

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206

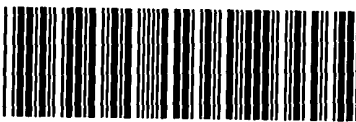
YMCA ESSEX

REPORT OF THE TRUSTEES AND AUDITED

CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

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ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

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STRUCTURE AND ADMINISTRATIVE INFORMATION

Board of Trustees

<i>Name:</i>	<i>Office:</i>	<i>Serving on Committees:</i>
Mr Mike Bromfield	Chair	Finance
Mr Paul Coleman	Vice Chair	Finance
Mr Michael Minta	Treasurer	Finance
Mr David Clarke		(resigned 4 February 2025)
Mr John Blair		
Mr Khan Kassam		Finance
Mrs Ashley Miller Bryant		Finance
Mrs Paulina Newman		
Mrs Nicola Tandy		
Mr Rakesh Krishnan		

In addition, Board meetings were usually attended by:

Lady Rosemary Ruggles-Brise DL	President
Mr David Clarke	Company Secretary

Senior Management Staff

Chief Executive	Revd Andy Drake
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Contact details

Address & Registered Office	YMCA Essex Victoria Road Chelmsford Essex CM1 1NZ
Telephone	01245 355677
Website	www.ymcaessex.org.uk
Email	admin@ymcaessex.org.uk
Registered charity number	1054070
Company number	3171206

Main advisers

Auditors: THP Limited Chartered Accountants and Statutory Auditors 34-40 High Street Wanstead London E11 2RJ	Bankers: Barclays Bank PLC Barclays Business Centre 40-41 High Street Chelmsford CM1 1BG
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HR Consultants:

BrightHR
Peninsula Building
Victoria Place
Cheetham Hill
Manchester
M4 4FB

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YMCA ESSEX

YMCA Essex is one of 84 YMCAs who constitute the YMCA Federation in England and Wales, working with young people and transforming lives throughout the country. Founded in 1844, the Federation is in turn part of the YMCA World Alliance and now reaches more than 65 million people in 120 countries worldwide, working with young men and women regardless of race, religion, or culture.

YMCA Essex is a Christian charity rooted in local communities and working with people of all faiths and none to meet the needs of children, young people, and their families, and supporting them so they can develop and grow and achieve their goals in life. Our premises in Chelmsford and Colchester provide the base for our activities across a wide and expanding area of Essex. We influence the lives of thousands of young people every year through a diverse range of programmes and services focused on their individual needs.

We have established a trading company, 'YMCA Essex (Trading) Ltd' [company number 03041709]. The trading company is a wholly owned subsidiary of the charity and carries out several activities with the aim of creating a surplus to be used for the benefit of the charity.

OUR AIMS AND OBJECTIVES

In summary, the objectives of YMCA Essex are to enable Christians to come together with people of other faiths and of none to help young people with their personal, social, educational and spiritual development, to provide accommodation, and to improve their health and wellbeing through the services and support we can offer them.

These objectives have shaped the Mission, Strapline, Values and Priorities of YMCA Essex:

Our Mission:

Ensuring every young person in Essex can belong, contribute and thrive

Our Strapline:

Here for Young People. Here for Communities, Here for You

Our Values:

- ***Kindness*** – love in action
- ***Fairness*** – equitable treatment for all
- ***Professionalism*** – everyday excellence
- ***Perseverance*** – never giving up hope
- ***Joy*** – delighting in life

Our Priorities:

1. ***GROWTH***: in both reach and depth
2. ***AWARENESS***: telling the story of YMCA transformation in fresh ways
3. ***PERSON-CENTRED***: maintaining a keen focus on individual care

We have taken account of the Charity Commission's Public Benefit Guidance in establishing and reviewing our aims and objectives, and in planning and resourcing our activities to achieve them. We offer services to children, young people and families across a wide area of Essex. We work with all people, while focusing especially on those with greater needs and fewer opportunities. We help to give children a better start in life. We provide positive activities, safe places to go, role models and mentors for young people. We help families through difficult times at home, in school, in local communities, in finding somewhere to live, and in work and finding work. We aim to make a real difference to the lives of all those with whom we work.

THE TRUSTEES' AND STRATEGIC REPORTS FOR 2024/2025

Our Services

We provided a wide range of services, projects and activities during 2024/2025 including:

Housing Work

At YMCA Colchester we have 44 flats available for rent to homeless young people aged between 16 – 25. They can stay at YMCA Colchester for up to two years and during their time with us are given support in many areas to help them move on to independent living successfully. Support includes budgeting, claiming benefits, getting into, staying at, and finishing college, finding work and sustaining a job, coping with mental and physical ill health, sexual health advice, rebuilding relationships with family and many other things.

Most of the lighting in the building has now been upgraded to LED, with just the top floor to be done. This should lead to some cost savings over time. The building passed both the five-year electrical periodic test and the Fire Risk Assessment, and any works raised from those has been completed.

We continue to work closely with the DWP and now Your Own Place who are a CIC. They meet with selected residents and carry out group and 1:1 sessions around tenancy sustainment, money management and move-on. Some residents will receive an AQA qualification at the end of the course.

During 2024/2025 we had 41 residents move in and out. Of those 38 moved on positively to social housing, family, friends or privately rented accommodation. The three without positive move-ons had unfortunately brought class A drugs into the building with one resulting in a police search of the room. On average referrals received for housing from the Joint Referral Panel are booked in for an interview, interviewed and references collected within a week of the referral being taken.

Of the 41 moves we had in 24/25 we had just five weeks void loss.

We continued with the Cadent project regarding fuel efficiency and signed up to a new scheme for the new financial year. We started a non-smoking programme for residents via Provide and receive £75 each time someone signs up to quit. This has proved popular, and we have the potential to raise £7500 through it.

