

YMCA WORCESTER

Part of Worcestershire YMCA

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

**Our vision is of transforming communities so that all young
people truly belong, contribute and thrive**

WORCESTER YMCA

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WORCESTER YMCA
REPORT OF THE BOARD

The Board is pleased to present its report and audited financial statements for the year ended 31 March 2021.

Reference and administration information

Charity Name	Worcester YMCA
Charity Registration Number	1102766
Company Registration Number	05056873
Chief Executive	Annette Daly
Company Secretary	Wendy Poole

Board

The Board is composed of the following individuals:

Mike Higley
Jacintha Hodgson (resigned 21 December 2020)
Philip Simpson (Chair)
Simon Hill
Dr Juliet Horne
Diana Drew

Members of the Board are directors of the association for the purposes of company law and trustees of the association for the purposes of charity law.

Registered Office	Auditors	Bankers	Solicitors
Gordon Anstis House Loxley Close Redditch Worcestershire B98 9JS	Cooper Parry Group Limited Park View One Central Boulevard Blythe Valley Business Park Solihull B90 8BG	Unity Trust Bank plc Four Brindleyplace Birmingham B1 2JB	mfg Solicitors LLP Adam House Birmingham Road Kidderminster Worcestershire DY10 2SH

WORCESTER YMCA

REPORT OF THE BOARD

Structure, Governance and Management

Constitution

The Association is a charitable company limited by guarantee and not having a share capital, with members required to contribute up to a maximum of £1 each should there be a deficiency on winding up. The Association is governed by its Articles of Association, which were reviewed by the Board in 2013.

Organisational structure

The Association is governed by its board of volunteer trustee directors, responsible for overseeing strategy and policy, approving annual budgets & accounts, who work in conjunction with the senior executive staff who recommend strategy, policy and exercise operational management. They hold five meetings per annum to consider business and progress against agreed plans plus hold strategic discussions and consider future work and direction. On appointment trustees receive induction including Charities Commission input. Attendance at meetings, interests and skills is monitored and reviewed annually. The YMCA movement offers support, development and benchmarking information. Codes of Governance and Conduct have been adopted.

The Association is part of the worldwide YMCA movement and is affiliated to the National Council of YMCAs in England and through them to the World Council of YMCAs. It receives no funds from either the National Council or the World Council, but pays an affiliation fee to the National Council of YMCAs.

The Board oversees and endorses or challenges the short and medium term strategies recommended by the senior executive staff. The Board aims to ensure the long term interests of the Association are not adversely affected by decisions taken in the medium term and ensures the ethos and values of the Association are maintained.

The day-to-day control of the Association's operations is exercised by the senior management team made up of the Chief Executive, Head of Children and Families and Youth, Head of Adult and Communities, Head of Finance, Head of HR and Development Manager. The Chief Executive attends Board meetings and members of the senior management team are invited where appropriate to encourage wider contact between directors and staff. In setting the salaries of the senior management team the Board considers benchmark information from other appropriate organisations in the YMCA movement.

The Association is organised so that those for whom activities are provided and key stakeholders are involved in the design, monitoring and evaluation of that provision; clear access to senior management and the volunteer Board is integral to the structure and is part of our engagement process.

Recruitment and appointment to the Board

The Board consists of up to fifteen elected members who are appointed for a three-year term, but who may stand for re-election at the end thereof. Members who are co-opted during the year are appointed up until the next Annual General Meeting when they are eligible for election. Board members are elected by the Members of the Association at the Annual General Meeting. Worcestershire YMCA Limited is the sole corporate member of Worcester YMCA.

All Board members acknowledge their Christian faith and are appointed by the sole member.

The Directors of the company are also charity trustees for the purposes of charity law and throughout this report are collectively referred to as the board members. Board members give their time voluntarily and receive no benefits from the charity in respect of this commitment. Any expenses reclaimed from the charity or payments made to them are set out in the notes to the accounts.

It is the aim of the board members to have the Board made up of individuals from the community it serves and simultaneously achieve a rich diversity of perspectives and experience, competent to oversee the operations of the Association. The board seeks to recruit new members accordingly. Potential board members are made aware of the aims and purposes of the YMCA Movement and must indicate their desire to join the Movement and accept the responsibilities involved.

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The perspectives, experience and skills of individual Board members are considered to ensure a balance across the Board. Board members are initially co-opted to the Board until the following Annual General Meeting.

Board member induction and training

As part of their induction programme, new Board members are provided with a welcome pack including copies of literature produced by the Charity Commission and the YMCA Movement, including the YMCA Code of Governance. Background information relating to the Association including copies of the articles of association, latest financial information, copies of minutes and policies are included in the welcome pack. The Board schedule five meetings per annum for ordinary business plus meetings to consider the work of the association and future direction.

As part of the YMCA Movement, Board members have access to its board development programme and training, support and benchmarking information. The Board undertakes periodic background and skills audits and as a result identifies certain characteristics it will require of future members. Attendance at Board meetings is monitored.

The Association works in partnership with other organisations, funders and commissioners that are compatible with its ethos and values.

Code of Governance

The Association's Board has adopted the National YMCA Code of Governance based on the National Housing Federation Code of Governance.

Statement of Board responsibilities

The board is responsible for preparing the Report of the Board and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the board 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 then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards 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 the Association will continue in operation.

The board is 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. They are also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board are 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.

