Companies House

Registered Charity No. 1065875
Registered Company No. 03258321
Registered Provider No. L4554
Registered by the Tenant Services Authority

CENTRAL HERTFORDSHIRE YMCA (LIMITED BY GUARANTEE)

REPORTS AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

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REPORTS AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

CONTENTS

	Page
Report of the Trustees	2
Statement of Internal Control	18
Report of the Auditors	20
Income and expenditure account	22
Statement of Financial Activities	24
Balance Sheet	23
Cash flow statement	25
Notes to the accounts	26

REPORT OF THE TRUSTEES

The Trustees of the charity, who are also Directors of the company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2011 The Trustees have adopted the Statement of Recommended Practice (SORP) for Registered Social Landlords (2008)

ADMINSTRATIVE DETAILS

Registered office

YMCA
90 Peartree Lane
Welwyn Garden City
Hertfordshire
AL7 3UL

Trustees

Mr David Irving	Chairman
Mr Philip Hollowday	Vice Chairman
Mr Simon Chambers	
Rev'd Graham Clarke	
Mrs Catharine Hopper	
Mr Jonathan Morris	Resigned 22 September 2010
Mrs Diane Proudlove	
Ms Janet Tyndale	
Mr Jason Collier	Appointed 22 September 2010
Mr Nigel Johnson	Appointed 22 September 2010
Mr Nicholas Mourant	Appointed 22 September 2010
Ms Lynsey Newman	Appointed 22 September 2010
Ms Sarah King	Appointed 22 September 2010

In accordance with the Memorandum and Articles of Association at every Annual General Meeting one third of the members of the Board of Directors shall retire from office and in accordance with the Articles of Association Diane Proudlove and Janet Tyndale will retire at the forthcoming Annual General Meeting and, being eligible, offer themselves for re-election Mr David Irving, Mr Philip Hollowday and Rev'd Graham Clarke will retire and are not eligible for re-election under the provisions of terms of office for Trustees

Company Secretary & Chief Executive

Mr Robin Webb

Bankers	Auditors
HSBC Plc	Grant Thornton UK LLP
Howardsgate	Grant Thornton House
Welwyn Garden City	202 Silbury Blvd
Hertfordshire	Milton Keynes, Buckinghamshire
AL8 6BH	MK9 1LW

OBJECTIVES, ACTIVITIES and ACHIEVEMENTS

Central Hertfordshire YMCA operates as YMCA Central Herts (YCH)

Objectives and Aims:

The objects of YCH, as stated in the Memorandum of Association are

- To unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of his kingdom
- To lead young people to the Lord Jesus Christ and to fullness of life in Him
- To provide or assist in the provision, in the interest 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 persons of all ages with the object of developing their physical, mental or spiritual capacities.
- To relieve or assist in the relief of persons of all ages who are in conditions of need, hardship or distress by reason of their social, physical or economic circumstances
- To provide residential accommodation for persons of all ages who are in need, hardship or distress by reason of their social, physical or economic circumstances

Our Strategic Plan translates this into a vision of what we want the world to look like ***"A world where everyone is valued and achieves their potential."***

A comprehensive review and refresh of our Strategy was carried out during 2010 extending the strategic plan forward into 2014 – this was formally approved by the Board in January 2011.

Major Activities:

In our Strategy we state that our mission is "*To meet the needs of our communities, creating opportunities for all to develop in body, mind and spirit*"
Specifically we provide:

- Affordable supported housing for the most vulnerable across Central Hertfordshire to help us move people towards independent living
- Affordable, accessible services for children, young people and families across Central Hertfordshire
- Positive activities for young people and access to a range of development, learning and training opportunities to help them realise their potential

Public Benefit:

The Board of YCH recognises its obligations to have due regard to the public benefit guidance published by the Charity Commission as required by Section 4 of the Charities Act 2006

The expansion of our services has been specifically intended to address identified community needs which were not being fully met by other agencies

To ensure we provide public benefit and serve some of the most vulnerable people in out communities.

- Our YMCA Space youth and community centres provide all services free of charge and are used by many people who are often excluded from other facilities due to cost or location
- Rents across our supported housing provision are kept at affordable levels, to help tenants transition into paid employment
- Fees for our childcare facilities are set at the bottom end of the market to make the services widely available to the whole community.

Overview of the year

We opened our second YMCA Space youth & community centre in Hatfield in October 2010 and, like its Welwyn Garden counterpart, this was immediately successful YMCA Space centres aim to identify gaps in local service provision, complementing but not duplicating what is already available, running programmes for the entire community Partnerships with other organisations and the volunteers that help run the services are key to the success of these centres

We were successful with a major funding bid to the Big Lottery Fund who awarded us a grant of £450,000 over 3 years providing 2/3rds of the funding for the YMCA Space centres in Hatfield and Welwyn Garden City

2010-11 also saw us expand our services into Stevenage, with the establishment of a youth project at Great Ashby This proved so popular that additional provision had to be made after only a few weeks to accommodate the number of young people wanting to attend Negotiations were also concluded for the opening of a new YMCA Space centre in a former pub in Stevenage Town Centre and the first YMCA charity shop in Stevenage – both of which opened in May 2011

The Stevenage shop is the first of many shops we plan to open across Central Hertfordshire following the establishment of our trading subsidiary in January 2011 The Board agreed a new strategic objective to open a network of local charity shops, complementing the shops already operated by YMCA England. The strategy has several key objectives to meet local community needs, providing affordable clothes and furniture, provide employment for young people through our apprenticeship scheme, and to diversify our income streams and raise our profile as we expand our services into new geographic areas

At the start of the year we had just taken on 17 apprentices on a 9 month programme with funding from the government's Future Jobs Fund These were employed in a range of jobs including maintenance, childcare, youth work, HR & Finance Further funding was obtained in Feb 2011 and another 8 apprentices were recruited Of these 25 apprentices – 11 subsequently gained permanent employment within YCH, 2 have become volunteers while they complete their youth work qualifications, 2 gained roles with other businesses and a number went back into further education

This year saw the 20th anniversary of our Peartree Nursery in Welwyn Garden City, an event which we marked by opening a new landscaped garden for the use of the children at the nursery.

Unfortunately, 2010 also saw a decline in the use of our Out of Schools facilities, making a number of them unviable Consequently, we had to take the hard decision to close the loss making clubs in October, resulting in 4 staff redundancies.

Our Housing Advice team won the Hertfordshire Probation Trust's Partner of the year Award for 2010

During 2010 we launched YMCA Community News, a magazine distributed as a supplement with the local newspaper in Welwyn Hatfield, which is intended to make the whole community aware of the services which we offer and the opportunities available to them to either use those services or help us to deliver them We also completed a major redesign and relaunch of our website to make it more user friendly.