Community Youth Groups

YMCA Essex provides detached, drop-in and outreach youth work in a variety of locations to provide positive activities for young people to build healthy relationships, to be mentored and to engage in community programmes that reduce anti-social behaviour and promote improved inter-generational engagement.

We support hundreds of young people each week in youth groups, and advertise in schools, on social media and in local areas. Most of the young people come along due to hearing great things from their friends.

Family Support Work and Schools' Work

Family Support – Our Family Support service collaborates with children, young people, and families to foster positive change, enhancing attendance, behaviour, wellbeing, and overall life both inside and outside of school. We partner with six primary schools in the Chelmsford and Colchester areas, offering workshops on topics such as team building, communication, self-esteem, self-confidence, homelessness, and world poverty, tailored to the schools' requests. In 2023/2024 academic year, our Family Support team assisted hundreds of children, young people, and their families through school referrals. Each referral led to noticeable improvements in attendance, behaviour and/or academic achievement.

We utilise the Y-Web soft outcomes monitoring tool to assess each child or young person's progress, reporting enhancements in emotional, social, domestic, and academic wellbeing. Our mission is to empower every young person by giving them a voice and committing to positive, transformative change in their lives.

Safer Community Youth Worker - This role has been supporting hundreds of young people in school assemblies through meditation and spirit-based thinking, small group workshops known as 'The Starting Point' and 1:1 sessions. This is where young people are encouraged to leave everything known as it is and start again from this point, focusing on moving forward, forgiveness and positive mindset. They are able to be guided through challenging times using trauma-informed care approaches and reflective listening. This work has been conducted almost entirely online and often in very creative ways.

Childcare Work

Out of School Clubs, and Holiday Clubs - Out of School Clubs continue to be very popular. Children are cared for in a fun and enriching environment that enables them to engage and build positive relationships, enhance experiences, complete homework, and grow their skills and experience to derive the greatest benefit from their education. This wraparound care also continues to be a support to parents needing extended care either side of school times. We have enhanced our provision across one of our busiest locations to enable us to take more children due to popular demand.

We are operating eight Out of School Clubs across Chelmsford, and opened a new club in Witham during the year.

We run Holiday Clubs that Active Essex has commissioned across the county in four different locations. The clubs aim to give nutritious meals and exciting activities every day for the children attending, and also provide an opportunity to work closer with their families.

Nursery - Our Nursery is open Monday to Friday for 51 weeks per year from 7:30am-6:00pm for children aged three months to five years. The Nursery served approximately 85 children and their families each week during 2024/2025.

We have been delighted to see the Nursery growing strongly during this financial year, providing care for a diverse range of families and needs, with 70% of children having funded spaces.

The Nursery has a "Good" Ofsted rating which enables us to take two-year funded children. Staff have continued to work hard to ensure we offer the best possible provision for our children and families.

We are still supporting families referred to us via support workers at Essex County Council and the Women's Refuge, and children from refugee families, Afghan in particular. Our staff have offered additional support to families that have needed help with choosing schools and applying for their schools of preference. This is a service that many parents have expressed was vital for them, so we will continue next year with this line of support.

Across all our childcare services this year we hope to engage with over 1,000 Essex families.

Operations

YMCA Essex is delivering on its vision of expanding across the county to deliver its core offers to local communities. All departments are led by a Head / Manager team which gives us the flexibility and resilience we need and contributes to providing cost-effective services, with most staff working on the 'frontline'.

Like many YMCAs, we have signed the recent Rights and Responsibilities charter, which includes a requirement to achieve the equivalent of Trusted Charity status, we achieved the first stage of this in 2023.

Despite the continuing cost-of-living challenges, YMCA Essex continued to pay the Real Living Wage, and offer all staff above inflation salary increases.

Y Housing (YMCA Blackburn) is a Housing Association made up of seven participating YMCAs each with properties that offer supported accommodation, our Colchester property is one of these. Each YMCA has a director on its Board of Trustees and a special buyback arrangement means that the YMCAs can purchase the properties within 25 years of the original purchase date should they become Registered Providers with the Homes and Communities Agency. This has been an exciting development which has ensured the long-term viable future for YMCA supported accommodation in Colchester.

Partnerships

Working with local YMCAs across the country, our national federation of YMCAs in England introduced a new Federation strategy for 2022-2030, with our CEO sitting on one of the strategic steering groups. The Chairs and Chief Executives of all the YMCAs in the East of England meet regularly to identify opportunities for us to achieve these aims and objectives in our region, to share experiences and ideas, and to look at how we can extend our impact and generate more resources through working in partnership.

YMCA Essex maintains good working relationships with councillors and senior staff at Essex County Council, Chelmsford City Council, and other local authorities where we are active, and we appreciate their strong support for the YMCA. We were particularly grateful to the Chelmsford City Council for their £25,000 grant in 2024/2025. We are also grateful for several donations from Essex Community Foundation during the year, and for the Safe Space grant from the Police, Fire and Crime Commissioner for Essex for the Y-Club (youth club).

We work closely with 'Churches Together' in the Chelmsford area and maintain Christian links where we can. We are developing stronger links with local churches, with our CEO Andy Drake preaching to local congregations on behalf of the YMCA. We also work with other like-minded organisations through 'Citizens-UK' to enable grassroots campaigning for change, seeking for communities to be shaped more by their members than by outside sources.

It should be noted that although the schools and parish councils we work with are, strictly speaking, our clients, in practice we are like partners working together to achieve the same goals. This is borne out in how our pricing for such services typically represent 'at cost' models, and how we sometimes work closely to co-design bespoke solutions.

Communications

One of our key strategic priorities is to raise our profile and build support for the vital work we do from communities, beneficiaries, donors, funders and commissioners.

We continue to innovate and develop a cutting edge feel for our print and electronic media, always seeking to better communicate our mission to existing and new stakeholders.

