



Young Christian Workers

Annual Accounts and Report

For the Year Ending 2020-2021

Registered Charity: 306149

Legal Information

Charity Name:	Young Christian Workers
Other Names:	YCW
Registered Charity:	306149
Charity Address:	Young Christian Workers St Antony's House Eleventh Street Trafford Park M17 1JF
Charity Email:	info@ycwimpact.com
Charity Telephone Number:	0161 872 6017
Charity Website:	www.ycwimpact.com

The YCW is governed by the Trust Deed & Constitution of the Young Christian Workers, 28th September 1949 (Amended on 12th November 2006 & 2018).

The YCW was first established as an unincorporated association in 1937. The charity was then formally constituted by a trust deed dated 28 September 1949.

The National Executive Team (NEC) are Trustees Elected by the membership of the YCW via the National Council. The Non- Executive Team are Trustees who are appointed by the charity on behalf of and only in compliance with the National Council.

The trustees of the YCW are responsible for legal, administrative and financial matters. The trustees, only in compliance with the direction of National Council, appoint new trustees. The trustees and National Council collaborate to recruit trustees with skills and experience to enhance the work of the existing board. Most trustees are past members of YCW with broad experience of the organisation. Whilst mindful of their responsibilities under charity law, the trustees are committed to the central ideal that the YCW should be a movement of young people run by the young people themselves, and as many decisions as possible are taken by National Council.

It is the trustees' policy to regularly review the risks to which the charity is exposed, and the adequacy of financial controls, and to establish systems to mitigate those risks. The trustees hold a risk register which is reviewed regularly at trustee meetings.

YCW Board of Trustees

	Trustee Name	Position Held (if any)	Dates acted if not for whole year
1.	Nicky Pisa	Chair	
2.	Clare Davies		
3.	Marie Reynolds		
4.	Marc Besford	National Executive President	
5.	Chris Alison	Assistant National Executive Secretary	
6.	Sean Smith	National Executive Treasurer	
7.	Monsignor John Marsland	National Executive Chaplain	
8.	Fr Mark Connelly CSSp	Assistant National Executive Chaplain	

Aims and Objectives of the YCW

The YCW is a Christian organisation, which works with young people of all faiths and no faith. The YCW exists to train young leaders, who lead lives of service, transforming their own lives and the lives of others through a method of reflection and action.

The values and beliefs, which underpin its work are:

- That every young person is created as a son or daughter of God and therefore has a worth and dignity that should be respected;
- That often the real-life situations that young people find themselves in deny them the opportunity to reach their full potential;
- That through the YCW's review-of-life and enquiry method of See Judge Act, young people can begin to take stock of their lives and situations, make judgements about them in the light of gospel values and then start to take action either as individuals or as a group to make a real difference.

The Trustees of the YCW are certain of the benefit it has had for the public at large. The organisation has continued in its mission to reach out to ordinary young people who are more often than not isolated in society and disengaged from its structures.

The YCW is a movement of young people, which is run by young people. It is made up of young people aged 17 - 30 who meet in small groups. They focus on their everyday experiences as young adults, reflect on them in the light of the Gospel and Church teaching and commit themselves to take authentic Christian action. The YCW also run a programme called IMPACT! For 11–16-year-olds.

In these regular group meetings, which always take place in the presence of a chaplain or adult companion, young people are called out of their isolation so that they come to know their true dignity and worth, which is so often not the case in modern life and especially in the world of work. Through this process of enquiry, reflection and action (See, Judge, Act, Review), the young people are transformed and are enabled to form and grow as Christian leaders, serving, educating and representing other young people in their places of work or study and in their local communities by living out the Gospel through their actions.

As a movement of young people, the YCW recognises that young people are the experts of their own reality and are often the best placed people to be the means of transformation in their own lives and the lives of their peers.

The YCW offers young adults a unique opportunity to link life and faith through a methodology that allows them to link the real experiences of their lives with their faith, enabling them to not only change the world around them but also to develop as Christian leaders in their own realities.

The central focus of the work of the organisation is the training of young people and those adults tasked with accompanying them. Primarily this aim is achieved through the development of new youth led groups as well as separate leader training events for the members of the movement. Often these training events are regional events allowing members from different towns and cities to meet.

YCW and IMPACT! groups continue to grow and support young people in their lives and to create an environment where their dignity and worth is of paramount importance and the support to affect change of their own reality.

