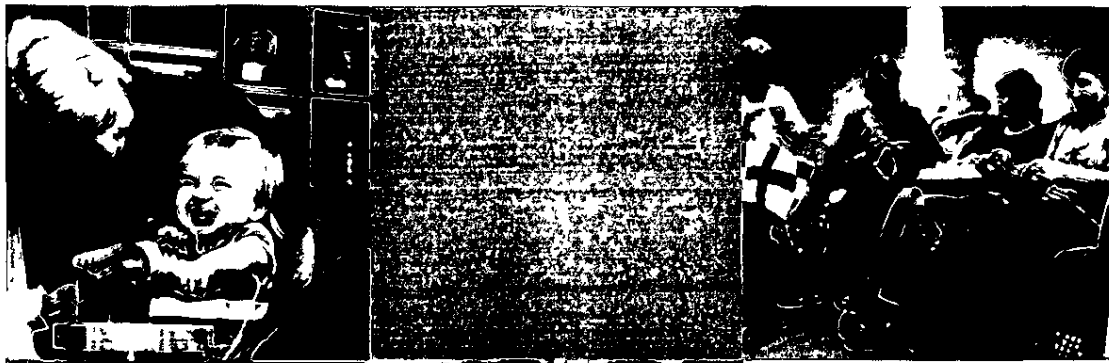
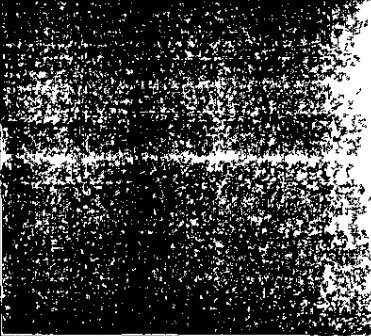




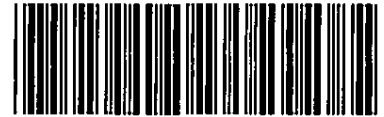
3258321

YMCA

CENTRAL HERTS



SATURDAY

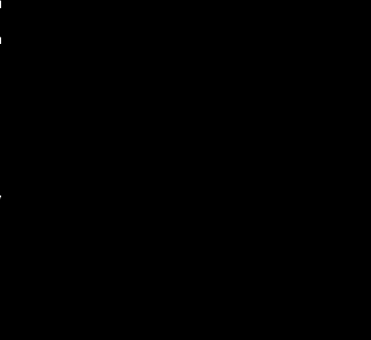
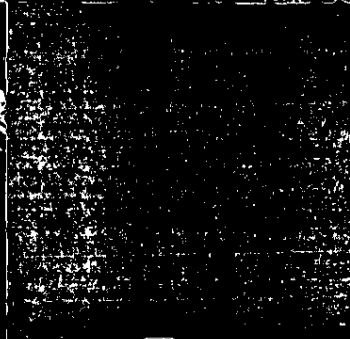


A30

13/10/2012

#374

COMPANIES HOUSE



Annual Report & Accounts March 2012

Central Hertfordshire YMCA
Year ended 31st March 2012

Registered Charity
Registered Company
Registered Provider

No. 1065875
No. 03258321
No. L4554

Registered by the Homes and Communities Agency

REPORTS AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2012

CONTENTS

Report of the Trustees	3
Report of the Auditors	43
Income and expenditure account	45
Balance Sheet	46
Statement of Financial Activities	47
Cash flow statement	48
Notes to the accounts	49

ADMINISTRATIVE DETAILS

Registered office
YMCA
90 Peartree Lane
Welwyn Garden City
Hertfordshire
AL7 3UL

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 2012. The Trustees have adopted the Statement of Recommended Practice (SORP) for Registered Social Landlords (2010)

Trustees

Mrs Jane Gill	Appointed 7 September 2011
Mr David Irving	Resigned 21 September 2011
Mr Philip Hollowday	Resigned 21 September 2011
Mr Simon Chambers	
Rev'd Graham Clarke	Resigned 21 September 2011
Mrs Catharine Hopper	Resigned 3 November 2011
Mrs Diane Proudlove	
Ms Janet Tyndale	Resigned 13 February 2012
Mr Jason Collier	
Mr Nigel Johnson	
Mr Nicholas Mourant	
Ms Lynsey Newman	
Ms Sarah King	

David Irving, Philip Hollowday and Graham Clarke resigned at the AGM in Sept 2011 having completed valuable long service for the YMCA – David served for 12 years including 3 as chair, Philip served for 11 years and Graham for 7 years. Catharine Hopper and Janet Tyndale resigned for personal reasons during the year. The Board has completed a recruitment process for new trustees and is recommending 4 people for appointment at the AGM in September 2012

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 Mr Jason Collier, Mr Nigel Johnson and Ms Sarah King will retire at the forthcoming Annual General Meeting. Being eligible Mr Nigel Johnson and Ms Sarah King will offer themselves for re-election.

Company Secretary & Chief Executive - Mr Robin Webb

Bankers - HSBC Plc

Auditors - Grant Thornton UK LLP

Howardsgate
Welwyn Garden City
Hertfordshire, AL8 6BH

Grant Thornton House
202 Silbury Blvd
Milton Keynes, Buckinghamshire, MK9 1LW

Vision, Mission & Values

Vision

Our Vision is for “A world where everyone is valued and achieves their potential”

This vision drives everything we do.

A vision of thriving people, living in thriving communities.

Mission

In order to achieve our Vision, we pursue a clear Mission “to meet the needs of our communities, creating opportunities for all to develop in body, mind and spirit ”

Our mission has 3 strands – to provide

- **Affordable supported housing for the most vulnerable across Central Hertfordshire to help us move people towards independent living.**

We don't just provide a safe place for people to live, we also work with them encouraging, challenging and supporting them to develop the skills they need to live independently

Many of the people we work with have experienced the breakdown of relationships and many have lost jobs, often the first challenge is to help them rebuild their self-confidence and self esteem

- **Affordable, accessible services for children, young people and families across Central Hertfordshire.**

Our Day Nurseries provide affordable, flexible childcare in two local communities enabling parents to manage their work & home life in the knowledge that their children are enjoying high quality care at their local YMCA Nursery.

YMCA Children's Centres support parents with children under 5, providing a range of activities, courses and practical support to enable parents to develop the skills to equip them as they parent their children, ensuring their children get the best possible start in life

“Creating opportunities for all to develop in **body, mind and spirit**”

- **Positive activities for young people and access to a range of development, learning and training opportunities to help them realise their potential.**

Our YMCA Space centres are known as ‘the living room on the high street’ They provide a safe, accessible place for people to belong A cup of tea and a warm welcome is often the start of a journey which begins with people being accepted as they are but encouraged, challenged and enabled to reach their full potential

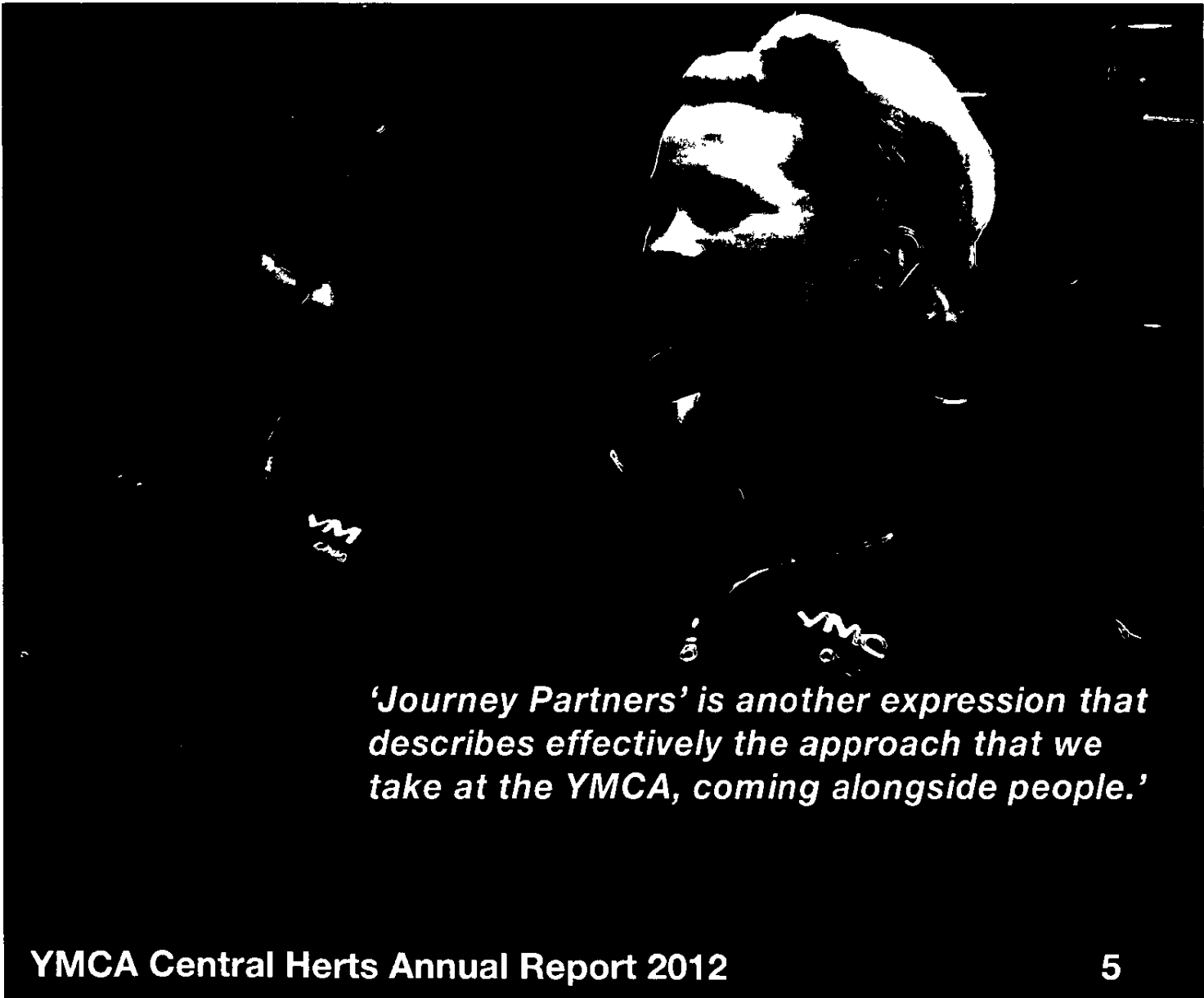
Vision, Mission & Values

Journeying

In pursuing our Vision we use the analogy of 'Journeying' with our service users (and volunteers & staff) through the 'ups and downs' of their lives, encouraging them to take the next step forward, nudging them when appropriate, helping them identify their own goals and enabling them to pursue their own development as they seek to reach their potential

Journey Partners' is another expression that describes effectively the approach that we take at the YMCA, coming alongside people.

Many of the people we work with have not had the benefit of supportive relationships with parents, siblings, family members or other people in the formative stages of their lives and our volunteers and staff provide the support, encouragement and challenge that we all need as we go through life



'Journey Partners' is another expression that describes effectively the approach that we take at the YMCA, coming alongside people.'

Vision, Mission & Values

Ethos & Values

As a Christian organisation we seek to be fully inclusive as we serve the diverse communities in which we work.

The YMCA movement was a founding signatory to the Faithworks Charter (www.faithtoengage.com/about-us/faithworks-charter), which was designed to help churches and Christian organisations explain how their faith drives their inclusive approach to their work in communities. The Faithworks Charter includes the following commitments

Motivated by our Christian faith we will provide an inclusive service to our communities by.