WORCESTER YMCA
REPORT OF THE BOARD

Provision of information to auditors

We, the board members of the Association who held office at the date of approval of these financial statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the Association's auditor is unaware; and
- we have taken all the steps that we ought to have taken as board members to make ourselves aware of any relevant audit information and to establish that the Association's auditor is aware of that information.

Corporate Governance – internal financial control

The Board acknowledges its ultimate responsibility for ensuring that the Association has in place a system of controls that is appropriate to the various business environments in which it operates. These controls are designed to give reasonable assurance with respect to the:

- reliability of financial information used within the Association or for publication;
- maintenance of proper accounting records; and
- safeguarding of assets against unauthorised use or disposal.

It is the Board's responsibility to establish and maintain systems of internal financial control. Such systems can only provide reasonable and not absolute assurance against financial misstatement or loss. Key elements include ensuring that:

- formal policies and procedures are in place, including the documentation of key systems and rules relating to the delegation of authorities, which allow the monitoring of controls and restrict the unauthorised use of the Association's assets;
- experienced and suitably qualified staff take responsibility for important business functions; annual appraisal procedures have been established to maintain standards of performance;
- forecasts and budgets are prepared which allow the Board and management to monitor the key business risks and financial objectives, and progress towards financial plans set for the year and the medium term; regular management accounts are prepared promptly, providing relevant, reliable and up to date financial and other information and significant variances from budgets are investigated as appropriate; and
- all significant new initiatives, major commitments and investment projects are subject to formal authorisation procedures, through the Board members and others.

The Board receives and reviews regular reports from management, internal audit and from the external auditor to provide reasonable assurance that control procedures are in place and are being followed.

Formal procedures have been established for instituting the appropriate action to correct weaknesses identified from the above reports.

Risk management

The Association maintains a risk register covering governance, operational, financial, external and compliance risks. The Board receives and reviews regular reports from management including major risks facing the Association and action taken to reduce or mitigate the effects of those risks.

The board categorises risk into five main headings: Governance, Operational, Financial, Environmental or external and Compliance. The key risk in each heading is identified below:

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REPORT OF THE BOARD

Risk management (continued)

Risk	Mitigation and further action to be taken.
Governance - loss of key staff	Trustees continue to act as champions for each area of policy, policies are reviewed regularly, skills and role descriptions are identified, a training matrix identifies skills gaps, training is budgeted and undertaken, the strategic plan is approved by the Board, appraisals are conducted regularly.
Operational – project / service development	The organisation has adopted models to demonstrate how and why new and existing projects are in line with charitable objects and to better define and communicate our activities. To continue to enhance development of new plans in line with objects. Further action: review operational strategy and accelerate implementation. Develop future plans for childcare provision in Worcestershire.
Financial - dependency on limited income sources	Strategic plans aim to change the mix of income and the provision of services that are less dependent on Government policy. Specific opportunities identified. Acquisition of a trading subsidiary has diversified income. Further action: Review strategic plan in line with income dependencies. Realise opportunities identified and monitor success of diversification plans and organisational capability to ensure they match future requirements.
Environmental or external factors - changing government policy	Networking and lobbying to minimise adverse policy changes and their effects. Regular market scanning. Members of YMCA policy groups and relevant local groups. Further action: Engage a wider audience particularly potential service users in the provision of data and case studies for influencing policy and ensure other initiatives in diversification are coordinated. Conduct research with target audiences.
Compliance - diversification of activities	Systems to ensure compliance with legislation, regulation and reporting are robust. Further action: identify and monitor the effect on existing compliance of diversifying activity and consider any new compliance such diversification will introduce.

COVID19

The business has affected by the covid pandemic in the year under review. The area of housing has been least adversely affected with lower void levels. The two nursery trading subsidiaries were initially closed to children other than those of key workers and since reopening the nurseries have been required to adhere to strict government regulation with regard to child numbers and staff ratios which has been difficult for the businesses concerned.

Worcestershire YMCA and its subsidiary trading companies benefitted from government grant assistance in the form of from the Coronavirus Job Retention Scheme and other grants during the initial lockdown period.

At the date of signing these financial statements, the trustees have considered the effect of the pandemic on the group with the information available to it, and do not believe it will affect the group's ability to continue to operate for the foreseeable future. As with most organisations there will be short term practical difficulties which we have addressed and are managing by remote working and ensuring safe working practices. Due to the level of reserves and cash balances held and security of some of our income streams, we are well placed to continue operating. See accounting policy titled Going Concern for further details.

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REPORT OF THE BOARD

Financial Review

Reserves

The association makes adequate provision, by way of financial reserves, to enable the discharge of statutory and contractual obligations and to support continuity of business in the face of potential risks.

The Board considers there are sufficient assets to meet obligations as they arise. Net current assets are £1,480,347 (2020: £1,362,667).

The overall funds of the Association have increased as a consequence of a surplus arising from operational income exceeding expenditure in the year under review. It should be noted that central costs have not been apportioned between YMCA Worcestershire Limited and the Association for operational reasons.

The Association does not trade for profit, but plans for income to exceed expenditure each year, ensuring a margin of safety to manage the unexpected, its Articles prevent the distribution of reserves, which are instead applied to further the aims and objectives.