Staff & volunteers

YCH's activities are delivered through a staff team of 60 full-time and 85 part-time staff and an expanding team of 140 volunteers, particularly for our youth & community programmes We are greatly indebted to our staff and volunteers for their commitment and support The volunteers give freely of their own time to help at YCH and are drawn from the local community, the churches, local businesses and from among the residents in our supported accommodation YCH maintains its status as an Investors in People accredited organisation

Review of achievements in 2010-11 and summary of key strategic objectives for 2010-14

Housing:

Strategic Aim

To develop a range of affordable supported and non supported housing for the most vulnerable across Central Hertfordshire, helping people to move towards independent living

Key achievements during the year

- The housing activities in the current year had a turnover of £1.57m (£1 48m) and provided accommodation for up to 123 single people at any one time in a supported environment, accommodating 231 people in the course of the year

- The work of the Housing Department ties in closely with Welwyn Hatfield Borough Council's Housing Needs Strategy and Hertfordshire County Council's Supporting People Strategy and its regular inspections Both the Borough and County Councils have made clear their appreciation and support of the provision

- During the year we enabled 74 people to achieve a positive move on from the YMCA, either into their own accommodation or back with their family This represents 69 8% of all departures (72 6% last year) Arrangements continue with Welwyn Hatfield Council for referral into YCH and in return we have up to 8 nominations a year into council housing stock.

- Our Supporting People contract funding enables us to offer a wide range of support to all residents In addition other grant funding helps to provide activities for residents, including Personal Development Programmes (PDP), a training kitchen, a bike hire scheme and day trips

- The Housing Department also operates a computer training suite on the Peartree Lane site in partnership with YMCA Training The suite provides access to computer and internet facilities to YCH residents, Hornbeam clients, YMCA Training clients and is also used extensively by people from the local community.

- As a registered provider we are committed to achieving the Tenants Services Authorities Standards and progress is reported separately

Key objectives 2010-14

- Expand our stock of 'owned' housing to 250 units meeting identified needs in each Borough
- Develop a range of different types of accommodation to meet identified needs across Central Herts
- Expand our provision/services into Stevenage, North Herts and Broxbourne
- Develop a plan by Dec 2011 to reduce our housing operating costs from April 2012
- Develop alternative funding streams for supported accommodation and reduce reliance on Supporting People (SP) contracts by March 2013
- To be amongst the top 3 providers of supported accommodation in Central Herts in terms of reputation, quality of service, outcomes and value for money by 2013
- Re-provision of Peartree housing accommodation on-site or on alternative site by 2014
- Ensure 75% of services users move from dependency to independence over 2 years by 2013
- Explore collaborative workings/opportunities with neighbouring YMCA's and across the single homeless and supported accommodation sector in Hertfordshire by December 2011

Child and Family Services:

Strategic Aim:

To develop a range of affordable, quality, accessible services for children, young people and families across Central Hertfordshire meeting the needs of our communities

Key achievements during the year.

- The turnover from child and family activities in the current year was £1 71m (£1 45m)

- YCH Child and Family Services Department works with a wide range of statutory, voluntary and community partners and is fully engaged in the Children's Centres and Extended Schools agendas

- YCH operates two full time Day Nurseries for children aged 0-4 catering for an average of 90 children per day during the year The Peartree Nursery in Welwyn Garden City, registered for 91 children, was established in 1990 Countess Anne Nursery in Hatfield, registered for 49 children, was opened in September 2008

- We also run a number of Out of School activities for children aged 5-15: 3 After School and Breakfast Clubs catering for 80 children and a holiday play scheme serving up to 10 children per day

- We run 4 Sure Start Children's Centres as lead agency on behalf of Hertfordshire County Council The centres reach over 50% of children under 5 in their areas and see over 900 children and parents each month

- All childcare provision is registered and inspected by Ofsted Inspections are carried out by Ofsted under Sections 49 and 50 of the Childcare Act 2006 on the quality and standards of the registered early years provision, ensuring that they comply with the statutory framework for children's learning, development and welfare, known as the Early Years Foundation Stage

- Despite the loss of four out of school clubs due to economic conditions, the remaining three clubs are serving the needs of families well, with an average of 60 children cared for each day The Countess Anne day nursery in Hatfield is proving very popular and has seen a large increase in occupancy, creating a consistent surplus each month The nursery is now regularly using a third activity room in order to accommodate more children The premises are now shared by another

local charity, Home Start, who support families with young children through a volunteer support scheme This co-location of services for children and families has helped a number of professionals and families access the right support

- Peartree day nursery reached its 20 year anniversary during 2010 and continues to attract a healthy number of families, both from the immediate Peartree community and further afield They have also established a good corporate relationship with a local parenting information, advice and support company that have contributed to volunteer days and giving.

- The 4 Sure Start Children's Centres have increased their reach and impact over the past year All four centres have their own permanent premises Bramble Hill in Buntingford, Great Wood in Essendon, Silver Birches in Ware and Waterside in Welwyn Garden City, enabling excellent delivery of services to the local communities The centres offer access to information and services to children under 5 and their families, such as parenting help, childcare options, health visitors, baby massage, baby rhyme time and stay and play sessions Over 100 sessions are held each month and in excess of 900 different people are seen by the centres All four centres achieved their 'designation' as a Sure Start Children's Centre and will achieve the full core offer by the end of 2011 Sure Start Children's Centre funding has been retained in Hertfordshire at last years levels, so our services will continue until at least March 2013.

Key objectives 2010-14

- Re-provide Peartree Nursery by 2014 in line with redevelopment of the whole site
- Expand YMCA Central Herts Day Nurseries to serve 6 communities by 2014
- Expand number of Children's Centres for which YMCA Central Herts is lead agency to 10 by 2014
- Develop 12 additional support services to serve the needs of children and families (e g. parenting, counselling) by 2013
- Develop a range of developmental and motivational activities for school aged children
- Develop a range of tools to measure the impact of the services we provide for children & families
- Engage and involve a range of stakeholders in shaping all of our service provision during 2011
- Achieve an agreed return on social and financial investment in the projects and services delivered over their lifespan
- Increase the number of level 3 qualified staff to 80% by Dec 2013

Youth Work and SPACE:

Strategic Aim 1

To develop a range of YMCA SPACE models to respond to the profile and needs of individual communities in each of the 10 Districts in Hertfordshire, acting as a catalyst for local churches to work together to deliver shared services and ultimately become a nationally recognised model of community engagement

Strategic Aim 2

To pioneer and lead developmentally rich youth work for young people, acting as a catalyst to enable partnerships to establish new work that will benefit local communities in Central Hertfordshire and beyond

Key achievements during the year

- The turnover from youth work activities in the current year increased to £235k (£81k)
- We continue to put significant effort into fund raising to support the development of youth work, as need is identified and the team works to make appropriate responses
- We opened our second YMCA Space youth & community centre in Hatfield in October 2010 after 18 months of work developing relationships, finalising a lease and completing £100k of refurbishments funded by grants obtained from a range of sources including Welwyn Hatfield & Hertfordshire Councils.
- Significant work was completed towards the opening of the third YMCA Space centre in Stevenage, with renovation works and decoration started towards the end of the financial year – the centre opened in May 2011
- Each YMCA Space Centre has a Centre Manager and between the two are supported by over 40 volunteers
- YMCA Space Centres continued to develop strong partnerships with local churches and other agencies including councils and voluntary organisations A number of these provided co-located services within the centres working, expanding the offer to our breadth of Space users
- Over the last year 550 different young people engaged in YMCA Youth Work, taking place over 15,000 'visits'
- 1,450 different people from the local communities benefitted by using the community facilities at our YMCA Space centres
- The Youth Work team expanded to include a Youth Work Development Manager, 2 full time, 2 part time and 2 shared workers employed in partnership with local churches and contributing half their time to each partner. Two student placements were offered during the year along with three youth apprentices and a further placement youth worker. A Head of Youth Work appointment was made to commence on 1st April 2011
- The expanded team reflects the increased activity with young people which has been generated through the Space Centres, holiday activities and other ongoing programmes in the most deprived wards.
- During the year a number of physical wellbeing initiatives were undertaken including a successful basketball programme each week involving nearly 40 young people. The programme included input on healthy lifestyles as well as coaching in basketball, which led to outcomes of reduced smoking and healthier eating by participants
- In the summer holiday of 2010 YMCA youth team led on a partnership programme, Lark in the Park, as part of the wider Summer Sizzler initiative offered to young people across Welwyn Garden City