- Serving and respecting all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical and mental capability
- Never imposing our Christian faith or belief on others
- Developing partnerships with churches, voluntary groups, statutory agencies and local government wherever appropriate in order to create an effective, integrated service for our clients avoiding unnecessary duplication of resources
- Creating an environment where clients, volunteers and employees are encouraged and enabled to realise their potential.
- Assisting our clients, volunteers and employees to take responsibility for their own learning and development, both through formal and informal training opportunities and ongoing assessment
- Promoting the value of a balanced, holistic lifestyle as part of each individual's overall personal development

Our values include:

- Welcoming and valuing everyone
- Belief in the good in people
- Caring
- Tolerance
- Forgiveness
- Honesty
- Integrity

The way we work

We have some key principles that underpin the way we work

- Creating hope – we provide opportunities for people to identify and realise their potential
- Involving people – we involve our service users in the development of new and existing facilities and programmes
- Accountable – we are accountable to our stakeholders for best use of our resources
- Partnerships – we deliver our work through effective partnerships
- Journeying – we walk alongside people through the experiences of their lives
- Quality – we strive to provide quality facilities and services.



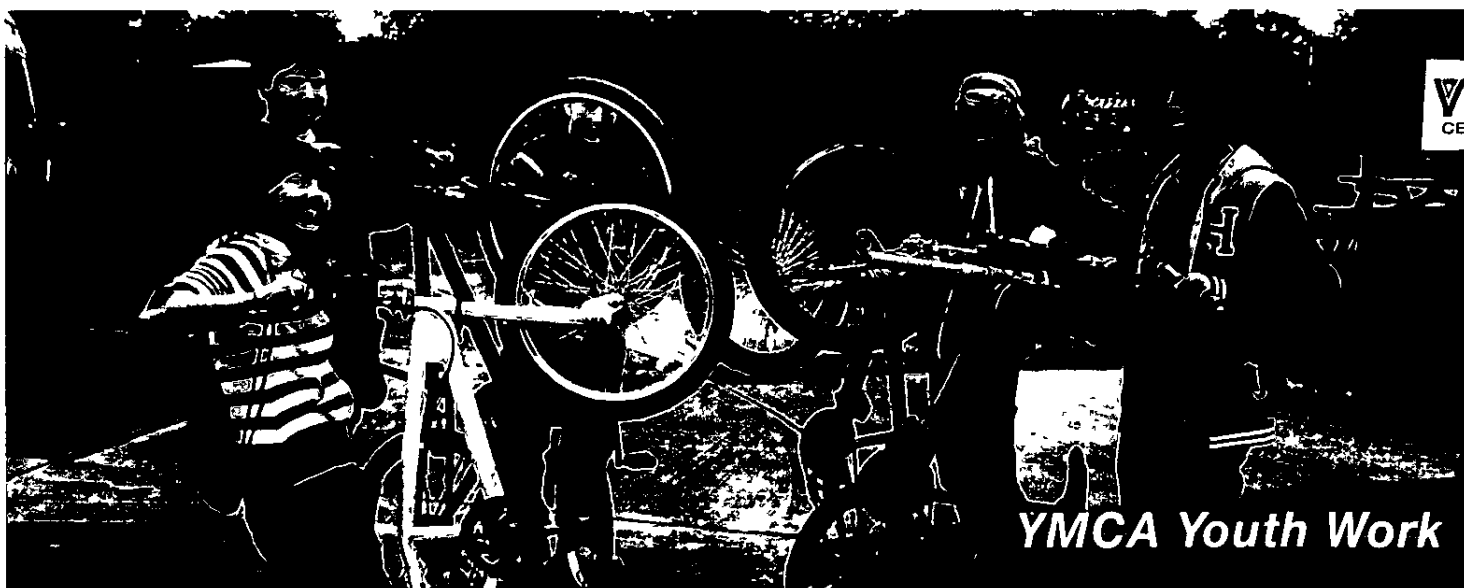
Reach & Outcomes

Reach

During the year we have seen a significant increase in the number of people we have supported, reaching

- 1,000 young people through YMCA Space centres and other youth projects.
- 870 young people during our summer activity programme.
- 2,100 adults through our YMCA Space community centres.
- 1,000 children & parents each month through our Children's Centres.
- 200 families have used our day nurseries for their children's childcare & early years education.
- 229 people living in YMCA accommodation.

One parent who recently attended a parenting course has previously had two of her newborn babies removed from her care due to her drug abuse. She is now in a new relationship and during her recent pregnancy attended a parenting course with her partner. Due to her commitment on her drug withdrawal programme, the Children's Centre weekly visits and monitoring at 2 sessions a week, the couple have been able to provide enough evidence to social care that they can provide for the needs of their new baby. The Children's Centre staff will ensure that visits are maintained and ongoing support will be offered with a goal of maintaining this family unit.



Reach & Outcomes

Outcomes & Impact

We set objectives for every strand of our work, aiming to be clear about why we are doing an activity and what outcomes we expect, and then evaluating to check we have achieved what we expected

We use our evaluation processes to

- Enable the people we work with to recognise the personal development they have achieved
- Learn from our experiences and adapt our work to be more effective in future

Listed below are examples of some of the outcomes we have achieved during the year.

YMCA Space Centres

- 326 young people reported improved life skills
- 355 adults reported developing a new skill giving them improved employability
- 219 regular users became more actively involved with their local community by becoming volunteers, helpers & team leaders.

Children's Centres

- 20 parents reported feeling better able to manage their child's behaviour having attended a behaviour management course
- 266 parents felt more able to provide a safe environment for their child
- 17 parents have attended parenting courses including 6 parents who have been identified as being 'in greatest need' All reported feeling better equipped to parent their children
- 41 families have been supported on a one-to-one basis and all have reported improved outcomes

YMCA Housing

- 73 people achieved a positive move-on from their YMCA accommodation – having been supported to develop the skills needed to move into their own flat or back to their families.

We are continuing to work on improving the methods we use to evaluate the outcomes of our work and the wider impact that this has on the people we work with and the communities where we operate



Public Benefit

The Board recognises its obligations to have due regard to the public benefit guidance published by the Charity Commission.

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, being accessible to and serving some of the most vulnerable and excluded people in our 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 lower end of the market, and we provide flexible options for parents seeking grant-based places, ensuring our services are widely available to the whole community.

A review and refresh of our Strategy was carried out during 2011 extending the strategic plan forward into 2015; this was formally approved by the Board in March 2012.



Objectives, Activities, & Achievements

Overview of the year

Space Stevenage

Expansion of our work into Stevenage was strengthened by the opening of our third YMCA Space centre in a former pub in Stevenage Town Centre in May 2011. This was achieved after 12 months work developing relationships, finalising a lease and refurbishing part of the property.

We took a 3 year lease on the former pub in the town centre, giving the YMCA Space centre an extremely high profile. Having opened initially for 1 day per week, by the end of the year the centre was opening 3 days per week, manned by a part-time centre manager and a team of volunteers.

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.



Objectives, Activities, & Achievements

Charity Shops

At the start of this financial year, the Board agreed a strategy to develop our own local network of 12 charity shops as part of our strategy to diversify our income streams to support the continued expansion of our work as other income streams (e.g Government grants) reduce

We have made a significant investment of £108,000 in setting up our shops through our Trading Subsidiary and expect to see a return on this investment as we open further shops during the coming year

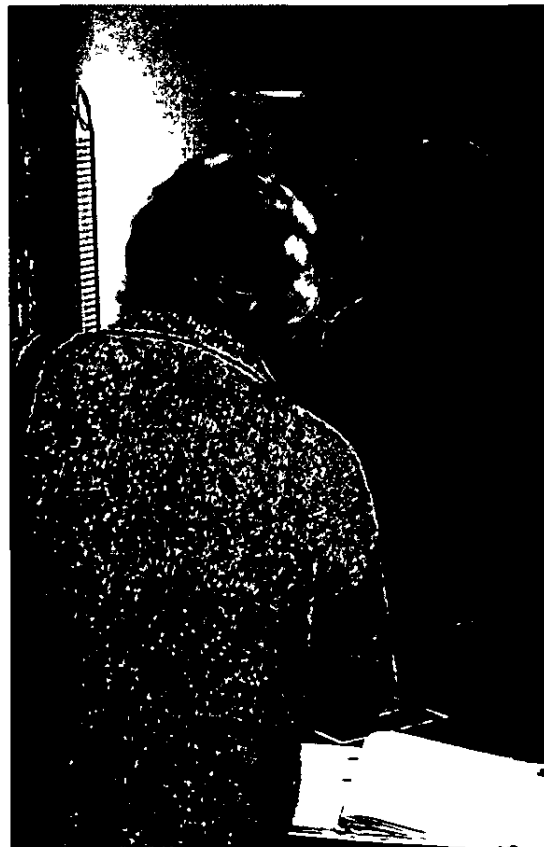
Our shops strategy has several key objectives to meet local community needs, providing affordable clothes and furniture, employment for young people through our apprenticeship scheme, diversifying our income streams and raising our profile as we expand our services into new geographic areas.

YMCA Shopping has driven a significant growth in volunteers

We opened our first shop in Stevenage town centre in May 2011 and 3 further shops opened during the year in Hatfield, Hitchin and a secondary shopping area in Stevenage

This has been a major achievement during the year, establishing 4 shops from scratch, supported by a central warehouse and van plus a growing team of volunteers working alongside the shop managers

The development of our shops has enabled us to establish a presence in new towns as part of our strategy to expand our work to serve more communities across Hertfordshire



Objectives, Activities, & Achievements

Hostel 2

Part of our housing comprises a block of 34 flats built in 1995. We own the land and granted a lease to YMCA England (YE), the national body for the YMCA movement in England, to build the flats as they were able to access grants from the Housing Corporation (now HCA). In return, YE entered into a management agreement for us to operate the flats.



During the last 12 months we have been negotiating with YMCA England to buy out their lease to give us unencumbered ownership of our whole site, which is helpful as we continue to explore options to build new YMCA accommodation elsewhere in the town centre, this would be part funded by the sale of the current site in due course.

Negotiations were finalised just after the year end and the purchase was completed on 12th June.

We took out a bank mortgage of £450,000 to finance the purchase and replenish £125,000 of our cash reserves that have been invested into capital improvements to various properties over the last few years.

The mortgage repayment costs are £24,000pa. As we had been paying YE £64,000pa of the rent from the premises we will see a net benefit of £40,000pa to our cashflow.

Residents of Hostel 2 were consulted through the process, but will effectively see no change to the service they previously received.

“Three years ago, Mary developed an illness caused by rheumatoid arthritis. This stopped her being able to continue her job as a carer. Without employment she was unable to pay her rent and was effectively left homeless. Mary applied for housing at the YMCA in Welwyn Garden City. The YMCA was able to offer Mary her own room, and a welcoming place to stay.

She was soon volunteering in the Computer Suite and started a CV Writing and interview skills course.

In January 2012 Mary was able to move into a flat of her own, with the continued support of the YMCA team.”

Objectives, Activities, & Achievements

Fundraising

We have continued to drive our fundraising activities, as a further strand of our strategy to diversify our income streams to support our vital work in local communities as government grants continue to reduce.

We have seen several successes during the year, most notably our 'Sleep Easy' sleep out event in March which raised over £26,000. However, we are not yet seeing the Return on Investment that we expect from our fundraising efforts. Work is under way to refresh the fundraising strategy to ensure we are focusing on the right activities to generate both the short term and long term returns we want to see from this area.



Stevenage Solutions – joint venture

We established a joint venture with Stevenage Citizens Advice Bureau (CAB) and Stevenage Community and Voluntary Services (CVS) as a vehicle for us to work together on a number of partnership projects in Stevenage. Key aims include

- Driving and modelling collaborative working in the voluntary sector
- Delivering efficiency savings
- Driving increased investment into Stevenage

Stevenage Solutions is a Community Interest Company (CIC) which was formed on 20th December 2011 and is owned equally by the YMCA, Stevenage CAB and Stevenage CVS, with an initial nominal investment of £250 of share capital from each partner.

Three bids were submitted to SO Stevenage, the Local Strategic Partnership, for funding to deliver new projects in Stevenage. Two of these bids worth £60,000 were successful.

- Money, Money, Money, which aims to increase financial management and develop a savings culture in the town led by the CAB.
- Ventures, a training and entrepreneurial development scheme with young people who are Not in Education Employment or Training (NEET) and led by the YMCA.

This work will be delivered during 2012-14.