We publicise our activities through our website and social media updates; through leaflets; through the media; and by face-to-face contact with people through our services, projects, events, and networking with businesses, public and voluntary sectors. Relationships with local media have led to positive YMCA coverage, for instance with BBC Essex as guest panellists on occasion.

Finance

Our principal sources of income are the Nursery, Out of School Clubs, Housing Work and to a lesser extent, our Youth Clubs and Family Support Programme. All of which operate on a social enterprise model, with any surplus being ploughed back into the local work.

The end of year outturn was a surplus of unrestricted general funds of £90,818. Whilst we would always wish to produce a surplus, this does represent challenging changes to our service provision and the building of capacity within the organisation.

The Trustees recognise that our financial position is particularly dependent on the level of take-up of our income-generating services. It will therefore be important for us to maintain and expand those services in the coming years and to attract further income from additional sources especially to support the costs of our charitable youth work.

Future Plans and Strategy

There are more than 400,000 children and young people aged 19 or under living in Essex. The potential need and demand for the services provided by the YMCA is therefore huge. Our strategy for the future aims to expand our services both geographically and numerically to meet more of these needs, working alongside other leading YMCAs wherever possible.

Our aim is for Community Hubs to be developed organically across Essex out of which YMCA services and staff can share our particular blend of professionalism and kindness. These Community Hubs would offer and/or be connected to a diverse range of services, from our core work of childcare, youthwork and housing to newer projects involving information, advice and guidance giving, intervention for those facing domestic abuse, outward bound community development work, and potentially much more. From 2025-2030, these hubs will grow both opportunistically and intentionally.

Alongside these plans, we continue to communicate well with our neighbouring YMCAs and seek collaborative work where possible. We remain open to strategic partnerships with other like-minded organisations and are aware that exciting developments can come from the most unlikely of places.

Conclusion

2024/2025 was an encouraging year regarding both the delivery of the charity mission and the resultant financial outturn. The unique services we offered to children, young people and families continued to be of the highest standard and operated smoothly during the year. We remain resilient and have managed to achieve a good surplus, with all our services intact, and both youth clubs and out of school clubs increasing.

We continue to develop our housing portfolio with plans for a supported accommodation-focused redevelopment of our Chelmsford site, adjust our childcare offer to achieve profitability in the trading subsidiary, and improve our communications and relationships to help capitalise on the growth opportunities that the current volatile environment is producing. It is when we hear the many individual stories of children and young people whose lives have been completely turned around by their involvement with the YMCA that we know we are making a real difference.

None of this would be possible without all the wonderful people who work for and support the YMCA. We would like to pay tribute to our paid and voluntary staff under the leadership of our Chief Executive, Andy Drake. We have a very professional, talented and committed staff team at the YMCA, who are highly valued for everything they are achieving.

We wish to thank our Treasurer, Finance Committee and the Finance Team for their dedication and hard work in financial planning, monitoring and control. We are very grateful to all the organisations and individuals who have made donations, whether large or small, enabling us to undertake many vital projects and activities. We record our thanks to our fellow Board Members and all the other volunteers who give so much to the YMCA.

Finally, we thank all those who have supported us in prayer and in action during the last year.

GOVERNANCE AND MANAGEMENT

Articles of Association

YMCA Essex is a charitable private company limited by guarantee, incorporated on 12 March 1996 and registered as a charity on 26 March 1996. The charity is governed by its revised Articles of Association adopted on 25 January 2016.

YMCA Essex's charitable objectives, in full, are:

- To advance the Christian faith, including by:
 - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
 - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- To provide or assist in the provision in the interests of social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances; and
- To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

Board of Trustees

The Board of Trustees meets quarterly. The Board's purpose is to:

- provide **strategic leadership and support** for YMCA Essex;
- uphold the **Christian faith basis** of YMCA and promote its **mission and objectives**;
- agree **vision and strategy**;
- ensure good **governance and accountability**;
- make best use of **human, financial and property** resources;
- take part in **YMCA events and activities**;
- **encourage, praise and thank** staff and volunteers;
- **promote YMCA** and its work within Essex communities.

Trustees serve on the Board for a maximum of three consecutive three-year terms before taking a break of at least one year.

The Board aims to have a balanced and capable team of Board Members including:

- people who will ensure that the Christian founding principle, values and character of YMCA are sustained, providing Christian leadership for the charity (at least half of our Board Members are committed Christians);
- people with diverse backgrounds and diverse attributes, to help ensure healthy debate and challenge, and to bring a range of views and perspectives to inform decision-making;
- people with connections to communities in different parts of Essex;
- people with the skills, abilities, knowledge and experience needed for the effective working of the Board;
- a balance on the Board between experienced members and those who can offer new thinking and independent challenge.

The Board welcomes applications at any time from people who may be interested in serving as Board Members. When it wishes to strengthen or diversify its membership, it will actively seek candidates with the required skills and attributes by a range of means, which may include open advertisement. Following a successful recruitment process, the Board will appoint a new Trustee as a Board Member.

New Trustees receive an induction programme, to familiarise them with the services and operations of YMCA Essex and the work of the wider YMCA movement, and to equip them to fulfil their responsibilities as Trustees for governance, strategy, finance, communication and representing the YMCA effectively. Further training and development opportunities are made available to all Trustees on an ongoing basis.

Committees

The Board has appointed two Committees to assist the work of the Board and the YMCA:

- Finance Committee
- Board Appeals Committee

Management and Organisation Structure

The Board has delegated the day-to-day responsibility for the YMCA's services and operations to the Chief Executive and the Senior Management Team. The Senior Managers lead on the main areas of Childcare & Youth Work, Housing, Finance, Corporate Services and Communications, Fundraising & Events. There are over 81 staff and over 10 volunteers working for YMCA Essex in the charity and its subsidiary trading company.

