

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 2025

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 2025.

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 (hereby referred to as YMCA Lurgan) present a summary of its purpose, governance, activities, achievements and finances for the financial year 31 March 2025.

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 recommendations where relevant in these financial statements.

Structure, Governance and Management

Structure

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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 24/25 period, the AGM took place on 10th February 2025, 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 24/25 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 subgroup meet on a monthly basis to review finances and to consider strategic financial operations and a Health and Safety/Child protection subgroup meet up to 2 times per year, to oversee compliance and reporting in these areas. Both subgroups 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 24/25 period a 2% Cost of Living salary increase was awarded to all staff in accordance with YMCA Pay Scale decisions. Salaries were also benchmarked against the Minimum wages increase from April 2024.

Volunteers

As a voluntary organisation we recognise that at the heart of the organisation are our 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 24/25 approximately 15 volunteers (including Trustees) were involved with YMCA Lurgan in fundraising, programme delivery and strategic management. As part of "growing our own leadership" strategy, we have also continued to engage approximately 15 young people (aged 15- 17 years) in regular weekly volunteering opportunities.

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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 because 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 in, 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.

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. We also promote community engagement through social action and intergenerational programmes with young people and through inviting other community groups to make use of our building and to partner with programmes.

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

Lurgan YMCA's 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

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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 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

Achieving our mission and vision is further dependent on:

Partnership Working: we recognise the opportunities to share and learn from being not only part of the national and international movement of the YMCA, but also the opportunities availed of us as being part of a community and the organisations that we aim to work alongside to improve the lives of those we work with.

Review of Activities, Achievements and Performance

Our strategic Aims for 24/25 were as follows:

- **Youth Development** - to deliver measurable and effective services for those who engage with us and to ensure participants are engaged in decision making.
- **Community Engagement** - Support the delivery of programmes which promote good community relations and community cohesion
- **Human Resources** - To build the capacity of staff and volunteers to achieve its plans whilst being given the opportunity to develop,
- **Income Generation** - To promote greater income diversity to become more self-sufficient while raising the organisation's profile
- **Governance** - To ensure the effective governance and management systems

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Significant Activities, Achievements and Performance

Throughout the year, we have observed and continued to respond to the complex needs and issues that arise with the young people we work with, and which often have an adverse impact on their health and well-being, limiting their ability to engage fully with their peers - both in and outside of school. YMCA Lurgan is a safe welcoming environment which supports young people to develop in confidence, be part of 'community' and which provides 'opportunity for all' to participate.

During the 24/25 period, there were 6 funded youth work programmes delivered. These included

- Core Youth Work Provision - funded under the Education Authority Youth Service Local Area Funding stream
- Horizon's Partnership Project - funded through the Education Authority as part of the Department of Education 'Fair Start' action plan.
- No More Risky Business project funded through the Department of Communities, Neighbourhood Renewal funding stream.
- Independent Living Programme funded through the Southern Health and Social Care Trust, and
- Empower to Transform (E2T), part of a YMCA Ireland (Lead Partner) in a Regional Programme funded through SEUPB.

EA Core Youth Work Provision

This year, we have navigated periods without a full-time Youth Work Manager and a reduced staff team to successfully deliver an excellent service for young people, whilst showcasing the positive impact of this work. During the year, YMCA Lurgan provided youth club provision over 4 evenings and two afternoons each week, which include

- four 'drop in' youth club sessions, open to young people aged 9-18yrs, offering safe spaces for fun, positive relationship-building, and increased opportunities for young people to participate in various activities. These centre based youth club sessions deliver on the Model Of Effective Practice for Youth Work with the central theme of Personal and Social development being at the heart of our youth work practice, embedding the core principles of a commitment to preparing young people to participate in everyday life, providing situations for young people to explore their own values and beliefs and promoting a welcoming space which promotes an acceptance and understanding of others.
- two themed group work sessions, YTime:MyTime (for ages 10-13yrs) and My Space (ages 14+) which offered more targeted programmes covering topics such as diversity and good relations, social action projects, health and well-being and risk-taking projects such as drug and alcohol awareness.

Focused projects, like the Young Volunteers Programme, provided young people aged 15-17yrs with opportunities to engage in youth work, and develop essential skills for life and work.