With the support of chaplains and adult companions, and the accompanying resources created by the National Executive and Development Teams the members of the YCW are equipped not only with a sense of identity and a secure knowledge of their true dignity and worth, but develop a range of other essential skills. Examples of the skill set include: teamwork, organisational skills, public speaking, budget and financial management, communication, self-management and review. The groups also promote mutual respect and understanding democratic ways of working through the process of enquiry 'See, Judge, Act'.

Annual Report of the YCW 2020-2021

Despite the challenges of the past year, with staff being furloughed for two months and with the impact of the pandemic and lockdown, the YCW has found new ways to continue its vital mission in the Church and in the world. We have positively adapted the way in which we work to suit the demands of the time, mainly with the growing use of technology in order to train young leaders to serve, educate and represent young people in their places of work or study and in their local communities by living out the Gospel through their actions.

To coordinate and execute this work effectively, a strategic plan was put in place. This plan represented a systematic, flexible and continuous process to reaffirm the main purpose of the YCW and visualise the future especially during the global pandemic. Within this plan the YCW established clear strategic directions, built organisational commitment, and formulated strategies to overcome challenges and maximise future opportunities. This plan utilised modern technology to communicate to members, former members and our networks and had a greater focus on engagement and advocacy.

Although the last year brought with it unforeseen challenges, young people continued to be formed and developed. Our membership and contacts have undertaken some inspirational work such as: foodbanks appeals, refugee sponsorship, supporting homelessness services, environmental projects, Christmas meals and greetings/gifts, empowering young women (a project in partnership with UK Youth), encouragement to vote and many others.

Key Achievements

Be the Difference Leadership Programme

We have continued to further develop training of young people by establishing a leadership programme called "Be the Difference!". The purpose of this programme is to give young people a definitive pathway to becoming a YCW leader. The programme is designed to help young people develop leadership qualities and skills through a programme of 12 units, each with 3 stages. Within the last year we have seen 20 young people take up the programme, meeting its year one youth engagement targets despite the pandemic affecting services.

Rise-Up – YCW Key Leader Training

Rise-up has been created as a guide to the training and formation of our key leaders in the YCW Movement who have progressed through the "Be the Difference" programme and also for current members to help with their on-going formation. Many people still refer to the YCW as a "School for Life" because its training and formation enables its members and leaders to develop their gifts & talents, skills, confidence, faith, social awareness and sense of responsibility. All these things remain with the young people and are carried into their adult lives. To form young people as leaders the YCW engages them in a gradual ongoing programme of reflection and action. This leads to the transformation of both those involved and reality itself. With this training and resource, we can energise young people to use their gifts and talents to provide a more dynamic National team and will be the next generation of key leaders to continue to voice the concern of young people at a National level. This bespoke programme will look at key areas of the YCW here in England & Wales and give

these young people an opportunity to develop as a person as well as making lifelong friends in the process.

Adult Companions Training and Groups

A key part of our strategic objectives "to grow the number of groups/members", has been the identification and training of adult companions and chaplains to accompany new YCW members. Throughout the year the National Chaplain, assisted by the National Team, organised events, some on specific themes and some to provide support and opportunities for these companions to come together, receive training and share good practice. This resulted in a network of experienced and new companions through the virtual platform of zoom.

Though this has been a difficult year for many, young people have shown their positivity and creativity to adapt to new ways of coming together. Many of our groups have been able to meet online, facilitated by the YCW's zoom account which enabled young people to meet regularly and be able to have their group meetings. Through the use of technology, we were able to create new groups. Some groups organised conferences on a variety of themes and invited other members of the movement to participate enabling the YCW to continue its mission of connecting young people within our Movement.

A Call to Lead

A Call to Lead is a leadership programme, which is a collaboration between of the YCW and Salford Diocesan Department for Youth, that has been designed to create opportunities for young people to develop the skills, knowledge and understanding to be an effective leader within their parish and wider community after their confirmation.

The programme consists of 8 units each with 3 stages of progression which are outlined below. Each stage uses the SEE, JUDGE ACT method which will form young people through the programme.

