

Company no. 05056873  
Charity no. 1102766

**Worcester YMCA**  
**Report and Consolidated Audited**  
**Financial Statements**  
**31 March 2025**

## **Worcester YMCA**

### **Reference and administrative details**

**For the year ended 31 March 2025**

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<b>Company number</b>	05056873
<b>Charity number</b>	1102766
<b>Registered office and operational address</b>	Gordon Anstis House Loxley Close Redditch B98 9JS
<b>Trustees</b>	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:  Lindsay Sartori                      Chair Melanie Braden Emma Cartwright Harvinder Khatkar                  Appointed 17 March 2025 Robert Pearce                      Appointed 9 December 2024 Rev Gail Rogers Rev Michael Sermon Philip Smiglarski
<b>Chief executive officer</b>	Annette Daly
<b>Company secretary</b>	Annette Daly
<b>Bankers</b>	Unity Trust Bank plc Nine Bridley Place Birmingham B1 2HB
<b>Solicitors</b>	MFG Solicitors LLP Adam House Birmingham Road Kidderminster Worcestershire DY10 2SH
<b>Auditors</b>	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

#### **Structure, governance and management**

##### **Constitution**

The Charity 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 Charity is governed by its Articles of Association.

##### **Organisational structure**

The Charity 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 at least four 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 Charity Commission guidance. Attendance at meetings, interests and skills are monitored and reviewed annually. The YMCA movement offers support, development and benchmarking information. Codes of Governance and Conduct have been adopted.

The Charity is part of the worldwide YMCA movement and is affiliated to the National Council of YMCAs in England and Wales 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 Charity has two wholly owned subsidiary undertakings Little Treasures Limited and First Class Nursery (Kidderminster) Limited, which both operate nurseries and contribute to the overall objectives and activities of the group. The Charity itself is also a subsidiary of another charity, YMCA Worcestershire Limited.

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

The day-to-day control of the Charity's operations is exercised by the senior management team made up of the Chief Executive, Head of Housing and Support, Head of Operations, and the Head of HR. The senior management team attends Trustees' meetings. In setting the salaries of the senior management team the Board of Trustees considers charity benchmark information and that from other appropriate organisations within the YMCA movement.

The Charity 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 trustees is integral to the structure and is part of our engagement process.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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##### **Recruitment and appointment to the Board of Trustees**

The Board of Trustees 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 up to a total of two further terms. Trustees who are co-opted during the year are appointed up until the next Annual General Meeting when they are eligible for election. Trustees are elected by the Members of the Charity at the Annual General Meeting. Worcestershire YMCA Limited is the sole member of Worcester YMCA.

All Board members acknowledge their commitment to the Christian ethos of the Charity.

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 Trustees. Trustees 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 Trustees to have the Board of Trustees primarily 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 Charity. The Trustees seek to recruit new members accordingly. The perspectives, experience and skills of individual Trustees are considered to ensure a balance across the Board of Trustees. Potential Trustees 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.

##### **Trustee induction and training**

As part of their induction programme, new Trustees 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 Charity including copies of the Articles of Association, latest financial information, copies of minutes and policies are included in the welcome pack. The Board of Trustees schedule four meetings per annum for ordinary business plus meetings to consider the work of the Charity and future direction.

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

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

##### **Code of governance**

The Charity's Board has adopted the National YMCA Code of Governance, based on the National Housing Federation Code of Governance. During the year, the Board conducted an assessment of compliance with the Governance and Financial Viability Standard and is satisfied that the Association fully complies.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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##### **Corporate governance - internal financial control**

The Board takes ultimate responsibility for ensuring the Charity maintains a robust system of internal controls, tailored to our operating environment. These controls are designed to provide reasonable assurance regarding:

- The reliability of financial information, both internal and public;
- The proper maintenance of accounting records; and
- The safeguarding of assets against unauthorised use or disposal.

The Board of Trustees receives and reviews regular reports from management and from the external auditors 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.

While no system can offer absolute assurance against misstatement or loss, the Board is responsible for establishing and maintaining effective internal financial controls. Key elements of our system include:

- Formal policies and procedures, with documented key systems and clear rules for delegated authorities, which enable control monitoring and restrict unauthorised asset use;
- Experienced and qualified staff managing important business functions;
- Annual appraisal procedures to uphold performance standards;
- Forecasts and budgets that allow the Board and management to monitor key business risks, financial objectives, and progress against annual and medium-term financial plans;
- Prompt and regular management accounts providing relevant, reliable, and up-to-date financial and other information, with significant budget variances investigated as needed; and
- Formal authorisation procedures for all significant new initiatives, major commitments, and investment projects, involving Board members and other relevant parties.

##### **Principal risks and uncertainties and risk management**

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

##### **Governance Risks**

- **Strategic Planning:** A clear strategic plan ensures the organisation has a focused direction.
- **Board Assessment:** The Board's skills and commitment are regularly assessed to ensure effective leadership.
- **Conflict of Interest Policies:** Strict policies on conflicts of interest and private benefit promote a culture of collective responsibility.
- **Regular Reporting:** Comprehensive reporting ensures Trustees have the necessary information for informed and effective oversight.
- **Alignment with Charitable Objects:** All work is consistently aligned with the organisation's charitable objectives.

## Worcester YMCA

### Report of the trustees

For the year ended 31 March 2025

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#### Operational Risks

- **Safeguarding:** Rigorous safeguarding policies and mandatory training are in place to prioritise the safety of all individuals.
- **Business Continuity:** We have developed and tested business continuity and IT disaster recovery plans to ensure service continuity.
- **Property Management:** Proactive maintenance and regular compliance checks are conducted to manage our properties.
- **Workforce Management:** We use robust recruitment processes and provide continuous staff development to manage our workforce effectively.
- **Technology & Cybersecurity:** Our IT systems are secure, and we provide ongoing cybersecurity training to mitigate technology risks.

#### Financial Risks

- **Income Diversification:** We actively diversify our income streams to avoid over-reliance on a single source.
- **Reserve Policy:** We maintain a Free Reserves Policy to create a financial buffer against unexpected events.
- **Budgeting & Cost Control:** We use rigorous budgeting, including detailed cash flow projections and strict cost controls.
- **Financial Controls:** We have robust financial controls and proactive debt management to ensure accountability and accuracy.
- **Lending Covenant Monitoring:** We regularly communicate and monitor lending covenants to maintain strong relationships with financial stakeholders.