The Board has reviewed its reserves policy and the designation of reserves in the light of the current Covid environment. The policy is to aim to maintain funds in reserves at least sufficient to fund 2 months total expenditure (£59,091) to cover the eventuality of a material decline in incoming resources and to hold at least half of that amount in cash at bank. The Association has free reserves (at group level) of £601,280 which equates to 20 months operating costs. It will regularly review this policy having regard to the changing financial, regulatory and competitive environment in which the charity operates.

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Employment of disabled persons

The Association operates an equal opportunities employment policy and is committed to be a Disability Employer.

Objects and activities

As a Christian charity committed to helping people, especially the young, particularly at times of need, without discrimination, our faith calls us to stand alongside people on their personal journey, and help them develop in body, mind and spirit.

Accordingly, demonstrating our Christian faith and sharing it through social action we are active in working towards our vision of transforming communities so that all young people truly belong, contribute and thrive. We aim to be recognised as the leading provider of activities which inspire transformation.

The Association's objects and principal activities are 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 or assist in the provision of education for persons of all ages with the object of developing their physical, mental or spiritual capacities;
- 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;
- lead young people to the Lord Jesus Christ and to fullness of life in Him;
- provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social physical or economic circumstances; and
- 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.

Our aims mean we work with others to deliver activities through which all young people can be offered the opportunity to develop in body, mind and spirit so they have hope of experiencing life in all its fullness.

Strategy

The key elements of our medium to long-term strategy are:

Build on the strength of YMCA's Early Years presence across the County; Provide opportunities that prepare young people, including the marginalised, for adult life and the world of work through positive activities, alternative curriculum, employability skills, health and wellbeing, volunteering, community and family engagement, and targeted mentoring support. In addition, we will work with churches and other Christian organisations to deliver high quality youth work and opportunities for religious education. With the global YMCA movement, we will provide wider opportunities for young people, to improve outcomes.

We measure the success of the strategy:

Annually, prior to the commencement of the financial year, when plans are produced as part of our budgetary cycle. These are submitted to the Board for approval by the beginning of the year. During the year, the senior management meet regularly to monitor performance in both financial and non-financial terms. We are organised into three areas of work.

Progress is reported and variances explained to Board throughout the year. An annual review is conducted by the board and senior management and an Annual General Meeting is also held and a report presented by the board and senior management to members.

During the year there are periodic reviews conducted with partner organisations including commissioning bodies.

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Review of activities

Working from our own centres and accommodation units of other organisations, we provide preschool nurseries, youth work including the support of young people towards independent living, 'move on' accommodation and support for vulnerable adults.

The two most significant charitable activities contributing to the achievement of our objectives in the year were:

Residential Accommodation
Children and Youth Services

During the year our work in providing support to young people aged 16-25 and to vulnerable adults continued.

Further analysis of the income and expenditure on operations can be found in notes 3, 4, 5 and 6 to the financial statements.

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Strategy: Build on the strength of YMCA's Early Years and families presence across the County, work with older children and partnership working. We will work in partnership with others to improve health of mothers and their babies and work with older children and their families to make them better informed and benefit from their knowledge to improve their lives. Provide opportunities that prepare young adults, including the marginalised, for adult life and the world of work through positive activities, employability skills, health and wellbeing, volunteering, community and family engagement, and targeted mentoring support. In addition, we will work with churches and other Christian organisations to deliver high quality youth work and opportunities for religious education. With the global YMCA movement, we will provide wider opportunities for young people, to improve outcomes.

Housing and Support

We offer 14 units of accommodation for young people aged 18-35 in training, education or employment. This has enabled YMCA to provide affordable rents to young people in the City and young people to live independently whilst maintaining employment and training.

It has been a critical priority to develop strategic partners to support young people in our accommodation; this has included working with:

- St Basils, a Housing Charity based in Birmingham, delivered an open network accredited course managing your tenancy. St Basils trained support staff to provide the course to residents. This certificate is recognised by local housing providers, such as Platform Housing Group, and provides strong evidence that those participants are ready for independent living.
- Redditch Churches have worked closely within the housing scheme to help build relationships and meet the spiritual needs of the young people at Redditch.
- Moat House Care Farm provided volunteering opportunities for young people, which has resulted in improved emotional awareness, assertiveness, social skills, confidence, trust in self and others, empathy, impulse control, problem-solving skills.

Further partnerships have been developed throughout the year, including engaging with an onsite drug and alcohol worker, employability and life skills, onsite counselling and working closely with the local policing and neighbourhood team. These partnerships have played a key role in developing transformational communities for young people.

Nurseries

Little Treasures has continued to enhance our provision across the group and contributed to the diversification of income sources. Throughout the pandemic, we have adapted the delivery of childcare to create childcare bubbles; this enabled us to continue delivery with minimal interruption to service. For part of the year, during the initial lockdown, childcare was only provided to key worker children; this saw an increase in home learning for children during this time and it was necessary to ensure that the children's development was monitored whilst they were not in the settings.

A curriculum statement of intent provides a framework for setting out the aims of a programme of education, including the knowledge and skills gained at each stage, developing a framework over time into a structure and narrative. In line with the organisation's objectives, our statement enables children to live life to its fullest by offering stimulating learning experiences with Christian values at its heart. Our nurseries develop children's spiritual, social, moral and cultural understanding. They provide a holistic curriculum that fosters lifelong learning. The nurseries have created learning environments that build upon children, prior learning experiences and are tailor-made for the families we support. From September 2021, a new curriculum will be published and adopted by each nursery setting in line with Government guidance for the education sector.

