1,536,686	55,230	28,520,698
Transfers	951,829	(951,829)	-	-	-	-
Additions	464,171	-	155,920	121,435	-	741,526
At 31 March 2022	10,370,551	-	17,178,322	1,658,121	55,230	29,262,224
Depreciation						
At 1 April 2021	1,094,419	-	1,477,870	1,082,990	22,918	3,678,197
Charge for the year	139,597	-	282,402	168,289	8,477	598,765
At 31 March 2022	1,234,016	-	1,760,272	1,251,279	31,395	4,276,962
Net book value						
At 31 March 2022	9,136,535	-	15,418,050	406,842	23,835	24,985,262
At 31 March 2021	7,860,132	951,829	15,544,532	453,696	32,312	24,842,501

The net book value of housing properties comprised:

	2022 £	2021 £
Freehold	7,694,260	6,585,919
Long leasehold	1,442,275	1,274,213
	9,136,535	7,860,132

The net book value of non-housing properties comprised:

	2022 £	2021 £
Freehold	15,331,794	15,523,124
Long leasehold	86,256	21,408
	15,418,050	15,544,532

Included within properties is land totalling £5,025,000 (2021: £4,825,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

13 Fixed asset investments

	2022	2021
	£	£
Shares in group undertaking	10,000	10,000

Included within other investments is a 100% holding in the ordinary share capital of YMCASC Trading Limited, a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £nil. YMCASC Trading Limited was dormant during the period.

14 Debtors

	2022	2021
	£	£
Due within one year		
Trade debtors (gross social housing rent arrears)	532,858	388,190
Provision for bad debts	(137,907)	(117,235)
Other trade debtors	291,601	271,677
Other debtors	8,358	18,365
Prepayments and accrued income	52,407	88,587
VAT recoverable	4,114	-
	751,431	649,584

15 Creditors: amounts falling due within one year

	Note	2022 £	2021 £
Other loans		61,515	298,653
Housing loan		53	48
Bank loan		164,269	261,881
Trade creditors		1,065,996	632,491
Amounts owed to group undertakings		10,000	10,000
Other taxation and social security		73,738	77,708
VAT grant repayable		-	29,624
Other creditors		81,624	40,290
Accruals and deferred income		569,308	790,994
Government grants		261,740	248,644
Social Housing Grant and Other Grants not spent		141,223	141,223
Pensions liability	19	30,325	38,361
		2,459,791	2,569,917

16 Creditors: amounts falling due after one year

	Note	2022 £	2021 £
Bank loan	17	5,761,393	4,427,491
Other loans	17	3,259,935	3,952,244
Housing loan	17	11,113	11,166
Pensions liability	19	154,738	271,730
Deferred income		17,500	-
Government grants		14,521,495	14,692,081
		23,726,174	23,354,712

17 Borrowings

Included in the creditors are the following amounts due after more than five years:

	2022 £	2021 £
Between one and two years		
Housing loan	60	53
Other loans	64,283	132,059
Bank loans	428,913	470,905
	493,256	603,017

	2022 £	2021 £
Between two and five years		
Housing loan	226	200
Other loans	210,732	282,657
Bank loans	1,307,078	1,057,548
	1,518,036	1,340,405

	2022 £	2021 £
Over five years		
Housing loan	10,827	10,913
Other loans	2,984,920	3,537,528
Bank loans	4,025,402	2,899,038
	7,021,149	6,447,479

The Housing loan is repayable over 50 years at a fixed interest rate of 11%. The loan is secured on the freehold land that Gerald Townsend House occupies.

Other loans represent a loan for £3,325,000 on drawdown from Sedgemoor District Council on a thirty year term with interest being paid charged at 4.5%.

Bank loans represent a £5,550,000 loan from Triodos Bank (UK) on a twenty year term with interest being paid charged at 3.35%. This was extended during the year for a further £530,000 with interest being paid charged at 3% above base rate until the full facility is drawn down and then reverts to the 2.6% above base rate.

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Other		
Within one year	243,335	214,195
Between one and five years	474,051	511,799
After five years	579,481	374,000
	1,296,867	1,099,994

The amount recognised in the year in the profit and loss account relating to the operating lease commitments was £323,660 (2021: £206,644).

19 Pension and other schemes

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £85,026 (2021: £69,893). Contributions totalling £17,965 (2021: £17,179) were payable to the funds at the year-end and are included in creditors.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA participated in a 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 Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 63% matching portfolio and 37% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. 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 held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £146.1m, which 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 the 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 £39 million. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £2,610 from 1 May 2022. These amounts are 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 7 years from 1 May 2022.

In line with the requirements of the Charities SORP (FRS 102) a liability for the present value of the contribution payments to fund any deficit relating to past service has been included in the financial statements. The discount rate applied is 3%.

Liability

	2022	2021
	£	£
Opening liability	310,091	256,043
Unwinding of the discount factor (interest expense) and increase in recovery period	(86,667)	91,290
Deficit contribution paid	(38,361)	(37,242)
Closing liability	185,063	310,091

	Within one year	One to two years	Repayable two to five years	After five years	Total
	£	£	£	£	£
As at 31 March 2022	30,977	30,325	90,976	32,785	185,063
As at 31 March 2021	38,361	38,361	115,083	118,286	310,091

In addition, Bridgwater YMCA 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 Bridgwater YMCA may be called upon to pay in the future.

20 Contingent liabilities

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 13 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2022, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

21 Share capital

The Association is a company limited by guarantee and as such has no issued share capital.

22 Reserves

Summary of funds

Summary of funds - current year

	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Prior year adjustment	Balance at 31 March 2022
Income and expenditure reserve	455,809	10,524,126	(10,885,499)	-	-	94,436
Restricted funds	6,686	-	-	-	-	6,686
	462,495	10,524,126	(10,885,499)	-	-	101,122

Summary of funds - prior year

	Balance at 1 April 2020	Income	Expenditure	Transfers in/out	Prior year adjustment	Balance at 31 March 2021
Income and expenditure reserve	600,077	9,788,601	(9,840,723)	19,500	(111,646)	455,809
Restricted funds	26,186	-	-	(19,500)	-	6,686
	626,263	9,788,601	(9,840,723)	-	(111,646)	462,495

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Income and expenditure reserve	455,809	10,524,126	(10,885,499)	-	94,436
Restricted funds					
Move on Grant	6,686	-	-	-	6,686
Positive Lives Matter Grant	-	20,000	(20,000)	-	-
Total restricted funds	6,686	20,000	(20,000)	-	6,686
Total funds	462,495	10,544,126	(10,905,499)	-	101,122

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Prior year adjustment £	Balance at 31 March 2021 £
Unrestricted funds						
Income and expenditure reserve	600,077	9,788,601	(9,840,723)	19,500	(111,646)	455,809
Restricted funds						
Move on Grant	6,686	-	-	-	-	6,686
Know Your Worth Workbook	12,000	-	(12,000)	-	-	-
Complex Adults Initiative Grant	7,500	-	(7,500)	-	-	-
Total restricted funds	26,186	-	(19,500)	-	-	6,686
Total funds	626,263	9,788,601	(9,860,223)	19,500	(111,646)	462,495

Restricted reserve

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate. Such transfers are detailed above.