#### Environmental and External Risks

- **Continuous Monitoring:** We continuously monitor economic and policy trends to anticipate and respond to external challenges.
- **Financial Resilience:** We strengthen our financial resilience through income diversification and by maintaining financial reserves.
- **Flexible Service Delivery:** We have developed flexible service delivery models to adapt to changing needs and circumstances.
- **Property Resilience:** We invest in property resilience and emergency preparedness to protect our assets.
- **Stakeholder Engagement:** We engage in ongoing stakeholder engagement and advocacy to help us navigate the external environment.

#### Compliance Risks

- **Legal Framework:** We maintain a comprehensive legal register and regularly review our policies to ensure they remain current and compliant.
- **Oversight and Monitoring:** The Board and senior leadership provide continuous oversight and monitoring to ensure compliance is upheld.
- **Expertise:** We use external legal experts when necessary to ensure we have access to specialised legal advice.
- **Training and Procedures:** We have implemented rigorous procedures and provide targeted training in key areas, including safeguarding, data protection (UK GDPR), and employment law.
- **Statutory Submissions:** We ensure the timely submission of all statutory returns to meet our legal obligations.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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##### **Financial review**

###### **Reserves**

The Charity 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 of Trustees considers there are sufficient assets to meet obligations as they arise. Net current assets of the Group are £1,088,189 (2024: £1,105,592) and total funds and reserves are £1,545,782 (2024: £1,442,207).

The overall funds of the Group have increased as a consequence of a Group surplus of £103,575 (2024: decreased as a consequence of a Group deficit of £245,129) arising from income exceeding operational expenditure in the year under review. It should be noted that central costs have not been apportioned between YMCA Worcestershire Limited and the Charity for operational reasons.

The Charity 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 of Association prevent the distribution of reserves, which are instead applied to further the charity's aims and objectives.

The Board of Trustees has reviewed its reserves policy and the designation of reserves. The policy is to aim to maintain funds in reserves at least sufficient to fund 2 months total Group expenditure, being £254,359, to cover the eventuality of a material decline in incoming resources and to hold at least half of that amount in cash at bank.

Free reserves are traditionally calculated as net assets, £1,545,782, less restricted funds, £nil, less fixed assets, £1,192,387, which amount to a surplus of £353,395. However, the nature of the Charity means adjustment should be made for long term liabilities which are secured against the housing properties in fixed assets, £716,021. By that calculation, the adjusted Group free reserves are £1,069,416. Therefore, the adjusted Group free reserves exceed the reserves target by £815,057. Free reserves have been built up from operating surpluses over several years such that free reserves exceed the minimum required by the reserves policy. The Charity and Group plan to hold and build upon free reserves to support continuity of activity in the face of potential risks. The Board of Trustees will regularly review this policy having regard to the changing financial, regulatory and competitive environment in which the charity operates.

###### **Pension deficit**

As explained in note 21, 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. At 31 March 2024, the pension deficit for the Charity and the group was £18,773 (2024: £27,622) as shown on the balance sheet. A corresponding pension deficit reserve is also held on the balance sheet.

Worcester 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.

## Worcester YMCA

### Report of the trustees

#### For the year ended 31 March 2025

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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.

Worcester YMCA benefits from the pension scheme trustees and the Principal Employer seeking suitable specialist professional advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit. Further details are included in the note 21 of the financial statements and accounting policy.

The valuation as of 1 May 2023, showed a YMCA Pension Plan deficit of £9.1 million. Consequently, Worcester YMCA were advised to make annual contributions of £9,642 from 1 May 2023, with no uplift in subsequent years. At 31 March 2025, the current recovery period is three years commencing 1 May 2024.

### Fundraising

Fundraising plays an increasingly important role in enabling us to achieve our charitable objectives and deliver vital services. We are committed to ensuring that all our fundraising activities are conducted to the highest ethical and professional standards, in full compliance with all relevant legislation and best practice guidelines.

Our approach to fundraising is underpinned by the following principles:

1. **Legal Compliance:** We adhere strictly to all applicable laws and regulations governing fundraising in the United Kingdom. This includes, but is not limited to, the Charities Act 2011 (and its amendments, such as the Charities (Protection and Social Investment) Act 2016), data protection legislation (including GDPR and the Data Protection Act 2018), and any specific licensing requirements for activities such as street collections, house-to-house collections, lotteries, and raffles.
2. **Commitment to the Code of Fundraising Practice:** While our fundraising activities currently fall below the threshold requiring mandatory registration with the Fundraising Regulator, we are fully committed to applying and upholding the standards set out in the Code of Fundraising Practice. This code mandates that our fundraising activities are:
  - **Legal:** Operating within the bounds of the law;
  - **Open:** Transparent about our processes and willing to provide information;
  - **Honest:** Acting with integrity and not misleading the public about our cause or how donations will be used; and
  - **Respectful:** Treating all members of the public, particularly those who may be vulnerable, fairly and with respect, avoiding undue pressure or unreasonably persistent approaches.



3. **Charity Commission Requirements:** We ensure that all funds raised are used exclusively for our stated charitable purposes. We comply with Charity Commission guidance on fundraising, including:
- **Responsible Management of Funds:** Ensuring safe and secure handling of donations and that fundraising costs are proportionate;
  - **Clear Appeal Wording:** All appeals clearly state the identity of our charity, the purpose for which funds are being raised, and how they will be used. Where applicable, we clearly outline what will happen to any surplus funds or if insufficient funds are raised for a specific appeal;
  - **Transparency and Accountability:** We provide comprehensive information on our fundraising activities, demonstrating where money comes from and how it is expended. We have robust procedures for dealing with complaints, ensuring they are accessible and handled promptly and sensitively; and
  - **Due Diligence:** We undertake appropriate due diligence on all significant donations and partnerships to protect the charity's reputation and ensure funds are ethically sourced.
4. **Best Practice and Ethical Conduct:** Beyond regulatory requirements, we strive for excellence in fundraising by:
- **Supporter Care:** Building and maintaining positive, respectful relationships with our supporters, ensuring they have a positive experience when engaging with us;
  - **Protection of Vulnerable People:** Taking all reasonable steps to treat potential donors fairly, particularly those in vulnerable circumstances, and ensuring that donations are not accepted where an individual lacks the capacity to make an informed decision;
  - **Training and Oversight:** Ensuring that all staff and volunteers involved in fundraising are adequately trained and understand their responsibilities regarding ethical conduct and compliance. We regularly review our fundraising practices to identify areas for improvement; and
  - **Risk Management:** Proactively identifying and managing any reputational, financial, or operational risks associated with our fundraising activities.

