

## **Lurgan Young Men's Christian Association**

(A company limited by guarantee, not having a share capital)

### **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 March 2023

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the unaudited financial statements for the financial year ended 31 March 2023.

The financial statements are prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the trustees of Lurgan Young Men's Christian Association present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 March 2023.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2006 and, although not obliged to comply with the Statement of Recommended Practice (Charities SORP effective January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

#### **Financial Results**

At the end of the financial year the company has assets of £1,945,515 (2022 - £1,954,032) and liabilities of £231,753 (2022 - £261,550). The net assets of the company have increased by £21,280.

#### **Trustees**

The trustees who served throughout the financial year, except as noted, were as follows:

Kathryn Louise Bateman  
Simon Averley Brown  
Elizabeth Patricia Burke (Resigned 6 February 2023)  
David Henry Crawford  
George Nesbitt Emerson  
Norman Colin Emerson  
Ian Matthew Thompson  
Vanessa Thompson  
Michael Kakuru  
Michael Gerard Lavery (Appointed 13 February 2023)

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### **Introduction**

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the unaudited financial statements for the year ended 31 March 2023.

### **Compliance with Sector-Wide Legislation and Standards**

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Lurgan Young Men's Christian Association subscribes to and is compliant with the following:

- The Companies Act 2006
- The Charities SORP (FRS 102)

The Trustees' Report provides information on the Lurgan Young Men's Christian Association activities and financial performance, and forms part of a range of public information designed to give an open account of our work.

In this report the trustees of Lurgan Young Men's Christian Association (hereby referred to as YMCA Lurgan) present a summary of its governance purpose, activities, achievements and finances for the financial year 31 March 2023.

### **Structure, Governance and Management.**

#### **A. Structure**

YMCA Lurgan is a company limited by guarantee. The company is governed by its Memorandum and Articles of Association, and has been granted charitable status by the Inland Revenue (Ref No XN 79394) and accordingly is exempt from income tax, corporation tax and capital gains tax. It is also registered with the Charity Commission for Northern Ireland (Reg No 100606) and Companies House (Reg No NI 063094)

#### **B. Method of Election**

YMCA Lurgan is managed by a Trustee Board of Management whose members are elected at its Annual General Meeting. In the 22/23 period, the AGM took place on 13th February 2023, when Honorary Office Bearers were elected to serve on the Board of Management, including a Chairperson, Vice Chairperson, Treasurer and Secretary. Members of the Board of Management Trustees are listed previously under the Trustee's and Other Information section.

The Trustees are also registered as Company Directors.

#### **C. Governance**

The Board of Management met on 10 occasions in the 22/23 period for general Board Meetings and for its Annual AGM. None of the Trustees received remuneration for their services. Day to day operational and programme delivery is the responsibility of the Chief Executive and the operational staff team. As well as the monthly Board of Management meetings, a Finance sub group meet on a monthly basis to review finances and to consider strategic financial operations and a Health and Safety/Child protection sub group meet up to 4 times per year, to oversee compliance and reporting in these areas. Both sub groups report to and advise the full Management Board at the monthly meetings.

#### **Staff Pay Policy**

Staff pay salaries are based on a job evaluation system based on job role and responsibilities and salaries are set against a YMCA Pay Scale.

YMCA Lurgan also operate a workplace pension scheme with Cushon NI Ltd.

In the 22/23 period a 3% Cost of Living salary increase was awarded to all staff in accordance with YMCA Pay Scale decisions.

#### **Volunteers**

YMCA Lurgan is dependent on the contribution of volunteers to support both the delivery of programmes and services and also for providing strategic and operational oversight of its activities. In the 22/23 approximately 24 volunteers (including Trustees) were involved with YMCA Lurgan in fundraising, programme delivery and strategic management. During the year, volunteers were recruited for specific areas of work which resulted in new volunteers joining our team. We also delivered a volunteer induction programme for our younger volunteers aged 16-18 yr olds, with 6 young people completing. This engagement has enhanced our services throughout the year and is extremely important in terms of social capital and community involvement. The YMCA Volunteer policy and Volunteer handbook were also reviewed during the year and the organisation continues to operate a policy whereby travel and out of pocket expenses can be reimbursed to volunteers.

#### **D. Risk Management**

The Board of Management has assessed the major risks to which the company is exposed, in particular to the operations and finances of the Charity, and is satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

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The organisation has a risk register which is prepared by the CEO and staff and which is reviewed by the Board of Management. This register seeks to summarise the threats, actions or events that might adversely affect the organisation's ability to achieve its objectives. As such Trustees seek to avoid unnecessary risks, and mitigate against those risks which inevitably arise as a result of our programme activities.