Objectives, Activities, & Achievements

Volunteers

We are increasingly reliant on our growing team of committed volunteers to deliver our work in our Space centres, Youth Work projects and Charity Shops. At the end of March 2012, our active volunteers reached 170, exceeding for the first time the number of paid staff (166 staff / 121 Full Time Equivalent). Volunteers worked over 8,000 hours in the quarter to end March, equivalent to 17 full time staff, worth over £250,000.

*We are greatly indebted to all of our **staff** and **volunteers** for their commitment and support.*

Significant work goes into recruiting, managing and developing our volunteers and, as highlighted in the 'People' section below, work is underway to develop an

integrated Volunteer Management Strategy which will further enhance the way we manage volunteers

Our volunteers give freely of their own time to help at YCH and are drawn from the local community, churches and businesses and increasingly from service users as we encourage them to develop their skills and confidence by taking responsibility and becoming helpers and then volunteers

It is with mixed emotions that we celebrate the many successes of volunteers leaving us to move into paid employment. We celebrate with them the skills and confidence they have gained while volunteering at the YMCA but are always sad that we have to recruit new volunteers to replace them.

We are greatly indebted to all of our staff and volunteers for their commitment and support



Investors in People

We achieved the Bronze Investors in People Award at re-accreditation during the year and are aiming to reach the Silver standard during the coming year

Objectives, Activities, & Achievements

Review of major activities, key achievements in 2011-12 and summary of key strategic objectives for 2011-15

Housing

Strategic Aims:

- Develop a range of affordable supported housing for the most vulnerable across Central Hertfordshire helping people move towards independent living
- Develop a range of affordable rented accommodation for single people

Strategic Objectives 2011 -2015:

- **Outcomes** – ensure we can clearly demonstrate outcomes and impact of our supported housing work
- **Quality** – to ensure we meet all the standards required by Hertfordshire County Council (HCC) and adopt an external accreditation standard
- **Funding** – to reduce our operating costs while maintaining service levels and restricting rent increases to within HCA guidelines
- **Collaboration** – to explore collaborative workings/opportunities in the housing arena with neighbouring YMCA's and across the single homeless and supported accommodation sector in Hertfordshire.
- **Provision** – to expand our stock of owned housing to 250 units by 2015 meeting identified needs in each Borough and re-provide Peartree Housing accommodation on site or on an alternative site



Objectives, Activities, & Achievements

Key Achievements during 2011-12:

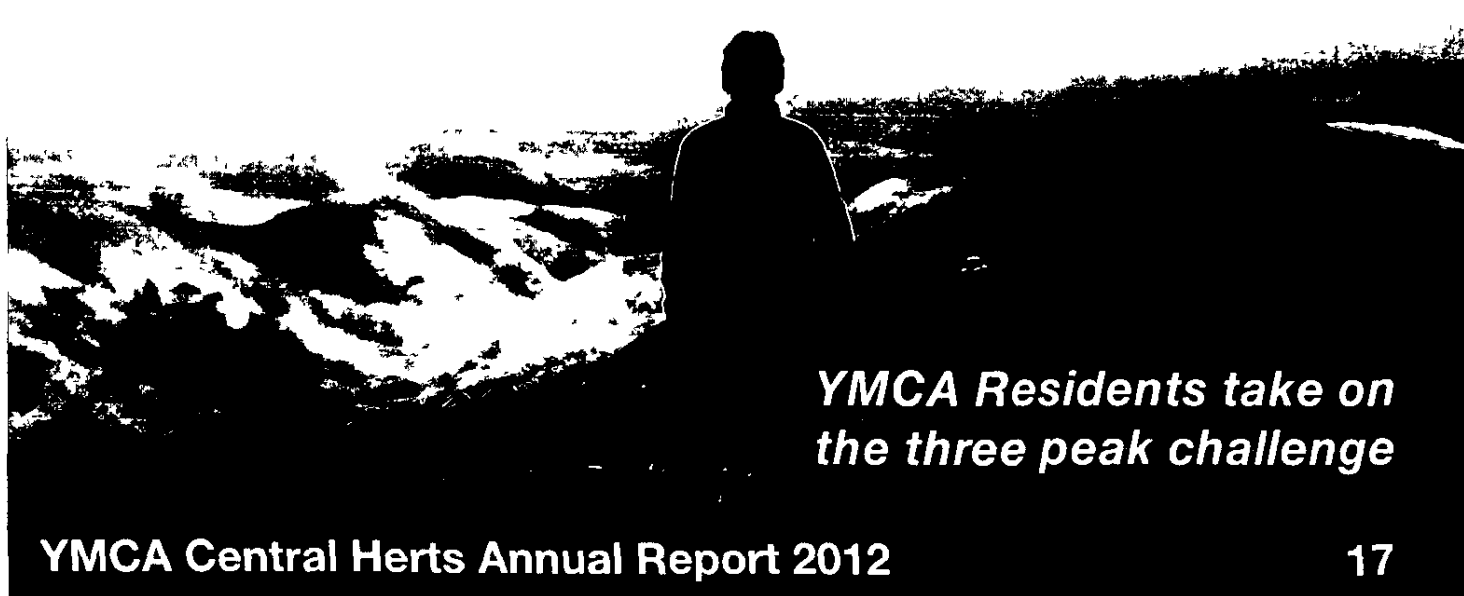
- We enabled 73 residents to successfully move on from the YMCA. This represented 71.6% of all departures (69.8% in 2010-11). During the year we provided housing for 229 people and had an average occupancy of 97% in our 123 flats.
- We provided an extensive programme of training and activities for our residents to enable them to develop Life Skills and have social participation opportunities.
- During the year we maintained a level B Quality Assessment Framework (QAF) Standard in our Supporting People contract work with Hertfordshire County Council.
- During the last 12 months, we have started to gather case studies about our service users and recently had one published nationally by YMCA England.
- We are also working to benchmark our services with other YMCAs and to demonstrate adherence to revised standards set by the Homes and Communities Agencies (HCA).
- We reviewed a number of our housing staffing structures and costs in order to reduce our operating costs and this work will continue over the next 12 months.
- During the latter part of the year we started to work with neighbouring YMCAs and we are currently sharing ideas and working together on establishing joint policies and procedures.
- We worked with Spenhill / Tesco in connection with their application for development of the Broadwater Road West / Cereal Partners site which showed provision for a new YMCA. In January 2012 their planning application was rejected and they have decided not to take forward a scheme in the immediate future.
- We have identified another potential site and have developed an outline scheme for the redevelopment of that site and our own and we are currently in discussion with the various parties involved.
- We investigated a potential building acquisition which would have provided 45 studio/one bed flats in Welwyn Garden City but we were unable to make the business case work to take forward the opportunity.
- We have been working with several partners exploring options to build new accommodation on their sites but progress has been slow and protracted over the last 12 months.

Objectives, Activities, & Achievements

Key Objectives 2012-13:

- Achieve HCC Supporting People Quality Assessment Framework (QAF) standard level A by December 2012
- Progress 2 schemes to provide additional accommodation
- Explore partnership opportunities for working with other RSL's or private developer to provide additional units
- Ensure we meet HCC standards and adopt an 'external' accreditation standard.
- To be among the top 3 providers of supported accommodation in Hertfordshire and reduce reliance on Supporting People contracts by March 2013
- Ensure we can clearly demonstrate outcomes and impact of our supported housing work.
- Ensure at least 75% of our service users move from point of dependency to independence over a 2 year time frame by 2013
- Reduce our operating costs whilst maintaining service levels and restricting rent increases to within Homes and Communities Agency guidelines
- Develop alternative funding streams for supported accommodation & reduce reliance on Supporting People contracts by March 2013.
- Explore & develop models of collaborative working with neighbouring YMCAs and across the single homeless & supported accommodation sector in Hertfordshire by December 2012.

We enabled 73 residents to successfully move on from the YMCA - this represented 71.6% of all departures (69.8% in 2010-11). During the year we provided housing for 229 people and had an average occupancy of 97% in our 123 flats.



***YMCA Residents take on
the three peak challenge***

Objectives, Activities, & Achievements

Child and Family Services:

Strategic aims:

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

Strategic objectives 2011-2015:

- Reviewing and improving the quality, operations and financial stability of the day nurseries.
- Taking opportunities to expand the number of Children's Centres for which YCH is lead agency to a maximum of 10
- Developing additional support services to serve the needs of children and parents, for example parenting courses
- Developing sustainable and innovative services for school age children
- Use of a range of tools to measure the impact of the services we provide for children and families.
- Engaging and involving a range of stakeholders in our service provisions
- Developing staff skills & qualifications to meet service requirements



Objectives, Activities, & Achievements

Key achievements during 2011-12:

- Turnover from Child & Family services activities during the year was £1.75m (2011 £1.71m).
- We operate two full-time Day Nurseries for children aged 0 - 4 continuing to provide childcare for an average of 90 children per day during the year, with term time at approximately 120 children and school holidays around 70. Across both nurseries we are still providing childcare for approximately 200 families, with a similar number at each nursery. Families are requesting shorter hours than in previous years with an increase in the number of families only attending to take up their funded hours.
- Peartree Nursery in Welwyn Garden City (WGC), registered for 91 children, was established in 1990. Countess Anne Nursery in Hatfield, registered for 73 children, was opened in September 2008.
- Peartree has noticed a decrease in the number of families travelling to the nursery from outside WGC. Countess Anne continues to provide childcare mainly to families from Hatfield.
- We provide 3 After School and Breakfast Clubs to 80 families with children aged 5 - 11 years old each day. Around 60 children attend each day on average.
- 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.
- The Countess Anne day nursery in Hatfield has established itself as a popular choice and now operates services from all three activity rooms to accommodate more children. The premises are shared by another local charity, Home Start, which supports 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 nursery celebrated its 21st anniversary during 2011 and continues to attract approximately 100 families, primarily from WGC.
- A Childcare Development task group has implemented streamlined operational changes to enable greater financial stability and regular consultation with parents through surveys and forums.



Objectives, Activities, & Achievements

We operate 4 Sure Start Children's Centres as lead agency on behalf of Hertfordshire County Council. The centres have increased their reach to over 70% (50% in 2011) of children under 5 in their areas and now see over 1,000 children and parents each month.

Across the four Children's Centres

- 20 parents have attended behaviour management courses,
- 266 have attended safety courses including first aid and home safety
- 17 have attended parenting courses including 6 parents who have been identified as being 'in greatest need' The parents have provided very positive comments about how the courses have helped them in their role as a parent.
- Children's Centres are now collecting regular data, which is enabling us to identify families in greatest need. By tracking the journey of these families we are beginning to be able to adapt services to meet the needs of individuals, supporting them to overcome situations such as domestic violence, post natal depression and issues such as behaviour management.

Key Objectives for 2012-13:

- Nurseries to achieve increased occupancy and improved financial stability
- Nursery parent satisfaction levels to increase, confirmed through regular monitoring
- Engage with the Local Authority and other stakeholders in the consultation and preparation of the re-tendering process for Children's Centres in Hertfordshire, to be completed by March 2014
- Operate additional services through all Children's Centres and have a clear approach for their implementation Embed models of demonstrating outcomes for children and families that use Children's Centres to be able to show the impact we are making in the communities in which we work
- Children's Centres to contribute to the Hertfordshire pilot of Payment by Results.
- Increase the voice of children & families in the work we do and how we plan our services
- Continue to increase the skill and qualification levels of all staff.

Objectives, Activities, & Achievements

Space and Youth Work :

Strategic Aims Space:

To develop a range of YMCA Space models to respond to the profile and needs of individual communities in six of the 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 objectives Space: 2011-15:

- Develop a YMCA Space Centre in 6 major towns in Hertfordshire by December 2015
- 7 churches sharing in delivery /offering partnership work per centre.
- 25 co-located services and / or 2-way referrals per centre.