Risk Management

The Board has a Risk Management Policy, incorporating a Risk Register, and both are reviewed and updated regularly. Our strategic risk analysis shows that the YMCA currently faces 4 risks classed as Major within the methodology we have adopted:

- Ensure the **Quality and Competitiveness** of our services and projects.
- **Safeguard the Wellbeing** of the Children, Young People and Adults we work with.
- Increase our **Income** and improve our **Financial Position**.
- Maintain a good **Reputation and Public Support** for YMCA.

There are also 8 risks classed as Moderate:

- Safeguard **Business Continuity** for all our services and operations.
- Recruit, develop and retain the **Staff and Volunteers** we need.
- Ensure the **Health and Safety** of all involved in our activities.
- Seek, respond and adapt well to **Change and New Opportunities**.
- Ensure the effective **Governance** of the YMCA
- **Fulfil Our Mission** to children, young people and families.
- Maintain effective **Financial Controls** and **Fraud Prevention** measures.
- Manage staff fairly and effectively through our **Human Resources** policies and procedures.

The Board is satisfied that the above risks are being consistently and effectively managed and mitigated and considers that the resultant risk profile is acceptable and appropriate in relation to the YMCA's objectives and responsibilities. The nature of the services which the YMCA provides to service users and the environment within which the charity operates, mean that we will inevitably face risks due to factors beyond our control. We are willing to tolerate higher risks if they can be justified by the potential benefits for children, young people and families.

FINANCIAL INFORMATION

Funds Policy

The charity has various funds available to finance its activities. These are as follows:

(a) Unrestricted funds

These are funds expendable at the discretion of the Trustees in furtherance of the charity's objects. Such funds may be designated by the Board for a particular project of purpose. The general fund is the amount of unrestricted funds that has not been designated. The Board have reviewed the charity's general funds in line with the guidance issued by the Charity Commissioners and they believe that the charity should hold these funds because:

- it has no guaranteed regular funding,
- it requires an element of protection against potentially damaging but as yet unknown future events.

The Trustees believe that the minimum level of accessible bank balances should be the equivalent of three months' essential operating costs calculated and reviewed annually. As at the end of March 2025, the general fund stood at £264,341.

(b) Designated funds

As shown on the balance sheet, the majority of unrestricted funds are held in the form of fixed assets and as such these funds are not available to support other activities. The Board have therefore created a designated fund representing the value of fixed assets held (see note 12). In addition, the Board have also recognised the problems caused when existing funding for projects finishes before new sources of funding are secured. We have created a Youth Work fund to allow projects to continue during these periods. We also have a replacement fund which is monies set aside for on-going maintenance and improvement of the buildings. During the year two new funds have been created, one in relation to the possible redevelopment of Victoria Road and one to fund staff attendance at the YMCA World Council in Toronto in 2026.

(c) Restricted funds

These are funds donated for specific purposes that are within the wider objects of the charity.

Other funds represent donations for the activities as detailed in note 13 to these accounts. The Board consider that YMCA Essex has sufficient assets to meet its obligations as they arise on both the designated and restricted funds.

(d) Investment Policy

Where possible, all funds are placed on call or short to medium term deposit. Due to the nature of our activities, these funds may be required at short notice, so we have a variety of drawdown dates.

(e) Pension Deficit

YMCA Essex recognises possible concern relating to its participation in a defined benefit pension scheme and its share of the scheme deficit. Appropriate action has been taken. The scheme was closed to new members in 2007 and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments.

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YMCA Essex benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist professional advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit.

The notes to the Accounts include an accounting policy, and further detail regarding the pension commitment is in note 15.

Subsidiary Undertaking

The accounts consolidate the results of the charity and its subsidiary YMCA Essex (Trading) Ltd. whose principal activities are the provision of Nursery care, Out of Schools work and room hire facilities. Its performance is shown in note 4 to these accounts, 2024/2025 performance is up on the previous year by nearly £40k.

Fixed Assets

Movements in the fixed assets are detailed in note 8.

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of YMCA Essex for the purposes of Companies Act 2006) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees are required to:

- keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and its subsidiaries and enable them to ensure that the financial statements comply with the Companies Act 2006;
- prepare financial statements for each financial year which give a true and fair view of the state of the group's and the charity's affairs and of the surplus or deficit for the year, and to comply with the regulations made by the Secretary of State.

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 applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities', issued by the Charity Commission;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for safeguarding the assets of the charity and its subsidiaries and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to Disclosure of Information to Auditors

The Trustees confirm that, to the best of their knowledge there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware. They also confirm that they have taken all necessary steps to identify any pertinent audit information and to ensure that the charity's auditors have been informed of it.

Liability of Trustees

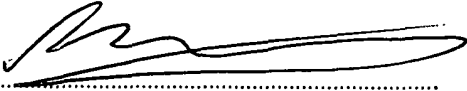
The liability of Trustee is limited to £1 in the event of the charity being wound up with insufficient funds to meet its debts.

Auditors

In accordance with Section 485 of the Companies Act 2006, a resolution to appoint the auditors THP Limited and authorising the Trustees to agree their remuneration will be proposed at the forthcoming Board meeting.