**Vision Objectives & activities**

In setting our objectives and planning our activities for the year, the Trustees have given careful consideration to the Charity Commission for Northern Ireland's guidance on public benefit to ensure that the activities have helped to achieve the YMCA's purposes and provide benefit to the beneficiaries.

**Public Benefit Statement**

The YMCA is a Christian organisation and - although the advancement of religion is not an expressed purpose - all purposes are an expression of Christian principles through 'social action'. The YMCA offers a comprehensive range of opportunities to its beneficiaries and meets the 'Public Benefit' requirement as follows:

*Purpose 1 - in the provision of education*

The direct benefits attributed to this purpose include improved educational attainment and social inclusion through 'non-formal' education. As a result, the physical, mental and spiritual capabilities, competences, skills and understanding of the beneficiaries are improved.

These benefits are tangible and can be demonstrated, for example, through support for learning, person and social developmental activities for young people, the gaining of leadership skills, engagement in active citizenship, the development of thinking skills, life skills, and employment skills.

This is evidenced by the feedback from participants, data collected on progression and impact and independent evaluations.

The beneficiaries are, potentially, any member of the public but in particular, children, young people and families experiencing social exclusion.

*Purpose 2 - promote healthy living*

The benefits attributed to this purpose include reduction of personal harm to individual participants, reduction in anti-social behaviour, improved personal knowledge, health awareness and personal self-confidence and control which results in improved life choices.

The benefits are evident in the increase in positive mental and physical well being of young people and their positive engagement in the wider community, school and recreational activities. The work is often delivered by the YMCA with partners who see day to day evidence of the change in behaviours including schools, ABC Council, SHSCT.

Evidence of the change is recorded through practitioner and participant feedback and interagency review.

The beneficiaries are young people and their families.

*Purpose 3 - promote community engagement*

The YMCA recognises young people do not live in isolation from family, community and other institutions in society therefore the benefits from this purpose consist of increased opportunities for volunteering and active citizenship, increased support for community activities, improved community relations and racial harmony and reduced sectarianism.

The tangible benefits are demonstrated by increased family and community activity, increased dialogue across community divides, the training of volunteers and feedback from volunteers, leaders, other stakeholders e.g. schools and participants.

*Purpose 4 - relieve or assist in the relief of need*

The benefits attributed benefit to this purpose include the provision of new opportunities for individuals who have difficulty in the areas of health, physical or educational disability, as well as those who are marginalised or 'at risk'. The tangible outcomes include better educational performance, improved social activity, increased employability and stable relationships. These outcomes lead to improved life choices and skills of independent living and reduced dependency on others.

In the 22/23 period, YMCA Lurgan reviewed its Vision Mission and Values statement as part of a National YMCA Ireland review. Young people, staff, volunteers and Trustees were part of this review, with the following statements being adopted.

*Vision*

Our vision is a town where young people, their families and the whole community flourish in body, mind and spirit.

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#### *Mission*

Our mission is

- to create an inclusive space where everyone feels welcomed, accepted and inspired by social justice and peace, and
- To provide life enriching opportunities for young people within the Lurgan community

#### *Values*

Our foundational value base is that YMCA Lurgan will be a place of welcome, opportunity, well being, peace and social justice for all.

In order to fulfil this vision, YMCA Lurgan interprets the YMCA movement foundational statements for the present times as a desire to demonstrate Christian Social Action in local communities as noted in our core purposes, by promoting programmes focusing on youth development, healthy living and community engagement in the following ways.

#### ● Youth Development

- ☐ including all young people regardless of race, ethnicity, religion, income or gender
- ☐ encouraging young people to engage in non-formal education & reach their potential
- ☐ respecting the contribution of young people in the design of programmes & governance of the organisation

#### ● Healthy Living & education -

- ☐ promotion of healthy living including emotional and mental well being through our services, activities and programmes
- ☐ striving to meet the needs of young people in a holistic way
- ☐ creating safe spaces where issues can be explored
- ☐ signposting young people to specialist services where necessary

#### ● Community Engagement

- ☐ Promotion of community engagement and active citizenship for young people, families and other adults for the purpose of family support, improving community relations and active citizenship
- ☐ harnessing the resources of local communities to help meet the needs of young people
- ☐ working collaboratively with families & other organisations
- ☐ working for justice and advocating with and for young people & their needs

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**Review of Activities, Achievements and Performance**

**Youth Work Provision**

During the 22/23 period, there were 3 funded youth work programmes delivered. These included our Core Youth Work Provision funded by the Education Authority through the Local Area Funding Award, the Summer Vibes programme funded through the Neighbourhood Renewal Craigavon – Youth Engagement Programme and the continuation of the Independent Living Programme funded through the Southern Health and Social Care Trust.

