

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 2024

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 2024.

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 2024.

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.

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 23/24 period, the AGM took place on 12th February 2024, 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 23/24 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 reflecting job role and responsibilities with salaries being set against a YMCA Pay Scale.

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

In the 23/24 period a 3% Cost of Living salary increase was awarded to all staff in accordance with YMCA Pay Scale decisions, with one job evaluation taking place which resulted in an incremental pay increase in addition to the Cost of Living rise. During this financial year, YMCA Lurgan employed 9 staff.

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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 23/24 approximately 17 adult 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, increasing our number of young volunteers to 15. This engagement has enhanced our services throughout the year and is extremely important in terms of social capital and community involvement. We continue to follow best practice standards with regard to volunteering.

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.

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

YMCA Lurgan is a Christian faith based 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 wellbeing 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.

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.

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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 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.

Vision, Mission and values

YMCA Lurgan, has continued to develop the vision, mission and values agreed in 22/23.

Our vision is a town where young people, their families and the whole community flourish in body, mind and spirit. We do this through our mission of creating an inclusive space where everyone feels welcomed, accepted and inspired by social justice and peace, and by providing life enriching opportunities for young people within the Lurgan community, through the many programmes and projects we offer.

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 wellbeing 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

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○ working for justice and advocating with and for young people & their needs

Review of Activities, Achievements and Performance

Our Strategic Aims for 23/24 were as follows:

- **Youth Development** - To provide excellent personal and social development opportunities for young people, particularly those who face barriers to their development.
- **Community Engagement** - Support the delivery of programmes which promote good community relations and community cohesion
- **Human Resources** - To ensure that YMCA Lurgan has the staff and volunteers to achieve its plans and they are effectively managed and given the opportunity to develop
- **Income Generation** - To ensure that YMCA Lurgan generates sufficient income from a diverse range of sources to achieve its plans
- **Communications** - To increase awareness of YMCA Lurgan and its work and to effectively promote its programmes
- **Governance** - To ensure the governance of YMCA complies with the requirements of the law and best practice

Actioning these aims was met through the delivery of our Youth Work programmes, as well as our Community Engagement programmes as outlined below

Youth Work Provision

During the 23/24 period, there were 5 funded youth work programmes delivered. These included our Core Youth Work Provision, Youth Cultural Expression and Planned Intervention programmes funded through the Education Authority, a Neighbourhood Renewal project funded through the Department of Communities and the continuation of the Independent Living Programme funded through the Southern Health and Social Care Trust.

YMCA Lurgan continues to deliver high quality youth provision. We work alongside partners including social services, other local voluntary and statutory organisations, PSNI, PCSP, ABC Council, local schools and churches to ensure that our youth provision is needs based and complementary.

EA Core Youth Work provision

YMCA Lurgan provides EA Funded youth provision over 4 nights a week. During the year, the provision included four weekly generic drop in youth club sessions, and a further two weekly sessions which offered more targeted programmes for smaller groups, based on identified needs.

Our drop in sessions provide safe spaces to encourage young people to have fun, build positive relationships and to participate in different and maybe new activities.



We also delivered a variety of projects throughout the year alongside our generic provision which have enabled young people using our services to avail of many different opportunities impacting upon their knowledge and understanding of issues and topics that affect them. All of our targeted programmes were developed following a needs assessment with our membership at the end of the previous year which, along with the Local area needs assessment helped to determine the key issues of concern as well as highlighting



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any gap in our provision..

Focused projects, like the Young Leaders Programme, have helped young people to develop essential life & work skills while also benefiting from giving back to an organisation they care about. This programme provides pathways for young people to grow & develop while nurturing the wider YMCA Community.

As identified in an EA moderation report which met 'outstanding standards' - ***'There is a strong CRED aspect to all programmes that is reflected in a diverse membership, volunteer and leader team' (May 2023)***
Other project funding secured enabled us to deliver a further 2 programmes to complement our Core Ea programmes, these were -

Rise Project

The Rise Programme which was funded through Planned Intervention funding, supported an intergenerational programme with the local MenShed project, resulting in young people building flower planters for a balcony overlooking a main public walkway in the town centre. This project supported a new partnership & successful collaborative working, whilst strategically incorporating equality & inclusion in our decision of who to partner with.



The project also provided a skill based learning experience for the young people involved providing an opportunity for them to achieve, progress, build life skills & have an enriching experience that is championed and show cased for the local Community.



Peer Mentoring programme

As a result of Neighbourhood Renewal funding, we were able to run a Peer Mentoring programme for emerging young leaders. For most of this group, this was the first step in their 'leadership' journey. Young people reported an increase in confidence following completion of the programme, and talked about having more positive relationships with their peers.

Ignite Summer Project

Following a successful Youth Cultural Expressions funding bid, we were able to work with a group of young people in Mourneview over the summer period. The project covered topics such Community and what it meant to them as young people, Community relationships and working together, Values and Beliefs as well as Culture and identity.