Strategic Aims Youth Work:

- To pioneer and lead developmentally rich youth work for young people and act as a catalyst to enable partnerships and establish new work that will benefit local communities in Central Hertfordshire and beyond
- To build & develop the Youth Team to provide high quality youth work in all areas undertaken and YCH is known for its quality of youth work provision and is being approached to undertake new work

Strategic Objectives Youth: 2011-15:

- Engage positively with 500 young people each week
- 800 young people report improved life skills, social skills, wellbeing or mental health through involvement in YMCA Youth Work
- Provide youth work in 12 towns or rural communities across Hertfordshire



Objectives, Activities, & Achievements

“

K was struggling at sixth form, trying to complete the 1st year of a childcare course. She had recently received a conviction for assault and soon after meeting us dropped out of school. She lives at home with her mum and 3 sisters (she is oldest). Her GCSE results were mixed. K started using Space from when we opened and built up a positive relationship with the workers who she told she had left school. We suggested she attend a taster day with Future Pathways which she did, enrolled with them and completed certificates and improved some of her key skills and grades. We helped her identify that Childcare/ Working with young people was what she wanted to do and helped her fill out applications, search for opportunities and practiced with her in preparation for her interview with the YMCA childcare team. K also began taking part in projects, skills workshops and became a helper in younger sessions. It was great to see her taking positive steps to gain experience, under her own steam.

”

Objectives, Activities, & Achievements

Key achievements during the year:

- We opened our third YMCA Space youth & community centre in Stevenage in May 2011 after 12 months of work developing relationships, finalising a lease and refurbishing part of the property with funding from SO Stevenage. During the year, we extended opening from one to three days a week as funding was found
- Volunteer numbers have grown to over 75 across the 3 YMCA Space Centres, supporting the part time Centre Managers. 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. New partners have included MIND in Mid Herts, Birchwood Children's Centre, Family Finance Advisor, Gerry's Art and Grace Community Church Tea Room
- 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' work expanding the offer to our breadth of Space users. New partners have included MIND in Mid Herts, Birchwood Children's Centre, Family Finance, Advisor, Gerry's Art, Grace Community Church Tea Room.
- Programmes have developed significantly, offering personal development opportunities including art tasters, money skills, confidence building courses, social events and cooking skills
- Over 2,100 different people from our local communities benefitted from using the daytime community facilities at our YMCA Space centres, an increase of 50% on the previous year
- After 9 months of Space Stevenage being open, our work with street drinkers in the town centre, offering a structured environment to integrate with other people, was recognised by a £4,400 award from the Community Safety Partnership.
- Over the last year, we ran 777 youth sessions with over 1,000 different young people taking part, an increase of 90% over last year. During that time, over 3,000 development opportunities were taken up and we recorded over 1,440 instances where young people were signposted to services provided by a partner organisation
- Our new Head of Youth Work took up his position on 1st April 2011 and the Youth Work team now includes a Youth Work Development Manager, 2 full time, 2 part time and two shared workers employed in partnership with local churches and contributing half their time to each partner. Our youth work apprentice completed her NVQ level 2 qualification, our placement worker completed his first year of a youth work foundation degree and a Youth Worker Bank was established to provide additional workers as opportunities arose
- Children in Need agreed £94k of funding over 3 years to establish a health & well being focused youth work project in Stevenage
- A youth worker supported the development of youth activity in Marshalswick, St Albans, which is now established and is continuing into its second year
- During the 2011 summer holidays the YMCA youth team ran 67 sessions, worked with 26 other agencies and engaged with 872 young people, of which 209 were first time contacts, as part of the Summer Sizzler initiative offered to young people across Welwyn Garden City and Hatfield.

Objectives, Activities, & Achievements

"M from Space Hatfield has progressed from service user to volunteer team leader undergoing a range of training including Listening skills, IT advisor, First Aid and Fire Marshal over 18 months. He is just about to finish the Charity Shop Team leader training."

Reaching Communities Grant – specific achievements

We have a grant of £450k over 3 years from the BIG Lottery Reaching Communities Fund – at March 2012 we are half way through this grant period Below is some of the key outcomes we have achieved

- 326 young people have participated in personal development activities, resulting in improved life skills (target 360)
- 355 adults have reported a new skill giving them improved employability (target 240).
- 219 regular users become more actively involved with their local community by becoming volunteers, helpers, team leaders (target 100).
- 290 adults report being more actively involved in their local community as a result of making 2 or more friends (target 450) We have found it difficult to capture this data but a system has now been put in place to address this, we will review in September 2012
- 505 people report a positive life change as a result of Space signposting or co-located services (target 400).

Key objectives 2012-13:

Space:

- Open 1 new Space centre in Letchworth.
- Research and develop 2 new areas within Hertfordshire
- 50 new volunteers actively involved in improving their local community
- 150 service users per centre report a positive life change.
- 1 new community activity / satellite project as a result of Space per centre per year

Youth:

- To be working in 7 schools regularly delivering high quality youth work programmes
- 600 young people will report improved life skills, social skills, wellbeing or mental health through involvement in YMCA Youth Work.
- To offer a broad range of models that enables 650 young people to participate in decision making at a variety of levels in Central Hertfordshire and to encourage and facilitate all young people to engage at some level
- To provide youth work in 8 towns or rural communities across Hertfordshire
- To facilitate at least one cross-church event or activity each term, that uses the skills and gifts of young people in districts where we have at least one full time equivalent paid member of staff.

Objectives, Activities, & Achievements

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.”

Strategic objectives 2011-2015:

- Achieve Silver Investors in People (IIP) award
- Develop & implement Volunteer Management Strategy to support significant expected growth in volunteer numbers across YMCA activities
- Achieve a volunteer management accreditation award
- Embed apprenticeship model across the organisation
- Review and develop organisational structures in partnership with the Executive to meet evolving needs of the business
- Develop collaborative working with other YMCAs sharing expertise and developing efficiencies

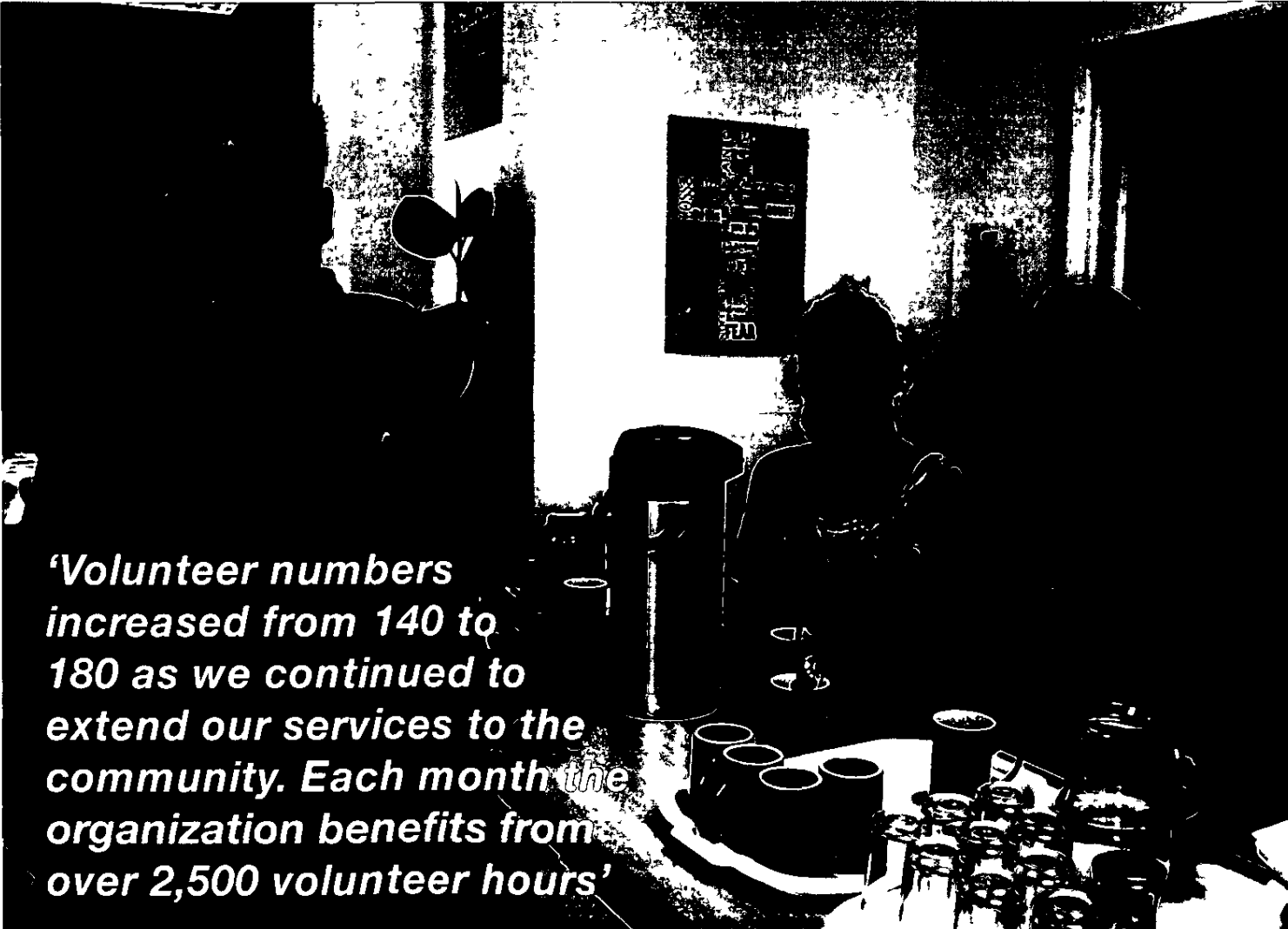
Key achievements during 2011-12:

- Achieved Bronze IIP status at review (due to be assessed for our Silver Award in August 2012)
- Volunteer numbers increased from 140 to 180 as we continued to extend our services to the community. Each month the organisation benefits from over 2,500 volunteer hours
- Recruited a Volunteer Coordinator to help develop our volunteering programs, including team leadership courses and other training programmes
- Reduced staff absence rate from 5.1% to 4.7%.
- Good relationship developed with North Herts College who provided a range of free training courses. 14 volunteers and members of staff attended a 6 week course to develop their retail skills. 21 people qualified as first aiders and 9 people gained a qualification in Health and Safety. Volunteers & staff working with children in the nurseries and Children's Centres also completed paediatric first aid training
- Continued to support and encourage professional development, 14 members of staff completed qualifications ranging from NVQs to IOSH, ACCA and NPQICL courses. We also supported staff through their Masters, Business Admin and Level 7 Coaching qualifications
- Recruited 11 new apprentices, all are studying towards relevant qualifications in the area in which they work, one has already been recruited to a permanent role. Funding was secured through Connexions with Future 565 Funding and the Walwyn Trust.
- Continuing to assist the organisation's strategy including re-organisations in retail & catering.

Objectives, Activities, & Achievements

Key objectives 2012-13:

- Achieve Silver IIP Award by September 2012.
- Embed apprenticeships and identify sustainable funding model
- Increase number of active volunteers to 200 by March 2013
- Develop & implement a comprehensive volunteer management strategy including recruitment, induction, learning & development and recognition that will help recruit and retain the right volunteers
- Continue to support the Head of Retail in implementing the Retail Strategy
- Complete a full review of staff benefits
- Review and update key policies in collaboration with Watford YMCA and YMCA England
- Work with the CEO and Executive Team to 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 actively plan for anticipated organisational changes.



'Volunteer numbers increased from 140 to 180 as we continued to extend our services to the community. Each month the organization benefits from over 2,500 volunteer hours'

Objectives, Activities, & Achievements

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 2011-12:

- Continuous improvement of the financial management culture throughout the organisation, engaging department heads in reviewing monthly management accounts and developing financial overview.
- The Finance Team has played a key role influencing business decisions, and as part of the Nursery task group identified and helped model solutions to key issues around flexibility of childcare slots against staff availability
- Development of clear, informative management information regarding the new retail operations and has developed clear Board reporting to show break-even positions and contributions to overheads
- 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 2012-13:

- Continue to develop a strong financial management culture across the YMCA and ensure that adequate systems and procedures are in place to support this including reviewing the triggers for moving to a new Finance system.
- Work with the CEO and Executive Team to develop financial modelling to ensure finances adequately support our strategic plans, including a 3 year financial model for the organisation as a whole and business modelling to support tenders
- Continue to work with Heads of Departments on their financial strategy and provide professional advice on organisational structures and VAT implications
- Lead a cost improvement programme across YMCA to deliver savings in 2012-13 and to review overhead contribution method and target reduction of overheads
- Further develop a robust and professional finance function and to explore potential for collaboration

Objectives, Activities, & Achievements

Fundraising:

Strategic Aim:

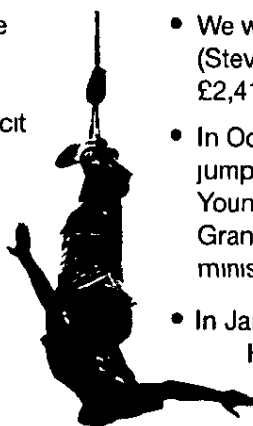
Continue to raise awareness of the YMCA across the region to increase fundraising, and diversify income streams to build a strong base of unrestricted income to enable continued growth of our work.