**Core Youth Provision**

YMCA Lurgan has had another extremely successful year in the delivery of its EA Funded youth programme for the 22/23 period. This year we have received 4 'Outstanding' moderation reports which reflect the quality of provision based on a strong foundation of quality staff development as well as quality governance, with moderators reporting the following:

June 22 - *'The strategic leadership with YMCA have planned and are delivering on a programme of need that supports the learning and achieving of children and young people ...YMCA provide a fun and engaging space, creating opportunities to learn new skills and build friendships.'*

Sept 22 - *'There are clear structures for both young people, staff and volunteers to provide inputs on curriculum development that is based on identified need...Work with young people is strengths-based and CRED principles are embedded in every aspect of the organisations work.'*

Nov 22 - *'Middle and Senior strategic leadership work closely together in the planning and strategic direction of YMCA Lurgan, with the Board of Management fully informed and engaged in this process'*

March 23 - *'YMCA Lurgan has a breadth of Youth Work Experience...with activities taking place in a stimulating environment where young people are safe and secure...the youth work team and young people work collaboratively with a sense of purpose'*

Throughout the 22/23 period, we have delivered generic youth 'drop in' sessions for young people aged between 9-13 yrs on Wednesday and early Friday evenings, with sessions aimed at young people aged 14 plus being delivered on Thursday, Friday and Saturday nights. Alongside this a number of targeted programmes and an after schools 'Homework Hub' have been made available to the current membership of 225 young people aged 9-18yrs. This membership number includes 153 young people aged 9-13, and 72 young people aged 14-18 yrs. The membership profile is reflective of the area demographics with a core number of young people attending from ethnic and cultural backgrounds where English may not be the first language of parents, continuing to attend and flourish.

Throughout the past 12 months, we have continued to develop positive partnership and collaborative working with other YMCA's and local services to create projects using diverse methodologies including creative arts, global youth work and International opportunities, intergenerational programmes and social action partnerships in order to engage as wide a range of young people as possible including those with identified poor mental health, young people with SEN and young people from various cultural backgrounds. We continue to work closely with PSNI, Social Services and

Schools to support young people who are care experienced and those who are identified as being vulnerable or at risk.

As identified in a moderation report 'A key strength of the centre is the highly effective links and partnerships that add significant scope to the centre's aims and objectives but more importantly are adding value to the youth service delivery in the area.'

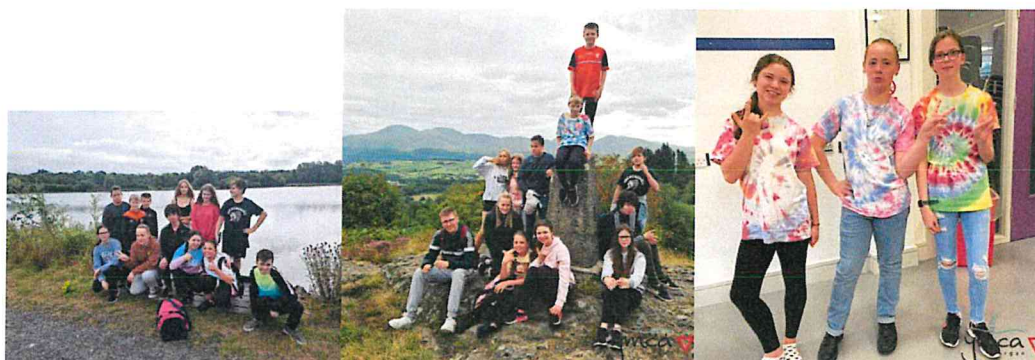




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**Summer Vibes project**

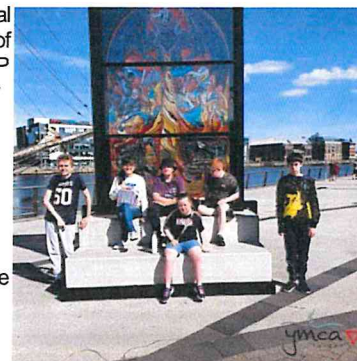
During the year, our youth provision was also supported by grant aid from Neighbourhood Renewal Craigavon – Youth Engagement Programme, which enabled us to support a group of 12 young people to make the transition from junior into senior provision with a focus on Health and Well Being. Despite this being a small scale project delivered during the month of August 22, it had a huge impact on the young people involved - all of whom have remained fully engaged in YMCA activities and programmes.



**Independent Living Programme (ILP)**

This programme continues to be funded through the Southern Health and Social Care Trust. In the 22/23 period, Children's Disability Services referred a number of young people with learning/physical disabilities to the YMCA Lurgan ILP programme, with the aim of developing participants' independent living skills by

- Increasing young people's participation through personal and social development activities
- Improving the young people's ability to work as a team and socialise with others
- supporting the development of life skills to enable the young people to be more independent, and
- Increasing the young people's positive well being and personal resilience.