Unit Order:

1. Prayer
2. Friendship Circle
3. Qualities of a Leader
4. Missionary Discipleship
5. Review of Life
6. Communication & Listening
7. Financial Responsibility
8. Parish Leadership Team

YCW & Caritas Westminster

In August, the YCW, in partnership with Caritas Westminster, launched the virtual Young Caritas Westminster Forum, meeting fortnightly this group of young adults aged between 18 to 30, had been exploring several topics relating to social justice. The virtual sessions, led by the YCW, follow the 'See, Judge, Act' methodology. Young people were encouraged to see and understand an issue, judge it based on the Gospel and church teaching, and discuss how they can act to bring about

change. The sessions were an opportunity to experience Catholic Social Teaching at work in the Church, applied to present and contextual social issues.

The forum provided an great space for young people to meet virtually and take part in an exciting series of events at a time when young people were living through unprecedented times. Giving young people a space to share their experiences and speak-up was essential. The sessions included: Listening to the Voices of Young People, Mental Health, Youth Leadership, Racial Inequality and the Environment. The sessions also had input from young people working in the different fields and those who had experience in certain areas to provide a discussion and expert analysis.

SPARK! Social Justice

The YCW have been working closely with the Diocese of Leeds Justice and Peace Commission on a project called SPARK! Social Justice. SPARK! Social Justice is a Leeds diocesan project that works for a world where young people can make a difference. It seeks to bring about the transformation needed for all young people to live a life of dignity, worthy of the Creator. A firm principle of the project is that these actions are youth-led and are part of a formative process of observing and evaluating a concern before acting. The action itself then becomes the focus of review and learning. The YCW used the 'See, Judge, Act, Review' method which enabled young people to develop leadership skills and is proven to have great value in the formation and development of young people.

We hosted online sessions with 3 different schools along with the SPARK! Team and school chaplains through "Zoom".

The sessions included:

- Climate Change
- Homelessness
- Youth Leadership
- The Role on Women in Society and
- Mental Health.

UK Youth: EmpowHER Project

With the focus on developing leadership among the young people of the YCW and IMPACT! groups, we were proud to support an additional initiative from the Preston IMPACT! group. The group got involved in a UK Youth led project called "EmpowHER" which is also supported by the British Red Cross. EmpowHER inspires young women and girls to lead change in their community. The programme aimed to address low levels of well-being amongst young women and girls in the UK by empowering them to have a voice, be heard and give back to their local community. Through zoom sessions, the young women and girls learnt about individuals' rights, empowerment and resilience. During the year, they carried out meaningful actions even in difficult times whereby they supported the local foodbank, salvation army, wrote messages to care homes and produced banners for outside the local hospital thanking the key workers and NHS Staff as well as other initiatives. They also held conferences about mental health and wellbeing as well as self-image. Their initiatives on this topic also formed a conference at National level hosted by the YCW called "Empowering Young Women for Social Change" with the Mary Foy MP as a guest speaker.

Catholic Youth Ministry Federation (CYMFed)

The YCW remains a member of CYMFed and attends its board meetings in order to represent the voice of our membership. CYMFed seeks to help, shape and support youth ministry throughout the federation, encouraging and facilitating members working together in a spirit of mutual and reciprocal responsibility. By cultivating a nationwide atmosphere of encouragement and providing opportunity where possible, CYMFed members collectively deliver a shared vision for youth ministry and best practice for the benefit of young people across England and Wales. From this collective working, CYMFed can provide a national voice for youth ministry and insight into youth culture to the Bishops' Conference and other bodies both within and outside of the Church.

Real Living Wage Employer

In August the YCW was accredited as a Real Living Wage Employer through the Living Wage Foundation. As a workers' movement we are committed to paying our staff the real living wage for the real cost of living.

Caritas Social Action Network (CSAN) & Diocesan Social Action Network (DiSAN)

In March we were accredited membership of Caritas Social Action Network (CSAN). With this new partnership we can grow stronger and help both organisations reach more people, especially when education had been interrupted, jobs lost or at risk, opportunities are harder to find and there are other challenges that will impact on young people's futures. Our partnership hope is that together we can voice these and other concerns that affect young people.

We have also taken part in the Salford Diocesan Social Action network whereby different charities within the Diocese come together and share experiences and look at ways in which we can support each other. The YCW, in one of the meetings, gave a presentation of the impact of the pandemic and how young people have positively adapted throughout the pandemic and also the different ways in which young people have come together and engaged in social action.