Key objectives 2010-14:

Space

- Develop a YMCA Space Centre in 10 major towns in Hertfordshire by Dec 2014
- 7 churches sharing in delivery /offering partnership work per centre
- 25 co-located services and/or 2-way referrals per centre
- 1 new community activity / satellite project as a result of Space per centre per year
- Develop and implement a sustainable funding model by 2012

Youth

- 2,000 Young people involved in decision making at a variety of levels in Central Herts by 2014
- 1,000 Young people volunteering in range of roles within youth provision in Central Herts by 2014
- 600 Young people make positive choices about their future by 2014
- 1,000 People involved in intergenerational activities improving community cohesion by 2014

- 1,500 Young people improve their life skills, social skills, fitness levels and mental health through involvement in Youth Work in Central Herts by 2014
- 1,000 Young people receiving education opportunities and gaining qualifications, that they would otherwise not get, in Central Herts by 2014

Governance:
Strategic Aim.
To ensure we are governed, led and managed in accordance with the highest possible standards and in an open and transparent manner

Key achievements during the year
The Board Development and External Relations Committee has

- Worked to develop the effectiveness of the governance of the organisation by focussing on a number of key issues Ensured that there is a robust process for the induction of new trustees It has undertaken a detailed skills audit of the current board in order to identify skills gaps which will need to be addressed in future trustee recruitment The Committee also established and implemented a process for the recruitment and selection of a new chair of trustees to serve from September 2011
- Ensured that individual trustees are informed and supported in the fulfilment their obligations and responsibilities This has been achieved through the organisation of 'Away Days' with the executive team which have had a focus on team building, collaborative working and upgrading of knowledge about the work and issues facing the charity
- Continued the process of assessing the effectiveness of the Board against benchmarks developed both within and outside of the YMCA Movement
- Been involved in developing mechanisms for relating to external stake holders, particularly in new areas of work and in the appointment of Patrons and other community figures

Key objectives 2010-14

- Recruit a new chair to succeed current chair in October 2011
- Develop & implement a Board review process by May 2011
- Develop and implement a trustee succession planning process by September 2011
- Continue to monitor trustee skills gaps including emerging areas as the work of the YMCA expands (eg charity shops) and identify ways in which to fill them
- Develop structured training programmes for the Board and individual Trustees
- Develop a work programme for the Emeritus Board

Finance:
Strategic Aim:
To strengthen our financial position by developing and maintaining strong financial systems, diversifying our funding streams and investing in fundraising in order to resource our expanding work

Key achievements during the year

- There has been continuous improvement of the financial management culture throughout YCH
- The Finance team has been strengthened with the recruitment of a management accountant
- Management reporting to the Executive and the Board has been streamlined
- An updated 5 year financial model was developed to help inform the strategic plan and is being used as a tool to consider the impact of each new development

Key objectives 2010-14·

- Continue to develop a strong Financial management culture across the YMCA including the implementation of an internal audit process
- Develop the seamless integration of financial systems and processes across different service areas of the YMCA
- Procure and implement a new finance system by September 2012
- Further develop a robust and professional finance function - undertake a skills audit – to identify areas for training and recruitment

Fundraising:

Strategic Aim:

To diversify income sources and increase fundraising income, developing our public profile and establishing a proactive fundraising culture with internal and external stakeholders to become a local 'charity of choice' within the communities we support

Key achievements during the year

- A new Head of Fundraising & Marketing was recruited June 2010
- Fundraising team expanded through the recruitment of a Community Fundraiser and a Trusts Fundraiser in September 2010
- Fundraising & Marketing Apprentice in post from April 2010 for 9 month contract Additional Fundraising & Marketing Apprentice recruited in July 2010 for 9 months
- Sleep Easy events were held at three venues in January 2011 - Hatfield, Stevenage and Welwyn Garden City
- Generated pledges of £56,000 from Trusts towards the refurbishment of the basement at YMCA Space Hatfield

Key objectives 2010-14

- Diversify income sources and increase fundraising income to £750,000 by March 2014, with 50% of funds being unrestricted
- Develop a warm donor base of over 5,000 people by March 2014
- Develop our public profile and establish a proactive fundraising culture with internal and external stakeholders to become a local 'charity of choice' within the communities we support
- Deliver a Return on Investment of 3·1 by March 2014
- Deliver £1m Capital Appeal towards cost of building a new YMCA by March 2014
- Develop a joint YMCA county-wide fundraising strategy by September 2011

People:

Strategic Aim

To provide quality Human Resources services to attract, develop, motivate and retain a diverse work force in a supportive working environment through an emphasis on customer service based on consultation and communication with our employees

Key achievements during the year

- 25 apprentices were employed in roles across the YMCA and all made excellent progress in achieving NVQ 2 in a variety of subjects

- 11 of the 25 Apprentices have been recruited into permanent roles or have been offered further short-terms contracts
- Volunteer numbers have grown dramatically over the last 12 months from 50 to 140 volunteers Work continues as we develop best practice for recruitment and management of volunteers
- On-going commitment to learning and development culture Skills learning has taken place in a range of areas including Lone Working, Basic Food Hygiene, First Aid,
- 33 employees started working towards an NVQ L2 or L3 during 2010 - 11 have completed their NVQ, 17 continue to work towards their qualification (and are extremely close to completion), 5 have ceased to study (personal commitments /job/role change/ commenced full time education)
- Significant recruitment as staff numbers increased by 22% (including apprentices)

Key objectives 2010-14

- Achieve Bronze & Silver Award at Reassessment of IiP in 2011 and 2014 respectively
- Embed the ethos of having Apprentices and develop links with external funders and/or work with department heads to acknowledge the benefits of growing-their own talent-pools
- Develop a comprehensive volunteer management strategy during 2011 along with implementing new recruitment, selection methods, induction & learning and development opportunities that will motivate volunteers and ensure continuity in their support
- Support the Retail Strategy and ensure that HR enables the Retail Development Mgr bring the strategy to fruition
- Work with the CEO and the Executive Team to ensure that we actively plan for future staffing needs and structures to ensure that it is sufficiently flexible to deliver our strategic priorities
- Work with Heads of Department on their future people strategy, department structures and funding streams to ensure that they may adequately respond to organisational growth and customer demands

Health and Wellbeing:

Strategic Aim·

To promote wider interest and participation among staff, customers and associated bodies in all health and wellbeing activities and identify and make full use of opportunities for knowledge sharing, joint activity and partnership with local, national and international bodies in support of health and wellbeing activities