#### **Employment of disabled persons**

The Charity operates an equal opportunities employment policy and is committed to be Disability Confident. Employers will be positive about their abilities. Employers who use the symbol make five commitments to action, relating to recruitment, communication of vacancies, offering interviews, anticipating reasonable adjustments and supporting people who become disabled.

#### **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 an inclusive future, where everyone can reach their true potential. We aim to be recognised as the leading provider of activities which inspire transformation. The Charity's objects are:

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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To advance the Christian faith, including by:

- a) Promoting a Christian environment 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;
- b) Enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- c) Providing or assisting 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 people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- e) 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
- f) 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.

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.

#### **Key strategic objectives**

Our medium to long-term strategy focuses on three key areas:

- **Building on our foundations:** We are building on the strength of the YMCA's Early Years presence across the County;
- **Empowering young people:** We provide opportunities that prepare young people, including those who are marginalised, for adult life and the world of work. This is achieved through positive activities, alternative curricula, employability skills, health and wellbeing initiatives, volunteering, community and family engagement, and targeted mentoring; and
- **Strengthening partnerships:** We work with churches and other Christian organisations to deliver high-quality youth work and opportunities for religious education. Through the global YMCA movement, we provide wider opportunities to improve outcomes for young people.

#### **Achievements and performance**

##### **Measuring our success**

We measure the success of our strategy through a continuous cycle of planning and review:

- **Annual Planning:** Before each financial year, we produce plans as part of our budgetary cycle, which are submitted to the Board of Trustees for approval;
- **In Year Monitoring:** Throughout the year, senior management meets regularly to monitor both financial and non-financial performance. Progress is reported, and any variances are explained to
- **Annual Review:** The Trustees and senior management conduct an annual review. A report is then presented to all members at the Annual General Meeting.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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##### **Review of activities**

Operating from our own centres and accommodation units, as well as those of other organisations, we provide a range of services. These include preschool nurseries, youth work, support for young people moving towards independent living, 'move on' accommodation, and support for vulnerable adults.

##### **Key charitable activities**

The two most significant charitable activities contributing to our objectives this year were:

- Residential Accommodation; and
- Children and Youth Services.

##### **Our strategy**

Our strategy is to build on the strength of the YMCA's Early Years and families presence across the County. We work in partnership with others to improve the health of mothers and their babies. We also work with older children and their families to make them better informed and empower them to improve their lives.

Additionally, we provide opportunities to prepare young adults, including the marginalised, for adult life and the world of work. This is accomplished through positive activities, employability skills, health and wellbeing initiatives, volunteering, community and family engagement, and targeted mentoring. In partnership with the global YMCA movement and other Christian organizations, we aim to deliver high-quality youth work and religious education to improve outcomes for young people.

##### **Housing and Support**

We provide 14 units of accommodation and support for young people aged 18-35 who are in training, education, or employment. This offers quality social housing at affordable rents in a city with high housing demand. Our accommodation enables residents to maintain their employment and training. We are continuously looking for new partners and networks to enhance our support for residents, helping them sustain their tenancies and transition when they are ready.

##### **Nurseries**

Our trading subsidiaries, First Class Nursery (Kidderminster) Limited and Little Treasures Limited, continue to provide excellent care and development for young children. They operate at a very high standard in a challenging market. The nurseries enhance our group's provision and contribute to the diversification of our income sources. Our curriculum is built on a framework that offers stimulating learning experiences, guided by Christian values. This helps children develop their spiritual, social, moral, and cultural understanding, fostering lifelong learning in a supportive environment tailored to

##### **Value for money**

Value for money is a core part of our sustained service strategy. By consolidating activities across the group, we continue to find opportunities to increase value for money and dilute costs over a broader base.

##### **Public benefit**

The Board of Trustees has considered the Charity Commission's guidance on public benefit when planning our activities. Our work directly benefits communities and young people within Worcestershire. We support parents, children, young people, and vulnerable adults through a wide range of activities, including flexible childcare, out-of-school programs, formal and informal education, leisure activities, health and wellbeing support, and residential accommodation.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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We are committed to responding to the needs of the community and allowing their input to influence our developments. Consultation takes place through various channels, including surveys, one-to-one sessions, and informal meetings. We regularly review our services against current best practices and regulatory guidelines, and we have established formal procedures for addressing comments and complaints to ensure continuous improvement.

#### **Plans for future periods**

Our assessment of this year's performance will inform our medium to long-term strategy. Our core charitable objects remain relevant, and we have engaged with staff to develop short-to-medium-term plans for consolidating our activities in response to reduced public spending. The organisation has also begun to invest in its infrastructure to provide a more comprehensive and cohesive offer to a wider range of potential beneficiaries.

Further analysis of our financial performance can be found in notes 2 to 7 of the financial statements.

#### **Statement of responsibilities of the trustees**

The trustees (who are also directors of the charity 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the group and the incoming resources and application of resources, including the net income or expenditure, of the charity and the group for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and the group and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

## **Worcester YMCA**

### **Report of the trustees**

#### **For the year ended 31 March 2025**

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

#### **Auditors**

Godfrey Wilson Limited were appointed as auditors to the group and parent charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 26 September 2025 and signed on their behalf by

A handwritten signature in black ink, appearing to read 'Lindsay Sartori', written in a cursive style.