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Strategy: Sustain service (Continuous improvement in quality and value for money; Increase unrestricted funding and social enterprise; Diversify and maintain a balance between housing and other provision; Increase the use of appropriate volunteers; Increase the number of partners, including faith communities and the wider YMCA movement, with whom we unite; Diversify across each district; Increase participation).

Highlighted achievements:

In conjunction with Worcestershire YMCA we have recruited a Business Manager with a view to increasing unrestricted funding and undertaken joint fundraising events. Together we have also explored further partnership working with local councils, the private sector, local college and local churches.
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International Partnerships

Throughout the year, we have developed international partnerships with YMCA France in providing opportunities for young people to live and volunteer within YMCA Worcestershire. Over the past 12 months, four volunteers joined our housing, nursery and youth teams to support the delivery of our services. The programme has been successful in providing opportunities for young people. Due to the project's success, next year we will look to expand the international volunteering opportunities.

Communication

The online and digital presence has been a critical part of our communication strategy throughout the year due to limitations in face-to-face delivery. The digital presence enabled us to communicate quickly in the rapidly evolving situation. The Covid Community Page promoted the organisation's risk assessment and demonstrated the measures that have been put in place to operate safely, giving confidence to the communities.

Black Lives Matter Response

YMCA Worcestershire has been part of the regional response to the Black Lives Matter movement (BLM). The group represents the region on its commitment to have a clear position on BLM by carrying out a diversity audit and making appropriate recommendations, assessing and reporting on equality data across the region annually, supporting YMCAs to engage with Black, Asian and Minority Ethnic (BAME) young people and encouraging staff to share their stories and experiences.

Christian Spiritual Development

The Christian Spiritual Development Coordinator left the organisation in September 2020, and plans are in place to recruit for this position next year. It is our aim to develop an internal chaplaincy group that will support the organisation in developing its Christian mission. In addition, we have hosted a daily online prayer meeting for YMCAs globally throughout the year, which has been well-received globally.

WORCESTER YMCA
REPORT OF THE BOARD

Value for Money

Value for money forms part of our sustain service strategy. The consolidation of activities across the group continues to present opportunities to increase value for money and dilute costs over a broader base.

Public Benefit

The board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charitable company's aims and objectives and in planning future activities. In particular, the board has considered how planned activities will contribute to the aims and objectives set.

Communities and particularly young people within the County of Worcestershire benefit from our work. We work with parents of children, children, young people and vulnerable adults. Our activities include affordable flexible childcare; work with school age children outside school throughout the year; work with young people and adults in formal and informal education, leisure activities including health and wellbeing and in support towards independent living. We engage in preventative work and offer residential accommodation.

We recognise the importance of responding to the needs of the community and allowing them to influence the charitable company's developments.

We consult with participants in our activities, potential participants and partner organisations. Consultation takes place through a variety of routes including formal surveys, one to one sessions and informal meetings. We aim to continuously improve our services, responding to comments and complaints made by people who participate in our activities. Informal comments are dealt with by the management of the particular delivery arm of the Association. Formal issues may be raised in accordance with our service delivery policies and procedures and will be reported to the Board. Services are regularly reviewed against current developments in recommended practice and guidelines issued by regulatory and similar bodies.

Plans for future periods

Our assessment of performance in the year is used to inform our medium to long term strategy. Following the disposal of our main site, we are reviewing our strategies. Our objects remain relevant and appropriate. We have engaged with staff more widely to assist in the short to medium term plans for the organisation as it deals with consolidating activities in the face of reduced public spending. The organisation has begun to invest in its infrastructure to ensure a comprehensive and cohesive offer can be made to more potential beneficiaries.

Our main objectives for next year:

Young People and Adults:

To consolidate the work of our nurseries and identify further opportunities for additional investment.

By order of the Board



P Simpson
Chair
27 September 2021

Gordon Anstis House
Loxley Close
Worcestershire
B98 9JS
Tel: 01527 61643

WORCESTER YMCA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORCESTER YMCA

Opinion

We have audited the financial statements of Worcester YMCA ("the parent charitable company") and its subsidiaries ("the group") for the year ended 31 March 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes, 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 group's and parent charitable company's affairs as at 31 March 2021, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Report of the Board, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Board. 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.

WORCESTER YMCA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORCESTER YMCA

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees' were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Report of the Board and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 5, 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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:

WORCESTER YMCA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORCESTER YMCA

Our assessment focussed on key laws and regulations the group and parent charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Childcare Act 2006, taxation legislation, data protection and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the group and parent charitable company and how the group and parent charitable company are complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the group and parent charitable company's control environment and how the group and parent charitable company have applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the group and parent charitable company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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.

WORCESTER YMCA

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
WORCESTER YMCA**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 Part 16 of the Companies Act 2006 and to the charitable company's trustees as a body in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and trustees 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 charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Simon Atkins FCA

Senior Statutory Auditor for and on behalf of:

Cooper Parry Group Limited

Chartered Accountants and Statutory Auditor
One Central Boulevard
Park View
Blythe Valley Park
Solihull
West Midlands
B90 8BG

27 September 2021

WORCESTER YMCA

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:					
Voluntary income	3	366,330	-	366,330	42
Other trading activities	4	784,162	-	784,162	851,121
Investment income		31	-	31	8
Charitable activities	5	62,603	-	62,603	428,677
Total income		1,213,126	-	1,213,126	1,279,848
Expenditure on:					
Raising funds-trading activities		833,243	-	833,243	633,948
Charitable activities		354,544	-	354,544	694,360
Total resources expended	6	1,187,787	-	1,187,787	1,328,308
Net income / (expenditure) for the year before other recognised gains and losses		25,339	-	25,339	(48,460)
Transfers between funds	15	-	-	-	-
Net movement in funds		25,339	-	25,339	(48,460)
Reconciliation of funds					
Fund balance at 1 April 2020		2,343,082	-	2,343,082	2,391,542
Fund balance at 31 March 2021	16	2,368,421	-	2,368,421	2,343,082

The accompanying notes form part of these financial statements.