St Antony's Centre for Church & Industry

The YCW teamed up with St Antony's Centre for Church and Industry, Caritas (Diocese of Salford) and BCFU (Blackpool Centre for Unemployed) to find out more about the thoughts young people had in terms of education and employment. Through this survey, we aimed to find out what concerns young people had during the pandemic and for their future, in order for us to find the best ways in which we can support young people during a difficult time. We wanted to create a platform from which young people can express themselves and have their voice heard both within the Church and wider society. It was open to all young people aged 16–35-year old's regardless of whether they had a religious faith or have none. We found that there was a growing concern that young people may be left behind or exploited post-pandemic. This is not what we wanted to happen. Young people are the future and have shown their enthusiasm, skills, and talents in helping to keep our communities alive, many of them having been on the frontline responding to the needs of others.

International Coordination of the Young Christian Workers (ICYCW)

The YCW continues to use its position and knowledge to be an advocate and voice of our membership on an international level. The YCW has enjoyed success representing young people internationally. We remain a member movement of the ICYCW and are the coordinating movement on behalf of the European Commission. In addition to working in partnership with the ICYCW, we also continue to work with the Commission of the Bishops Conference of the European Catholic Bishops (COMECE) on the European Youth Platform.

External Safeguarding Audit

As part of a continuous commitment to promote safe practice, the YCW Trustee Board commissioned an externally-led review of safeguarding policies and procedures. The Board successfully obtained grant funding from porticus UK to cover 80% of review expenditure. YCW Trustees are implementing review recommendations and further to this, the YCW Trustee Board has invested in a suite of nationally recognised Safeguarding training packages for all YCW Staff & Volunteers, tailored to their role.

Linking with former YCW Members

We launched a successful Christmas 2020 appeal to former members and supporters, and this was a great help to ensure our work continues. We also continued to build up relationships with our sister Movement the Movement of Christian Workers (MCW)

Resources

An essential aspect of a YCW Group meeting is the "Review of Life". This activity allows the young leaders to talk about one thing which has happened recently - a situation, a conversation, a meeting, an event, a challenge in their daily life that involved them or someone they know, made them think a little, feel bad or good, ask questions, get angry, or want help. Through this, the young leaders can then explore in more detail the most urgent or relevant. An alternative option for Groups to follow is picking a topic through which to steer the "Review of Life". Therefore, the YCW National Team have produced some free targeted resources that Groups can use to kick start their reviews. These topics include:

- Mental Health
- Community Work
- Education
- Key Workers
- The Environment
- Racism
- Advent & Lent and
- The Real Living Wage

Pope Francis said to young people "Don't wait until tomorrow to contribute your energy, your audacity and your creativity to changing our world. You are the NOW of God, and he wants you to bear fruit!". The YCW is keen to be part of this mission and we are calling on society to pay attention to what young people are saying and support us to build a future where: technology is there to assist and improve the quality of life for human beings never the other way round; young people's God-given dignity can be respected in every aspect, especially in the workplace, where they fulfil their vocation; with sustainability, freedom, peace and love present in every aspect of our lives.

In the next year the YCW is committed to responding to the needs of young people post-pandemic and helping young people who are fearful for their future especially within education and the workplace. We will seek ways in which we can voice the concerns of young people within society and help build up young people's confidence and leadership skills to enable them to be a beacon of hope and change in our society.

St Paul in his letter to Timothy said: "Let no one look down on you because you are young, but set an example in your speech and conduct, in love, in faith, in purity." Young people within England & Wales do extraordinary things and continue to be an inspiration to everyone.

Financial Review

Reserves Policy

The trustees have established a policy whereby the unrestricted funds which are not committed or invested in tangible fixed assets ("the free reserves") should be equal to the higher of either 3 months costs or £35,000. At this level, the trustees feel that they would be able to carry on the charity's activities in the event of a significant drop in income.

At present, the free reserves, which amount to £53,911 provides sufficient working capital for its ordinary activities and to also give a contingency sufficient for a restructuring of the YCW in the event of a cessation of its major sources of revenue funding.

There are no funds materially in deficit.

Financial Overview

Income and expenditure for the year ending 31.03.2021 amounted to £69,906 of total income and £44,323 of expenditure; a net surplus for the year of £25,583. Cash reserves, both restricted and unrestricted amounted to £68,045. Including Restricted Funds of £13,581, and Endowment funds of £533. Unrestricted funds at the year-end amounted to £53,911, which is above the organisation's reserves policy.

The YCW's income was largely sourced through successful grant applications and appeals to trusts and religious orders and as well as appeals to the YCW community.