Lindsay Sartori - Chair

## **Independent auditors' report**

### **To the members of**

#### **Worcester YMCA**

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#### **Opinion**

We have audited the financial statements of Worcester YMCA (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the consolidated statement of financial activities, consolidated and parent charity balance sheets, consolidated statement of cash flows and the related 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 the 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 and parent charity's affairs as at 31 March 2025 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 group and parent charity 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 the provisions available for small entities, in the circumstances set out in note 6 to the financial statements, 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 and parent charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

## **Independent auditors' report**

### **To the members of**

#### **Worcester YMCA**

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- and the directors' report included within the trustees' 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 group and parent charity and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity 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 trustees' report.

#### **Responsibilities of the trustees**

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, 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 they 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 group and the parent charity'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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

## **Independent auditors' report**

### **To the members of**

#### **Worcester YMCA**

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#### **Our 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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

- (1) We obtained an understanding of the legal and regulatory framework that the group and parent charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
- (2) We reviewed the group and parent charity's policies and procedures in relation to:
  - Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
  - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
- (3) We inspected the minutes of trustee meetings.
- (4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.
- (5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.
- (6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.
- (7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
  - Testing the appropriateness of journal entries;
  - Assessing judgements and accounting estimates for potential bias;
  - Reviewing related party transactions; and
  - Testing transactions that are unusual or outside the normal course of business.

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



## **Independent auditors' report**

### **To the members of**

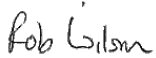
#### **Worcester YMCA**

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

#### **Use of our report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity'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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Date: 26 September 2025

**Robert Wilson FCA**  
**(Senior Statutory Auditor)**

For and on behalf of:

**GODFREY WILSON LIMITED**

Chartered accountants and statutory auditors  
5th Floor Mariner House  
62 Prince Street  
Bristol  
BS1 4QD

**Worcester YMCA**

**Consolidated statement of financial activities** *(incorporating an income and expenditure account)*

**For the year ended 31 March 2025**

	Note	Unrestricted £	2025 Total £	2024 Total £
<b>Income from:</b>				
Donations	2	-	-	89,359
Charitable activities	3	88,767	<b>88,767</b>	77,499
Other trading activities	4	1,540,938	<b>1,540,938</b>	1,089,702
Investments		24	<b>24</b>	-
<b>Total income</b>		<u>1,629,729</u>	<u><b>1,629,729</b></u>	<u>1,256,560</u>
<b>Expenditure on:</b>				
Raising funds		1,323,953	<b>1,323,953</b>	1,092,001
Charitable activities		202,201	<b>202,201</b>	409,688
<b>Total expenditure</b>	5	<u>1,526,154</u>	<u><b>1,526,154</b></u>	<u>1,501,689</u>
<b>Net income / (expenditure) and net movement in funds</b>	6	103,575	<b>103,575</b>	(245,129)
<b>Reconciliation of funds:</b>				
Total funds brought forward		<u>1,442,207</u>	<u><b>1,442,207</b></u>	<u>1,687,336</u>
<b>Total funds carried forward</b>	19	<u><u>1,545,782</u></u>	<u><u><b>1,545,782</b></u></u>	<u><u>1,442,207</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 19 to the accounts.

All income and expenditure in the prior period related to unrestricted funds.

# Worcester YMCA

## Consolidated balance sheets

As at 31 March 2025

	Note(s)	The group 2025 £	The group 2024 £	The charity 2025 £	The charity 2024 £
<b>Fixed assets</b>					
Intangible assets	9	-	19,466	-	19,466
Tangible assets	10	<b>1,191,697</b>	1,083,078	<b>464,344</b>	482,625
Investments	11, 12, 13	<b>690</b>	690	<b>601,533</b>	579,876
		<b><u>1,192,387</u></b>	<u>1,103,234</u>	<b><u>1,065,877</u></b>	<u>1,081,967</u>
<b>Current assets</b>					
Debtors less than 1 year	14	<b>870,517</b>	238,047	<b>1,575,934</b>	1,444,528
Cash at bank and in hand		<b><u>547,093</u></b>	<u>1,123,414</u>	<b><u>49,772</u></b>	<u>81,898</u>
		<b>1,417,610</b>	1,361,461	<b>1,625,706</b>	1,526,426
<b>Liabilities</b>					
Creditors: amounts falling due within 1 year	15	<b><u>(329,421)</u></b>	<u>(255,869)</u>	<b><u>(81,153)</u></b>	<u>(64,842)</u>
<b>Net current assets</b>		<b><u>1,088,189</u></b>	<u>1,105,592</u>	<b><u>1,544,553</u></b>	<u>1,461,584</u>
<b>Total assets less current liabilities</b>		<b>2,280,576</b>	2,208,826	<b>2,610,430</b>	2,543,551
Creditors: amounts falling due after more than 1 year	17	<b><u>(716,021)</u></b>	<u>(738,997)</u>	<b><u>(716,021)</u></b>	<u>(738,997)</u>
Defined benefit pension provision	21	<b><u>(18,773)</u></b>	<u>(27,622)</u>	<b><u>(18,773)</u></b>	<u>(27,622)</u>
<b>Net assets</b>	18	<b><u><u>1,545,782</u></u></b>	<u><u>1,442,207</u></u>	<b><u><u>1,875,636</u></u></b>	<u><u>1,776,932</u></u>
<b>Funds</b>	19				
Unrestricted funds					
Pension reserve		<b><u>(18,773)</u></b>	<u>(27,622)</u>	<b><u>(18,773)</u></b>	<u>(27,622)</u>
General funds		<b><u>1,564,555</u></b>	<u>1,469,829</u>	<b><u>1,894,409</u></b>	<u>1,804,554</u>
<b>Total charity funds</b>		<b><u><u>1,545,782</u></u></b>	<u><u>1,442,207</u></u>	<b><u><u>1,875,636</u></u></b>	<u><u>1,776,932</u></u>

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 26 September 2025 and signed on their behalf by