Strategic objectives 2011-15:

- Diversify income sources and increase fundraising incomes to £750,000 by March 2014, with 50% of funds being unrestricted
- Develop a warm donor base of over 5,000 by March 2014.
- 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
- Develop a fundraising legacy campaign, raising awareness and future income.
- Develop a strategy to fundraise from churches and promote partnership working
- Deliver £1m towards a total £3m Capital Appeal to build a new YMCA by March 2014.
- Develop a joint county-wide fundraising campaign strategy by 2013 working with other YMCAs to achieve economies of scale.

Key achievements during 2011-12:

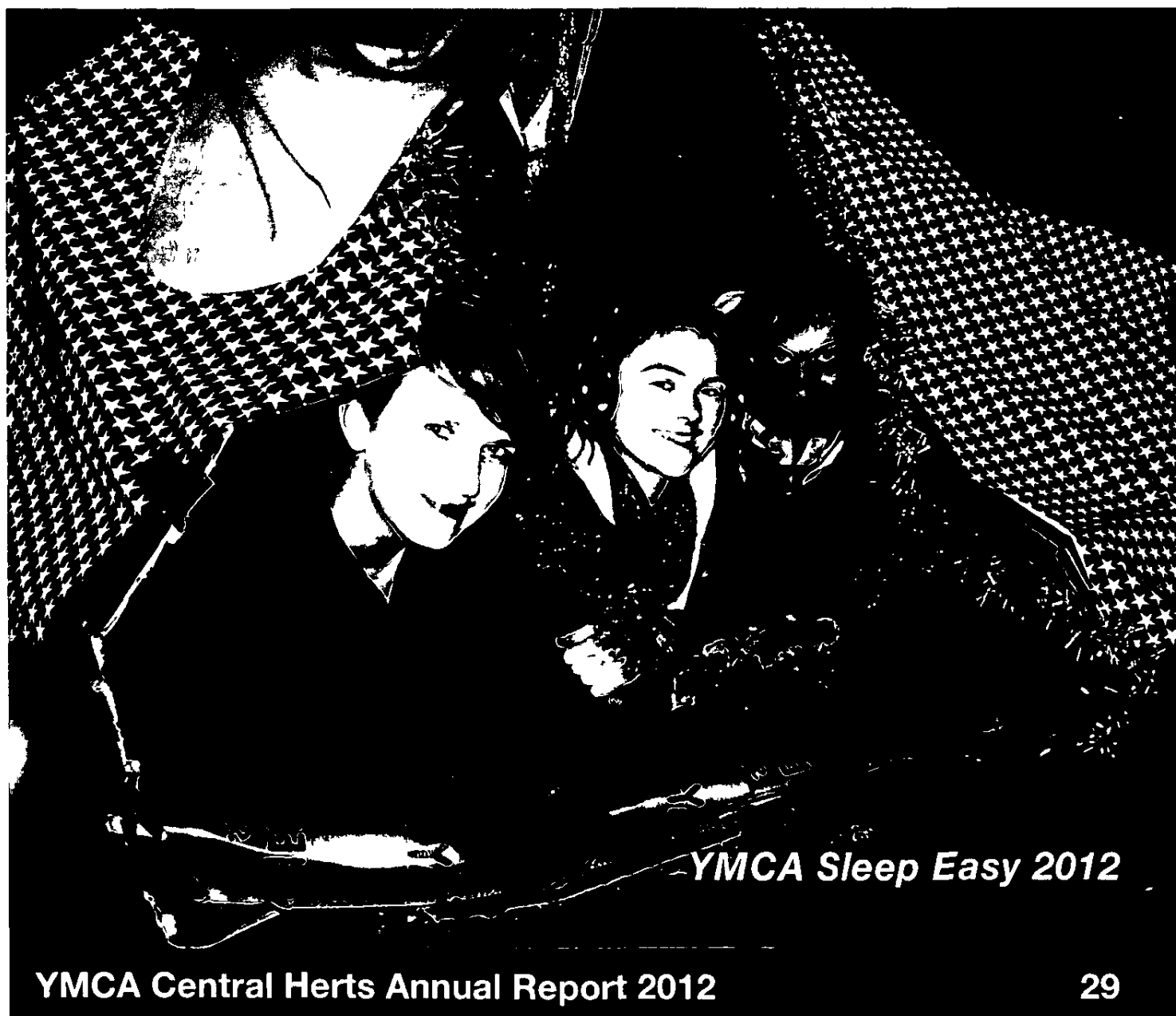
- The Fundraising Team faced some significant challenges during the year, with income falling short of target, resulting in a £50k net deficit for the year. A number of factors influenced this, including the departure and replacement of the department Head, a decrease in the amount of statutory and charitable funds available and competition from other charities
- Trusts income also reduced significantly during the year; a new strategy is now in place, focusing on a relationship approach, which is expected to deliver results during the current financial year to March 2013
- A number of events were cancelled due to lack of participants. We are now focusing on Jail'n'Bail and Sleep Easy events which have a high Return on Income (ROI)
- We were chosen as Sainsbury's (Stevenage) Charity of the Year raising £2,413
- In October 2011, we hosted a bungee jump in partnership with charity Herts Young Homeless raising over £4,000 - Grant Shapps, MP and former housing minister took part.
- In January 2012, YMCA Central Herts was chosen as The Comet Newspaper and Stevenage Town Centre Management's Charity of the Year
- In March 2012, two high profile Sleep Easy events were held at Hatfield and Stevenage with 120 individuals taking part and raising a record breaking £26,393



Objectives, Activities, & Achievements

Key Objectives 2012-13:

- Deliver fundraising target, to provide a net contribution, through revised focus on Events and new approach to Trusts
- Ensure there is a fundraising presence at all current and new YMCA Central Herts retail outlets and service venues.
- Reach a minimum of 2,500 supporters on the database by March 2013.
- Develop relationships with key local VIPs (E.g. Mayors) in all new geographical areas
- Recruit an additional patron and find a celebrity to help promote the charity
- Develop a specific income mailing targeting churches receiving funding from at least 25% of those approached.
- Receive at least 15 legacy enquiries and 2 pledges.



YMCA Sleep Easy 2012

Objectives, Activities, & Achievements

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.

Strategic objectives 2011-2015:

- Regularly review the effectiveness of the Board
- Develop and implement a trustee succession planning process.
- Continue to monitor trustee skills gaps including emerging areas as the work of the YMCA expands (e.g. charity shops) and identify ways in which to fill them
- Develop structured training programmes for the Board & individual Trustees
- Ensure Board balances focus and time on key strategic and generative issues.
- Develop an effective Emeritus Board.

Key achievements during 2011-12:

Work led by the Board Development & External Relations Committee has included

- New chair recruited and appointed at AGM September 2011
- Updated Trustee skills audit and planned & agreed recruitment process (commenced in May 2012)
- Initial meeting of Emeritus Board held and work-plan agreed to feed into Board discussions on key emerging issues
- 2 away days planned and held, one focusing on developing the Board as a Team and the other used for generative discussion of key strategic issues
- Started developing work mapping stakeholder engagement and started exploring options for deepening stakeholder involvement in wider organisational influence

Key objectives 2012-13

- Agree & implement arrangements for a temporary Chair to succeed current Chair standing down at AGM September 2012.
- Recruit a new Chair by March 2013
- Recruit at least 3 new trustees to strengthen the Board filling identified skills gaps.
- Recruit 2 new directors with retail experience for YMCA CH Trading Ltd (trading subsidiary)
- Continue to monitor trustee skills gaps, including emerging areas as the work of the YMCA expands (e.g. charity shops) and identify ways in which to fill them
- Develop structured training programmes for the Board and individual Trustees
- Ensure the Board balances focus and time on key strategic and generative issues
- Embed working arrangements between the Trustee and Emeritus Boards

Objectives, Activities, & Achievements

Christian and Spiritual Development (CSD)

Strategic Aims:

- *Provide a wide range of opportunities for all people regardless of their faith to journey with us as we explore our faith in a safe and supportive environment.*
- *Encourage the reflection of Christian values in all activities undertaken by the YMCA.*
- *Draw together churches and act as a catalyst for the development of town-wide projects.*

Key strategic objectives 2011-2015:

- Develop a wide range of opportunities for staff, volunteers and service users to explore their faith.
- Build stronger relationships with local churches through regular communication.
- Play an active role in Churches Together in each of the communities we operate in.
- Develop regular theological reflection on our work within Board discussions.

Key achievements during 2011-12:

- Recruited new Chaplaincy Team Leader who started January 2012. New role to recruit a team of volunteer chaplains to provide pastoral & spiritual support to service users, staff and volunteers at every YMCA centre.
- 7 new volunteer chaplains recruited
- Provided a range of spiritual activities, overseen by our CSD Group and our Chaplaincy Team Leader. God Space, in the Peartree hostel, has been used by different groups for private contemplation or organised prayer by people of all faiths and of none.
- Continued partnership working with local churches, including 2 shared youth worker roles and 2 town-wide events for young people
- 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.

Objectives, Activities, & Achievements

Key Objectives 2012-13:

- Recruit 20 volunteer chaplains to provide pastoral support across YMCA centres
- Develop a survey tool and explore with staff and volunteers how our Christian faith impacts the way we work, Pilot survey tool by December 2012
- Board & Executive to review how our Christian Ethos impacts the way we deliver our work
- Establish a range of development opportunities for staff and volunteers in partnership with local churches by September 2012
- Create a church / faith directory for each location with details of services, activities and courses for staff, volunteers & service users



*Dennis Wylton leads a prayer at the
YMCA Central Herts 45th Birthday*

Objectives, Activities, & Achievements

Other Activities:

YCH works in partnership with another charity YMCA Training, which provides training and development opportunities mainly for 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 Welwyn Hatfield HCS LD Day Service, previously known as Hornbeams, 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 – YMCA Central Herts Trading Ltd

As part of its strategy to diversify its income streams, in January 2011, YCH established a trading subsidiary. 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 to generate unrestricted income for the work of the Charity. The Directors of the trading company are

Mrs Jane Gill	Trustee
Mr Nick Mourant	Trustee
Mrs Diane Proudlove	Trustee
Ms Lynsey Newman	Trustee
Ms Terri Evans	External member
Ms Alex Souter	External member
Mr Robin Webb	CEO
Mrs Fiona Turner	External member & Chairman

Structure, Governance & 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 Homes and Communities Agency.

Organisational Structure:

The Board of Trustees meets bi-monthly to provide direction and governance to YCH, working with the Chief Executive and Executive Team who develop and implement the business plan and manage the day to day operations. The Board consists of eight trustees appointed by the members of the Company.

The Board delegates work to three sub-committees, which also meet bi-monthly on the intervening months between Board meetings. The sub-committees are

- Finance & Audit
- Strategy & policy
- Board Development & External Relations

Each Committee comprises a minimum of three Trustees, the Chief Executive and, where appropriate, an external representative with specialist skills and experience.

The Strategy & Policy Committee has not met in 2012, following the departure of 2 trustees and strategic items have instead been considered directly by the Board.

In the course of the year, one new Trustee was appointed into the role of Chair and five Trustees resigned, three of these at the AGM as part of our succession plan as they had completed long terms of service and two others during the year due to personal circumstances. The Board Development committee has agreed an external recruitment plan which commenced in May 2012 and anticipates appointing at least three new trustees at the AGM in September 2012.