Signed on behalf of the Board of Trustees

Mr Mike Bromfield
Chair

Date: 

9/9/2025

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

Opinion

We have audited the consolidated financial statements of YMCA Essex (Limited by Guarantee) (the 'charitable company') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 for charities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's and Group's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group through discussions with trustees and other management, and from our commercial knowledge and experience of the sector in which the Group operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group, including the Companies Act 2006, Charities Act and SORP requirements, Safeguarding, General Data Protection Regulations (GDPR), Anti-bribery, Employment and Health and Safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF YMCA ESSEX (Limited by Guarantee)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with Charities Commission and any other relevant regulators as required.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Shahid Hameed FCA FCCA (Senior Statutory Auditor)
For and on behalf of THP Limited
Chartered Accountants and Statutory Auditors
34-40 High Street
Wanstead
London E11 2RJ

Date: 7/10/2025

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted General	Designated	Restricted	2025 Total £	2024 Total £
		£	£	£		
INCOMING RESOURCES						
Incoming resources from generated funds:						
Rental income		781,351	-	-	781,352	713,389
Voluntary income		5,210	-	-	5,210	5,110
Grants receivable		35,000	-	-	35,000	25,000
Activities for generating funds		10,013	-	-	10,013	8,618
Income of trading subsidiary	4	887,433	-	-	887,433	718,240
Interest receivable		17,268	-	-	17,268	13,592
Incoming resources from charitable activities:						
Youth training		126,960	-	126,306	253,266	306,505
Miscellaneous Income		9,654	111,116	-	120,770	15,774
TOTAL INCOMING RESOURCES		1,872,889	111,116	126,306	2,110,311	1,806,228
RESOURCES EXPENDED						
Cost of generating funds:						
Expenditure of trading subsidiary	4	792,125	-	-	792,125	662,152
Charitable activities:						
Childcare services		87,500	-	-	87,500	85,000
Youth and other services		608,865	26,298	83,346	718,509	825,732
Premises		283,945	-	-	283,945	254,378
		980,310	26,298	83,346	1,089,954	1,165,110
Governance costs		9,636	-	-	9,636	13,572
TOTAL RESOURCES EXPENDED	5	1,782,071	26,298	83,346	1,891,715	1,840,834
Net INCOMING/(OUTGOING) RESOURCES		90,818	84,818	42,960	218,596	(34,606)
Transfer (from)/to Designated Funds	12	(18,077)	18,077	-	-	-
Transfer (from)/to Restricted Funds	13	-	17,234	(17,234)	-	-
FUND BALANCES AT 1 APRIL 2024		197,846	906,919	65,967	1,170,732	1,205,338
FUND BALANCES AT 31 MARCH 2025		270,586	1,027,048	91,693	1,389,327	1,170,732

All recognised gains and losses are included above.

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVE FUNDS DISCLOSURE - 31 MARCH 2024

	Notes	Unrestricted		Restricted	2024 Total £
		General	Designated	£	
INCOMING RESOURCES					
Incoming resources from generated funds:					
Rental income		713,389	-	-	713,389
Voluntary income		5,110	-	-	5,110
Grants receivable		25,000	-	-	25,000
Activities for generating funds		8,618	-	-	8,618
Income of trading subsidiary	4	718,240	-	-	718,240
Interest receivable		13,592	-	-	13,592
Incoming resources from charitable activities:					
Youth training		247,922	12,710	45,873	306,505
Miscellaneous Income		15,774	-	-	15,774
TOTAL INCOMING RESOURCES		1,747,645	12,710	45,873	1,806,228
RESOURCES EXPENDED					
Cost of generating funds:					
Expenditure of trading subsidiary	4	662,152	-	-	662,152
Charitable activities:					
Childcare services		85,000	-	-	85,000
Youth and other services		727,046	53,224	45,462	825,732
Premises		254,378	-	-	254,378
		1,066,424	53,224	45,462	1,165,110
Governance costs		13,572	-	-	13,572
TOTAL RESOURCES EXPENDED	5	1,742,148	53,224	45,462	1,840,834
Net INCOMING/(OUTGOING) RESOURCES		5,497	(40,514)	411	(34,606)
Pension deficit	15	-	-	-	-
NET INCOMING/(OUTGOING) RESOURCES AFTER PENSION DEFICIT		5,497	(40,514)	411	(34,606)
Transfer (from)/to Designated Funds	12	(15,874)	15,874	-	-
Transfer (from)/to Restricted Funds	13		2,000	(2,000)	-
FUND BALANCES AT 1 APRIL 2023		208,223	929,559	67,556	1,205,338
FUND BALANCES AT 31 MARCH 2024		197,846	906,919	65,967	1,170,732

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206
CHARITY AND CONSOLIDATED BALANCE SHEET

AT 31 MARCH 2025

	Notes	TOTAL 2025		TOTAL 2024			
		Restricted £	Unrestricted £	Charity £	Group £	Charity £	Group £
FIXED ASSETS							
Tangible assets	8	-	825,000	825,000	825,000	826,923	826,923
Investments	9	-	2	2	-	2	-
			<u>825,002</u>	<u>825,002</u>	<u>825,000</u>	<u>826,925</u>	<u>826,923</u>
CURRENT ASSETS							
Debtors	10	-	102,217	102,217	106,459	54,310	64,415
Cash at bank in hand		91,693	583,516	675,209	679,611	480,748	492,321
		<u>91,693</u>	<u>685,733</u>	<u>777,426</u>	<u>786,070</u>	<u>535,058</u>	<u>556,736</u>
CREDITORS:							
Amounts falling due within one year	11(a)	-	(164,378)	(164,378)	(166,773)	(129,771)	(145,220)
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>91,693</u>	<u>1,346,357</u>	<u>1,438,050</u>	<u>1,444,297</u>	<u>1,232,212</u>	<u>1,238,459</u>
CREDITORS:							
Amounts falling due after more than one year	11(b)	-	(54,970)	(54,970)	(54,970)	(67,727)	(67,727)
NET ASSETS		<u>91,693</u>	<u>1,291,387</u>	<u>1,383,080</u>	<u>1,387,327</u>	<u>1,164,485</u>	<u>1,170,732</u>
FUNDS HELD							
Unrestricted funds:							
General fund		-	264,341	264,341	264,341	191,601	191,599
Retained in subsidiary		-	-	-	6,245	-	6,247
Total		-	264,341	264,341	270,586	191,601	197,846
Designated fund		-	308,658	308,658	308,660	188,529	188,531
Restricted funds	13	91,693	-	91,693	91,693	65,967	65,967
Revaluation reserve	8	-	718,388	718,388	718,388	718,388	718,388
		<u>91,693</u>	<u>1,291,387</u>	<u>1,383,080</u>	<u>1,389,327</u>	<u>1,164,485</u>	<u>1,170,732</u>