Lindsay Sartori - Trustee

**Worcester YMCA**

**Consolidated statement of cash flows**

**For the year ended 31 March 2025**

	<b>2025</b>	2024
	<b>£</b>	£
<b>Cash flows from operating activities</b>		
Net movement in funds	<b>103,575</b>	(245,129)
Adjustments for:		
Loan interest paid	<b>48,403</b>	50,049
Depreciation charges	<b>31,021</b>	30,957
Amortisation charges	<b>19,466</b>	209,236
Interest received	<b>(24)</b>	
(Increase) / decrease in debtors	<b>(632,470)</b>	274,972
Increase / (decrease) in creditors	<b>50,576</b>	(34,943)
Decrease in provision	<b>(8,849)</b>	(44,394)
<b>Net cash (used in) / provided by operating activities</b>	<b><u>(388,302)</u></b>	<u>240,748</u>
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	<b>(139,640)</b>	-
Interest received	<b>24</b>	-
<b>Net cash used in investing activities</b>	<b><u>(139,616)</u></b>	<u>-</u>
<b>Cash flows from financing activities:</b>		
Loan interest paid	<b>(48,403)</b>	(50,049)
<b>Net cash used in financing activities</b>	<b><u>(48,403)</u></b>	<u>(50,049)</u>
<b>(Decrease) / increase in cash and cash equivalents in the year</b>	<b>(576,321)</b>	190,699
Cash and cash equivalents at the beginning of the year	<b><u>1,123,414</u></b>	<u>932,715</u>
<b>Cash and cash equivalents at the end of the year</b>	<b><u><u>547,093</u></u></b>	<u><u>1,123,414</u></u>

Analysis of net changes in debt are given in note 20.

## **Worcester YMCA**

### **Notes to the financial statements**

#### **For the year ended 31 March 2025**

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##### **1. Accounting policies**

###### **a) General information and basis of preparation**

Worcester YMCA a charitable company limited by guarantee registered in England and Wales. The registered office address is Gordon Anstis House, Loxley Close, Redditch, B98 9JS.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worcester YMCA meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

###### **b) Group accounts**

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiaries on a line by line basis. Transactions and balances between the charitable company and its subsidiaries have been eliminated from the consolidated financial statements. Balances between group companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

###### **c) Going concern basis of accounting**

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

###### **d) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of childcare services is deferred until criteria for income recognition are met.

###### **e) Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

## Worcester YMCA

### Notes to the financial statements

For the year ended 31 March 2025

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#### 1. Accounting policies (continued)

##### e) Donated services and facilities (continued)

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

##### f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

##### g) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

##### h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

##### i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated in full to charitable activities.

##### j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Freehold buildings	10 to 50 years
Fixtures and fittings	20% straight line
Computer equipment	20% straight line
Motor vehicles	25% straight line

Items of equipment are capitalised where the purchase price exceeds £1,000. No depreciation is charged on assets under construction.

**Notes to the financial statements**

**For the year ended 31 March 2025**

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**1. Accounting policies (continued)**

**k) Intangible fixed assets**

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight line basis over their estimated useful economic lives. Impairment of intangible assets is reviewed where circumstances indicate that the carrying value of an assets may not be fully recoverable. Amortisation is provided at the following rates:

Goodwill	5 years straight line
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**l) Investments in subsidiaries**

The charitable company has two wholly owned subsidiaries, Little Treasures Limited, registered company number 04029930 and First Class Nursery (Kidderminster) Limited, registered company number 08887253. The subsidiaries are used for non-primary purpose trading activities. The subsidiary undertakings are valued at their net asset value less any cumulative impairment losses in the charitable company's accounts. Any gain or loss, whether realised or unrealised, is taken to the Statement of Financial Activities.

**m) Listed investments**

Listed investments traded on a recognised stock exchange are stated at fair value at the reporting date, which is deemed to be their market value. Any gain or loss, whether realised or unrealised, is taken to the Statement of Financial Activities.

**n) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**o) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**p) Creditors**

Creditors and provisions are recognised where there is a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**q) Provisions**

A provision is recognised in the balance sheet when the charity has a present legal or constructive obligation as a result of a past event, that can be reliably measured and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are recognised at the best estimate of the amount required to settle the obligation at the reporting date.

**r) Financial instruments**

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

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#### 1. Accounting policies (continued)

##### s) Operating leases

Rentals paid under operating leases are charged to the statement of financial activities as they fall due.

##### t) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

##### u) Defined benefit pension scheme

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 22 Worcester YMCA has a contractual obligation to make pension deficit payments of £9,642 pa over the period to April 2027, accordingly this is shown as a liability in these accounts. In addition, Worcester YMCA is required to contribute £2,968 pa (2024: 2,968) to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

##### v) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation, amortisation, deferred income and defined benefit pension scheme deficit provision as described in notes 1j, 1k, 1d and 1u respectively above.

#### 2. Income from donations

	<b>2025</b>	2024
	<b>Total</b>	Total
	£	£
Grants	-	89,359
<b>Total income from donations</b>	<b>-</b>	<b>89,359</b>

In the current and prior period all income from donations was unrestricted.

No government grants were received in the current year or prior year.



## Worcester YMCA

### Notes to the financial statements

**For the year ended 31 March 2025**

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#### **3. Income from charitable activities**

	<b>2025</b>	2024
	<b>Total</b>	Total
	<b>£</b>	£
General needs housing	<b><u>88,767</u></b>	<u>77,499</u>

In the current and prior period all income from charitable activities was unrestricted.

#### **4. Income from other trading activities**

	<b>2025</b>	2024
	<b>Total</b>	Total
	<b>£</b>	£
Nursery income	<b><u>1,540,938</u></b>	<u>1,089,702</u>

In the current and prior period all income from other trading activities was unrestricted.