Key achievements during the year

- A new strategy was adopted in January 2011 and is now beginning to be implemented YCH recognises that our existing work through all departments encompasses many elements of health and wellbeing and the strategy seeks to unite, strengthen and increase this area of work. YMCAs across England are traditionally strong in this area and YCH has sought input from colleagues across the movement
- Individual project work continues to be implemented, such as a Health Inequalities project in the Peartree area of Welwyn Garden City for young people, healthy eating help through children's centres and personal training sessions for residents

Key objectives 2010-14

- Recruit a Health & Wellbeing development worker
- Allocate an appropriate annual budget to support our Health & Wellbeing work
- Programme events within all departments of YCH that promote Health & Wellbeing to our clients, and to the wider local community

- Identify and make full use of opportunities for knowledge sharing, joint activity and partnership with local, national and international bodies, in support of Health & Wellbeing activities
- Promote wider interest and participation (among staff, customers and associated bodies) in all Health & Wellbeing activities undertaken by YCH
- Target services and existing client groups and other disadvantaged individuals, families and groups

Christian and Spiritual Development:
Strategic Aim.
To provide a wide range of opportunities for people to journey with us as we explore and develop our faith in a safe and supportive environment and to encourage the reflection of Christian values in all activities undertaken by the YMCA

Key achievements during the year
- In accordance with its objectives, YCH provides a range of spiritual activities, overseen by our Christianity Group and our Chaplain Godspace, in the Peartree hostel can be used for private contemplation or organised worship by people of all faiths and of none
- Our partnership working with local churches continues, including sharing youth workers and joint funding of the YCH Chaplain (During the year our chaplain, the Rev'd Paul Seymour, was transferred to another parish and had to resign his chaplaincy We are currently in the process of appointing a new chaplain)
- The charity has continued to maintain its distinctive Christian spiritual base through making available the ongoing programme of prayer meetings and reflection sessions for staff and users Major Christian festivals have been marked with suitable events to which staff and service users have been invited
- The development of projects such as the YMCA Space centres in Hatfield, WGC and Stevenage have been dependent on our partnerships with a wide range of churches and the volunteer and financial support they have given

Key objectives 2010-14
- Recruit a new chaplain / chaplaincy team leader during 2011
- Play an active role in Churches Together in the communities where we operate
- Explore the expansion of GodSpace into other YCH sites
- Create a wider range of opportunities for staff, volunteers and service users to explore their faith
- Build stronger relationships with local churches through regular communication
- Develop theological reflection on our work within Board discussions

International:
Strategic Aim
To promote a sense of belonging to a wider global community by providing a range of cross cultural experiences that are not just of benefit to a specific project, but a true learning and developing opportunity for all who participate, receiving as well as giving and to think globally and act at a local level in respect of international need within the third world.

Key achievements during the year
- A revised international strategy was adopted in January 2011, which gives a clear direction to set up a steering group and establish an international element to the programme work that all departments set up Prior to this a small delegation visited Nairobi, Kenya, in November 2010 to participate in

the Kenyan YMCA's Centenary celebrations The visit included dialogue with the Kenyan leadership to establish international partnership direction for the future A member of the Executive Team has joined YMCA England's new International Consultative Group to help shape policy, drive actions and support representation by the movement internationally

Key objectives 2010-14

- Programme events within all departments of YCH that promote our international work to our clients, and to the wider local community
- Provide a range of cross-cultural experiences that support personal and professional development, and promote a sense of belonging to a trans-national or global community
- To be well represented at relevant European and World YMCA events Identify and make full use of opportunities for knowledge sharing, joint activity and partnership with local, national and international bodies, in support of international activity
- Promote wider interest and participation (among staff, volunteers, service users and partners) in all international activities undertaken by YCH
- Review the partnership with Kenya YMCA and agree a way forward

External Relations and Profile:

Strategic Aim

To build effective relationships with key local influencers to enable us to influence policy and strategic direction of areas and programmes relevant to our work and to maintain and develop our positive profile in the local community

Key achievements during the year

- Marketing & Communications Manager appointed
- Digital Media and marketing Apprentice recruited February 2011
- Launched 6 monthly publication of YMCA Community News, a magazine distributed as a supplement with the local newspaper in Welwyn Hatfield distributed to 20k people, plus 5k mailed to key stakeholders – extended in April 2011 to Stevenage increasing circulation to 50k
- New website launched October 2010 following complete redesign - website traffic has increased significantly
- Social Media pages introduced through Facebook, You Tube and Flickr
- Communications schedules created across all channels (both online and offline) to ensure a co-ordinated approach that represents the whole organisation
- Nursery marketing plan and monitoring of marketing activity introduced
- Sign-off procedure fully implemented and adopted by the organisation to ensure brand consistency

Key objectives 2010-14:

- Marketing & Communications strategy to be finalised and agreed by Board during 2011
- Pilot of Customer Relationship Management (CRM) process for key stakeholders in Stevenage – review in Dec 2011 then rollout to all key stakeholders

Other Activities:

YCH works in partnership with another charity YMCA Training, which provides training and development opportunities for mainly young people in a number of locations across the country,

including the Central Hertfordshire area YMCA Training is located in premises within our central support offices, which they rent from YCH

The Welwyn Hatfield Guaranteed Accommodation Payments Scheme continues to operate from the Association's premises, providing invaluable support in preventing homelessness with its accommodation schemes for many young people within our communities.

We continue to support the Hornbeams charity, which exists to provide support and occupational activity for individuals with profound learning difficulties The members of the Hornbeams group meet daily at the YMCA Peartree Housing site and enjoy a number of activities at our premises, including use of the computer suite.

Trading subsidiary
As part of its strategy to diversify its income streams, in January 2011 YCH established a trading subsidiary, **YMCA Central Herts Trading Ltd.** This company is wholly owned by YCH which invested initial share capital of £10,000 Its purpose is to establish and run Charity Shops across the Central Hertfordshire area The following were appointed as the first Directors of the trading company·

Mr David Irving	(Trustee)	Chairman
Mr Nick Mourant	(Trustee)	
Mrs Diane Proudlove	(Trustee)	
Mr. Robin Webb	(CEO)	
Mrs Fiona Turner	(External member)	

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
YCH is controlled by its governing document and is constituted as a company, limited by guarantee, as defined by the Companies Act 2006.

The Company is a registered charity and was incorporated on 2nd October 1996 as a company limited by guarantee and not having share capital The charity is governed by its Memorandum and Articles of Association and became a Registered Provider of Social Housing on the 26th March 2010.