Charitable company's result for the year

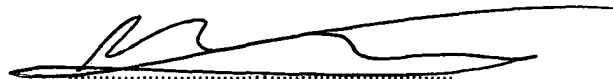
218,596

(34,606)

These accounts were approved by the Board and authorised for issue on 9/9/2025 and signed on its behalf by:



Mr Michael Minta – Treasurer



Mr Mike Bromfield – Chair

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
Company No. 3171206

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash Generated from Operating Activities (see below)	170,023	(49,830)
Cash Flows from Investing Activities		
Interest received	17,268	13,592
Sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	-	-
	<u>17,268</u>	<u>13,592</u>
Increase/(decrease) in cash and cash equivalents in the year	<u>187,291</u>	<u>(36,238)</u>
Cash and cash equivalents at the beginning of the year	492,321	528,559
Total cash and cash equivalents at the end of the year	<u>679,611</u>	<u>492,321</u>

Reconciliation of Net Incoming Resources to Cash
Generated from Operating Activities

	2025 £	2024 £
Net incoming resources	218,596	(34,606)
Add back depreciation charge	1,923	4,126
Loss on disposal of fixed asset	-	-
Deduct interest income shown in investing activities	(17,268)	(13,592)
Decrease/(increase) in debtors	(42,044)	(7,995)
Increase/(decrease) in creditors	<u>8,816</u>	<u>2,237</u>
Net cash from operating activities	<u>170,023</u>	<u>(49,830)</u>

Note to Statement of Cash Flows

The company's cash flow statement reflects the presentation requirements of FRS 102, under which the cash flow statement reconciles to cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1. GENERAL INFORMATION

YMCA Essex is a company limited by guarantee and incorporated in England. The Charity's registered number and registered office address can be found on page 1.

The functional and presentation currency of YMCA Essex and its subsidiary is the pound sterling.

2. ACCOUNTING POLICIES

i. Basis of preparing the financial statements

The financial statements of the charity, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, except for the non-depreciation of freehold property as explained in note 2.iv. The Trustees have decided to adopt the presentation of the Statement of Financial Activities rather than the Income and Expenditure account as required by the Companies Act as they consider that this more accurately reflects the operations of the charity.

ii. Basis of Consolidation

These financial statements incorporate the audited financial statements of YMCA Essex and its subsidiary undertaking, YMCA Essex (Trading) Ltd., who has the same year end, consolidated on a line-by-line basis. Common expenses have been allocated between the operations based upon estimated use.

The results of the trading subsidiary are detailed in note 4 to the financial statements. The consolidated balance sheet represents the total assets and liabilities of the group. As permitted by section 408 of the Companies Act 2006, the income and expenditure account of the parent charity is not presented as part of these financial statements. The balance sheets of the Charity and Group are both shown on page 17.

iii. Charitable Expenditure and Support Costs

The YMCA Essex operates a childcare, youth and community centre based at its premises in Victoria Road. Colchester division provides supported accommodation for young people. Charitable expenditure comprises the costs of programmes operated. No valuation is placed on the services provided by volunteers without whom the programmes could not operate. Support costs comprise the costs of running the building less those costs allocated to the trading activities. Management and administration expenses comprise administrative costs and common overheads, which cannot be allocated to specific activities.

Governance costs are expenditure incurred on the operation of the charity as opposed to any specific activity and comprise Board expenses and audit costs.

iv. Fixed Assets and Depreciation

The Trustees consider that the freehold property is maintained in such a way that the residual value is at least equal to its net book value. As a result, the corresponding depreciation would not be material and therefore is not charged in the profit and loss account.

Other fixed assets are stated at cost less depreciation. The cost of Furniture and Equipment valued over £2,500 is written off over five years on a straight-line basis from the date of acquisition. Computer Equipment and Motor Vehicles are written off over four years on a straight-line basis.

v. Covenants and Donations

Covenants and donations are recognised when received. No account has been taken of funds pledged but not received at the balance sheet date. Funds with restricted use are separately identified and are shown in Note 13 to the Accounts.

vi. Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently carried at this value less any provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

- vii. **Debtors**
No general provision is made against debtors. Known bad debts are written off and specific provision is made for any considered doubtful of collection.
- viii. **Grants and Legacies Receivable**
Income from grant and legacies is included in income when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
Where these relate to specific items of expenditure these have been included within restricted funds.

Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment. Government grants in respect of capital expenditure are credited to a deferred income account and are released to profit over the expected useful lives of the relevant assets by equal annual instalments. Grants of a revenue nature are credited to profit and loss so as to match them with the expenditure to which they relate.
- ix. **Taxation**
The Charity is exempt from tax on income and gains within Section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.
- x. **Pension Contributions**
YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex, therefore the scheme is accounted for as a defined contribution scheme. Further details are in note 15.

The group also contributes to a defined contribution scheme on behalf of its employees. Contributions made during the year are shown in note 6.
- xi. **Unlisted Investments**
Investments are stated at historical cost.
- xii. **Related Party Exemption**
The Group has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with the group companies.
- xiii. **Financial Reporting Standard 102 – reduced disclosure exemption**
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":
- the requirements of Section 7 Statement of Cash Flows for the company in the group accounts

3. **INCOMING RESOURCES**

The statement of financial activities contains details of all the income of the charity. All income arose in the United Kingdom.