Independent Living Programme (ILP)

Over the past year, YMCA Lurgan coordinated the 6th Independent Living Programme in partnership with the SHSCT Short Breaks Scheme with Children's Disability Services. The programme supports the themes of exploration and personal growth with the key focus being on the core outcome areas of Social Development, Personal Development and Independent Living Skills with young people who have learning and/or physical disabilities. The programme took place weekly each Tuesday during term time, with a more intense week-long summer scheme delivered in August. Added to this, monthly Saturday sessions were delivered as well as an overnight residential .

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The overall aim of this programme is to support participants' to develop their 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 wellbeing and personal resilience.

Young people who participated in the programme, 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, was also extremely positive throughout the programme.



Community Engagement

With support from ABC council as well as Awards for all Funding through the Community Fund, we were able to open our doors even wider to the local community. YMCA Lurgan was able to continue its provision of programmes and access to services for the wider community over the year with activities including. Activities which included the facilitation of two community days

including a coffee morning and a Christmas Family Fun Day. Both of these events were free to attend for any members of the public and as part of the Christmas Fun day, free refreshments and arts and crafts activities were provided with all children and young people present receiving a Christmas present and goodie bag. We also

supported the ABC Rising Star community event by hosting Danane crafts, puppet and storytelling events organised by the council, providing refreshments for all who attended.



As part of our continued Stakeholder engagement plans throughout the year, YMCA Lurgan hosted and participated in the ABC Council Carnegie Street Engagement and Lurgan Town Working group meetings as part of the Rising Star town event planning. We also facilitated local youth providers meetings throughout the year with the aim of sharing practice and awareness of youth issues in the area. During March, stakeholder surveys were circulated to assist in the planning of our work for the 24/25 yr period.

Throughout the year, our training programme, open to other community groups in the town, included First Aid, Safeguarding and ACE's training. We also hosted the delivery of OCN Level 3 in Youth Work/Good Relations in partnership with Youthlink NI, whilst providing support for 2 of the participants involved to complete the practice element of the course through volunteer placements. Volunteering remains a key element of our programme. This year we have provided opportunities to support young people to engage in volunteering through our Young Volunteer and Peer Mentoring programmes, whilst support for adult volunteering and provision of volunteering opportunities continues, with over 17 adult volunteers engaging in the 23/24 period.

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Supporting local community groups such as the local historical society to deliver a talk on a World War RAF Veteran from Lurgan and a local craft club - 'Crafters Delight' who use the building on a fortnightly basis. Our building was also available throughout the year for other groups, ensuring that the centre remains accessible to those from all parts of Lurgan, across all age groups.

All of these activities, alongside the launch of our new website - www.ymcalurgan.org, helped us to raise the profile of the organisation and develop stronger community partnerships.

Achievements and Performance

Over 23/24, we have had many highlights, including

- An increase in leadership pathways for young people through peer mentoring, young leaders/volunteering programmes as well as the continuation of the YMCA Lurgan Internship programme.
- The building of a strong youth voice across our membership using the Lundy Model of participation and through the use of creative methodologies such as podcasting - 'Let's Talk about Y'
- The increase in participation of young people across different communities in the town, young people from different cultures, young people in the care system as well as young people with different abilities.

However, one very notable highlight was that of our Education and Training Inspection (ETI) report which was published in January 2024. The robust inspection process, following the new ETI pilot scheme, took place in November, with observations taking place during all face to face sessions, as well as focus group meetings with stakeholders including, community and statutory partners, parents and young people as well as staff and volunteers. Inspectors also considered the governance and strategic planning of the organisation and how it promoted a community of learning.

The report was published in January 2024, identified several areas of *'highly effective practice from which others may learn'*.

Stating that YMCA Lurgan is

'providing high quality, inclusive youth work for the young people of the area. Working with their members the staff have developed and embedded a clear vision which is facilitating the young people to be welcomed into a safe place of diversity, inclusion and acceptance. Through a youth and community-led approach, the staff create opportunities for the young people to grow and develop skills for life.'

'Young People spoke about how constructively they are listened to and responded to, ensuring that their views are valued and make a difference. The young leaders and volunteers talked about the transformative impact that youth work has had on them.'

'They spoke about being change agents, being participants in the international development and social justice forum for young people, improving the local environment, raising money and supplies for those in need, giving back and being an integral part of the community.'

(ETI Report published Jan 2024)

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Financial Review

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, The Department of Communities, 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 £1,913,611 (2023 - £1,945,515) and liabilities of £201,673 (2023 - £231,753). The net assets of the company have decreased by £(1,824).

Reserves Position and Policy

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.

Trustees

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

Kathryn Louise Bateman
Simon Averley Brown
David Henry Crawford
George Nesbitt Emerson
Norman Colin Emerson
Ian Matthew Thompson
Vanessa Thompson
Michael Kakuru
Michael Gerard Lavery

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)

Approved by the Board of Trustees on 9th Dec. 2024 and signed on its behalf by:



George Nesbitt Emerson
Trustee

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

for the financial year ended 31 March 2024

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 9th Dec 2024 and signed on its behalf by:


George Nesbitt Emerson
Trustee