## Worcester YMCA

### Notes to the financial statements

For the year ended 31 March 2025

#### 5. Total expenditure

	Raising funds - cost of trading subsidiaries £	Charitable activities £	Support and governance costs £	2025 Total £
Staff costs (note 7)	1,074,607	14,610	-	1,089,217
Other staff costs	8,730	-	-	8,730
Premises costs	-	39,593	-	39,593
Vehicle costs	-	601	-	601
Other direct costs	90,494	-	-	90,494
Office expenses	63,997	-	6,262	70,259
Penalties	3,000	-	1,500	4,500
Repairs and maintenance	39,722	-	-	39,722
Depreciation and amortisation	12,740	-	37,747	50,487
Loan interest	-	-	48,403	48,403
Audit and accountancy fees	24,264	-	18,900	43,164
Pension deficit	-	-	2,807	2,807
Bad debt provision movement	1,846	-	31,778	33,624
Corporation tax	4,553	-	-	4,553
<b>Sub-total</b>	<b>1,323,953</b>	<b>54,804</b>	<b>147,397</b>	<b>1,526,154</b>
Allocation of support and governance costs	-	147,397	(147,397)	-
<b>Total expenditure</b>	<b>1,323,953</b>	<b>202,201</b>	<b>-</b>	<b>1,526,154</b>

Total governance costs were £43,164 (2024: £25,200)

**Worcester YMCA**

**Notes to the financial statements**

**For the year ended 31 March 2025**

**5. Total expenditure (continued)**  
**Prior period comparative**

	Raising funds - cost of trading subsidiaries £	Charitable activities £	Support and governance costs £	2024 Total £
Staff costs (note 7)	881,002	102,525	-	983,527
Other staff costs	20,387	-	-	20,387
Premises costs	-	31,408	-	31,408
Vehicle costs	-	764	-	764
Other direct costs	78,796	106	-	78,902
Office expenses	55,027	-	8,398	63,425
Repairs and maintenance	18,499	-	-	18,499
Depreciation and amortisation	22,427	-	217,767	240,194
Loan interest	-	-	50,049	50,049
Audit and accountancy fees	16,200	-	10,613	26,813
Pension deficit	-	-	(28,898)	(28,898)
Bad debt provision movement	63	-	16,956	17,019
Corporation tax	(400)	-	-	(400)
<b>Sub-total</b>	1,092,001	134,803	274,885	1,501,689
Allocation of support and governance costs	-	274,885	(274,885)	-
<b>Total expenditure</b>	<u>1,092,001</u>	<u>409,688</u>	<u>-</u>	<u>1,501,689</u>

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

##### 6. Net movement in funds

This is stated after charging:

	2025 £	2024 £
Depreciation	31,021	30,957
Amortisation	19,466	209,236
Operating lease payments	8,000	8,000
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Auditors' examiner's remuneration (excluding VAT):		
▪ Statutory audit	22,500	21,000
▪ Other services	700	700
▪ Prior year under accrual	12,770	-

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements and to prepare and submit returns to the tax authorities.

##### 7. Staff costs and numbers

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	985,080	906,365
Social security costs	77,689	55,663
Pension costs	26,448	21,499
	<u>1,089,217</u>	<u>983,527</u>

No employee earned more than £60,000 during the year or prior year.

The key management personnel of the charitable company comprise of staff employed by the parent charity only. Therefore, there are no key management personnel costs in the year or prior year.

	2025 No.	2024 No.
Average headcount	<u>55</u>	<u>54</u>

##### 8. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The subsidiary companies distribute any profits to the charity and therefore ordinarily no corporation tax is payable. During the current year one of the subsidiaries, First Class Nursery (Kidderminster) Limited incurred a tax charge of £4,553 (2024: £400 tax credit).

**Worcester YMCA**

**Notes to the financial statements**

**For the year ended 31 March 2025**

**9. Intangible fixed assets**

	<b>Group Goodwill £</b>	<b>Charity Goodwill £</b>
<b>Cost</b>		
At 1 April 2024 & 31 March 2025	<u><b>1,087,428</b></u>	<u><b>997,428</b></u>
<b>Amortisation</b>		
At 1 April 2024	(1,067,962)	(977,962)
Charge for the year	<u>(19,466)</u>	<u>(19,466)</u>
At 31 March 2025	<u><b>(1,087,428)</b></u>	<u><b>(997,428)</b></u>
<b>Net book value</b>		
<b>At 31 March 2025</b>	<u><u>-</u></u>	<u><u>-</u></u>
At 31 March 2024	<u><u>19,466</u></u>	<u><u>19,466</u></u>

**10. Tangible fixed assets**

<b>Group</b>	<b>Computer and other equipment £</b>	<b>Motor vehicles £</b>	<b>Land and buildings £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 April 2024	86,981	10,788	1,251,800	<b>1,349,569</b>
Additions in year	-	-	139,640	<b>139,640</b>
Disposals in year	<u>(84,601)</u>	<u>-</u>	<u>-</u>	<u><b>(84,601)</b></u>
At 31 March 2025	<u><b>2,380</b></u>	<u><b>10,788</b></u>	<u><b>1,391,440</b></u>	<u><b>1,404,608</b></u>
<b>Depreciation</b>				
At 1 April 2024	(84,986)	(10,788)	(170,717)	<b>(266,491)</b>
Charge for the year	(357)	-	(30,664)	<b>(31,021)</b>
On disposal	<u>84,601</u>	<u>-</u>	<u>-</u>	<u><b>84,601</b></u>
At 31 March 2025	<u><b>(742)</b></u>	<u><b>(10,788)</b></u>	<u><b>(201,381)</b></u>	<u><b>(212,911)</b></u>
<b>Net book value</b>				
<b>At 31 March 2025</b>	<u><u><b>1,638</b></u></u>	<u><u>-</u></u>	<u><u><b>1,190,059</b></u></u>	<u><u><b>1,191,697</b></u></u>
At 31 March 2024	<u><u>1,995</u></u>	<u><u>-</u></u>	<u><u>1,081,083</u></u>	<u><u>1,083,078</u></u>

Land and building additions includes £133,295 of assets under construction.