The statement of financial activities includes all gains and losses recognised in the year.

All activities derive from continuing operations.

WORCESTER YMCA

CONSOLIDATED BALANCE SHEET
31 MARCH 2021

Registered company number: 05056873

	Notes	Group 2021 £	Association 2021 £	Group 2020 £	Association 2020 £
Fixed assets					
Intangible assets	10	428,741	-	493,372	-
Tangible fixed assets	11	1,337,710	541,110	1,381,604	560,486
Investments	12	690	1,050,306	690	1,050,306
		<u>1,767,141</u>	<u>1,591,416</u>	<u>1,875,666</u>	<u>1,610,792</u>
Current assets					
Debtors	13	656,805	1,242,851	384,898	944,181
Cash at bank and in hand		948,822	704,941	1,111,980	934,333
		<u>1,605,627</u>	<u>1,947,792</u>	<u>1,496,878</u>	<u>1,878,514</u>
Creditors: amounts falling due within one year	14a	(125,280)	(48,490)	(134,211)	(63,669)
Net current assets		<u>1,480,347</u>	<u>1,899,302</u>	<u>1,362,667</u>	<u>1,814,845</u>
Total assets less current liabilities		<u>3,247,488</u>	<u>3,490,718</u>	<u>3,238,333</u>	<u>3,425,637</u>
Creditors: amounts falling due after more than one year	14b	(789,967)	(789,967)	(817,563)	(817,563)
Provision for liabilities and charges	21	(89,100)	(89,100)	(77,688)	(75,690)
Net assets		<u>2,368,421</u>	<u>2,611,651</u>	<u>2,343,082</u>	<u>2,532,384</u>
Represented by Unrestricted funds					
General funds	15	2,457,521	2,700,751	2,418,772	2,608,074
Pension reserve	15	(89,100)	(89,100)	(75,690)	(75,690)
Total		<u>2,368,421</u>	<u>2,611,651</u>	<u>2,343,082</u>	<u>2,532,384</u>

Approved by the Board on 27 September 2021.


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P Simpson

The accompanying notes form part of these financial statements.

WORCESTER YMCA

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended 31 March 2021

	Note	2021 £	2020 £
Net cash inflow / (outflow) from operating activities	18	(115,000)	(612,677)
Returns of investment and servicing of finance			
Interest paid		(16,744)	(19,408)
Interest received		31	8
		<hr/>	<hr/>
Net cash outflow from returns on investments and servicing of finance		(16,713)	(19,400)
Capital expenditure			
Payments to acquire tangible fixed assets		(2,650)	(25,465)
Acquisition of subsidiary		-	(91,094)
		<hr/>	<hr/>
Net cash (outflow) / inflow from capital expenditure		(2,650)	(116,559)
Financing			
Net movement in short term borrowings		(1,199)	-
Net movement in long term borrowings		(27,596)	(31,240)
		<hr/>	<hr/>
Net cash inflow from financing		(28,795)	(31,240)
		<hr/>	<hr/>
Change in cash and cash equivalents during the year	19	(163,158)	(779,876)
		<hr/>	<hr/>

The accompanying notes form part of these financial statements.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

1 Legal status

Worcester YMCA is a company limited by guarantee with members required to contribute up to a maximum of £1 should there be a deficiency on winding up. The company is registered under the Companies Act 2006 and is a registered charity.

The address of the registered office is given in the information on page 3 of these financial statements.

2 Accounting policies

The principal accounting policies of the company are as follows:

Basis of preparation

The accounts have been prepared in accordance with UK applicable accounting standards including Financial Reporting Standard 102, The Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling and rounded to the nearest pound.

Going Concern

At the time of signing the accounts, the Trustees have considered the effect of the Coronavirus on the going concern position, and consider that the group will continue to operate for a period of at least 12 months from the date of signing these accounts due to the level of funding already secured with its key partners and easing of restrictions on staffing ratios within the nursery settings.

At the balance sheet date, the group held significant cash balances. The group has significant reserves, the majority of which are unrestricted and is sufficient to absorb short-term in-period deficits if required. Government support is utilised, where it is appropriate to do so, and since the year end the Furlough scheme has been used to a limited extent.

The financial forecasts prepared by the executive team show that the group will be able to operate within the facilities available to it.

On that basis the Trustees have prepared these financial statements on a going concern basis.

Basis of Consolidation

The group is required by Charities Act 2011 to prepare consolidated Financial Statements. The Financial statements incorporate those of the Charity and the its subsidiary, reflecting trading activities to 31 March 2021.

All Intra-Group transactions and balances between Group companies are eliminated on consolidation.