YCH operates with a 'model' Memorandum and Articles of Association developed and agreed between the National Council of YMCAs and the Charity Commission With the support and permission of the Charity Commission this is slightly modified for local circumstances, which includes the removal of some restrictions to individuals being Trustees, particularly in respect of adherence to doctrinal statements At an Extraordinary General Meeting of the Association held on 15th July 2009, minor amendments to the Memorandum and Articles of Association were agreed to meet current requirements of the Tenant Services Authority

Organisational Structure:
The Board of Trustees meets regularly to provide direction and governance to YCH, working with a Chief Executive and Executive team who develop and implement the business plan and manage the day to day operations of the charity The Board consists of twelve trustees appointed by the members of the Company

As noted in our report for the year ending 31 March 2010, during 2009/10 the Board conducted an in-depth review of the structure of the organisation and the composition of the Board in order to ensure an improved focus on governance issues. The outcomes of that review were implemented in July 2010

As a consequence, the Board now meets six times a year at two-monthly intervals In the intervening months, four new committees meet These are Strategy & Policy, Finance & Monitoring, External Relations & Board Development, and Audit Each Committee comprises a minimum of four Trustees, the Chief Executive and, where appropriate, an external representative with specialist skills and experience

In the course of the year one Trustee resigned from the Board and five new Trustees were appointed to fill the vacancies created through resignations in 2009/10 Mr David Irving continued as Chairman through 2010/11

Recruitment and Appointment of Trustees
The Trustees are appointed by the members of the Company and also act as its Directors As stated above, one trustee stepped down from the Board, in accordance with the provisions for terms of office for Trustees. There were outstanding vacancies on the Board These were filled following a recruitment process which included advertising in national newspapers and writing to local businesses The Board will continue to seek new trustees to fill skills gaps identified through a skills audit as future vacancies arise

Induction and Training of Trustees:
The Board has established a committee specifically to focus on the training and development of trustees and has developed a comprehensive induction programme for all trustees This is augmented by information and briefings provided by staff

To enhance the skills of the Board and individual Trustees, every trustee is given the opportunity to attend training events and courses, including events organised in-house and externally In the case of the former, trustees from other local organisations are invited to join us to share experiences and build links

The Board has committed to following the Governance Code and the National Occupational Standards for Trustees. The performance of the Board is assessed at the annual Board Review and the personal performance of each trustee appraised through 1-2-1 interviews with the Chair and Vice-Chair The issues raised through these assessments are considered by the Board Development Committee and appropriate plans for action to address them are produced

Wider YMCA Network:
The Charity is affiliated to the National Council of YMCAs and, although autonomous from the National Council and other YMCAs, works closely with them Nationally, the YMCA movement in England is in the process of change, with a number of functions of the National Council being transferred to local YMCAs, and changes to regional groupings Both the Chairman and Chief Executive of YCH are actively engaged in this process at both Regional and National level We also continue to engage with other YMCAs at an International level

Related Parties:
The Charity works closely with Hertfordshire County Council, Welwyn Hatfield and Stevenage Borough Councils, YMCA England, YMCA Training, Oaklands College, Hertford Regional College, local Churches, the Interfaith Group, Hornbeams and the Guinness Trust. The organisation benefits from its

link with the shops run by YMCA England and has received income of £23k in the year from this source

In January 2011 the Charity established a trading arm, YMCA Central Herts Trading Ltd. to run its own shops within Hertfordshire The first of these shops began trading on 14 May 2011

Risk Management:
The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error
YCH has a detailed Risk Management Policy and Risk Register, which are reviewed regularly by the Finance & Monitoring Committee and considered annually by the full Board A detailed summary of key risks in each operational and functional area is maintained, with key risks monitored regularly by the Finance & Monitoring Committee.

The Trustees consider that the key risks currently facing YCH are

1. Loss of premises for YMCA Space WGC
2. Insufficient resources for investment in new work
3 Increased competition for funding in the current economic climate
4 Funding not being available / insufficient for new housing developments
5 Changes in Supporting People funding.

Plans are in place to manage each of these risks

Internal and External Factors
The Trustees have made a full assessment of the internal and external factors that may affect these financial statements and do not deem any other factors material enough to have an impact

FINANCIAL REVIEW

General
YCH has continued its strategy of growth and diversifying its income streams, which is shown in its increase in turnover from £3 1m to £3.7m and its reduction in deficit from £183k last year to £36k this year The increase in turnover is spread across the charities activities, with significant increases in Youth & Community work (£154k) and Child and family services (£260k) The main contributor to this deficit is the Out of Schools service, where there has been a lack of take up of the service, resulting in 4 clubs being closed during the year

YCH runs 4 Children's Centres and the main increase in Child and family services turnover is due to the increase in the funding for these centres Countess Ann nursery, which was opened in September 2008, has steadily increased its occupancy and achieved close to break even this year Occupancy continues to increase with an extra activity room being opened The Peartree Lane Nursery which is well established was under its occupancy target, but through management of costs and additional income from grants, it reported a surplus of £24k for the year Therefore despite the economic climate the Nurseries have performed well

•Formal policies and procedures are in place, including the documentation of key systems and clearly defined organisational responsibilities and delegation of authorities, which allows the monitoring of controls and restrict the unauthorised use of the Association's assets

•Experienced and suitable qualified staff take responsibility for important financial functions. Appraisal procedures are established to maintain standards of performance

•Budgets are prepared which allow management to monitor the key financial activities and risks and the progress towards financial objectives set for the year.

•Monthly management accounts are prepared providing relevant, reliable and up to date financial and other information Significant variances from budget are investigated and reported to the Finance & Monitoring Committee on a regular basis.

•Investment projects are subject to formal authorisation procedures by the Board of Directors through the Finance & Monitoring Committee

•The Finance & Monitoring Committee and the Audit Committee review reports from the external auditors to provide reasonable assurance that control procedures are in place and are being followed

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Trustees are aware, there is no relevant information (as defined by the Companies Act 2006) of which the charitable company's auditors are unaware, and each Trustee has taken all steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information

AUDITORS

The Auditors, Grant Thornton UK LLP will be proposed for reappointment, in accordance with Section 485 of the Companies Act 2006, at the AGM on 21 September 2011

Approved by the Board of Trustees on 7th September 2011 and signed on its behalf by.

Mr D W Irving - Chairman

STATEMENT OF TRUSTEE RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations

Company law requires the Trustees to prepare financial statements for each financial year Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws) Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs and profit or loss of the company for that period In preparing these financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently,
- make judgments and accounting estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice Accounting by registered social landlords (2008), have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006 They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities
In so far as each of the Trustees is aware.

- there is no relevant audit information of which the company's auditors are unaware, and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

INTERNAL CONTROLS ASSURANCE

The Board acknowledges its overall responsibility for establishing and maintaining the whole system of internal control and for reviewing its effectiveness

The system of internal control is designed to manage, rather than eliminate, the risk of failure to achieve business objectives, and to provide reasonable, and not absolute, assurance against material misstatement or loss.