**Worcester YMCA**

**Notes to the financial statements**

**For the year ended 31 March 2025**

**10. Tangible fixed assets (continued)**

<b>Charity</b>	<b>Computer and other equipment £</b>	<b>Motor vehicles £</b>	<b>Land and buildings £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 April 2024	5,596	10,788	585,000	<b>601,384</b>
Disposals in year	<u>(5,596)</u>	<u>-</u>	<u>-</u>	<u><b>(5,596)</b></u>
At 31 March 2025	<u>-</u>	<u>10,788</u>	<u>585,000</u>	<u><b>595,788</b></u>
<b>Depreciation</b>				
At 1 April 2024	(5,596)	(10,788)	(102,375)	<b>(118,759)</b>
Charge for the year	-	-	(18,281)	<b>(18,281)</b>
On disposal	<u>5,596</u>	<u>-</u>	<u>-</u>	<u><b>5,596</b></u>
At 31 March 2025	<u>-</u>	<u>(10,788)</u>	<u>(120,656)</u>	<u><b>(131,444)</b></u>
<b>Net book value</b>				
<b>At 31 March 2025</b>	<u>-</u>	<u>-</u>	<u><b>464,344</b></u>	<u><b>464,344</b></u>
At 31 March 2024	<u>-</u>	<u>-</u>	<u>482,625</u>	<u>482,625</u>

**11. Investments**

	<b>The group</b>		<b>The charity</b>	
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
COIF charities investment	<b>690</b>	690	<b>690</b>	690
Investment in subsidiaries	<u>-</u>	<u>-</u>	<u><b>600,843</b></u>	579,186
<b>Market value at 31 March 2025</b>	<u><b>690</b></u>	<u>690</u>	<u><b>601,533</b></u>	<u>579,876</u>
			<b>2025</b>	<b>2024</b>
			<b>£</b>	<b>£</b>
<b>Investment in subsidiaries - charity only</b>				
Value at 1 April 2024			<b>579,186</b>	616,330
Gains / (losses)			<u><b>21,657</b></u>	<u>(37,144)</u>
<b>Value at 31 March 2025</b>			<u><b>600,843</b></u>	<u>579,186</u>

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

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#### 12. Subsidiary undertakings

##### *Little Treasures Limited*

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 £600,840 as at 31 March 2025 (2024: £604,381). Its profit for the year to 31 March 2025 was £151,402 (2024: £12,976).

The results below include a property held at revaluation and a revaluation reserve of £274,344 (2024: £279,551). At a group level the property has been restated to historic cost so that the group accounting treatment of recognising properties at cost is applied consistently.

	2025 £	2024 £
Turnover	1,118,217	792,372
Cost of sales	<u>(820,171)</u>	<u>(672,800)</u>
Gross profit	298,046	119,572
Administrative expenses	<u>(146,644)</u>	<u>(106,596)</u>
Operating profit	<u>151,402</u>	<u>12,976</u>
Profit on ordinary activities	151,402	12,976
Corporation tax	<u>-</u>	<u>-</u>
Profit for financial year	<u><u>151,402</u></u>	<u><u>12,976</u></u>

Profits gift aided to the parent undertaking were £154,943 (2024: £29,638).

The aggregate of the assets, liabilities and funds was:

	2025 £	2024 £
Assets	1,370,554	1,172,390
Liabilities	<u>(769,714)</u>	<u>(568,009)</u>
Funds	<u><u>600,840</u></u>	<u><u>604,381</u></u>

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

#### 12. Subsidiary undertakings (continued)

##### *First Class Nursery (Kidderminster) Limited*

The charity also 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 £2 as at 31 March 2025 (2024: net liabilities, £25,196). Its profit for the year to 31 March 2025 was £60,711 (2024: loss £20,482).

	2025 £	2024 £
Turnover	422,721	297,329
Cost of sales	<u>(310,070)</u>	<u>(267,783)</u>
Gross profit	112,651	29,546
Administrative expenses	<u>(47,722)</u>	<u>(50,428)</u>
Operating loss	<u>64,929</u>	<u>(20,882)</u>
Loss on ordinary activities	64,929	(20,882)
Corporation tax	<u>(4,218)</u>	<u>400</u>
Profit / (loss) for financial year	<u><u>60,711</u></u>	<u><u>(20,482)</u></u>

Profits gift aided to the parent undertaking were £35,513 (2024: £nil).

The aggregate of the assets, liabilities and funds was:

	2025 £	2024 £
Assets	944,262	1,018,283
Liabilities	<u>(944,260)</u>	<u>(1,043,479)</u>
Funds	<u><u>2</u></u>	<u><u>(25,196)</u></u>

#### 13. Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2025 £	2024 £
Gross income	279,247	196,497
Results for the year	<u><u>98,704</u></u>	<u><u>(250,336)</u></u>



# **Worcester YMCA**

## **Notes to the financial statements**

**For the year ended 31 March 2025**

### **14. Debtors : amounts due within 1 year**

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
Rental debtors	13,341	1,815	13,341	1,815
Other debtors	109,214	101,010	11,378	5,521
Corporation tax rebate due	-	4	-	-
Amounts owed by group undertakings	747,962	135,218	1,551,215	1,437,192
	<u>870,517</u>	<u>238,047</u>	<u>1,575,934</u>	<u>1,444,528</u>

### **15. Creditors : amounts due within 1 year**

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans and overdrafts	26,412	26,188	26,412	26,188
Trade creditors	89,966	11,830	15,656	3,214
Other taxation and social security	12,241	32,594	-	-
Accruals	75,725	63,799	37,650	35,440
Deferred income (see note 16)	112,545	111,722	1,435	-
Corporation tax payable	4,553	-	-	-
Other creditors	7,979	9,736	-	-
	<u>329,421</u>	<u>255,869</u>	<u>81,153</u>	<u>64,842</u>

### **16. Deferred income**

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
At 1 April 2024	111,722	89,896	-	-
Deferred during the year	112,545	111,722	1,435	-
Released during the year	(111,722)	(89,896)	-	-
<b>At 31 March 2025</b>	<u>112,545</u>	<u>111,722</u>	<u>1,435</u>	<u>-</u>

Deferred income relates to nursery income invoiced in advance of the services being offered and rents received in advance.

## Worcester YMCA

### Notes to the financial statements

For the year ended 31 March 2025

#### 17. Creditors : amounts falling due after 1 year

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans and overdrafts	<b>716,021</b>	738,997	<b>716,021</b>	738,997
<b>Analysis of debt maturity</b>				
Debt due after more than one year:	<b>2025</b>	2024	<b>2025</b>	2024
	£	£	£	£
Repayable between one and two years	<b>24,355</b>	21,714	<b>24,355</b>	21,714
Repayable between two and five years	<b>82,456</b>	74,475	<b>82,456</b>	74,475
Repayable in five years or more	<b>609,210</b>	642,808	<b>609,210</b>	642,808
	<b>716,021</b>	738,997	<b>716,021</b>	738,997

There are two secured bank loans on the properties at 2 Stanley Road, Worcester, WR5 1BR and at Broomhall Grange, Norton Road, Broomhall, WR5 2PD. The loans from Unity Bank are charged at commercial rates of 1.5% above Bank of England base rate and are repayable over 25 years. The loans are secured with fixed charges over the assets of the charity, its parent, Worcestershire YMCA, and its subsidiary, Little Treasures Limited.