Any restricted funds held at the year end date are represented by cash.

Restricted reserve descriptions

Move on Grant - Funding to help rough sleepers live independently in Sedgemoor

Know Your Youth Workbook - Funding for the creation of a support module workbook relating to Countylines activity and being safe

Complex Adults Initiative Grant - Grant to fund an outreach worker 2 days a week for 12 months to delivery support for Complex Adults Initiative

Positive Lives Matter Grant - Grant for residents at Canonsgrove project relating to "Everyone In" making it more than just a room providing life skills and wellbeing activities for residents.

23 Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Loans due in less than 1 year	(560,582)	274,081	(286,501)
Loans due in more than 1 year	(8,390,901)	(580,876)	(8,971,777)
Total liabilities	(8,951,483)	(306,795)	(9,258,278)
Cash at bank and in hand	605,393	(330,938)	274,455
Total cash and cash equivalents	605,393	(661,876)	(56,483)
Total net debt	(8,346,090)	(968,671)	(9,314,761)

24 Capital commitments

At the year end the association had known capital commitments of approximately £nil (2021: £nil).

25 Related party transactions

During the year purchases of £2,450 (2021: £10,020) were made from JE Air Conditioning Limited, a company owned by a close relative of the Chief Executive, J E Hehir. No amounts were outstanding at the year end date. The transactions were made on an arm's length basis.

During the prior year Eleanor Matthews, the daughter of one the trustees Alastair Matthews was employed by the charity in a Public Relations and Marketing Officer role. She has since left the charity and during year she was paid £1,418 (2021: £24,601).

At the year end date an amount of £3,113 was due from the Chief Executive (2021: £301 due to the Chief Executive).

26 Ultimate controlling party

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.

27 Exceptional expenditure

In the prior year, the capital works and grants associated with a leasehold property included in non housing property fixed assets were transferred to another charity, YMCA Brunel Group, who owned the freehold of the property.

The total amount transferred was as follows:

	£
Net book value of non-housing property asset at transfer date	1,853,809
Deferred government grant balance at transfer date	(1,795,400)
Net expenditure on transfer	58,409

YMCA Dulverton Group

England & Wales - Charity number 1076434

Accounts

BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION

(Trading as Bridgwater YMCA and YMCA Dulverton Group)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

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REFERENCE AND ADMINISTRATIVE DETAILS

OTHER TRADING NAMES	Bridgwater YMCA YMCA Dulverton Group
TRUSTEES AND DIRECTORS	
Chairman	John Ennals
President	Arthur Leigh
Vice Chairman	Alastair Matthews
	Jon Clarey
	David Cockcroft
	John Ford
	Jason Hobday
	Sarah Slevin
COMPANY SECRETARY	Martin Hodgson
SENIOR MANAGEMENT TEAM	
Chief Executive	Martin Hodgson
Head of Housing (from 31.10.20)	Jonica Walkinshaw
Director of Strategic Housing (until 31.10.20)	Andrew Pearce
Head of Childcare (from 21.6.21)	Natalie Purkiss
Director of Early Years and Communities (until 31.10.20)	Kevin Lilwall
Head of Resource and Risk Management	Georgina Jones
Head of Social Enterprise (until 27.9.21)	Dave Jackson
Director of Training and Education (until 31.10.20)	Jonica Walkinshaw
Head of Development (from 1.1.21 until 19.11.21)	Peter Stephenson
Director of Business and Finance (until 19.11.21)	Ruth Cuthbert
COMPANY REGISTRATION NUMBER	03746771
REGISTERED CHARITY NUMBER	1076434
REGISTERED SOCIAL LANDLORD NUMBER	H4245
OFSTED NUMBER	Barley Wood Nursery ET489024 Yew Tree Nursery EY555987 Stepping Stones 2518634 Young Ones Nursery 2555590 Meadowside Nursery 2552086 Play Afterschool Wrington EY492736 Castle Kids Club 2594556 The Old Potting Shed 2663313
REGISTERED OFFFICE AND PLACE OF BUSINESS	George Williams Centre Friarn Avenue Bridgwater Somerset TA6 3RF
AUDITORS	MHA Monahans Chartered Accountants Fortescue House Court Street Trowbridge BA14 8FA

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)

SOLICITORS	Tozers Broadwalk House Southernay West Exeter EX1 1UA
BANKERS	Allied Irish Bank 19 Whiteladies Road Clifton Bristol Lloyds 25 Cornhill Bridgwater Somerset Barclays (from July 2021) Leicester Servicing Centre Leicester LE87 2BB Triodos (from July 2021) Triodos Bank UK Deanery Road Bristol, BS1 5AS

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT)

The Board of Directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2021.

The Association is a private registered provider of social housing and an incorporated charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

Review of activities, developments and achievements
The principal activities of the association include the provision of supported housing for young people, and hostel accommodation for homeless families and individuals, and a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and Recreation Facilities.

Objectives and activities
The objects of Bridgwater YMCA are as follows:

- To unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of His Kingdom.
- To lead young people to the Lord Jesus Christ and to fullness of life in Him.
- 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 persons of all ages with the object of developing their physical, mental or spiritual capacities.
- To relieve or assist in the relief of persons of all ages who are in conditions of need, hardship or distress by reason of their social, physical or economic circumstances.
- To provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social, physical or economic circumstances.

During 2020/21 the board continued to review the Vision and Mission for the next ten years. This was completed in line with the new brand and vision adopted by YMCA England. The association's 3 year strategic plan for 2020 onwards was due to be published in Q4 2020, however is currently under review and will be re launched in as a ten year plan, in three parts, focussing on recovery, stability and growth

1. Mission Statement

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

2. Strategic Aims

The Board has compiled a list of high-level strategic aims for Bridgwater YMCA.

Under each heading a series of SMART strategic objectives will be created by the Senior Management Team to form the basis of the rolling 5-year business plan. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

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

How we help
YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Work Areas

We work across four key areas, with a fifth – support and advice – running through them all.

Health & Wellbeing "We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances."
Training & Education "We believe that every young person should be able to fulfil their full potential."
Family Work "We believe every family should have the support they need to develop and lead more fulfilling lives."
Accommodation "We believe that every young person should have a safe place to stay."
Support and Advice "We believe that every young person should have someone they can trust."