Structure, Governance & Management

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 Development Committee has a specific remit to focus on the training and development of the Board and has also 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 Board used the Governance Code as a checklist to review its performance over the previous year at the Board away day in November 2011.

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 Council, Stevenage Borough Council, YMCA England, YMCA Training, Oaklands College, Hertford Regional College, local Churches, the Welwyn Hatfield Interfaith Group, Welwyn Hatfield HCS LD Day Service known as Hornbeams and the Guinness Trust.

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 & Audit 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 & Audit Committee.

Structure, Governance & Management

The Trustees have identified that the highest risks currently facing YCH and the actions being taken to manage these risks are

Key Risk	How we are managing the risk
Changes in Supporting People funding (funding for support we provide to residents in our supported housing)	• Influence at local & regional level regarding the impact of work • Keep risk under regular review • Diversify income streams, so less reliance on one source of income • Identify & implement operational efficiencies to reduce costs. • Explore potential to collaborate with other local YMCAs to share costs • Develop strategy to restructure operations if funding reduced further.
Insufficient resources for investment in new work	• Reserves policy reviewed – budgeting to retain surpluses to increase free reserves • Increase & diversify voluntary income streams • Utilise borrowing for new capital investments. • Develop fundraising to support new ventures. • Explore social capital for new initiatives
Fundraising does not meet targets / increased competition for funding in the current economic climate	• Build on & replicate successful events & activities • Increase quality of trust applications submitted • Establish & develop warm relationships prior to 'ask'. • Review performance monthly and adapt plans as necessary. • Educate all staff, trustees, volunteers and service users in promoting the key messages at every opportunity
Funding not available / insufficient for new housing developments	• Explore alternative building methods to reduce costs • Explore & develop alternative funding models – including more reliance on commercial debt / maximising income from affordable rents • Explore partnership options with other Registered Providers
Loss of premises for YMCA Space Welwyn Garden City (currently on a short term license)	• Ongoing monitoring of vacant shop units nearby that could provide alternative accommodation

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

The YMCA has pursued its strategy of diversifying its income streams by continuing to invest in fundraising and to develop its retail charity shops strategy, with the opening of its first shop in May 2011 and 3 more during the year. There has been a slight increase in Turnover from £3,707k in 2011 to £3,771 in 2012, but, in general, the growth that the organisation has had over the last 3 years has slowed. The deficit for the group has increased from £45k in 2011 to £98k in 2012, due to the investment in retail. The result for the Charity was a surplus of £1.7k, an improvement on the £35k deficit in the prior year.

This is the first year of implementing the retail strategy and a separate trading company was incorporated on 24th January 2011. Four shops were opened during the year:

- Stevenage The Forum - May 2011
- Stevenage The Hyde - July 2011
- Hatfield - October 2011
- Hitchin (Vintage and Retro) - December 2011



This was based on a strategy of opening between 8-10 shops over the next 2 years, based on low rent or zero rent properties. Implementation of the retail strategy has faced various challenges, including obtaining suitable premises, staffing and recruitment of volunteers, and meeting sales targets. The Stevenage Hyde shop was closed in March 2012 due to not meeting its sales targets as a result of the location in a Stevenage suburb not attracting enough shoppers. An additional shop was opened in Letchworth in June 2012, so there are currently 4 shops operating and plans during the current year to increase this to 8. The Charity has supported the retail operation financially and at the year-end had invested £108k in its trading subsidiary by way of inter company loan.

The strategy of investing in Fundraising has continued in order to provide additional income streams as other funding sources, like government grants, become squeezed. However, Fundraising fell short of its income target by about £98k and this meant that it did not cover all of its own costs. There have been a number of positive responses to Fundraising for example the successful Sleep easy event which raised £26k, becoming charity of the year with The Comet Newspaper and Sainsbury's (Stevenage) and some successful applications for Trust funds which we hope to build in the coming year.

Financial Review

Housing has seen a reduction in its income of about £88k, due to a reduction in the Supporting People contract and reduction in other income from government grants for the IT suite. However, this has been matched with savings in operating costs and action has been taken to streamline costs and increase efficiency. Our Supporting People contract is due for retender before expiry on 31st March 2013 and it is important that YMCA Central Herts can demonstrate that the supported housing service is competitive.

Childcare ended the year with an actual surplus of £29k, although it was under budget by £20k. There has been improvements made within the nurseries during the year, with the bringing together of the 2 nurseries under one manager and the setting up of a Nursery task group. In order for the Nursery to be able to operate within its staffing budgets and manage staff ratios effectively, it has had to reduce its flexibility for childcare sessions. Occupancy is still under the desired level at both Peartree and Countess Anne and with the additional room at Countess Anne, there is still additional capacity there. The organisation also runs 4 Children's Centres and funding for these has been consistent with the previous year.

Our Youth and Community programmes are mostly funded from fundraising and grants and this has expanded significantly this year. We have been successful in receiving a Big Lottery 'Reaching Communities' grant of £450k over 3 years and this was the first full year of the grant. This has supported the development of the Youth and community services in Welwyn Garden City and Hatfield, funding around 60% of the costs of these centres.

The main income sources for YCH are from charges for childcare and rents for accommodation, but there is also a large percentage of statutory funding such as the Supporting People contract funding for supported Housing and funding for Children's Centres and other grants. We have seen a reduction in government funding in all areas across the organisation, in housing (supporting people and IT grants), in childcare (flexibility grants) and in Youth and community grants (PRG grants). We are satisfied as to the viability of our operations and have diversified our income streams in anticipation of reduction in funding from established income streams (Note 5 of the accounts sets out the principle funding sources).

"We have been successful in receiving a Big Lottery 'Reaching Communities' grant of £450k over 3 years and this was the first full year of the grant."

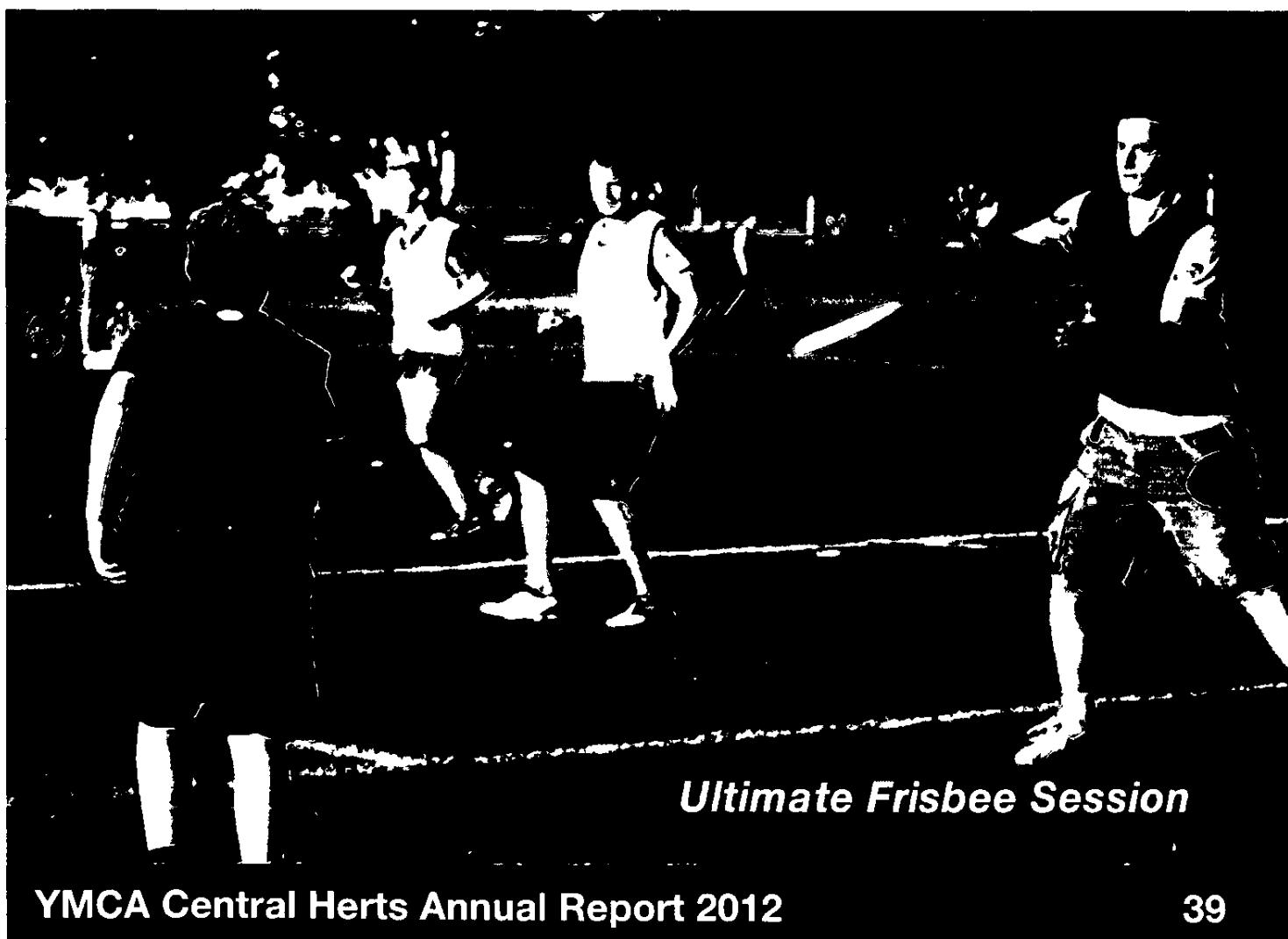
The Group started the year with cash of £291k and ended the year with cash of £215k. The free reserves at the start of the year were £46k and at the end were £14k. The Finance and Audit Committee and Board have reviewed our cash and reserves position as below.

Reserves Policy

The Board recognises the need to establish a certain level of reserves to meet working capital requirements, to cover the risk of deficits on business activities due to market conditions and to provide funding or cash flow for new business developments and implementing new strategies

Having reviewed the areas above, the Board recommend that the target level of free reserve (which is defined as current assets less current liabilities) should be £500k, of which £150k is for working capital requirements, £200k is to support in year business risks and £150k for new business developments. The current level of free reserves of £14.8k is below the desired level and the Board has agreed the following actions to address this

- To retain a budget surplus of at least £50k year on year to increase the level of free reserves to the desired level.
- To release some cash from fixed assets The organisation invested cash reserves in the development of fixed assets (Tewin Court offices, Countess Anne Nursery, Hostel 3 conversion to flats) and it was agreed that we would remortgage to release cash back into free reserves. A mortgage was taken out for the purchase of Hostel 2 from YMCA England in June 2012 (see above), releasing £125k to replenish part of the cash invested in these capital projects.



Ultimate Frisbee Session

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 the 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 (2010), 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 and has been in place throughout the period commencing 1 April 2011 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 & Audit Committee on a regular basis
- Investment projects are subject to formal authorisation procedures by the Board of Directors through the Finance & Audit Committee
- The Finance & Audit Committee review reports from the external auditors to provide reasonable assurance that control procedures are in place and are being followed

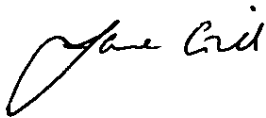
Statement as to disclosure of information to Auditors

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 26 September 2012.