In the prior year only the Charity had failed to meet its financial covenant under the loans in respect of the EBITDA measure. Based on communications and discussions with the bank and the understanding that sufficient funds are held by Worcestershire YMCA Limited, the ultimate parent charitable company, that could be provided to the Charity to enable it to satisfy the EBITDA measure, there is no indication that any action, beyond the issue of a reservation of rights letter, will take place. The carrying amount of the loans that were at 31 March 2024 was £765,185. The current year carrying value of these loans is £742,433.

#### 18. 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

For the year ended 31 March 2025

### 19. Group movements in funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
General funds	1,469,829	1,629,729	(1,535,003)	<b>1,564,555</b>
Pension reserve	(27,622)	-	8,849	<b>(18,773)</b>
<b>Total unrestricted funds</b>	<b>1,442,207</b>	<b>1,629,729</b>	<b>103,575</b>	<b>1,545,782</b>
<b>Total funds</b>	<b>1,442,207</b>	<b>1,629,729</b>	<b>103,575</b>	<b>1,545,782</b>

The pension reserve reflects the balance owed to the YMCA Pension Plan as at the year end date and any in year movements, as detailed in note 21.

### Prior year comparative

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
General funds	1,759,352	1,256,560	(1,546,083)	1,469,829
Pension reserve	(72,016)	-	44,394	(27,622)
<b>Total unrestricted funds</b>	<b>1,687,336</b>	<b>1,256,560</b>	<b>(1,501,689)</b>	<b>1,442,207</b>
<b>Total funds</b>	<b>1,687,336</b>	<b>1,256,560</b>	<b>(1,501,689)</b>	<b>1,442,207</b>

### 20. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
Cash	1,123,414	(576,321)	<b>547,093</b>
Loans falling due within 1 year	(26,188)	(224)	<b>(26,412)</b>
Loans falling due after 1 year	(738,997)	22,976	<b>(716,021)</b>
	<b>358,229</b>	<b>(553,569)</b>	<b>(195,340)</b>

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

<b>21. Provisions for liabilities: defined benefit pension scheme deficit contribution liability</b>		
<b>Group and charity</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Present value of provision	<b>18,773</b>	<b>27,622</b>

#### Reconciliation of opening and closing provisions

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Provision at the start of the year	<b>27,622</b>	72,016
Deficit contributions paid	<b>(8,937)</b>	(12,528)
Unwinding of the discount factor (interest expense)	<b>916</b>	3,457
Impact of change in the rate of discount	<b>(828)</b>	-
Impact of reduction to repayment period	<b>-</b>	(35,323)
Provision at the end of the year	<b>18,773</b>	<b>27,622</b>

#### Assumptions

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Rate of discount	<b>5.60%</b>	<b>4.80%</b>

The discount rates shown above are the equivalent single discount rates which, when used to discount future recovery plan contributions due, would give the same results as using the pwc pension accounting trends median figure to discount the same recovery plan contributions.

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, 65% matching portfolio and 35% in the growth portfolio and Schroder (property units only).

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

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

## Worcester YMCA

### Notes to the financial statements

#### For the year ended 31 March 2025

#### 21. Provisions for liabilities: defined benefit pension scheme deficit contribution liability (continued)

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. Worcester YMCA has been advised that it will need to make monthly contributions of £9,642 from 1 May 2024. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. Agreed future deficit contributions have been discounted using a rate of 5.6% (2024: 4.8%). The current recovery period is 3 years commencing 1 May 2024.

#### 22. Operating lease commitments

The group and charity had operating leases at the year end with total future minimum lease payments as follows:

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
Amount falling due:				
Within 1 year	8,000	8,000	8,000	8,000
Within 1 - 5 years	32,000	32,000	32,000	32,000
Over 5 years	157,333	165,333	157,333	165,333
	<u>197,333</u>	<u>205,333</u>	<u>197,333</u>	<u>205,333</u>

#### 23. Financial instruments at fair value

	The group		The charity	
	2025	2024	2025	2024
	£	£	£	£
Financial assets measured at fair value	<u>690</u>	<u>690</u>	<u>601,533</u>	<u>579,876</u>

Financial assets measured at fair value comprise listed investments and investments in subsidiaries.

#### 24. Related party transactions and ultimate controlling entity

The group's ultimate parent undertaking and controlling party is the Worcestershire YMCA, a registered charity in England and Wales (number: 516872) and company limited by guarantee (number: 01944516). Copies of the consolidated financial statements are available from the Charity Commission. The balance owing from the controlling party at 31 March 2025 was £747,962 (2024: £135,218). Transactions between the entities during the year have not been disclosed in accordance with section 33 of FRS 102. All trustees of the parent undertaking are trustees in common with the charity.

The charitable company has a wholly owned subsidiary undertaking called Little Treasures Limited, a registered company in England and Wales (number: 04029930). The company gifts available taxable profits to its parent undertaking. The balance owing to the charity at 31 March 2025 was £439,197 (2024: £313,893). Transactions between the entities during the year have not been disclosed in accordance with section 33 of FRS 102.

## **Worcester YMCA**

### **Notes to the financial statements**

#### **For the year ended 31 March 2025**

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#### **24. Related party transactions and ultimate controlling entity (continued)**

The charitable company has a wholly owned subsidiary undertaking called First Class Nursery (Kidderminster) Limited, a registered company in England and Wales (number: 08887253). The company gifts available taxable profits to its parent undertaking. The balance owing to the charity at 31 March 2025 was £926,843 (2024: £959,503). Transactions between the entities during the year have not been disclosed in accordance with section 33 of FRS 102.

Lindsay Sartori, trustee, is also a director of both subsidiary undertakings.