Aims

INCREASING OUR IMPACT - We will help more young people in more communities.
EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.
WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.
SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

Ethos

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

Values

Value the Individual – Respect others, ourselves and the people we work with in all that we do
Giving of our best – Showing commitment in our work and to enable young people
Caring Deeply – Have a passion for the work we carry out
Providing Creative Solutions – Show innovation in the approaches we take in supporting young people
Communicate authentically and truthfully – Show openness in our dealings and approaches to people

Programmes

Bridgwater YMCA programmes consist of:

- Early Years for Children 3 months to 5 years all year round including wrap around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, work experience and apprenticeships
- Volunteer recruitment and development programmes
- Housing and Support for young people aged 16-25
- Move on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for Individuals and Families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community facilities for schools, community groups and individuals

Public Benefit

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

Family Work

During the year the association continued to deliver high quality OFSTED registered early years provisions across five sites in North Somerset, Somerset and Mid Devon.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Family Work (continued)
Yew Trees Nursery has continued to thrive during this year, achieving GOOD in its OFSTED inspection during August. Further development work has been completed in introducing an attractive Day Camp scheme to the venue catering for 100 children each day of the school holidays

Barley Wood, the first early years setting created and delivered by Bridgwater Young Men's Christian Association, has increased its capacity from a 60 to 100 place nursery providing wrap around care for ages 3 months to 5 years. The nursery is co-located with a vibrant community meeting space and wedding venue with accommodation. This enterprise has created 4 ongoing apprenticeships across a range of disciplines, and hosted a further Day Camp scheme again catering for 100 children per day during each of the school holidays.

Stepping Stones in Claverham is an early years facility attached to the local school, we continue to grow the setting.

Meadowside Nursery in Backwell continues to thrive, our work here has allowed the setting to develop and increase in footfall.

Our Early Years work in Devon has continued to develop. Following the appointment of our Childcare, our presence has immediately benefited from her input, with new opportunities being investigated to provide sustainable provisions in the county.

Covid-19 had a significant impact on our delivery across each of these settings. Through the lockdown period we continued to offer provision across each setting to 'key workers', and as such our occupancy fell to around 15% for the period. As we eased out of lockdown, we saw a gradual growth back toward previous numbers, although with many parents not requiring provision as a result of either working from home or the furlough scheme, we were unable to reach our target capacity of 80% until April 2021.

Use of furlough in our settings was limited as a result of the direction from DFE in relation to funded places. Staff engagement was able to be sustained alongside training, however we found ourselves making posts redundant during July 2020 to prevent increased losses.

Health and Wellbeing
Programme delivery including youth work, fitness and outdoor activities continued to increase throughout this year. The result of this move is shown in the significant financial improvement for services within this area. During 2020/21 we met and exceeded all KPI targets set by our funders (over 10,000 young people and adults accessed our provision during this year). This has continued to provide encouragement for the team to develop new and innovative programme opportunities.

Upon the first national lockdown, each of our activities listed above ceased to be delivered in a physical manner, however youth work and fitness moved to online models of delivery. These were met with great support from beneficiaries and funders, and the opportunity to share online classes with other organisations added depth to our offer and flexibility to our beneficiaries.

Training and Education
The Beach Hotel, Minehead is now in its seventh year of operation and has since its inception provided 64 new apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region. As a result of Covid-19 the Beach Hotel was set aside for the provision of accommodation for rough sleepers, this following the MHCLG 'Everyone In' guidance. The team have shown great flexibility in this provision and have ensured a safe environment in which to support rough sleepers or those at risk of rough sleeping. It remained in this role until May 2021, and has subsequently re-opened in its original purpose and has achieved 85% occupancy during the period to September 2021.

Barley Wood continues to offer training opportunities to young people in partnership with Weston College. This partnership creates apprenticeships for those young people who may have specific barriers in the way of further developing their learning. During the year we were unable to deliver weddings as a result of the national lockdown, each of these bookings was honoured and rolled into the following calendar year, this of course impacted negatively on revenue, however through the relocation of staff to other areas of the business the effects were mitigated. Since re-opening we have been able to deliver a variety of events within strict Covid guidelines to the satisfaction of clients.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Training and Education (continued)
The Great Western Hotel completed its development during the prior year. This provision adjacent to the Taunton Railway station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This provision has now offered eight apprenticeships, and throughout the period of the pandemic, was able to remain open to offer accommodation to key workers involved in the support of Musgrove Hospital and those supporting the national rail network. Since re-opening this hotel has operated at 95% capacity.

Our newest apprenticeship and social enterprise, the Beach Hotel, Weston-super-Mare, was leased from the Royal Airforce Association (RAFA) with effect from April 2021, previously having been a care facility. The hotel was opened in May as restrictions lifted, and has provided two apprentices to date, and operated at 87% capacity for the period to September 2021.

We have continued during the year to develop new Covid support operations across Sedgemoor, Taunton, North Somerset, and West Somerset. We achieved this through supporting other community associations and charities in their objects.

Accommodation
Homes England continues to provide an important part of our funding for capital developments, while Somerset County Council funds the support elements of our service in Sedgemoor and Somerset West and Taunton, and North Somerset Council funds the support elements of our service in its own area.

During 2020/21 funds from Homes England allowed for the completion of the development of two properties. Gascony House provides 18 bedrooms for those who will have been street homeless or at risk of street homelessness, whilst Clarence Park Lodge offers 4 bedrooms for the same beneficiaries.

We continue to operate Wade House in Highbridge which provides emergency accommodation for homeless families; this offer has increased, being led by demand, to include the change of use into family accommodation of Riverbed House. The partnership with Sedgemoor District Council is important to both organisations in this provision.

The impact of Covid-19 on our beneficiaries in this specific area was wide ranging and challenging for us to deliver, from encouraging social distancing, to being in a position where we had a responsibility to encourage behaviours in lockdown. Each individual beneficiary reacted differently, and our support style of being person-centred definitely benefited the circumstance. The ability to re-position staff into a new environment, quickly and effectively, allowed us to increase our numbers accommodated, and to effectively support all during and after the iterations of the lockdown periods. Certain areas of our stock including YMCA Highbridge were re-purposed into a differing style of delivery, from low support to very high support, and new stock as highlighted above was acquired to support local authorities delivering to the MHCLG 'Everyone In' requirement.

Alongside the above we supported Somerset and Taunton Councils in the delivery of extra bed spaces and support through the Canonsgrove project, 56 bedrooms of student halls style, to ensure that the Councils' duty under 'Everyone in' was met. Our actions of provision, support and development have been highlighted as good practice nationally by MHCLG.

We were able to access funding to prepare meal packages, which encouraged all beneficiaries to follow government guidelines, and also it had the associated impact of encouraging healthy eating amongst a client group for whom this is often difficult.

Pathways to Independence
Throughout the year we have continued the delivery of the P2i contract across both Sedgemoor, and Somerset West and Taunton. The pathway provides support in YMCA accommodation and floating support to young people living in their own accommodation. During this financial year we were informed that the contract is to be extended until March 2023.

We again secured funding to develop a Tenant Accreditation Scheme which young people attend in order to support them in achieving and sustaining a tenancy.

We upheld our recognition following an external audit as an accredited Nightstop provider in Sedgemoor and North Somerset, providing emergency accommodation to young people who are homeless or are threatened with homelessness. Alongside this programme we run family mediation with the aim of the young person returning to the family unit.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Fundraising

During the year we continued to develop our approach to fundraising in terms of ensuring the approach was based on local need and support. This new approach comes alongside the development of community branches where our work takes place. As a result of Covid-19 our main fundraising event 'Sleepeasy' was unable to take place, which had a negative impact on our fundraising budget for the year.