The process for identifying, evaluating and managing the significant risks faced by the company is ongoing, has been in place throughout the period commencing 1 April 2010 up to the date of approval of the report and financial statements

Key elements of the control framework established by YCH include

- Formal policies and procedures are in place, including the documentation of key systems and clearly defined organisational responsibilities and delegation of authorities, which allows the monitoring of controls and restrict the unauthorised use of the Association's assets

- Experienced and suitable qualified staff take responsibility for important financial functions Appraisal procedures are established to maintain standards of performance

- Budgets are prepared which allow management to monitor the key financial activities and risks and the progress towards financial objectives set for the year

- Monthly management accounts are prepared providing relevant, reliable and up to date financial and other information. Significant variances from budget are investigated and reported to the Finance & Monitoring Committee on a regular basis

- Investment projects are subject to formal authorisation procedures by the Board of Directors through the Finance & Monitoring Committee

- The Finance & Monitoring Committee and the Audit Committee review reports from the external auditors to provide reasonable assurance that control procedures are in place and are being followed.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Trustees are aware, there is no relevant information (as defined by the Companies Act 2006) of which the charitable company's auditors are unaware, and each Trustee has taken all steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information

AUDITORS

The Auditors, Grant Thornton UK LLP will be proposed for reappointment, in accordance with Section 485 of the Companies Act 2006, at the AGM on 21 September 2011

Approved by the Board of Trustees on 7th September 2011 and signed on its behalf by

Mr D.W Irving - Chairman

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF CENTRAL HERTFORDSHIRE YMCA

We have audited the financial statements of Central Hertfordshire YMCA for the year ended 31 March 2011 which comprise the income and expenditure account, the balance sheet, the statement of financial activities, the cash flow statement and the related notes The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

This report is made solely to the 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 company's members those matters we are required to state to them in an auditor's 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed

Respective responsibilities of the board and the auditor
As explained more fully in the Statement of Board's Responsibilities set out on page 18, the board is responsible for the preparation of the financial statements which give a true and fair view Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland) Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the board, and the overall presentation of the financial statements

Opinion on financial statements
In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 March 2011 and of its deficit for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice,
- have been prepared in accordance with the requirements of the Companies Act 2006, and
- are in compliance with the Housing and Regeneration Act 2008 and the Accounting Requirements for Registered Social Landlords General Determination 2006

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the Report of the Board for the financial year for which the financial statements are prepared is consistent with the financial statements
Matters on which we are required to report by exception
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 directors' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit

Grant Thornton UK LLP

Subarna Banerjee
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
Milton Keynes
16 September 2011

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2011

	Notes	2011	2010
		£	£
Turnover continuing activities		3,707,486	3,127,072
Operating costs		(3,744,185)	(3,312,137)
Operating deficit		(36,699)	(185,065)
Interest receivable and other income	3	411	1,661
Deficit for the financial year		(36,288)	(183,404)

The notes on pages 26 to 38 form part of these financial statements

BALANCE SHEET (Company No: 03258321)
AT 31 MARCH 2011

	Notes	2011	2010
		£	£
Housing Properties		714,193	702,699
Other Tangible Fixed Assets		293,164	343,904
	10	1,007,357	1,046,603
Investments	11	10,000	-
		1,017,357	1,046,603
Current assets			
Stocks		3,394	6,975
Debtors	12	120,738	129,742
Cash at bank and in hand		281,408	243,198
		405,540	379,915
Creditors: amounts falling due within one year	13	(358,930)	(326,263)
Net current assets		46,610	53,652
Total assets less current liabilities		1,063,967	1,100,255
Capital and reserves			
Unrestricted Funds	14	1,063,967	1,100,255
		1,063,967	1,100,255

The notes on pages 26 to 38 form part of these financial statements

The accounts were approved by the Board of Directors on 7/9/11 and were signed on its behalf by

D IRVING _____ Chairman

R WEBB _____ Chief Executive & Company Secretary

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2011

	Notes	Unrestricted Funds £	Restricted Funds £	2011 Total £	2010 Total £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income		12,943	10,000	22,943	21,360
Activities for Generating funds		41,007	-	41,007	53,949
Investment Income		411	-	411	1,661
Incoming resources from charitable activities	4				
Housing	2	740,227	830,702	1,570,929	1,479,672
Child & Family Services		1,085,429	629,469	1,714,898	1,451,775
Youth Work		4,435	230,309	234,744	80,827
Other Charitable Activity		85,462	47,502	132,964	39,489
Total incoming resources		1,969,914	1,747,982	3,717,896	3,128,733
RESOURCES EXPENDED					
Cost of generating funds					
Fundraising trading, cost of goods sold and other costs		100,208	-	100,208	124,250
Charitable activities	5				
Housing		668,645	830,702	1,499,347	1,392,622
Child & Family Services		1,131,081	629,469	1,760,550	1,543,964
Youth Work		68,651	240,309	308,960	129,841
Other Charitable Activity		25,344	47,502	72,846	109,703
Governance costs	7	12,273		12,273	11,757
Total resources expended		2,006,202	1,747,982	3,754,184	3,312,137
NET OUTGOING RESOURCES before transfers		(36,288)	-	(36,288)	(183,404)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,100,255	-	1,100,255	1,283,659
TOTAL FUNDS CARRIED FORWARD		1,063,967	-	1,063,967	1,100,255

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2011

	Notes	2011	2010
		£	£
Operating deficits		(36,699)	(185,065)
Depreciation charges		116,459	115,904
Amortisation		5,757	3,265
Decrease/ (Increase) in stock		3,581	(940)
Decrease/ (Increase) in debtors		9,004	(6,985)
Increase /(Decrease) in creditors		32,667	(29,241)
Net cash inflow/ (outflow) from operating activities		130,769	(103,062)
Returns on investments			
Interest received		411	1,661
Investment in Subsidiary		(10,000)	-
Capital expenditure			
Payments for purchase of fixed assets		(82,970)	(109,880)
Increase/ (Decrease) in cash in the year		38,210	(211,281)

The notes on pages 26 to 38 form part of these financial statements

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011

1. Accounting policies

a Principal accounting policies

The financial statements have been prepared under the historic cost convention, as modified by the revaluation of certain assets and in accordance with United Kingdom Generally Accepted Accounting Practice for Smaller Entities and the Statement of Recommended Practice for Registered Social Landlords (2008) and comply with the Accounting Requirements for Registered and Social Landlords General Determination 2006 A summary of the more important accounting policies is set out in the following paragraphs

b Turnover

Turnover represents amounts received or receivable for goods and services provided stated net of value added tax

c Gifts In Kind

Gifts in kind are included in the Statement of Financial Activities (SOFA) in Line with the Statement of Recommended Practice for Charities (2005) where they are material Where donated assets are not material (i e below £15k) they are included in the SOFA as voluntary income and expensed in the year they are received

d Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources Support and other central costs have been apportioned to each activity on the basis of turnover, and staff numbers

e Housing properties

Housing properties are stated at historical cost or valuation less depreciation Land and buildings were last valued in 1996, they are not revalued on a regular basis

f Fixed assets and depreciation

Depreciation is provided evenly on the cost of other tangible fixed assets to write them down to their estimated residual values over their expected useful lives The principal annual rates used for other assets are -

Freehold property	2% on cost
Housing Improvements to property	20% on cost
Non Housing Leasehold improvements	Over the term of the lease mostly 5-10 years
Fixtures and fittings	20% on cost
Computer Equipment	33% on cost
Motor Vehicles	25% on cost
Amortisation of goodwill	33% on cost

Fixed assets are stated at cost depreciation and purchases of assets over £1,000 are capitalised

g Stocks

Stocks are values at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2010 (continued)

1. Accounting policies (continued)

h Operating Leases

Rentals payable under the operating leases are charged on a straight line basis over the lease term

i Pensions

The company participates in a multi-employer pension plan for employees of YMCAs in England, Scotland and Wales The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to Central Hertfordshire YMCA for the purposes of FRS 17 disclosure The cost of the defined benefit pension plan is charged to the Income and Expenditure account so as to spread the cost of the pension over the service lives of employees Pensions cost is assessed in accordance with the advice of qualified actuaries Actuarial surpluses and deficits are currently spread over a period of 10 years

j True and fair override

Under the requirement of the SORP, capital grants are shown as a deduction from the cost of housing properties on the balance sheet This is a departure from the rules under Schedule 4 of the Companies Act 2006 but in the opinion of the Board of Directors is a relevant accounting policy, comparable to that adopted by other registered social landlords, that has been adopted in order to present a true and fair view.