The wholly owned subsidiaries which are consolidated are:

Little Treasures Limited
First Class Nursery (Kidderminster) Limited

WORCESTER YMCA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Accounting policies (continued)

Business Combinations

The cost of a business combination is the fair value at the acquisition date, of the consideration paid and liabilities incurred or assumed, plus costs directly attributable to the business combination.

The excess of the cost of a business combination over the fair value of the identifiable assets, liabilities and contingent liabilities acquired is recognised as 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 ten years representing the remaining life of the lease acquired on the business premises of the subsidiary acquired.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income including grants, covenanted income, gifts and legacies is included in full when there is certainty of receipt.

Income from the hire of facilities is recognised as the related services are provided.

Investment income is recognised on a receivable basis.

Rental income for accommodation is accounted for when it becomes receivable. Income from education and training activities includes income received under contract, subject to specific performance conditions.

Government grants are accounted for under the accruals model as permitted by FRS 102. Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

Resources expended

Expenditure is recognised on an accruals basis when a liability is incurred. The costs of all activities include a share of support costs, the individual elements of which are apportioned to each activity on the basis of direct time spent thereon. Direct costs relating to particular activities are allocated directly.

Costs of generating voluntary income include staff costs associated with that activity.

Costs of generating funds include related staff costs and direct costs incurred in those activities.

Charitable activities costs include a direct allocation of staff and other direct costs and an apportionment of support costs.

Governance costs comprise those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

Accounting policies (continued)

Tangible fixed assets and depreciation

Fixed assets are recorded at cost at the time of acquisition.

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its estimated useful life, as follows:

Freehold buildings	Over 10 or 32 years
Fixtures and Fittings	20% straight line
Computer equipment	20% straight line
Motor vehicles	25% straight line

Investments

Investments are included at closing mid-market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activities.

Stock

Stock is valued at the lower of cost and net realisable value.

Current asset property

Freehold property held for resale is included at open market value.

Operating leases

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

Pensions

Worcester 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 Worcester YMCA.

As described in note 21 Worcester YMCA has a contractual obligation to make pension deficit payments of £11,137 per annum over the period to April 2029 and, accordingly, this is shown as a liability in these accounts. In addition, Worcester YMCA is required to contribute £2,636 per annum to the operating expenses of the pension plan and these costs are charged to the statement of financial activities as they are incurred.

The employer contributions in relation to the pension plan are determined by the Trustee based on advice from a qualified actuary.

In addition, all staff are eligible for employer's pension contributions to be paid to a stakeholder or equivalent contributory personal pension scheme, with the level of contribution depending on their own level of contribution. The association has no liability beyond the payment of its agreed monthly contributions. The contributions are charged to the Statement of Financial Activities as made.

WORCESTER YMCA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Accounting policies (continued)

Critical areas of Judgements

Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technological obsolescence that may change the utility of certain software and IT equipment and changes to decent homes standards which may require more frequent replacement of key components.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

3 Voluntary income

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Grants from other charities	850	-	850	-
Government grant income	115,480	-	115,480	-
Donations and legacies	250,000	-	250,000	42
	<u>366,330</u>	<u>-</u>	<u>366,330</u>	<u>42</u>

In 2020 all of the voluntary income was attributable to unrestricted funds.

4 Other trading activities

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Hiring of facilities	-	-	-	17,180
Non charitable trading activities	784,162	-	784,162	833,941
	<u>784,162</u>	<u>-</u>	<u>784,162</u>	<u>851,121</u>

In 2020 all of the trading activities income was attributable to unrestricted funds.

5 Charitable activities

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Residential accommodation	62,603	-	62,603	428,677

In 2020 all of the charitable activities income was attributable to unrestricted funds.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

6 Resources expended

	Accommodation	Corporate	Trading	2021	2020
	£	Services	income	Total	Total
		£	£	£	£
Direct costs					
People related	188,549	13,098	665,533	867,180	854,189
Premises related	41,479	-	64,297	105,776	192,890
Vehicle related	448	-	-	448	268
Office expenses	3,725	-	8,751	12,476	25,070
Other direct expenses	-	-	42,206	42,206	58,252
Indirect costs					
Overheads	207	8,109	12,371	20,687	54,042
Depreciation and amortisation	19,376	55,632	36,167	111,175	100,945
Other costs	9,351	14,570	(1,795)	22,126	51,332
Taxation	-	-	5,713	5,713	(8,680)
Total resources expended	<u>263,135</u>	<u>91,409</u>	<u>833,243</u>	<u>1,187,787</u>	<u>1,328,308</u>

All of the total expenditure of £1,187,787 (2020: £1,328,308) related to unrestricted funds.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

7 Operating surplus

	2021	2020
	£	£
The operating surplus is arrived at after charging:		
Depreciation of tangible fixed assets	46,544	43,005
Amortisation	64,631	57,882
Auditor's remuneration	15,390	13,573
	<u> </u>	<u> </u>

8 Employee costs

	2021	2020
	£	£
Salaries and wages	771,700	700,473
Social security costs	38,065	33,870
Pension and other costs	20,410	15,947
	<u> </u>	<u> </u>
	830,175	750,290
	<u> </u>	<u> </u>

No employee received emoluments in excess of £60,000 (2020: none).

	2021	2020
	No.	No.
The average monthly number of persons employed during the year were as follows:		
Direct charitable work	54	63
Administration	1	1
	<u> </u>	<u> </u>
	55	64
	<u> </u>	<u> </u>

The salaries of senior management are paid by the parent charitable company, Worcestershire YMCA. The aggregate remuneration of senior management is disclosed, on a group basis, in the accounts of Worcestershire YMCA. The accounts of Worcestershire YMCA are available as detailed in note 2 to the accounts.