All of these fundraising events have been planned by Bridgwater YMCA, and have not relied on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regard to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property.

Young persons' involvement

The level of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

Chaplaincy Provision

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. We look to continue to develop this role further across the organisation with persons from specific parishes serving the various geographic locations.

Staff Development and Wellbeing

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an emerging manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities made available to staff and volunteers.

Staff have been supported throughout the pandemic in numerous ways. From the onset we opened up a counselling and advice line, staffed by senior members of the team; this was used considerably in the first month, and has been used again to a significant level during September and October 2020. We were able to access the furlough scheme for staff that were unable to be re-positioned in the organisation, and for the first three months of the scheme, we were able to top up the 80% provision from the government by a further 20%, in order to support staff and their families.

During July 2020 we embarked on a review of structures and levels of staffing, as it had become highly apparent that we would be unable to sustain the previous staffing levels, on the basis of the level of needs in early years and in some aspects of our social enterprise provision. This process was the first of three planned changes completed within the month and offered clarity to those whom we were unable to retain, and clear direction to those we were able to retain. A significant change to our operational management and leadership team took place during the year, which again strengthened our team and its strategic outlook. The third element is planned to take place during October 2021 and focusses on our central functions including Human Resources as a result of staff recruitment issues and Finance functions focussing on developing real-time information models to better inform managers.

FINANCIAL REVIEW

Overview

Incoming resources generated during the year were £9,788,601 (2020: £6,789,865) a 44% increase on 2019/20. Whilst straight operating costs were tightly controlled there was a proportionate uplift as a result of the increase, with expenditure totalling £9,840,723 (2020: £6,856,453) being incurred, including exceptional expenditure of £58,409 (2020: £nil). The uplift experienced around income and operating costs related in the main to the provision of emergency housing under the MHCLG 'Everyone In' scheme.

The Association is forecasting a deficit in the coming year, this as a direct result of the impact of recovery from Covid-19 on its activities. Throughout the pandemic Bridgwater YMCA has acted in line with its charitable objectives supporting those most vulnerable across the communities it serves, it has however in this year taken the decision to cease some deficit making activities which have not recovered to previous levels nor look to do so during the year.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Overview (continued)
It is clear that some areas of our business will take time to recover, however the trustees through a variety of actions have been able to mitigate the impact of the loss of revenue, with an approach which is both prudent and realistic. It has been evidenced that our nurseries were back to full operating capacity by April 2021, and our social enterprise activities were back to pre-lockdown trading levels by June 2021. In this the trustees have considered their comments in relation to going concern. Further details are included in note 1 to the financial statements.

It must be noted that expenditure in many areas of operation are higher as a result of the control measures we have put in place, in line with government guidance, and the trustees are acutely aware of possible difficult decisions ahead, if costs related to controls exceed income, and the consequent impact on our beneficiaries.

Expenditure in these areas may well be higher as a result of the control measures we have put in place, in line with government guidance, and the trustees are acutely aware of possible difficult decisions ahead, if costs related to controls exceed income, and the consequent impact on our beneficiaries.

At the end of the year net assets were £462,495 representing a decrease of 10% against 2020 net assets of £514,617.

Value for Money
The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year, the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

Metric	**Result 2021**	**Result 2020**
Metric 1: Reinvestment (%)	11.0%	17.1%
Metric 2a: New Supply (Social Housing Units) (%)	30.4%	18.1%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	94.7%	69.7%
Metric 4: EBITDA MRI Interest Cover	0.74	0.63
Metric 5: Headline Social Housing Cost (£)	£15,440	£10,353
Metric 6a: Operating Margin (Social Housing Lettings) (%)	6.3%	23.7%
Metric 6b: Operating Margin (Overall) (%)	-0.5%	-1.0%
Metric 7: Return on Capital Employed (%)	-0.2%	-0.3%

Reserves Policy
The Association's reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the board informed if this drops below £180,000. Reserves at the year end were £462,495, however free reserves, i.e. unrestricted reserves less the carrying amount of functional assets, were in a deficit position, having been through a significant period of growth and investment. It remains a key element of the business plan to achieve the aim of £500,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we learnt that the Allied Irish Bank was leaving the SME market. Following market testing carried out through 2tix Ltd consulting, we began a working relationship with Triodos Bank to whom our loan book was transferred in July 2021.

Accommodation occupancy levels during the year ended 31 March 2021 have increased, this includes the emergency accommodation which was procured at the beginning of the pandemic. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured senior management team, have continued to adhere to a series of actions agreed during the year ended 31 March 2020. These during the year ended 31 March 2021 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Investments Policy
The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The Trustees will continue to monitor the situation throughout the year.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

Risk Policy
The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitably arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

Control and monitoring of risk arising from activities
We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the year has identified that financial sustainability is the major financial risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. Regular liaison with the bank and active management of trade debtors and creditors balances to ensure sufficient working capital is key to this.

Over the past five years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, that the correct equipment is carried by those who do lone work, and that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

The impact of Covid-19 on activities and the impact on risk has been discussed at each board meeting, with the trustees reviewing each element of the business individually to ensure the correct levels of mitigation are applied. It is clear that some elements of our revenue were impacted considerably more than others, and ensuring that these areas were isolated and managed through government support was key. Equally there were pressures placed on areas of need in our communities, which through staff re-positioning we were able to sustain.

PLANS FOR FUTURE PERIODS

Organisation
During Quarter four of 2019/20 we were due to be publishing our new 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for communities, including children, young people and adults who may wish to access our services. As a result of Covid-19 we felt it inappropriate to carry this action through, however we have internally continued to review and will look to launch the plan in its revised form in Q4 of 2021/2022.

Delivery
We look throughout 2021/2022 to continue to increase our impact across Sedgemoor, Taunton, West Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increase children's, families' and young people's access to support. Through enhancing our facilities, we look to ensure that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of the Covid-19 pandemic.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

We will continue to be a key partner for Somerset County Council, North Somerset Council, Devon County Council, Sedgemoor District Council, Somerset West and Taunton, Mid Devon, Weston-Super-Mare Town Council and Cullompton Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and work closely with the area both at county and district level.

There are elements of our delivery which we have procured using external agencies. Having reviewed these, we are now committed to self-delivery of a function in providing early years catering for all our sites, based from Yew Trees Nursery.

Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the Board of Trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at the Annual General Meeting. Details of trustees are included in the Association legal and administration information on page 1.

Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

Each year a skills audit is carried out with our Board members in order to ensure continued experience and skills are present within the Board.

Organisational structure

The Board of Trustees meets at least four times a year and is supported by another four training events, attended by the Chief Executive and the senior management team. Day to day running of the association is delegated to the senior management team under the leadership of the Chief Executive.

Governance and financial viability and code of governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our banks for at least twenty years.

Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable.