k Taxation

The charity is exempt from corporation tax on its charitable activities

l Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees
Restricted funds can only be used for particular restricted purposes within the objects of the charity
Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes
The cost of raising and administering such funds are charged against the specific fund
Designated funds are unrestricted funds earmarked by the trustees for particular purposes
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements

m International Development Fund

YCH supports international charitable work and sets aside a budget each year to respond to appeals and participate in international work

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

2. Turnover, operating costs and operating deficit from continuing activities

2011	Turnover	Operating Costs	Operating Surplus
	£	£	£
Social housing:			
Rent receivable	666,287	605,990	60,297
Other social housing activities			
Supporting People	669,248	669,248	-
Other projects	166,454	166,454	-
	1,501,989	1,441,692	60,297
Non-social housing activities			
Other	68,940	57,655	11,285
	1,570,929	1,499,347	71,582

2010	Turnover	Operating Costs	Operating Surplus
	£	£	£
Social housing:			
Rent receivable	636,480	561,197	75,283
Other social housing activities.			
Supporting People	669,606	669,545	61
Other projects	90,186	81,941	8,245
	1,396,272	1,312,683	83,589
Non-social housing activities			
Other	83,400	79,939	3,461
	1,479,672	1,392,622	87,050

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

2. Turnover, operating costs and operating deficit from continuing activities (continued)

	2011	2010
Operating costs for social housing:	**£**	**£**
Management	308,098	205,056
Services	239,518	290,154
Routine maintenance	20,184	19,331
Planned maintenance	5,590	3,250
Rent losses from bad debts	10,614	21,341
Depreciation of housing properties	21,986	22,065
	605,990	561,197
Void losses *(notional calculation of income lost from vacant rooms)*	39,424	57,842
Number of registered accommodation units	123	123

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

3. INTEREST RECEIVABLE AND OTHER INCOME

	2011	2010
	£	£
Bank interest receivable	411	1,661

4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Activity	2011 £	2010 £
Fee income	Housing	666,287	636,480
Other income	Housing	68,940	83,401
Grants receivable	Housing	835,702	759,791
Fee income	Child & Family Services	1,012,526	986,530
Other income	Child & Family Services	16,179	10,346
Grants receivable	Child & Family Services	686,193	454,899
Other income	Youth Work	4,435	3,026
Grants receivable	Youth Work	230,309	77,801
Other income	Other Charitable Activity	132,964	39,489
		3,653,535	3,051,763

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

5. RESOURCES EXPENDED FROM CHARITABLE ACTIVITIES

	Direct costs £	Support costs (note 6) £	2011 Total £	2010 Total £
Housing	1,167,719	331,628	1,499,347	1,392,622
Child & Family Services	1,444,166	316,384	1,760,550	1,543,964
Youth Work	276,316	32,644	308,960	129,841
Other Charitable Activity	58,953	13,893	72,846	109,703
	2,947,154	694,549	3,641,703	3,176,130

6. SUPPORT COSTS

	Management £	Finance £	2011 Total £	2010 Total £
Housing	328,015	3,613	331,628	237,941
Child & Family Services	312,937	3,447	316,384	228,106
Youth Work	32,288	356	32,644	17,879
Other Charitable Activity	13,742	151	13,893	4,388
	686,982	7,567	694,549	488,314

7. GOVERNANCE

	2011 £	2010 £
Auditors Remuneration	9,237	9,062
Auditors Remuneration for non-audit work	374	1,161
Trustees Learning & Development	2,662	1,572
	12,273	11,795

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

8. EMPLOYEE INFORMATION

Number of employees expressed as Full Time Equivalents.

	2011	2010
Senior management	6	5
Management & other staff	100	87
	106	92

Staff costs (for the above persons)	**2011 £**	**2010 £**
Wages and salaries	2,064,009	1,696,591
Social security costs	166,250	140,247
Other pension costs	37,267	33,500
	2,267,526	1,870,338

No Pension contributions were made in respect of the Chief Executive

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2011 nor for the year ended 31 March 2010

Trustees' Expenses

Trustees expenses reimbursed, amounted to less than £250 in total (£250 in 2010)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

10. TANGIBLE FIXED ASSETS

	Housing property			Other property				
	Freehold Land & buildings	Improvements to property	Property in progress	Improvements to property	Fixtures, Fittings & Equipment	Computer Equipment	Motor vehicles	Total
	£	£	£	£	£	£	£	£
Cost								
At 1 April 2010	783,446	121,193	25,090	368,032	269,039	97,815	30,746	**1,695,361**
Additions	-	-	33,062	127,742	1,012	26,154	-	**187,970**
Less Capital grant	-	-	-	(105,000)	-	-	-	**(105,000)**
Cost at 31 March 2011	783,446	121,193	58,152	390,774	270,051	123,969	30,746	**1,778,331**
Depreciation								
At 1 April 2010	142,931	83,681	-	159,774	178,896	64,908	18,568	**648,758**
Charge for the year	12,673	9,313	-	43,823	31,173	21,585	3,649	**122,216**
At 31 March 2011	155,604	92,994	-	203,597	210,069	86,493	22,217	**770,974**
Net book value								
At 31 March 2011	**627,842**	**28,199**	**58,152**	**187,177**	**59,982**	**37,476**	**8,529**	**1,007,357**
At 31 March 2010	640,515	37,512	25,090	208,258	90,143	32,907	12,178	1,046,603

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

10. TANGIBLE FIXED ASSETS (continued)

Freehold land & buildings consists of the land valuation of £150,000 and the buildings value for Hostel 1 (catered) and the Day Nursery, it does not include the buildings value for Hostel 2 (self-catered), the land is leased to YMCA England (YE) on a lease expiring in 2063 – YE own the building which is operated by YCH under a management agreement
Palmer Payne, Chartered Surveyors carried out the valuation on an open market basis on 19 January 1996 Based on market opinion in 2008, we believe the site to be worth between £3,000,000 and £4,000,000 Depreciation is charged on freehold buildings, but not on the land

11. INVESTMENTS

	2011	2010
	£	£
Investment in subsidiary undertakings	10,000	-

Investment in 10,000 £1 Ordinary Shares in YMCA Central Herts Trading Ltd, incorporated in England and Wales

12. DEBTORS

	2011	2010
	£	£
Rent arrears	31,693	28,579
Other trade debtors	48,427	45,865
	80,120	74,444
Other debtors	11,211	27,487
Prepayments and accrued income	19,212	27,811
Amounts due from Subsidiary undertaking	10,195	-
	120,738	129,742

13. CREDITORS

	2011	2010
Amounts falling due within one year	£	£
Trade creditors	61,549	69,180
Resident & childcare fees	37,470	38,802
Other taxes and social security costs	81,305	69,696
Other creditors	5,685	13,130
Accruals	60,863	22,164
Deferred Income	112,058	113,291
	358,930	326,263

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued

14. MOVEMENT IN FUNDS	General Reserve £	Restricted Reserve	Revaluation Reserve £	International Development £	Total Reserves £
Balance as at 1 April 2010	847,779	-	247,716	4,760	1,100,255
Deficit for the year	(36,288)		-	-	(36,288)
Balance as at 31 March 2011	811,491	-	247,716	4,760	1,063,967

15. RESTRICTED FUNDS	Incoming Resources	Resources Expended
	£	£
Donations in Kind	10,000	10,000
Youth and Community grants	215,100	215,100
Youth Justice in Action	7,958	7,958
East of England Community Grant	7,068	7,068
Probation contract	89,828	89,828
Supporting People	669,248	669,248
Children's Centre funding	596,755	596,755
Childcare Grants	21,099	21,099
Future 565 funding	101,439	101,439
Training Grants	4,578	4,578
Computer Suite Grants	24,909	24,909
	1,747,982	1,747,982

Restricted Funds

Donations in kind

John Lewis provided furniture, computers and a TV to support the refurbishment of Hatfield Space

Youth Work Grants.