Throughout the year, relevant programmes were planned and delivered in partnership with the participants, based on the emerging and identified needs of the young people and families. The group met each week on a Tuesday evening, once per month on a Saturday (except for July and August), with a summer scheme being delivered over July and August replacing the usual weekly/monthly provision. In total young people were provided with Young people are also supported to participate in a residential experience.

Overall, participants who participated in the service, reported back that they had enjoyed the programme, that they had learned new skills and had tried activities which they didn't think they would have before joining the programme. Parents reported a high level of satisfaction with the programme. Anecdotal feedback from Social Workers and staff from the Children's Disability Team, has also been very positive throughout the programme

Some Quotes from young people when they were asked about the programme included -

*'I am able to tell the bus driver where I am going and then pay for the ticket'*

*'I enjoy being able to use the bus and train'*

*'I feel more confident about going shopping'*

*'I'm not afraid to go out to the cinema anymore'*

*'I stayed away from home for the first time'*

*'I have made new friends at the YMCA'*

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*'I'm not as shy as before... and I feel I am better at*

*being able to talk to talk to people'*

*'I have learned how to cross roads, and I am able to cook a meal'*

Quotes from parents included:

*My son 'strives to do more for himself ie dressing,  
personal hygiene, making snacks'*

*He has become 'much better at waiting and taking  
turns and tries not to interrupt so much'*

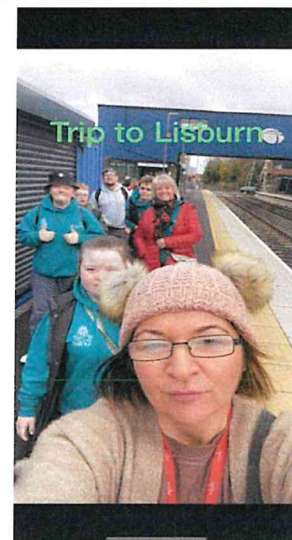
*'I feel (my daughter) has become more confident', the  
programme has 'helped her socially as she made new  
friends and has picked up some useful skills'*

*'She has tried different things going on the trips,  
independently without us'*

*'His mood has improved and he is more willing to try new things'*

*'I really feel that the group has been great for him'*

*'She feels accepted, safe and supported here'*



### Community Engagement

Through support from the ABC Council's Community Development grant under its Financial Assistance Policy, as well as the TNL Awards for All grant aid, YMCA Lurgan has continued to support wider community engagement during the year. This has included opening up our training opportunities to members from other local groups in order to support their learning and engagement, providing volunteering opportunities to members of the local community, providing a space for local groups to meet and community 'get togethers' in the form of coffee mornings. This has in turn strengthened our networks and helped to build stronger partnerships and provision in the town. A Strategic goal moving forward is to build on our community networks and engagement in order to ensure that the wider community 'knows who we are and what we do'. By strengthening our communication with others and developing community partnerships we can in turn strengthen our programme of delivery and ensure that what we are delivering reflects local needs. Other partnerships this year have been with Craigavon Senior High School and St Ronan's College with the delivery of programmes to support young people who may, because of life circumstances, can be struggling with school and education.





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**YMCA Internship Programme**

We were delighted this year that we were able to develop our own YMCA Lurgan Internship programme, which was launched in September 2022, with 2 Interns joining our team for a minimum of 12 months. With the support of local Trust funds and Individual donors we were able to offer a paid Internship programme to 2 young people aged between 18-25 years. This programme will run for the next 3 years, offering training opportunities as well as paid employment experience in youth work for young people who have or are facing barriers to further education.

**Financial Review**

YMCA would like to thank all of our funders for their support during this financial year, including the Education Authority, Southern Health and Social Care Trust, ABC Council, Craigavon Neighbourhood Renewal, TNL Awards for All and the many private donations from individuals, trust funds, local churches, businesses and groups who continue to support our work. We are extremely grateful and would not be able to provide such a range of programmes and services without such support and assistance.

**Financial Results**

At the end of the financial year the company has assets of £1,945,515 and liabilities of £231,753..  
The net assets of the company have increased by £21,280

**Reserves Policy**

The Reserves Policy continues to aim towards a free reserves target amount of £50,000, which better reflects the level required for an organisation of our size.

The Trustees feel that this level of reserves is essential to enable the Charity to continue to provide its activities for the foreseeable future. The Reserves Policy is an integral part of the charity's planning, budget and forecasts.

Approved by the Board of Trustees on 13th November 2023 and signed of its behalf by:

  
George Nesbitt Emerson  
Trustee



## **Lurgan Young Men's Christian Association**

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### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

for the financial year ended 31 March 2023

The trustees, who are also directors of Lurgan Young Men's Christian Association for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the trustees as the directors to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A (Small Entities). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 13<sup>th</sup> November 2023 and signed on its behalf by:

  
\_\_\_\_\_  
**George Nesbitt Emerson**  
Trustee