Our self-assessment statement will be updated during the course of 2021/22 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2020/21. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED

Arrangements for setting pay of key management personnel
The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing, controlling and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 7 and 26 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance, we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Relationship between the charity and related parties
Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAs working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset County Council, North Somerset Council auditors and others.

Statement of trustees' responsibilities
The trustees (who are also directors of Bridgwater Young Men's Christian Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law and registered social housing legislation require the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the association and of the incoming resources and application of resources, including the income and expenditure, of the association for that period.

In preparing these financial statements, the board is 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
- prepare the financial statements on a going concern basis (unless it is inappropriate to presume that the organisation will continue in operation).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Association, and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2019. They have general responsibility for taking reasonable steps to safeguard the assets of the Association and to prevent and detect fraud and other irregularities.

The board of trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Association's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors
A resolution to reappoint MHA Monahans as auditors will be put to the members at the Annual General Meeting.

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

By order of the Board of Trustees

John Ennals
Chair
22 December 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION

Opinion

We have audited the financial statements of Bridgwater Young Men's Christian Association (Bridgwater YMCA) for the year ended 31 March 2021 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Reserves, the Statement of Cash Flows 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 '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 association'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, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association 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.

Material uncertainty related to going concern

We draw attention to Note 1 of the financial statements which describes the uncertainty related to going concern. Our opinion is not qualified in respect of this matter.

Other information

The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. The board are responsible for the other information contained within the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 Trustees' Report (including the Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report (including the Strategic Report) 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 association and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (including the Strategic Report).

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION (CONTINUED)

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 and sufficient 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

Responsibilities of the board

As explained more fully in the Statement of Trustees' Responsibilities set out on page 11, the board members (who are also the directors of the association 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 board determine 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 board is responsible for assessing the association'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 board either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

Based on our understanding of the Association and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with employment law, health and safety regulations and registered provider of social housing legislation, and we considered the extent to which non-compliance might have a material effect on the financial statements of the Association. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011, Housing and Regeneration Act 2008, the Accounting Direction for private registered providers of social housing in England 2019 and the Statement of Recommended Practice for Social Housing Providers 2018. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure, and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the audit engagement team included:

- Enquiry of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance;
- Gaining an understanding of management's internal controls designed to prevent and detect irregularities and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing analytical review procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluation the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION (CONTINUED)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our Auditor's Report.

Use of our report
This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

James Gare (Senior Statutory Auditor)
for and on behalf of MHA Monahans
Statutory Auditor
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Date 23 December 2021

STATEMENT OF COMPREHENSIVE INCOME (INCLUDING INCOME & EXPENDITURE ACCOUNT)

	Notes	2021 £	2020 Restated £
Turnover	2	9,788,551	6,789,537
Operating expenditure		(9,332,269)	(6,522,387)
Operating surplus		456,282	267,150
Interest receivable and similar income	4	50	328
Interest payable and similar charges	5	(450,045)	(334,066)
Surplus / (deficit) on ordinary activities for the year before tax		6,287	(66,588)
Taxation		-	-
Surplus for the year after tax and total comprehensive income		6,287	(66,588)
Exceptional expenditure	28	(58,409)	-
Deficit for the year after tax and total comprehensive income after exceptional expenditure		(52,122)	(66,588)

On behalf of the Board

John Ennals, Chair

Alastair Matthews, Trustee

22 December 2021

BALANCE SHEET

Registered company number: 03746771

	Notes	2021 £	2021 £	2020 Restated £	2020 Restated £
FIXED ASSETS					
Intangible fixed assets	11		270,284		308,084
Tangible fixed assets					
Social housing properties	12	7,860,132		7,960,113	
Development costs	12	951,829		-	
Other properties	12	15,544,532		17,638,581	
Other tangible fixed assets	13	486,008		572,211	
			24,842,501		26,170,905
Fixed asset investments	14		10,000		10,000
			25,122,785		26,488,989
CURRENT ASSETS					
Stocks		9,362		7,527	
Debtors	15	649,584		499,813	
Cash at bank and in hand		605,393		11,504	
		1,264,339		518,844	
CREDITORS: amounts falling due within one year	16	(2,569,917)		(2,471,620)	
NET CURRENT LIABILITIES			(1,305,578)		(1,952,776)
TOTAL ASSETS LESS CURRENT LIABILITIES			23,817,207		24,536,213
CREDITORS: amounts falling due after more than one year	17		(23,354,712)		(24,021,596)
NET ASSETS			462,495		514,617
RESERVES					
Income and expenditure reserve	23		455,809		488,431
Restricted reserve	23		6,686		26,186
TOTAL RESERVES			462,495		514,617

The financial statements were approved by the Board of Trustees on 22 December 2021 and were signed on its behalf by:

John Ennals, Chair

Alastair Matthews, Trustee

The notes on pages 19 to 34 form part of these financial statements.

STATEMENT OF CHANGE IN RESERVES

	Restricted reserve £	Income & expenditure £	Total £
At 1 April 2019	-	581,205	581,205
Surplus for the year previously reported	-	45,058	45,058
Prior year adjustment	-	(111,646)	(111,646)
Total comprehensive income (restated)	-	(66,588)	(66,588)
Transfers	26,186	(26,186)	-
At 31 March 2020 and 1 April 2020 (restated)	26,186	488,431	514,617
Deficit for the year	-	(52,122)	(52,122)
Total comprehensive income	-	(52,122)	(52,122)
Transfers	(19,500)	19,500	-
At 31 March 2021	6,686	455,809	462,495

STATEMENT OF CASH FLOWS

	Note	2021 £	2020 Restated £
Cash flow from operating activities	24A	935,030	145,684
Interest paid	5	(450,045)	(334,066)
Net cash flow from operating activities		484,985	(76,736)
Cash flow from investing activities			
Payments to acquire tangible fixed assets	12,13,14	(1,150,649)	(3,986,898)
Payments to acquire intangible fixed assets		-	(53,000)
Social housing and other grants received		777,000	525,000
Interest received	4	50	328
Net cash flow from investing activities		(373,599)	(1,640,116)
Cash flow from financing activities			
Receipts from issue of new long term loans		965,465	1,025,000
Interest added to loan balance		-	111,646
Repayment of long term loans		(260,902)	(163,421)
Net cash flow from financing activities		704,563	973,225
Net increase in cash and cash equivalents		815,949	(855,273)
Cash and cash equivalents at 1 April 2020		(210,556)	644,717
Cash and cash equivalents at 31 March 2021		605,393	(210,556)
Cash and cash equivalents consists of:			
Cash at bank and in hand		605,393	11,504
Bank overdraft		-	(222,060)
Cash and cash equivalents at 31 March 2021		605,393	(210,556)

NOTES TO THE FINANCIAL STATEMENTS

1. Summary of significant accounting policies

General information and basis of preparation of financial statements
The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2019. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Group financial statements
The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

Tangible fixed assets
Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Housing properties
The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Annually housing properties are assessed for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

1. Summary of significant accounting policies (continued)

Other fixed assets

Freehold and leasehold land	Not depreciated
Freehold buildings	2% straight line
Leasehold buildings	2% straight line
Furniture and equipment	25% reducing balance
Motor Vehicles	15% reducing balance or 25% straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

Intangible fixed assets - goodwill
Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

Intangible fixed assets - other
Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Intellectual property	Over 10 years

Investments
Investments in subsidiaries are measured at cost less impairment.