Youth and Community Grants include grants to support our work at the Youth and Community 'Space' centres from the Big Lottery Fund (Reaching Communities grant) from the Sylvia Adams Trust, from Herts in Trust, from the Robert Kiln Charitable Trust, from High Sheriff Grant and HCC Performance Related Grant (PRG) Also from Welwyn Hatfield DCTP and Welwyn Hatfield Council to support Girl Space
Herts County Council (HCC) have provided a grant for a daily group for 11- 13 year olds which is run from one of the Space centres and a locality budget scheme to provide funding for furniture and equipment at Space

Capital grants were received for Stevenage Space and Hatfield Space from Stevenage Borough Council – 'So Stevenage' and from HCC – Town Vibrancy Fund and PRG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

Other grants include a HCC Health Inequalities fund to help provide healthy activities for young people and Parochial Church Council (PCC) of St Francis and Christchurch Baptist Church which provide support for funding youth workers

Also Great Ashby Youth Club to develop youth work in Great Ashby and UK Online Centre to help people, especially from disadvantaged groups, get online for the first time & learn how to use a range of online services Also a 'Faith in Action' grant from the Community Development Foundation to support faith and inter faith projects

Youth Justice in Action – From YCare International - YMCA Central Hertfordshire is the lead YMCA to promote Youth Justice in England

East of England Community Grant. From the European Union Social Fund to support the Computer Suite to run additional courses

Probation contract - Service Level agreement between Central Hertfordshire YMCA and National Probation Service to provide housing advice to offenders, including the Integrated Offender Management scheme

Supporting People. This is the policy and funding frame work for housing-related support services from HCC

Childcare Grants.
Childcare Grants include grants for the Big Lottery Fund for running playground games in Welwyn Garden City Also from HCC Graduate leader fund to go towards a graduate led profession in childcare, Every Child a Talker to develop language and communication of children and a capital grant for outside play space development Also grant from the Welfare Food Scheme for milk for nursery children

Future 565 Funding – HCC (Youth Connexions) – Future Jobs Fund to employ unemployed young people aged 18-24 as apprentices, to help them to develop their skills and increase their 'employability'

Computer Suite grants – UK Online Centres to provide access to computers for local people, and help and advice in using them

16. PENSION COMMITMENTS

Central Hertfordshire YMCA participates in a contributory pension plan providing defined benefits based on final pensionable pay for both employees of YMCAs in England, Scotland and Wales The assets of the YMCA Pension Plan are held separately from those of Central Hertfordshire YMCA and at the year end these were invested in pooled funds operated by Legal & General (equities and bonds and property units) and Schroder (property units only)

The most recent completed three year valuation was as at 1 May 2008. The assumptions used which have the most significant effect on the results of the valuation are those relating to investment yield of 6 75% per annum, the rate of earnings increase of 5 % per annum and the average life expectancy from

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

normal retirement age (of 65) for an Employed Deferred Member of 24 5 years and for a Pensioner of 22 5 years The result of the valuation showed that the actuarial value of the assets was £49 4m This represented 62% of the benefits that had accrued to members, after allowing for expected future increases in earnings

The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to Central Hertfordshire YMCA for the purposes of the FRS17 disclosure and accordingly the FRS17 deficit is not shown on the balance sheet

After taking professional advice and having considered the various options open to them, YMCA England in its capacity as Principal Employer in the YMCA Pension Plan and in conjunction with the Trustee of the YMCA Pension Plan, made the recommendation that the YMCA Pension Plan should close to new members and future benefit accruals After consultation with members and participating YMCA employers, the Trustee of the YMCA Pension Plan informed Central Hertfordshire YMCA on 8 May 2006 that they would adopt the recommendation and that the YMCA Pension Plan would close with effect from 30 April 2007.

The valuation prepared at 1 May 2008 showed that the YMCA Pension Plan had a deficit of £29 7m Central HertfordshireYMCA has been advised that it will need to make monthly contributions of £2,110 (2011/12) increasing by 5% per annum until the next actuarial valuation 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 10 years.

From the 1st May 2011 Central Hertfordshire YMCA is no longer at risk from other YMCAs triggering a compulsory pension buy out due to the last member of the scheme leaving. The link between salary and final pension has now been severed, by mutual agreement of all the participating YMCAs. This has therefore removed the likelihood that another YMCA may not pay their share of the pension deficit leaving Central Hertfordshire YMCA with an additional potential liability.

17. CONTINGENT LIABILITIES

At the year end there were no known contingent liabilities, other than those mentioned in the pension scheme note above and those arising during the normal course of the charity's business

18. CAPITAL COMMITMENTS

	2011	2010
As at 31 March 2011 the Association had capital commitments as follows	£	£
Due within one year		
Contracted but not provided for in the financial statements	25,000	-

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011 (continued)

19. RELATED PARTY DISCLOSURES

One Trustee is resident at the Hostel and represents the residents' committee.

One Trustee is Chief Executive of Jubilee House Care Trust, to which Central Hertfordshire YMCA provide room hire and refreshments at commercial rates.

Central Hertfordshire YMCA is a member of the Welwyn Hatfield Interfaith Group. The Chief Executive sits on the steering group and the YMCA provides meeting room facilities free of charge and printing of leaflets and posters

One Trustee is Chair of Marshalswick Youth project which has committed £1 4k towards YMCA Central Herts for youth work.

The Chief Executive is the chair of the Welwyn & Hatfield District Children's Trust Partnership and YMCA are holding £5k for the purchase of goods and services on their behalf

The Chief Executive is also a Trustee of the Welwyn & Hatfield CVS (WHCVS) of which the YMCA is a member organisation The YMCA provided support to the CVS through its Head of Finance and Development manager, whose services were provided for free

The Chief Executive is a member of the Welwyn Hatfield Alliance Strategic Board (WHA) and the WHA provided funding for the YMCA totalling about £99k from its performance Reward Grant Fund

The Chief Executive is a Trustee & Treasurer of Christchurch Baptist, which has made a donation of £3k during the year The YMCA also shares a Youth Pastor with the church and received a donation of £15 5k

20. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid	2011 £	2010 £
Expiring between 1 & 5 years	30,000	33,404
Expiring after 5 years	33,000	33,000