Rental income is accounted for on a receivable basis.

Income received from charitable activities represents mainly Youth Training funds and is accounted for on a receivable basis.

The turnover of the trading subsidiary represents the gross value of goods sold and services provided. Fees billed in advance for nurseries and out of school clubs are deferred according to the expected start date of the services provided.

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

4. **NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY**
YMCA Essex has a wholly owned trading subsidiary "YMCA Essex (Trading) Ltd." (company registration number 03041709) which is incorporated in the United Kingdom. This operates the childcare programme and room hire facilities on behalf of the charity. Its results for the year ended 31 March 2025 and 2024 are detailed below.

PROFIT AND LOSS ACCOUNT

	2025	2024
	£	£
Turnover	887,433	718,240
Cost of sales	637,045	521,233
Gross profit	<u>250,388</u>	<u>197,007</u>
Administrative costs (including interest)	<u>(155,080)</u>	<u>(140,919)</u>
Operating profit for the year	95,308	56,088
Amount covenanted to YMCA Essex	<u>(95,308)</u>	<u>(56,088)</u>
Profit for the financial year	<u>0</u>	<u>0</u>
Retained profits/(losses) at 1 April 2024	<u>6,245</u>	<u>6,245</u>
Retained in subsidiary at 31 March 2025	6,245	6,245
	=====	=====
AGGREGATE SHARE CAPITAL AND RESERVES	6247	6247
	=====	=====

The subsidiary's registered office address is the same as the Registered Office address of YMCA Essex.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

5. RESOURCES EXPENDED

	Trading Subsidiary £	Charitable Activities £	Governance £	2025 Total £	2024 Total £
Costs directly allocated to activities					
Staff costs	506,767	333,749	-	840,516	870,018
Other direct costs	130,278	54,001	-	184,279	163,730
Support costs allocated to activities					
<u>Premises</u>					
Heat and light	7,858	54,800	-	62,658	49,299
Repairs	4,378	53,733	-	58,111	52,898
Rates and insurance	-	18,352	-	18,352	19,036
Cleaning	12,064	28,879	-	40,943	36,515
Rent	-	128,181	-	128,181	119,625
<u>Administration</u>					
Office salaries and pensions	115,273	249,215	-	364,488	349,741
Pensions admin charge	-	4,066	-	4,066	3,992
Staff training	-	4,736	-	4,736	3,490
IT costs	-	24,064	-	24,064	23,578
Stationery and advertising	1,355	4,078	-	5,433	4,962
Telephone and licences	4,030	7,724	-	11,754	10,220
Fees and licences	-	16,726	-	16,726	15,995
Sundry expenses	10,122	0	-	10,122	4,026
Depreciation	-	1,923	-	1,923	4,126
Board expenses	-	-	396	396	4,492
Conference costs	-	2,998	-	2,998	2,408
VAT Input Tax Partial Recovery	-	(11,549)	-	(11,549)	(10,027)
Legal & Professional fees	-	-	-	-	-
Fundraising costs	-	10,634	-	10,634	4,943
Profit on Sale of assets	-	(6,000)	-	(6,000)	-
Auditors' remuneration	-	-	9,240	9,240	9,080
TOTAL RESOURCES EXPENDED	792,125	980,310	9,636	1,782,071	1,742,148

=====
Premises costs are allocated on floor area and Administration costs are allocated on estimated usage.

YMCA Essex
(Limited by Guarantee)
Charity Registration No. 1054070
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

	2025		2024	
	Charity £	Group £	Charity £	Group £
6. STAFF COSTS				
Wages and salaries	501,932	1,091,844	573,654	1,109,636
Social Security costs	54,472	86,600	56,788	83,791
Pension contributions	26,560	26,560	26,332	26,332
	582,964	1,205,004	656,774	1,219,759
	=====	=====	=====	=====

One employee received emoluments of between £70,000 and £80,000 (2024:1)

The average number of employees (including temporary and part time staff) was 81 (2024 total was 91). In addition, the charity uses the services of 10+ volunteers. No valuation has been made for the assistance upon which the YMCA Essex relies to provide many of its services. A further 10 volunteers acted as trustees on the Board.

No Trustees have received any remuneration.

Key management includes the Trustees, the Chief Executive and members of the senior management team. The compensation paid to key management staff for employee services is £244,678 (2024: £230,551).

	2025 £	2024 £
7. NET INCOMING RESOURCES		
This is stated after charging		
Depreciation (owned assets)	1,923	4,126
Auditors' remuneration - audit	6,595	6,435
- other services	2,645	2,645
	=====	=====

8. GROUP FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Computer Equipment	Motor Vehicles	Total
Cost	£	£	£	£	£
At 1 April 2024	825,000	44,490	29,432	13,194	912,116
Additions	-	-	-	-	-
Disposals	-	-	-	(13,194)	(13,194)
At 31 March 2025	825,000	44,490	29,432	-	898,922
Depreciation					
At 1 April 2024	-	44,139	29,432	11,622	85,193
Charge for the year	-	351	-	1,572	1,923
Eliminated on disposals	-	-	-	(13,194)	(13,194)
At 31 March 2025	-	44,490	29,432	-	73,922
Net book value					
At 31 March 2025	825,000	-	-	-	825,000
	=====	=====	=====	=====	=====
At 31 March 2024	825,000	351	-	1,572	826,923
	=====	=====	=====	=====	=====

The property was fair valued, as a one-off revaluation, on the basis of existing use value at 31 March 2016, by Elwell Taylor, Chartered Surveyors of 65 New London Road, Chelmsford, Essex CM2 0ND. On transition to FRS 102, the charity has taken the revalued amount as the deemed cost and therefore further revaluations are not required.