Financial instruments
The association only holds basic financial instruments are defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets – Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

Cash – Is classified as a basic financial instrument and is measured at face value.

Financial liabilities – Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 16, 17 and 18 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

Stocks
Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

Provisions
Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

1. Summary of significant accounting policies (continued)

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

Operating lease commitments
Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

Taxation
The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

Turnover, government grants and other income
Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association does not need to follow the Charities SORP as the Housing SORP takes precedence.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

1. Summary of significant accounting policies (continued)

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

Expenditure recognition
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

Employee benefits and pension commitments
The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

Bridgwater YMCA also participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to Bridgwater YMCA for the purposes of FRS 102 disclosure, therefore the scheme is accounted for as a defined contribution scheme. However, as described in note 20 Bridgwater YMCA has a contractual obligation to make pension deficit payments and a discounted liability for the amounts payable is included in these financial statements.

Restricted reserve
Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

Going concern
At the year-end date the association had improved its reserve position, with cash standing at £605,393 (2020: £11,504). Although net current liabilities remained to the sum of £1,305,578 this showed a marked improvement over 2020 when the net current liability was £1,952,776.

The year to 31 March 2021 has also seen an improvement in the association's liquidity, however since 31 March 2021 further strain has been exerted on the association's finances as a result of the coronavirus pandemic. Factors have included significant additional expenditure to provide homeless accommodation under the MHCLG 'Everyone In' programme, lost forecast income from hotel bookings due to the third national lockdown, and additional expenditure for services such as the nurseries which required additional staffing to operate in bubbles until August 2021. The net result is that cash stood at approximately £307k in November 2021 and was predicted to reduce further over the next 12 months. Cash funds are expected to go temporarily into overdraft in early January 2022, however the association has a £50,000 facility which will cover this position.

The association has set a budget which will return cash to around £170,000 by 31 March 2022. In the opinion of the trustees the budget is achievable, based on the fact that the association has already begun reducing its costs. That said, the budget also makes certain assumptions, for example that:

1) expectations around grant income will be met;
2) uplifts for certain service agreements under the YMCA's review can be negotiated;
3) any future covid measures imposed will not be as restrictive as in 2020/21, allowing income from weddings and accommodation to continue at post lockdown levels; and
4) the association's overdraft facility is maintained.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

1. Summary of significant accounting policies (continued)

The trustees recognise that there remains material uncertainty regarding going concern because of the unknown factors relating to Covid. However, they are confident that the association will be able to work through these difficult times and rebuild its reserves, and that they will take the necessary steps to manage the association's financial security during its Covid recovery. Based on the circumstances described above, the financial statements are prepared on the assumption that the entity is a going concern.

Judgements and key sources of estimation uncertainty
The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 20) and the split of useful economic lives of components of social housing properties (note 12). There also remains uncertainty relating to going concern as described above.

2. Social housing turnover and costs

	2021	2020
	£	£
Rent receivable after voids but excluding service charges	4,620,149	2,232,156
Revenue grants receivable	1,640,196	1,061,910
Total social housing income	**6,260,345**	**3,294,066**
Social Housing activity expenditure	(5,971,063)	(2,765,988)
Operating surplus from social housing activities	**289,282**	**528,078**
Memo:		
Void losses	1,298,844	806,724
Amortised government grants relating to social housing taken to income	(111,281)	(111,281)

Revenue grants receivable were all government grants.

3. Accommodation owned and in management

	2021	2020
	Units	Units
Supported Housing	388	270

4. Interest receivable and similar income

	2021	2020
	£	£
Bank interest receivable	50	328
	50	**328**

5. Interest payable and similar charges

	2021	2020 Restated
	£	£
Bank loans and overdrafts	358,755	325,555
Pension interest charge	91,290	8,511
	450,045	**334,066**

NOTES TO THE FINANCIAL STATEMENTS (continued…)

6. Surplus on ordinary activities

The operating surplus is arrived at after charging:

	2021 £	2020 £
Auditor's remuneration – for audit services	10,470	9,975
Auditor's remuneration – for other services	13,942	23,557
Depreciation of tangible fixed assets	621,999	531,419
Amortisation of intangible fixed assets	37,800	34,708
Loss on disposal of fixed assets (including exceptional expenditure)	61,654	-
Government grants amortised	(248,644)	(260,618)
Operating lease charges	206,108	305,091
Rent losses from bad debts	8,097	17,060
Increase in pension deficit cost liability	91,290	8,511

7. Trustees' and key management personnel remuneration and expenses

Total remuneration for key management personnel of the association amounted to £361,365 (2020: £361,750). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid director received £81,156 (2020: £72,039) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £3,500 (2020: £1,316). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2020: £nil).

8. Staff numbers and costs

	2021 £	2020 £
Wages and salaries	4,626,470	3,481,835
Social security costs	296,251	237,496
Pension costs	69,893	57,059
Pension deficit liability administration costs	7,979	8,695
Less staff costs capitalised	(48,471)	(95,810)
	4,952,122	**3,689,275**

One employee received remuneration in the £80,000 to £90,000 band (2020: one employee in the £70,000 to £80,000 band). No other employee received remuneration over £60,000.

During the year redundancy costs totalling £30,886 (2020: £7,064) were paid and these are included within the wages and salaries costs.

The average number of employees, including members of the executive team, during the was as follows:

	2021 Actual Number	2020 Actual Number
Management and administration	16	19
Development	65	61
Housing, support and care	221	178
	302	**258**

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 187 (2020: 177).

NOTES TO THE FINANCIAL STATEMENTS (continued…)

9. Taxation

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

10. Prior year adjustment

Following receipt of additional information from Sedgemoor District Council concerning the association's loan balance held with the Council, it was identified that the loan balance was understated in the prior year by interest of £111,646 in respect of interest accrued on the loan balance covering the period up to 24 September 2019 which was then capitalised as part of the loan.

A prior year adjustment has been included in the financial statements to reflect the inclusion of the interest in the prior year accounts.