9 Trustee remuneration

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year. Expenses of £Nil (2020: £Nil) were reimbursed to trustees during the year.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

10 Intangible assets - Goodwill

	Goodwill on acquisition £	Purchased goodwill £	Total £
Cost			
At 1 April 2020	556,320	39,000	595,320
Additions	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2021	556,320	39,000	595,320
	<hr/>	<hr/>	<hr/>
Amortisation			
At 1 April 2020	99,698	2,250	101,948
Charge for year	55,631	9,000	64,631
	<hr/>	<hr/>	<hr/>
At 31 March 2021	155,329	11,250	166,579
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 March 2021	400,991	27,750	428,741
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 1 April 2020	456,622	36,750	493,372
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

11 Tangible fixed assets - Group

	Computer equipment £	Motor vehicles £	Land and buildings £	Total £
Cost				
At 1 April 2020	43,739	10,788	1,401,558	1,456,085
Additions	2,650	-		2,650
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	46,389	10,788	1,401,558	1,458,735
	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation				
At 1 April 2020	15,293	2,697	56,491	74,481
Charge for year	12,568	2,697	31,279	46,544
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	27,861	5,394	87,770	121,025
	<hr/>	<hr/>	<hr/>	<hr/>
Net book value				
At 31 March 2021	18,528	5,394	1,313,788	1,337,710
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 1 April 2020	28,446	8,091	1,345,067	1,381,604
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

WORCESTER YMCA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Tangible fixed assets - Association

	Computer equipment £	Motor vehicles £	Land and buildings £	Total £
Cost				
At 1 April 2020 and 31 March 2021	5,596	10,788	585,000	601,384
Depreciation				
At 1 April 2020	5,296	2,697	32,905	40,898
Charge for year	226	2,697	16,453	19,376
At 31 March 2021	5,522	5,394	49,358	60,274
Net book value				
At 31 March 2021	74	5,394	535,642	541,110
At 1 April 2020	300	8,091	552,095	560,486

12 Investments – Group

	2021 £	2020 £
COIF Charities Investment		
Market value at 1 April 2020	690	690
(Loss) / gain on revaluation	-	-
Market value at 31 March 2021	690	690

12a Investments – Company

The charity owns 100% of the issued share capital of Little Treasures Limited, a company limited by shares incorporated in England and Wales (company number 04029930). Its net assets totalled £401,851 as at 31 March 2021 (2020: £401,030).

The charity owns 100% of the issued share capital of First Class Nursery (Kidderminster) Limited, a company limited by shares incorporated in England and Wales (company number 08887253). Its net assets totalled £3,544 as at 31 March 2021 (2020: £2,662)

	2021 £	2020 £
Brought forward at 1 April 2020	1,050,306	893,603
Additions	-	156,703
Carried forward at 31 March 2021	1,050,306	1,050,306

WORCESTER YMCA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

13 Debtors

	Group 2021 £	Group 2020 £	Association 2021 £	Association 2020 £
Other debtors	14,447	8,008	(19)	1,662
Prepayments and accrued income	-	10,963	-	8,565
Intercompany	642,358	365,927	1,242,870	933,954
	<u>656,805</u>	<u>384,898</u>	<u>1,242,851</u>	<u>944,181</u>

14a Creditors: amounts falling due within one year

	Group 2021 £	Group 2020 £	Association 2021 £	Association 2020 £
Bank loans and overdrafts	32,176	33,375	32,176	33,375
Trade creditors	16,778	54,518	841	13,189
Other taxes and social security costs	11,120	10,852	3,604	3,925
Owed to related undertakings	15,434	3,883	-	-
Accruals and deferred income	36,856	24,907	11,869	12,299
Corporation tax payable	7,711	2,365	-	-
Other creditors	5,205	4,311	-	881
	<u>125,280</u>	<u>134,211</u>	<u>48,490</u>	<u>63,669</u>

Included in accruals and deferred income above is deferred income of £17,068 (2020: £3,928) and this is analysed below:

	2021 £	2020 £
Deferred income brought forward	3,928	81,105
(Released) / deferred during the year	13,140	(77,177)
	<u>17,068</u>	<u>3,928</u>

The amounts are deferred when the companies do not have unconditional entitlement to the income or when the invoice relates to the delivery of a service and is therefore only recognised to the extent that the companies have provided the service.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

14b Creditors: amounts falling due after one year

	Group 2021 £	Group 2020 £	Association 2021 £	Associatio n 2020 £
Bank loans and overdrafts	789,967	817,563	789,967	817,563
Loan maturity analysis				
Within one year	32,176	33,375	32,176	33,375
Within one to two years	32,176	33,375	32,176	33,375
Within two to five years	96,529	100,125	96,529	100,125
In more than 5 years	661,261	684,063	661,261	684,063
	822,142	850,938	822,142	850,938

15 Movement in funds

	Balance at 1 April 2020 £	Incoming £	Outgoing £	Transfers £	Balance at 31 March 2021 £
General fund	2,418,772	1,213,126	(1,174,377)	-	2,457,521
Pension reserve	(75,690)	-	(13,410)	-	(89,100)
Total unrestricted funds	2,343,082	1,213,126	(1,187,787)		2,368,421

15a Movement in funds - prior year

	Balance at 1 April 2019 £	Incoming £	Outgoing £	Transfers £	Balance at 31 March 2020 £
General fund	2,473,079	1,279,848	(1,334,155)	-	2,418,772
Pension reserve	(81,537)		5,847	-	(75,690)
Total unrestricted funds	2,391,542	1,279,848	(1,328,308)		2,343,082

16 Analysis of net assets between funds

All assets and liabilities are allocated to unrestricted funds in both the current and prior year.