The YCW expenditure was largely attributed to staffing and employment costs of the National Team, which is aligned with the strategic objectives of the YCW. The YCW employs one full time National Team employee and two part time, office based, Co-ordinators. The success of this investment is evident to see as described above, however the organisation also recognises the crucial practical

support and running of the organisation by the voluntary National Executive Team and the membership as a whole.

For further detail on the financial breakdown and position as at 31.3.2021, please see document CC16a – YCW financial accounts 2020-21.

Principle Sources of Funding

The Young Christian Workers has three main sources of funding: -

- Funding applications/sponsorship to trusts and religious organisations;
- General Donations from the public and;
- Membership subscriptions and contributions.

Investment Powers and Restrictions

The trustees agreed, with the consent of National Council that monies were withdrawn from the stock exchange and invested to produce the highest possible interest rate. The trustees continue to monitor the situation.

Signed on behalf of the Board of Trustees

Signature *Nicoletta Pisa*
Full Name: NICOLETTA PISA (Nicky)
Position CHAIR
Date: 9/12/2021

Independent Examiner's Report to the trustees of Young Christian Workers

I report to the charity trustees on examination of the accounts of the Trust for the year ended 31 March 2021.

Responsibilities and basis of the report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Whilst Pennine Accounting Limited provided book-keeping services to the charity, I confirm that as examiner I have applied the Financial Reporting Council's Revised Ethical Standard.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept as required by section 130 of the Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Pennine Accounting Limited have provided bookkeeping services for this period of accounts and I confirm that as the Independent Examiner I have applied the Financial Reporting Council's revised Ethical Standards in carrying out this engagement.



Ian Cunningham MAAT
Licensed Accountant
Pennine Accounting Limited
Harehill Business Centre, 33 Harehill Road, Littleborough, OL15 9AD
With the Association of Accounting Technicians License Number 10254750

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Young Christian Workers

Receipts and Payments Account for the year ended 31st March 2021

	General				
	Unrestricted	Restricted			
	Funds	Funds	2021	2020	2019
	£	£		£	£
<u>Incoming Resources</u>					
Charitable Activities	5,460		5,460	6,085	3,362
Grant Income (Note 1)	5,108	42,900	48,008	16,000	10,000
General Donations	9,711		9,711	21,793	26,548
Other income	6,727		6,727	160	1,754
Gross Income	27,006	42,900	69,906	44,038	41,665
<u>Resources Expended</u>					
Charitable activities:					
Outreach work	2,843		2,843	1,072	400
Projects & Programmes	0	1,225	1,225	900	1,620
Travel & Subsistence	(573)		(573)	8,359	2,207
Employee Costs	6,248	24,994	31,243	31,433	28,943
Training & Conferences	0		0	0	2,450
Administrative expenses:					
Premises - rent, rates & utilities	6,635		6,635	12,095	5,835
Office Costs	0		0	160	3,596
Publishing and Resources	0		0	0	736
Purchase of Equipment	0		0	609	0
Subscriptions	(316)		(316)	5,105	542
General Expenses & other cost	167	3,100	3,267	4,412	101
Gross Expenditure	15,004	29,319	44,323	64,144	46,430
Net Receipts/(Payments)	12,002	13,581	25,583	(20,106)	(4,766)
Surplus/(Deficit)	12,002	13,581	25,583	(20,106)	(4,766)

Young Christian Workers

Transfers and Payments

	£
Total cash assets brought forward per accounts	42,462
Add surplus/(deficit) for the year	25,583
Cash funds as at 31-03-21	68,045

Statement of Assets and Liabilities for the Period ended 31st March 2021

	Unrestricted Funds £	Restricted Funds	Endowment Funds £	Total £
<u>Cash Funds</u>				
Endowment Funds			553	553
Designated and Project Funds		13,581		13,581
General Funds	53,911			53,911
Total Cash Assets	53,911	13,581	553	68,045

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
<u>Assets Retained for Church Use</u>				
Laptop	609			609
Total assets retained for church use	609		0	609

Approved by the trustees on 9/12 2021 and signed on their behalf

Nicoletta Pisa (CHAIR) NICKY PISA

Trustee

Note 1

Restricted Funds

Leadership programme "Be the difference"	35000.00
Safeguarding Procedures Review	4000.00
Young Caritas Westminster Pilot	3900.00

42900.00

Unrestricted Funds

HMRC grants (CIRS)	<u>5108.00</u>
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