Reconciliation of comparative period total comprehensive income

	£
Total comprehensive income previously reported	45,058
Impact of prior year adjustment – inclusion of £111,646 additional loan interest	(111,646)
Restated total comprehensive income	**(66,588)**

Reconciliation of comparative period reserves

	£
Total reserves previously reported	626,263
Impact of prior year adjustment – inclusion of £111,646 additional loan interest	(111,646)
Restated reserves	**514,617**

11. Intangible Fixed Assets

	Goodwill £	Intellectual Property £	Total £
Cost			
As at 1 April 2020	353,000	25,000	378,000
As at 31 March 2021	353,000	25,000	378,000
Amortisation			
As at 1 April 2020	64,708	5,208	69,916
Charge for the period	35,300	2,500	37,800
As at 31 March 2021	100,008	7,708	107,716
Net Book Value			
As at 31 March 2021	252,992	17,292	270,284
As at 31 March 2020	288,292	19,792	308,084

NOTES TO THE FINANCIAL STATEMENTS (continued…)

12. Tangible Fixed Assets - Properties

	Housing properties	Development costs	Non-housing properties	Total
	£	£	£	£
Cost/Valuation				
As at 1 April 2020	8,934,707	-	19,017,883	27,952,590
Additions	19,844	951,829	35,423	1,007,096
Disposals	-	-	(2,030,904)	(2,030,904)
As at 31 March 2021	8,954,551	951,829	17,022,402	26,928,782
Depreciation				
As at 1 April 2020	974,594	-	1,379,302	2,353,896
Charge for the period	119,825	-	275,663	395,488
On disposal	-		(177,095)	(177,095)
As at 31 March 2021	1,094,419	-	1,477,870	2,572,289
Net Book Value				
As at 31 March 2021	7,860,132	951,829	15,544,532	24,356,493
As at 31 March 2020	7,960,113	-	17,638,581	25,598,694

The net book value of housing properties comprised:

	2021	2020
	£	£
Freehold	6,585,919	6,663,575
Long leasehold	1,274,213	1,296,538
	7,860,132	7,960,113

The net book value of non-housing properties comprised:

	2021	2020
	£	£
Freehold	15,523,124	15,767,938
Long leasehold	21,408	1,870,643
	15,544,532	17,638,581

Included within properties is land totalling £4,825,000 (2020: £5,075,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

13. Other tangible fixed assets

	Fixtures, fittings and equipment £	Motor vehicles £	Total £
Cost			
As at 1 April 2020	1,423,444	33,862	1,457,306
Additions	122,185	21,368	143,553
Disposals	(8,943)	-	(8,943)
As at 31 March 2021	1,536,686	55,230	1,591,916
Amortisation			
As at 1 April 2020	870,698	14,397	885,095
Charge for the period	217,990	8,521	226,511
Eliminated on disposal	(5,698)	-	(5,698)
As at 31 March 2021	1,082,990	22,918	1,105,908
Net Book Value			
As at 31 March 2021	453,696	32,312	486,008
As at 31 March 2020	552,746	19,465	572,211

14. Fixed asset investments

	Shares in group undertaking £	Total £
Cost		
As at 1 April 2020 and 31 March 2021	10,000	10,000
Net Book Value		
As at 31 March 2021	10,000	10,000
As at 31 March 2020	10,000	10,000

Included within other investments is a 100% holding in the ordinary share capital of YMCASC Trading Limited, a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £nil. YMCASC Trading Limited was dormant during the period.

15. Debtors

	2021 £	2020 £
Trade debtors (gross social housing rent arrears)	388,190	199,912
Less: provision for doubtful debt	(117,235)	(58,006)
Other trade debtors	271,677	252,618
Prepayments and accrued income	88,587	72,111
Other debtors	18,365	33,178
	649,584	499,813

NOTES TO THE FINANCIAL STATEMENTS (continued…)

16. Creditors: amounts falling due within one year

	2021	2020
	£	£
Housing loan (see note 18)	48	41
Bank overdraft	-	222,060
Bank loans (see note 18)	261,881	375,385
Other loans (see note 18)	298,653	158,331
Trade creditors	632,491	441,416
Amounts owed to group undertakings	10,000	10,000
Other taxation and social security	77,708	120,150
VAT creditor	29,624	36,807
Social Housing Grant and Other Grants not spent	141,223	159,418
Other creditors	40,290	97,862
Government grants	248,644	260,618
Accruals and deferred income	790,994	553,373
Pensions liability (see note 20)	38,361	36,159
	2,569,917	2,471,620

17. Creditors: amounts falling due after more than one year

	2021	2020 Restated
	£	£
Housing loan (see note 18)	11,166	11,215
Bank loans (see note 18)	4,427,491	3,819,029
Other loans (see note 18)	3,952,244	3,994,565
Government grants	14,692,081	15,947,152
Deferred income	-	29,750
Pensions liability (see note 20)	271,730	219,885
	23,354,712	24,021,596

18. Borrowings

	2021 Housing loan	2021 Other loans	2021 Bank loans
	£	£	£
Less than one year	48	298,653	261,881
Between one and two years	53	132,059	470,905
Between two and five years	200	282,657	1,057,548
After five years	10,913	3,537,528	2,899,038
	11,214	4,250,897	4,689,372

	2020 Housing loan	2020 Other loans	2020 Bank loans
	£	£	£
Less than one year	41	158,331	375,385
Between one and two years	48	85,866	182,993
Between two and five years	181	273,977	493,807
After five years	10,986	3,523,076	3,142,229
	11,256	4,041,250	4,194,414

The Housing loan is repayable over 50 years at a fixed interest rate of 11%. The loan is secured on the freehold land that Gerald Townsend House occupies.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

18. Borrowings (continued)

The following loans were held with Allied Irish Bank at the year end date:
- A loan for £2,192,581 on drawdown, for a term of 10 years with interest being charged at a rate of 4.19%.
- A loan for £1,700,000 on a 3 year term with interest being charged at a rate of 3 month LIBOR plus a 3.45% margin.
- A loan on drawdown of £148,500 on a 3 year term with interest being charged at a bank base rate plus 3.25%.
- A loan on drawdown of £300,000 on a 2 year term with interest being charged at bank base rate plus 3.45%
- A CIBLS loan of £400,000 on a 6 year term with interest being charged at bank base rate plus 4.25%, with the first year's interest being covered by the Government Business Interruption Payment.
- A short term loan of £40,765 on a 3 year term with interest being charged at bank base rate plus 2.75%

A government backed Social Investment Business loan was also held at the year end date. On drawdown this was for £400,000, with interest being charged at 9% in the first year (covered by the Government Business Interruption Payment) and then 6.5% afterwards

Four loans were also entered into with local authorities:
- A loan for £3,325,000 on drawdown from Sedgemoor District Council on a thirty year term with interest being paid charged at 4.5%
- A loan for £675,000 from Taunton Deane Council on a 25 year term with interest being paid charged at a rate of 2.4% above the PWLB lending rate at date of advance per annum. Currently this is 5.04%
- A loan on drawdown of £75,000 on a (deferred) 1 year term with interest being paid charged at 4.8%.
- A loan on drawdown of £125,000 on a 4 year term with interest being charged at 4.5%

19. Operating Lease Commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Not later than one year	214,195	187,690
Later than one and not later than five years	511,799	376,642
Later than five years	374,000	278,196
	1,099,994	842,528

20. Pension commitments

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £69,893 (2020: £57,059). Contributions totalling £17,179 (2020: £30,256) were payable to the funds at the year-end and are included in creditors.