Approved by the Board of Trustees on 13 September 2012 and signed on its behalf by



Mrs J Gill - 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 2012 which comprise the consolidated and company income and expenditure account, the consolidated and company statements of total recognised surpluses and deficits, the consolidated and company balance sheets, the consolidated statement of financial activities, the consolidated 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 40, 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 group and company's affairs as at 31 March 2012 and the group deficit and company's surplus 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.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF CENTRAL HERTFORDSHIRE YMCA

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

21/9/12

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2012

CONSOLIDATED INCOME & EXPENDITURE	Notes	2012	2011
		£	(Restated) £
Turnover continuing activities		3,771,063	3,707,486
Operating costs		<u>(3,869,634)</u>	<u>(3,752,496)</u>
Operating deficit		(98,571)	(45,010)
Interest receivable and other income	3	<u>227</u>	<u>411</u>
Deficit for the financial year		<u>(98,344)</u>	<u>(44,599)</u>

COMPANY INCOME & EXPENDITURE	Notes	2012	2011
		£	(Restated) £
Turnover continuing activities		3,659,502	3,707,486
Operating costs		<u>(3,658,056)</u>	<u>(3,742,732)</u>
Operating surplus/(deficit)		1,446	(35,246)
Interest receivable and other income	3	<u>227</u>	<u>411</u>
Surplus/(deficit) for the financial year		<u>1,673</u>	<u>(34,835)</u>

The accompanying notes form part of these financial statements

The comparatives for the year – ended 31 March 2011 have been restated as the group has introduced component accounting in accordance with the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2010. Further detail can be found in note 24 to these financial statements

STATEMENT OF RECOGNISED SURPLUSES AND DEFICITS

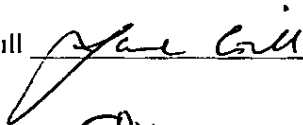
	2012	2011	2012	2011
	£	£	£	£
	Group	Group	Company	Company
(Deficit)/ surplus for the Financial year	(98,344)	(44,599)	1,673	(34,835)
Prior year adjustment (note 24)	105,825	-	105,825	-
Total recognised surpluses and deficits since last report	<u>7,481</u>	<u>(44,599)</u>	<u>107,498</u>	<u>(34,835)</u>

BALANCE SHEET (Company No: 03258321)
AT 31 MARCH 2012

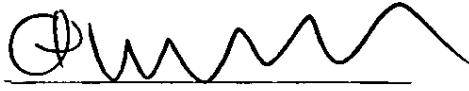
	Notes	Group 2012 £	Group 2011 Restated £	Company 2012 £	Company 2011 Restated £
Housing Properties		759,850	756,036	759,850	756,036
Other Tangible Fixed Assets		286,973	357,146	282,894	357,146
	12	1,046,823	1,113,182	1,042,744	1,113,182
Investments	13	-	-	10,000	10,000
		1,046,823	1,113,182	1,052,744	1,123,182
Current assets					
Stocks		3,817	3,394	3,817	3,394
Debtors	14	181,029	110,974	280,640	120,738
Cash at bank and in hand		215,396	291,408	210,993	281,408
		400,242	405,776	495,450	405,540
Creditors: amounts falling due within one year	15	(385,381)	(358,930)	(376,729)	(358,930)
Net current assets		14,861	46,846	118,721	46,610
Total assets less current liabilities		1,061,684	1,160,028	1,171,465	1,169,792
Capital and reserves					
Unrestricted Funds	16	1,061,684	1,160,028	1,171,465	1,169,792
		1,061,684	1,160,028	1,171,465	1,169,792

The accompanying notes form part of these financial statements

The accounts were approved by the Board of Directors on 13/9/12 and were signed on its behalf by

J Gill 

Chairman

R Webb 

Chief Executive & Company Secretary

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2012**

	Notes	Unrestricted Funds £	Restricted Funds £	2012 Total £	2011 (Restated) £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income		26,242	-	26,242	22,943
Activities for Generating funds	4	172,873	-	172,873	41,007
Investment Income	3	227	-	227	411
Incoming resources from charitable activities					
Housing	5	758,775	723,586	1,482,361	1,570,929
Child & Family Services		1,144,503	611,146	1,755,649	1,714,898
Youth Work		3,098	249,995	253,093	234,744
Other Charitable Activity		44,431	36,414	80,845	132,965
Total incoming resources		2,150,149	1,621,141	3,771,290	3,717,897
RESOURCES EXPENDED					
Cost of generating funds					
Fundraising trading, cost of goods sold and other costs	6	336,249	-	336,249	109,973
Charitable activities					
Housing	7	690,802	723,586	1,414,388	1,494,884
Child & Family Services	7	1,115,276	611,146	1,726,422	1,763,560
Youth Work	7	93,838	243,579	337,417	308,960
Other Charitable Activity	7	4,420	36,414	40,834	72,846
Governance costs	9	14,324	-	14,324	12,273
Total resources expended		2,254,909	1,614,725	3,869,634	3,762,496
NET OUTGOING					
RESOURCES before transfers		(104,760)	6,416	(98,344)	(44,599)
RECONCILIATION OF FUNDS					
Total funds brought forward (Restated)		1,160,028	-	1,160,028	1,204,627
TOTAL FUNDS CARRIED FORWARD					
		1,055,268	6,416	1,061,684	1,160,028

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2012

	Notes	2012 £	2011 £
Net cash (outflow) / inflow from operating activities	22	(15,727)	130,769
Returns on investments			
Interest received		227	411
Capital expenditure			
Payments for purchase of fixed assets		(84,492)	(187,970)
Other Capital Grants		23,980	105,000
(Decrease)/ Increase in cash in the year		(76,012)	48,210

The accompanying notes form part of these financial statements

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012

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 (2010) 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 Basis of consolidation

The group accounts consolidate the accounts of the company and all its subsidiaries at the 31 March using acquisition accounting.

d 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.

e 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.

f Depreciation of 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. The company separately identifies the major components which comprise its housing properties, and charges depreciation, so as to write down the cost of each component to its estimated residual value, on a straight line basis, over its estimated useful economic life. The effect of introducing component accounting is shown in note 23.

The company depreciates the major components of its housing properties at the following annual rates,

Structure	80 years (1.25%)
Roofs	30 years (3.33%)
Windows	30 years (3.33%)
Kitchens	20 years (5.00%)
Bathrooms	30 years (3.33%)
Heating	20 years (5.00%)

g Other Tangible Fixed Assets

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 -

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

1. Accounting policies (continued)

g	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

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

h Stocks

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

i Operating Leases

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

j 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.

k Capital Grants

Under the requirement of the SORP 2010, 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.

l Taxation

The charity is exempt from corporation tax on its charitable activities.

m 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.

n 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 2012 (continued)

2. Group turnover, operating costs and operating deficit from continuing activities

2012	Turnover	Operating Costs	Operating Surplus
	£	£	£
Social housing:			
Rent receivable	713,559	651,747	61,812
Other social housing activities			
Supporting People	624,959	624,959	-
Other projects	98,627	98,627	-
	<u>1,437,145</u>	<u>1,375,333</u>	<u>61,812</u>
Non-social housing activities			
Other	45,216	39,055	6,161
	<u>1,482,361</u>	<u>1,414,388</u>	<u>67,973</u>
2011 (Restated)	Turnover	Operating Costs	Operating Surplus
	£	£	£
Social housing:			
Rent receivable	666,287	601,527	64,760
Other social housing activities			
Supporting People	669,248	669,248	-
Other projects	166,454	166,454	-
	<u>1,501,989</u>	<u>1,437,229</u>	<u>64,760</u>
Non-social housing activities			
Other	68,940	57,655	11,285
	<u>1,570,929</u>	<u>1,494,884</u>	<u>76,045</u>

Housing income reduced in 2011/12 partly due to a reduction in the Supporting People contract of £44k

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

2. Group & company turnover, operating costs and operating deficit from continuing activities (continued)

	2012	2011
	£	£
Operating costs for social housing:		
Management	391,838	308,098
Services	198,397	239,518
Routine maintenance	25,649	20,184
Planned maintenance	4,272	5,590
Rent losses from bad debts	13,769	10,614
Depreciation of housing properties	17,822	17,523
	<u>651,747</u>	<u>601,527</u>
Void losses (<i>notional calculation of income lost from vacant rooms</i>)	<u>26,254</u>	<u>39,424</u>

Number of registered accommodation units	123	123
--	-----	-----

3. INTEREST RECEIVABLE AND OTHER INCOME

	2012	2011
	£	£
Group & Company bank interest receivable	<u>227</u>	<u>411</u>

4. ACTIVITIES FOR GENERATING FUNDS

	2012 Group £	2011 Group £	2012 Company £	2011 Company £
Charity shop income	138,370	23,076	5,371	23,076
Events and community fundraising	34,503	17,931	34,503	17,931
	<u>172,873</u>	<u>41,007</u>	<u>39,874</u>	<u>41,007</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES		2012	2011
			(Restated)
Group & Company		£	£
	Activity		
Fee income	Housing	713,559	666,287
Other income	Housing	45,216	68,940
Grants receivable	Housing	723,586	835,702
Fee income	Child & Family Services	1,122,216	1,012,526
Other income	Child & Family Services	22,429	16,179
Grants receivable	Child & Family Services	611,003	686,193
Other income	Youth Work	2,802	4,435
Grants receivable	Youth Work	250,291	230,309
Other income	Other Charitable Activity	80,845	132,965
		<u>3,571,947</u>	<u>3,653,536</u>

6. COSTS OF GENERATING FUNDS				
	2012	2011	2012	2011
	Group	Group	Company	Company
	£	£	£	£
Charity shop	209,828	9,764	-	-
Events and community fundraising	126,421	100,209	126,421	100,209
	<u>336,249</u>	<u>109,973</u>	<u>126,421</u>	<u>100,209</u>

7. RESOURCES EXPENDED FROM CHARITABLE ACTIVITIES				
Group & Company	Direct costs	Support costs (note 8)	2012	2011
	£	£	Total	Total (Restated)
	£	£	£	£
Housing	1,101,315	313,073	1,414,388	1,494,884
Child & Family Services	1,425,169	301,253	1,726,422	1,763,560
Youth Work	313,798	23,619	337,417	308,960
Other Charitable Activity	34,221	6,613	40,834	72,846
	<u>2,874,503</u>	<u>644,558</u>	<u>3,519,061</u>	<u>3,630,250</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

8. SUPPORT COSTS

Group & Company	Management £	Finance £	2012 Total £	2011 Total £
Housing	308,675	4,398	313,073	331,628
Child & Family Services	297,021	4,232	301,253	316,384
Youth Work	23,287	332	23,619	32,644
Other Charitable Activity	6,520	93	6,613	13,893
	<u>635,503</u>	<u>9,055</u>	<u>644,558</u>	<u>694,549</u>

9. GOVERNANCE

	2012 Group £	2011 Group £	2012 Company £	2011 Company £
Auditors Remuneration	11,530	9,237	9,780	9,237
Auditors Remuneration for non-audit	-	374	-	374
Trustees Learning & Development	2,794	2,662	2,794	2,662
	<u>14,324</u>	<u>12,273</u>	<u>12,574</u>	<u>12,273</u>

10. EMPLOYEE INFORMATION

	2012 Group	2011 Group	2012 Company	2011 Company
Senior management	6	6	6	6
Management & other staff	115	100	109	100
	<u>121</u>	<u>106</u>	<u>115</u>	<u>106</u>

No Pension contributions were made in respect of the Chief Executive (2011 nil)

Staff costs for the above employees	2012 Group £	2011 Group £	2012 Company £	2011 Company £
Wages & salaries	2,315,673	2,069,514	2,221,891	2,064,009
Social security costs	182,258	166,832	174,553	166,250
Other Pension costs	39,929	37,267	38,260	37,267
	<u>2,537,860</u>	<u>2,273,613</u>	<u>2,434,704</u>	<u>2,267,526</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2012, nor for the year ended 31 March 2011

Trustees' Expenses

Trustees expenses reimbursed, amounted to less than £250 in total (2011 £250)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

12 GROUP TANGIBLE FIXED ASSETS

	Housing property			Other	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
	Freehold Land & buildings	Improve-ments to property	Work in progress	Improve-ments to property	£	£	£	£
Cost								
At 1 April 2011	783,446	121,193	58,152	495,774	270,051	123,969	30,746	1,883,331
Additions	-	6,016	15,620	43,549	10,138	9,169	-	84,492
Disposals	-	-	-	-	-	(1,347)	-	(1,347)
Cost at 31 March 2012	783,446	127,209	73,772	539,323	280,189	131,791	30,746	1,966,476
Depreciation								
At 1 April 2011 (restated)	185,283	21,472	-	139,615	210,069	86,493	22,217	665,149
Charged for the year	14,253	3,569	-	50,615	32,355	21,457	3,649	125,898
Released on disposal	-	-	-	-	-	(374)	-	(374)
At 31 March 2012	199,536	25,041	-	190,230	242,424	107,576	25,866	790,673
Capital Grant at 1 April 2011								
At 1 April 2011	-	-	-	(105,000)	-	-	-	(105,000)
Additions	-	-	-	(23,980)	-	-	-	(23,980)
Capital Grants at 31 March 2012	-	-	-	(128,980)	-	-	-	(128,980)
At 31 March 2012	583,910	102,168	73,772	220,113	37,765	24,215	4,880	1,046,823
At 31 March 2011 (restated)	598,163	99,721	58,152	251,159	59,982	37,476	8,529	1,113,182