Young people had the opportunity to complete an OCN Level 2 Award in Diversity and Good Relations, as well as social action projects which helped them to 'Give Back' to both the YMCA and their local communities, Resilience and Well Being projects, inter- club activities, 'How to' skills programmes, Creative and Healthy spaces projects, and many more.

Designed with young people, and based on identified needs, these youth work sessions engaged over 280 young people, with sessions being delivered for 48 weeks of the year and focused on the promotion of developing knowledge, skills and understanding of all who attended.

Horizons Leadership Project

For the delivery of this programme, YMCA Lurgan partnered with Taghnaven Youth Club (a local statutory youth centre), as part of a regional EA opportunity. Fourteen young people from across the town are participating in a yearlong leadership programme which started in July 2024 and will run until September 2025. Through the life of the project, they will complete a series of modules including, belonging to our community, leadership and youth work qualifications, community social action project, social enterprise learning as well as an international element to end the programme, with a residential in France.

To date participants have engaged in a residential to meet with participants from the other Horizon's programmes across the region, taken on volunteering hours as well as planned and delivered a Christmas fun day for young families identified through the local SureStart project. They are currently working on a Social Enterprise project, as well as their OCN Level 2 in Youth Work Practice. We are looking forward to seeing how this group of emerging young leaders continue to progress.

No More Risky Business Project

This programme engaged 10 young people (aged 11-13) to explore risk-taking behaviours, peer pressure and resilience building in a more focused way. Being awarded this additional funding supported us to work with a smaller group of young people who we had identified through our core youth provision and other stakeholders as being more at risk of getting involved in anti-social behaviour.

Independent Living Programme (ILP)

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The Independent Living project continued throughout the 24/25 period. Working with a small group of young people with both learning and/or physical difficulties over the course of a year, the project aims to develop the social and life skills of the participants to support them to become more independent. This programme was delivered through 44 weekly sessions, monthly Saturday trips and outings, a weeklong summer scheme and a residential. A highlight of this year's programme however was a celebration 'Drumming' evening to which over 25 young people attended from past and current programmes to celebrate the achievements of all who have participated to date.

Feedback about this programme, from parents, young people as well as social work support staff remains very positive, with one parent summing it up by saying 'The programme has been nothing but positive for our son'.

Empower to Transform (E2T) project

This programme aims to empower young people aged 14-24yrs to take transformative steps towards personal growth and positively contribute to building a more cohesive and peaceful society. Through a structured programme based on the key pillars of Good Relations, Personal Development, Citizenship, Employability and Positive Progression, we have provided opportunities for learning, development and engagement for participants.

In this first year, 13 young people successfully completed the first programme as part of the first cohort, and a further 12 young people from cohort 2 are on track to also complete successfully.

One of the highlights this year was a joint residential when both groups of young people came together to engage in outdoor learning and strengthen good relations. This experience allowed them to meet new people, explore diversity and step out of their comfort zones. Following on from this, the group designed and created a new piece of mural artwork for the centre, depicting their learning journey in the areas of employability, Good Relations and Mental Health Well-Being.

We are looking forward to seeing how the E2T programme can support many more young people over the next 3 years.

Community Engagement

Supported by the ABC Council Financial Assistance Programme we have been able to support volunteering and other local interest groups in the town. Crafters Delight is a local craft and social group met regularly throughout the year on a fortnightly basis. Other groups such as SureStart and the Now Organisation, were able to use the premises on a regular basis to deliver programmes to young families and young adults with learning difficulties.

Collaborations with local schools, PSNI, Police and Community Safety Partnership, a local residential care home and other youth providers in the town have enabled us to keep connected with the wider community.

Young people from the centre have also taken part in social action projects including litter picking to keep Carnegie Street clean, planting, fundraising to support a local family in need, as well as befriending the local care home residents and facilitating the Christmas fun day.

Supporting adult as well as youth volunteering remained a core element of our community engagement throughout the 24/25 year

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, Craigavon Neighbourhood Renewal 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.

There was a significant push towards fundraising activities by volunteers and the trustees during the 24/25 financial year, which resulted in an increase in donations by individuals and local businesses of £74,000. The charity is extremely grateful for this additional support in the year.

Financial Results

At the end of the financial year the company has assets of £1,976,152 (2024 - £1,913,611) and liabilities of £155,375 (2024 - £201,673). The net assets of the company have increased by £108,839.

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.

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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 10/11/2025 and signed on its behalf by:



George Nesbitt Emerson
Trustee