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

17 Cash flows from operating activities

	2021	2020
	£	£
Reconciliation to changes in resources		
Net movement in funds	25,339	(48,460)
Interest received	(31)	(8)
Interest paid	16,744	19,408
Profit on disposal	-	258
Depreciation of tangible fixed assets	46,544	43,005
Amortisation	64,631	57,882
(Increase) / decrease in debtors	(271,907)	(273,199)
Decrease in stock	-	700
(Decrease) / increase in creditors	(7,732)	(406,414)
(Decrease)/increase in provisions	11,412	(5,849)
	<hr/>	<hr/>
	(115,000)	(612,677)
	<hr/> <hr/>	<hr/> <hr/>

18 Change in cash and cash equivalents

	2021	2020
	£	£
Decrease / (increase) in cash in the period	(163,158)	(779,876)
	<hr/>	<hr/>
	(163,158)	(779,876)
Movement in net funds		
Net funds at 1 April 2020	1,111,980	1,891,856
	<hr/>	<hr/>
Net funds at 31 March 2021	948,822	1,111,980
	<hr/> <hr/>	<hr/> <hr/>

19 Analysis of net debt

	At 1 April	Cash	Non-cash	At 31 March
	2020	Flow	Changes	2021
	£	£	£	£
Cash at bank and in hand	1,111,980	(779,876)	-	948,822
Loans falling due within one year	(33,375)	1,199	-	(32,176)
Loans falling due after one year	(817,563)	27,596	-	(789,967)
	<hr/>	<hr/>	<hr/>	<hr/>
	261,042	(134,363)	-	126,679
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

20 Provisions for liabilities and charges

	2021	2020
	£	£
Pension liability (21a)	89,100	75,690
Deferred tax-accelerated capital allowances	-	1,998
	<u>89,100</u>	<u>77,688</u>
	<u><u>89,100</u></u>	<u><u>77,688</u></u>

21 Pension costs

Worcester 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 Worcester 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. This represented 79% of the benefits that had accrued to members.

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

The valuation prepared as at 1 May 2017 showed that the YMCA Pension Plan had a deficit of £36 million. Worcester YMCA has been advised that it will need to make monthly contributions of £928 from 1 May 2021. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is 8 years commencing 1st May 2021.

	Within 1	One to	Two to	After	After	Total	Total
	year	two years	five years	five years	more than	2021	2020
	£	£	£	£	one year	£	£
	£	£	£	£	£	£	£
As at 31 March 2021	<u>11,137</u>	<u>11,137</u>	<u>33,413</u>	<u>33,413</u>	<u>77,963</u>	<u>89,100</u>	
As at 31 March 2020	<u>10,813</u>	<u>10,813</u>	<u>30,439</u>	<u>21,625</u>	<u>64,877</u>		<u>75,690</u>

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

WORCESTER YMCA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

21 Pension costs (continued)

YMCA contributory pension scheme

All staff are eligible for employers' pension contributions to be paid to a stakeholder or equivalent contributory personal pension scheme, with the level of contribution depending on their own level of contribution. The association has no liability beyond the payment of its agreed monthly contributions.

The total pension charge for the year is shown in note 8. The amount outstanding at the year-end was £2,176 (2020: £1,730).

22 Related Party Transactions

No members of the Board or other person related to the organisation had any personal interest in any contract or transaction entered into by the charitable company during the year (2019: nil).

During the year Worcestershire YMCA increased its indebtedness to Worcester YMCA Limited by £277,020 (2020: £426,754). Worcester YMCA was owed £613,376 (2020: £336,356) at the year end.

Little Treasurers Limited, subsidiary of Worcester YMCA repaid loans and covenanted income amounting to £60,000 (2020: £38,600) during the year. £366,455 (2020: £491,455) was owed by Little Treasures Limited at the year end. The movements relate to net cash movements during the year and the recharges etc. noted above.

Worcester YMCA made loans, recharged expenses and received covenanted income to/from First Class Nursery (Kidderminster) Limited, subsidiary of Worcester YMCA, amounting to £156,895 during the period (2020: £106,143) £263,038 was owed to Worcester YMCA at the year end (2020: £106,143) The movements relate to net cash movements during the year and the recharges etc. noted above.

During the year First Class Nursery (Kidderminster) Limited loaned £100,000 to Little Treasures Limited – this amount was outstanding at the year end (2020: £nil)

25 Ultimate controlling party

Worcester YMCA is controlled by Worcestershire YMCA Limited. Consolidated accounts are available from the head office of Worcestershire YMCA at Gordon Anstis House, Loxley Close, Redditch, Worcestershire B98 9JS.

26 Taxation

As a charitable company, Worcester YMCA is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen within the charitable company.

Little Treasures Limited and First Class Nursery (Kidderminster) Limited are not registered as charities and therefore corporation tax is payable on tax surpluses as they arise.