The YMCA Pension and Assurance Plan and Group Life Scheme

Bridgwater YMCA participated in a 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 Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 40% matching portfolio and 60% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. 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 held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £146.1m, which represented 79% of the benefits that had accrued to members.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

20. Pension commitments (continued)

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal the 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. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £3,205 from 1 May 2021. These amounts are 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 8 years from 1 May 2021.

In line with the requirements of the Charities SORP (FRS 102) a liability for the present value of the contribution payments to fund any deficit relating to past service has been included in the financial statements. The discount rate applied is 3%.

Liability	**2021**	**2020**
	£	**£**
Opening liability	256,043	283,691
Unwinding of the discount factor (interest expense) and increase in recovery period	91,290	8,511
Deficit contribution paid	(37,242)	(36,159)
Closing liability	310,091	256,043

	Within one year	**One to two years**	**Repayable two to five years**	**After five years**	**Total**
	£	**£**	**£**	**£**	**£**
As at 31 March 2021	38,361	38,361	115,083	118,286	310,091
As at 31 March 2020	36,159	36,159	108,477	75,248	256,013

In addition, Bridgwater YMCA 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 Bridgwater YMCA may be called upon to pay in the future.

21. Contingent liabilities

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 13 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2021, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

22. Share capital

The Association is a company limited by guarantee and as such has no issued share capital.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

23. Reserves

Income and expenditure reserve

This represents cumulative surpluses and deficits net of other adjustments.

Year ended 31 March 2021

	Brought forward 01/04/20 previously reported	Prior year adjustment	Deficit for year	Transfer from restricted reserve	Carried forward 31/03/21
	£	£	£	£	£
Income and expenditure reserve	600,077	(111,646)	(52,122)	19,500	455,809

Year ended 31 March 2020

	Brought forward 01/04/19	Deficit for year Restated	Transfers to restricted reserve	Carried forward 31/03/20 Restated
	£	£	£	£
Income and expenditure reserve	581,205	(66,588)	(26,186)	488,431

Restricted reserve

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate. Such transfers are detailed below:

Year ended 31 March 2020

	Brought forward 01/04/20	Net transfer	Carried forward 31/03/21
	£	£	£
Restricted reserve	26,186	(19,500)	6,686

Year ended 31 March 2020

	Brought forward 01/04/19	Net transfer	Carried forward 31/03/20
	£	£	£
Restricted reserve	-	26,186	26,186

Any restricted funds held at the year end date are represented by cash.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

23. Reserves (continued)

Details of restricted monies received and spent in the year are as follows:

Year ended 31 March 2021

	Brought forward 01/04/20	Incoming resources	Resources expended	Transfers in relation to capital purchases	Carried forward 31/03/21
	£	£	£	£	£
Move on Grant	6,686	-	-	-	6,686
Know Your Worth Workbook	12,000	-	(12,000)	-	-
Complex Adults Initiative Grant	7,500	-	(7,500)	-	-
	26,186		(19,500)	-	6,686

Year ended 31 March 2020

	Brought forward 01/04/19	Incoming resources	Resources expended	Transfers in relation to capital purchases	Carried forward 31/03/20
	£	£	£	£	£
Big Lottery Youth Investment Fund	-	251,697	(251,697)	-	-
Rough Sleeper Outreach	-	81,963	(81,963)	-	-
Move on Grant	-	10,000	(3,314)	-	6,686
Know Your Worth Workbook	-	12,000	-	-	12,000
Complex Adults Initiative Grant	-	10,000	(2,500)	-	7,500
Cold Weather Grant	-	14,679	(14,679)	-	-
	-	380,339	354,153	-	26,186

Restricted reserve descriptions

Big Lottery Youth Investment Fund - A 3 year project developing youth provision across Somerset and North Somerset

Rough Sleeper Outreach – Funding received to support Rough Sleeper Outreach in Sedgemoor

Move on Grant – Funding to help rough sleepers live independently in Sedgemoor

Know Your Youth Workbook – Funding for the creation of a support module workbook relating to Countylines activity and being safe

Complex Adults Initiative Grant – Grant to fund an outreach worker 2 days a week for 12 months to delivery support for Complex Adults Initiative.

Cold Weather Grant – Funding to help provide shelter for rough sleepers during the winter months

NOTES TO THE FINANCIAL STATEMENTS (continued…)

24.A. Reconciliation of net income to net cash flow from operating activities

	2021	2020 Restated
	£	£
Deficit for the year	(52,122)	(66,588)
Depreciation charges	621,999	523,836
Amortisation	37,800	34,708
Loss on disposal of fixed assets	61,654	-
Interest receivable	(50)	(328)
Interest payable	450,045	334,066
Decrease / (increase) in stock	(1,835)	(891)
Decrease / (increase) in debtors	(149,771)	10,045
Increase / (decrease) in creditors	215,954	(316,901)
Government grants utilised in the year	(248,644)	(260,617)
	935,030	145,684

24.B. Analysis of net changes in debt

	At 01/04/20 Restated	Cash flow	At 31/03/21
	£	£	£
Loans due in less than 1 year	(533,757)	(26,825)	(560,582)
Loans due in more than 1 year	(7,824,809)	(566,092)	(8,390,901)
Total liabilities	(8,358,566)	(592,917)	(8,951,483)
Cash at bank and in hand	11,504	593,889	605,393
Bank overdraft	(222,060)	222,060	-
Total cash and cash equivalents	(210,566)	815,950	605,393
Total net debt	(8,569,122)	223,034	(8,346,090)

25. Capital commitments

At the year end the association had known capital commitments of approximately £nil (2020: £nil).

26. Related Party Disclosures

During the year purchases of £10,020 (2020: £4,592) were made from JE Air Conditioning Limited, a company owned by a close relative of the Chief Executive, J E Hehir. No amounts were outstanding at the year end date. The transactions were made on an arm's length basis.

During the year Eleanor Matthews, the daughter of one the trustees Alastair Matthews was employed by the charity in a Public Relations and Marketing Officer role. During the year she was paid £24,601 (2020: £22,137).

At the year end date an amount of £301 was due to the Chief Executive (2020: £342 due from the Chief Executive).

27. Ultimate Controlling Party

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.

28. Exceptional expenditure

On 1 July the capital works and grants associated with a leasehold property included in non housing property fixed assets were transferred to another charity, YMCA Brunel Group, who owned the freehold of the property.

NOTES TO THE FINANCIAL STATEMENTS (continued…)

28. Exceptional expenditure (continued)

The total amount transferred was as follows:

	£
Net book value of non-housing property asset at transfer date	1,853,809
Deferred government grant balance at transfer date	(1,795,400)
Net expenditure on transfer	58,409

29. Events after the end of the period

During the year following notification that the association's main bank Allied Irish Bank was leaving the SME market, full market testing was completed and post year end in July 2021 the association's loans held with AIB and Taunton Deane District Council were redeemed and consolidated into a new loan with Triodos Bank. This arrangement gives longer term facilities, with an interest only period, and reduced fixed rates for the term of twenty years, and supports the both the association's long term financial and environmental sustainability.