YMCA Essex
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Deemed Cost at 31 March 2025 is represented by:

Valuation in 2016	£ 718,388
Original Cost	<u>193,728</u>
	912,116
	=====

9. INVESTMENTS – Unlisted at Cost

The charity owns 100% of the issued share capital of YMCA Essex (Trading) Ltd., a company registered in England. This company operates the trading activities as described in Note 4.

10. DEBTORS	2025		2024	
	Charity	Group	Charity	Group
	£	£	£	£
Trade debtors	71,075	75,317	27,617	37,722
Other debtors and prepayments	31,142	31,142	26,693	26,693
Amount due from YMCA Essex (Trading) Ltd.	-	-	-	-
	<u>102,217</u>	<u>106,459</u>	<u>54,310</u>	<u>64,415</u>
	=====	=====	=====	=====

11. (a) CREDITORS: Amounts falling due within one year	2025		2024	
	£	£	£	£
	Trade creditors	5,158	11,124	10,927
Other creditors, accruals and deferred income	84,833	142,892	84,995	115,679
Pension deficit	12,757	12,757	12,757	12,757
Amount due to YMCA Essex (Trading) Ltd.	61,630	-	21,092	-
	<u>164,378</u>	<u>166,773</u>	<u>129,771</u>	<u>145,200</u>
	=====	=====	=====	=====

11. (b) CREDITORS: Amounts falling due more than one year	2025		2024	
	£	£	£	£
	Pension deficit	54,970	54,970	67,727
	<u>54,970</u>	<u>54,970</u>	<u>67,727</u>	<u>67,727</u>
	=====	=====	=====	=====

YMCA Essex
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

12. DESIGNATED FUNDS

	Balances 31 March 24	Income	Expenditure	Net Transfer	Balances 31 March 25
	£	£	£	£	£
Fixed assets fund	814,404	-	-	(1,923)	812,482
New Projects	39,450	-	(13,371)	-	26,079
Informal Youth Work	7,390	-	(1,610)	17,234	23,014
Replacement Fund	12,211	9,216	(150)	-	21,277
Colchester Fundraising	7,484	200	(2,684)	-	5,000
Holiday Club Reserves	25,071	-	(7,574)	-	17,497
Repairs Victoria Road	909	-	(909)	-	-
World Council Fund	-	1,700	-	20,000	21,700
Victoria Road Redevelopment	-	100,000	-	-	100,000
	<u>906,919</u>	<u>111,116</u>	<u>(26,298)</u>	<u>35,311</u>	<u>1,027,048</u>
	=====	=====	=====	=====	=====

The fixed assets fund represents the value of the general funds held within in the fixed assets (including revaluation reserve) used by the charity, as such these are not available to support the other activities. The replacement fund is monies set aside for ongoing maintenance and improvements of the building. The Board have also designated funds to allow for the continuation of youth work projects once existing funding sources run out and to allow time for securing future funding. The Victoria Road Redevelopment Fund is to hold funds for the planned redevelopment.

13. RESTRICTED FUNDS

The charity has received the following amounts, which may only be used for specific purposes.

	At 31 March 2024	Income	Transfers	Salaries	Materials/other	At 31 March 2025
	£	£		£	£	£
Childcare services	4,012	-	-	-	(4,012)	-
Youth and other services	61,955	126,306	(17,234)	(31,021)	(48,313)	91,693
TOTAL ALL FUNDS	<u>65,967</u>	<u>126,306</u>	<u>(17,234)</u>	<u>(31,021)</u>	<u>(52,325)</u>	<u>91,693</u>
	=====	=====	=====	=====	=====	=====

Childcare Services

This funding includes donations that are specifically identified for Childcare.

Youth and other Services – Youth Work

There are a number of Restricted Funds within the Youth Work area, funding derives from various sources, including Essex County Council, Police Fire and Crime Commissioner for Essex and other restricted funds. These funds enable us to provide a wide range of services and programmes for young people. These funds are monitored in various ways and their restriction is that funds can only be used for the specific purpose for which they were granted.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2025 are represented by:

	UNRESTRICTED		RESTRICTED	TOTAL
	General	Designated		FUNDS
	£	£	£	£
Fixed Assets	-	825,000	-	825,000
Net assets/(liabilities)	270,586	202,048	91,693	564,327
	270,586	1,027,048	91,693	1,389,327
	=====	=====	=====	=====

15. PENSION COMMITMENT

Accounting Policy:

YMCA Essex participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to YMCA Essex.

Pension Note:

YMCA Essex participated in the contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of YMCA Essex and at the year-end these were invested in De-risking Solutions.

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

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

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. YMCA Essex has been advised that it will need to make monthly contributions of £1,396 from 1 May 2025. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is approximately 4 years.

The Company has capitalised the pension deficit liability and these accounts include a provision of £67,727 (2024: £80,484 which represents approximately 4 remaining years).

In addition, YMCA Essex may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that YMCA Essex may be called upon to pay in the future.

16. ULTIMATE CONTROL

The group is ultimately controlled by the Board of Trustees.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

17. RELATED PARTY TRANSACTIONS

During the year YMCA Essex paid rent totalling £128,181 (2024: £119,625) to Blackburn YMCA, under a Housing Management Contract, for the use of premises in Colchester, owned by Blackburn YMCA. The Chief Executive of YMCA Essex is a member of the board of trustees of Blackburn YMCA. The rents are charged in accordance with the Government's direction to the Social Housing Regulator of May 2014 and the Rent Standard Guidance.

18. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Critical judgements in applying the entity's accounting policies

There are no specific judgements, apart from those involving estimates as detailed below, that management has made in the process of applying the entity's accounting policies that have a significant effect on the amounts recognised in the financial statements.

b) Critical accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates can differ from the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(c) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates based on economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of tangible assets and note 2 for the depreciation policy in respect of each class of asset.