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

12 COMPANY TANGIBLE FIXED ASSETS

	Housing property			Other	Fixtures, Fittings & Equipment	Computer Equipment	Motor vehicles	Total
	Freehold Land & buildings	Improve-ments to property	Work in progress	Improve-ments to property	£	£	£	£
Cost								
At 1 April 2011	783,446	121,193	58,152	495,774	270,051	123,969	30,746	1,883,331
Additions	-	6,016	15,620	43,549	4,894	9,169	-	79,248
Disposals	-	-	-	-	-	(1,347)	-	(1,347)
Cost at 31 March 2012	783,446	127,209	73,772	539,323	274,945	131,791	30,746	1,961,232
Depreciation								
At 1 April 2011 (restated)	185,283	21,472	-	139,615	210,069	86,493	22,217	665,149
Charged for the year	14,253	3,569	-	50,615	31,190	21,457	3,649	124,733
Released on disposal	-	-	-	-	-	(374)	-	(374)
At 31 March 2012	199,536	25,041	-	190,230	241,259	107,576	25,866	789,508
Capital Grant at 1 April 2011								
At 1 April 2011	-	-	-	(105,000)	-	-	-	(105,000)
Additions	-	-	-	(23,980)	-	-	-	(23,980)
Capital Grants at 31 March 2012	-	-	-	(128,980)	-	-	-	(128,980)
At 31 March 2012	583,910	102,168	73,772	220,113	33,686	24,215	4,880	1,042,744
At 31 March 2011 (restated)	598,163	99,721	58,152	251,159	59,982	37,476	8,529	1,113,182

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

12. 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

HSBC bank carried out a valuation on 3rd May 2012 and on an existing use basis for social housing valued the whole freehold site at £690k This takes into account YMCA England surrendering their leasehold interest in part of the site, for which YMCA Central Herts paid £290k on the 12 June 2012 This was financed by loan from HSBC of £450k

13. INVESTMENTS

	2012 Company £	2011 Company £
Investment in Subsidiary undertaking	10,000	10,000

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

Investment in £250 £1 Ordinary Shares in Stevenage Solutions Community Interest Company a joint venture with Stevenage Community and Voluntary Services (CVS) and Stevenage Citizens Advice Bureau (CAB) The Company was incorporated on 20th December 2011 and £250 was paid on 20th July 2012

14 DEBTORS

	2012 Group £	2011 Group £	2012 Company £	2011 Company £
Rent arrears	27,461	31,693	27,461	31,693
Trade debtors	<u>59,876</u>	<u>48,427</u>	<u>59,876</u>	<u>48,427</u>
	87,337	80,120	87,337	80,120
Other Debtors	38,353	11,642	35,405	11,211
Prepayments & Accrued Income	55,339	19,212	49,934	19,212
Amounts due from subsidiary	-	-	107,964	10,195
	<u>181,029</u>	<u>110,974</u>	<u>280,640</u>	<u>120,738</u>

The amounts due from the subsidiary undertaking, in the opinion of the Trustees, are recoverable

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

15. CREDITORS

	2012 Group £	2011 Group £	2012 Company £	2011 Company £
Trade Creditors	112,715	61,549	108,132	61,549
Resident and childcare fees	27,489	37,470	27,489	37,470
Other Taxes and Social security	83,764	81,305	83,764	81,305
Other Creditors	3,228	5,685	3,228	5,685
Accruals	58,160	60,863	54,091	60,863
Deferred Income	100,025	112,058	100,025	112,058
	<u>385,381</u>	<u>358,930</u>	<u>376,729</u>	<u>358,930</u>

16. MOVEMENT IN FUNDS

GROUP	General Reserve £	Restricted Reserve	Revaluation Reserve £	International Development £	Total Reserves £
Balance as at 1 April 2011	801,727	-	247,716	4,760	1,054,203
Prior year adjustment (note 24)	<u>105,825</u>	-	-	-	<u>105,825</u>
At 1 April 2011 restated	907,552	-	247,716	4,760	1,160,028
(Deficit)/Surplus for the year	(104,760)	6,416	-	-	(98,344)
Balance as at 31 March 2012	<u>802,792</u>	<u>6,416</u>	<u>247,716</u>	<u>4,760</u>	<u>1,061,684</u>

COMPANY	General Reserve £	Restricted Reserve	Revaluation Reserve £	International Development £	Total Reserves £
Balance as at 1 April 2011	811,491	-	247,716	4,760	1,063,967
Prior year adjustment (note 24)	<u>105,825</u>	-	-	-	<u>105,825</u>
At 1 April 2011 restated	917,316	-	247,716	4,760	1,169,792
(Deficit)/Surplus for the year	(4,743)	6,416	-	-	1,673
Balance as at 31 March 2012	<u>912,573</u>	<u>6,416</u>	<u>247,716</u>	<u>4,760</u>	<u>1,171,465</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

17. RESTRICTED FUNDS

	Incoming Resources	Resources Expended	Carried Forward
	£	£	
Youth and Community grants	96,736	96,736	-
Reaching Communities – Big Lottery	152,259	145,843	6,416
Probation grant	92,900	92,900	-
Supporting People	624,959	624,959	-
Children's Centre funding	597,016	597,016	-
Childcare Grants	13,130	13,130	-
Apprentice Funding	39,414	39,414	-
Computer Suite Grants	4,727	4,727	-
	<u>1,621,141</u>	<u>1,614,725</u>	<u>6,416</u>

Youth and Community Grants.

<u>From</u>	<u>£</u>	<u>For</u>
Sylvia Adams Charitable Trust	25,000	Space Hatfield
Christchurch Baptist Church	15,469	Shared Youth worker
Summary Ltd	15,000	Space WGC & Hatfield
St Francis Church	13,548	Shared Youth worker
Great Ashby Youth Club	5,650	Youth work, Great Ashby Stevenage
East Herts Moral Welfare Fund	2,030	Young Mum & Toddler Stevenage Space
Individual Donations	2,030	Space
UK online centres	1,507	Space - WGC
Welwyn & Hatfield Council	1,500	Uniform for staff & volunteers
Welwyn & Hatfield Council – DCTP	1,500	Substance misuse workshops
Co-op Group – Community Fund Award	1,320	Space Stevenage –IT equipment
Marshalswick Youth project	1,302	Youth work - Marshalswick
Stevenage Borough Council	1,100	Stevenage Space, extension of opening hours
Cereal Partners	1,000	Space - Music
Church Welfare Association	1,000	Space WGC – Girls space
Herts County Council- Locality budget	1,000	Space Stevenage
Arnold Burton 1998 Charitable Trust	1,000	Space WGC & Hatfield
Souter Charitable Trust	1,000	Space WGC
Jarvis Charitable Trust	1,000	Space project
Herts Community Foundation	1,000	Space Stevenage
Donations under £1000	<u>2,780</u>	Space
	<u>96,736</u>	

Capital grant was received (£23,950) from Stevenage Borough Council – 'So Stevenage' for Stevenage Space

Probation grant - Service Level agreement between Central Hertfordshire YMCA and Herts Probation Trust 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 Hertfordshire County Council (HCC)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

17. RESTRICTED FUNDS continued

Childcare Grants.

HCC provide childcare related grants for - Social deprivation element of the Single Early Years Funding Formula (£5,176), capital grant for outside play space development (£4,977), a grant from the Welfare Food Scheme for milk for nursery children (£1,088) and other grants under £1,000 for staff retention and disabled children access

Apprentice 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 and Apprenticeship funding via the National Apprenticeship Service (NAS)

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

18. 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 2011. 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 held before and after retirement of 6.2% and 4.95% respectively, the increase in pensions in payment of 3.4%, and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.5 years, female 24.9 years, and 24.4 years for a male pensioner, female 26.8 years, retiring in 20 years time. The result of the valuation showed that the actuarial value of the assets was £71m. This represented 69% of the benefits that had accrued to members.

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. Furthermore, it was agreed following a consultation process to remove the salary linkage for benefits from 1 May 2011 and Employed Deferred members became normal Deferred members from that date.

The valuation prepared at 1 May 2011 showed that the YMCA Pension Plan had a deficit of £32.3m. Central Hertfordshire YMCA has been advised that it will need to make monthly contributions of £2,101 from the 1 May 2012. 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 11 years.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

18. PENSION COMMITMENTS continued

In addition, Central Hertfordshire YMCA 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 Central Hertfordshire YMCA may be called upon to pay in the future.

19. 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.

20. CAPITAL COMMITMENTS

	2012	2011
As at 31 March 2012 the Association had capital commitments as follows	£	£
Due within one year		
Contracted but not provided for in the financial statements	-	25,000

21. 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.

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

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.

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 Development manager, whose services were provided for free.

The Chief Executive is a Trustee & Treasurer of Christchurch Baptist, which has made a donation of £6k during the year. The YMCA also shares a Youth Pastor with the church and received a donation of £18k.

One Trustee was CEO of Reach volunteering, which provided support for the recruitment of the Chair of Central Herts YMCA.

Four of the Trustees are Directors of YMCA Central Herts Trading Ltd, a wholly owned subsidiary. YMCA Central Herts provides central services such as finance, HR and property management on an arms length basis.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

22. NET CASHFLOW

	2012	2011
	£	£
Operating deficit	(98,571)	(45,010)
Depreciation	125,898	120,763
Loss on disposal of tangible fixed assets	973	-
(Increase)/Decrease in stock	(423)	3,581
(Increase)/Decrease in debtors	(70,055)	18,768
Increase in creditors	26,451	32,667
Net cash (outflow) / inflow from operating activities	<u>(15,727)</u>	<u>130,769</u>

23. OPERATING LEASE COMMITMENTS

	2012	2011
	£	£
The following operating lease payments are committed to be paid		
Expiring within 1 year	23,999	-
Expiring between 1-2 years	32,780	-
Expiring between 2 & 5 years	-	30,000
Expiring after 5 years	<u>33,000</u>	<u>33,000</u>

24. PRIOR YEAR ADJUSTMENT

The prior year adjustment reflects the introduction of component accounting in accordance with the SORP update 2010 which confirms that housing properties always comprise of several components

The company has determined that its properties include major components as set out in note 1 to these financial statements. The SORP 2010 requires these components to be accounted for separately to the land and structure of the building for depreciation purposes

The effect of this change in accounting policy is to increase the group and company's surplus for the year ended March 2011 by £1,453

The cumulative effect on the group and company reserves is £105,825

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2012 (continued)

Impact of component accounting	Cumulative prior year adjustment to 31 March 2010	Prior year adjustment for 2010/11	Cumulative prior year adjustment to 31 March 2011
	£	£	£
Income and expenditure account (Group and Company)			
Operating costs depreciation charge	104,372	1,453	105,825
Balance sheet (Group and Company)			
Freehold properties (depreciation)			
At 31 March as previously stated	453,648		452,195
Reduction in depreciation	<u>(104,372)</u>	(1,453)	<u>(105,825)</u>
At 31 March as restated	349,276		346,370
Revenue reserves (Company)			
At 31 March as previously stated	1,100,255		1,063,967
Impact on operating surplus	<u>104,372</u>	1,453	<u>105,825</u>
At 31 March restated	1,204,627		1,169,792
Revenue reserves (Group)			
At 31 March as previously stated	1,054,203		1,054,203
Impact on operating surplus	<u>104,372</u>	1,453	<u>105,825</u>
At 31 March restated	1,158,575		1,160,028

25. POST BALANCE SHEET EVENT

On 12 June 2012 YMCA Central Herts paid YMCA England £290k to surrender their leasehold interest in Hostel 2, which is based on the Peartree site