

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
(Trading as Bridgwater YMCA and YMCA Dulverton Group)

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

Registered Company Number: 03746771

Registered Charity Number: 1076434

Registered Social Landlord Number: H4245

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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>OTHER TRADING NAMES</b>	Bridgwater YMCA YMCA Dulverton Group
<b>TRUSTEES AND DIRECTORS</b>	
Chairman	John Ennals
President	Arthur Leigh
Vice Chairman	Alastair Matthews
	Jon Clarey
	David Cockcroft
	John Ford
	Jason Hobday
	Sarah Slevin
<b>COMPANY SECRETARY</b>	Martin Hodgson
<b>SENIOR MANAGEMENT TEAM</b>	
Chief Executive	Martin Hodgson
Director of Strategic Housing	Andrew Pearce
Director of Early Years and Communities	Kevin Lilwall
Director of Resource and Risk Management	Georgina Jones
Director of Social Enterprise	Dave Jackson
Director of Training and Education	Jonica Walkinshaw
Director of Business and Finance	Ruth Cuthbert
<b>COMPANY REGISTRATION NUMBER</b>	03746771
<b>REGISTERED CHARITY NUMBER</b>	1076434
<b>REGISTERED SOCIAL LANDLORD NUMBER</b>	H4245
<b>OFSTED NUMBER</b>	Barley Wood Nursery ET489024 Yew Tree Nursery EY555987 Stepping Stones 2518634 Meadowside 2552086 Young Ones 2555590
<b>REGISTERED OFFICE AND PLACE OF BUSINESS</b>	George Williams Centre Friarn Avenue Bridgwater Somerset TA6 3RF
<b>AUDITORS</b>	MHA Monahans Chartered Accountants Fortescue House Court Street Trowbridge BA14 8FA
<b>SOLICITORS</b>	Tozers Broadwalk House Southernay West Exeter EX1 1UA

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**

**BANKERS**

Allied Irish Bank  
19 Whiteladies Road  
Clifton  
Bristol

Lloyds  
25 Cornhill  
Bridgwater  
Somerset

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT)**

The Board of Directors of Bridgwater YMCA, who also act as the trustees of the charitable company, present their report, including a Strategic Report, and the financial statements of the Association for the year ended 31 March 2020.

The Association is a private registered provider of social housing and an incorporated charity registered in the UK. The terms director and trustee are used interchangeably within the report, which combines a Trustees' Report and Report of the Board of Directors.

**Review of activities, developments and achievements**

The principal activities of the association are the provision of supported housing for young people, and hostel accommodation for homeless families and individuals; along with this the association provides a wide range of Early Years, Youth Club, Youth Training, Social Enterprise and recreation facilities.

**Objectives and activities**

The objects of Bridgwater YMCA are as follows:

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

During 2018/19 the board continued to review the Vision and Mission for the next five years. This was completed in line with the new brand and vision adopted by YMCA England. The association's 3 year strategic plan for 2020 onwards was published in October 2019, however is under continual review as a result of Covid-19.

The YMCA Federation Strategic Plan (FSP) defines the federal Vision, Mission, Work Areas, Aims, Values and Ethos. These are summarised under the heading "Better Together", emphasising that the Federation as a whole will be stronger, more influential and better able to fulfil the needs of local communities if all member YMCAs follow the FSP and convey consistent messages. These are articulated through the national YMCA branding.

• **Mission Statement**

Together, the YMCA Federation in England shares a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

• **Strategic Aims**

The Board has compiled a list of high-level strategic aims for Bridgwater YMCA, consistent with the FSP.

Under each heading a series of SMART strategic objectives will be created by the Senior Management Team to form the basis of the rolling 5-year business plan. These will also provide the CEO's personal targets.

1. Develop and maintain productive working partnerships with other YMCAs and young people's agencies.
2. Identify and fill gaps in community provision and the wellbeing of individuals in our strategic Work Areas.
3. Make Bridgwater YMCA self-sustaining.
4. Seek opportunities to deliver skills, training, learning and physical exercise.
5. Establish a framework for client participation.
6. Build a network of patrons/advocates to champion Bridgwater YMCA's objectives.

**Vision**

An inclusive Christian movement transforming communities so that all young people can belong, contribute and thrive.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**How we help**

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

**Work Areas**

We work across four key areas, with a fifth – support and advice – running through them all.

*Health & Wellbeing* “We believe that everyone should be able to enjoy the benefits of physical exercise, from improved health to better education and life chances.”

*Training & Education* “We believe that every young person should be able to fulfil their full potential.”

*Family Working* “We believe every family should have the support they need to develop and lead more fulfilling lives.”

*Accommodation* “We believe that every young person should have a safe place to stay.”

*Support and Advice* “We believe that every young person should have someone they can trust.”

**Aims**

INCREASING OUR IMPACT - We will help more young people in more communities.

EXTENDING OUR INFLUENCE - We will publicly champion the interests of young people in society.

WORKING TOGETHER BETTER - We will deliver a shared vision in a spirit of trust, respect and partnership.

SHAPING THE FUTURE - We will develop a business model that ensures our long-term future.

**Ethos**

We Seek Out, we Welcome, we Inspire, we Speak out, we Serve Others.

**Values**

Value the Individual – Respect others, ourselves and the people we work with in all that we do

Giving of our best – Showing commitment in our work and to enable young people

Caring Deeply – Have a passion for the work we carry out

Providing Creative Solutions – Show innovation in the approaches we take in supporting young people

Communicate authentically and truthfully – Show openness in our dealings and approaches to people

**Programmes**

Bridgwater YMCA programmes consist of:

- Housing and Support for young people aged 16-25
- Move on Accommodation for young people aged 16-25
- Emergency Hostel Accommodation for Families
- Homelessness Prevention, Advice, Guidance and Accommodation provision
- Community facilities for schools, community groups and individuals
- Outdoor Activities for schools, community groups and individuals
- Day Camps for children and young people
- Youth Work and Positive Activities for young people
- Training, work experience and apprenticeships
- Early Years for Children 3 months to 5 years all year round including wrap around care
- Social Enterprise activities including Training Hotels and Community Meeting and Wedding Venue
- Volunteer recruitment and development programmes

**Public Benefit**

The Trustees confirm that the main activities of Bridgwater YMCA are undertaken to further the charity's purposes for the public benefit and that they have had due regard to the guidance published by the Charity Commission on Public Benefit.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**STRATEGIC REPORT**

**ACHIEVEMENTS AND PERFORMANCE**

The Trustees and senior staff team have continued to review and implement new policies during the course of the year, and have monitored performance through KPIs in financial and non-financial terms.

**Family Work**

During the year the association continued to delivery high quality OFSTED registered early years provisions across five sites in North Somerset, Somerset and Mid Devon.

Yew Trees Nursery has continued to thrive during this year, and further development work has been completed in introducing an attractive Day Camp scheme to the venue and increasing the facilities and capacity of the babies room.

Barley Wood, the first early years setting created and delivered by Bridgwater Young Men's Christian Association, has increased its capacity from a 60 to 100 place nursery providing wrap around care for ages 3 months to 5 years. The nursery is co-located with a vibrant community meeting space and wedding venue with accommodation. This enterprise has created 6 ongoing apprenticeships across a range of disciplines.

Stepping Stones in Claverham is an early years facility attached to the local school. We were requested by North Somerset Council to support the setting in order that its provision may be sustained. Ownership has now been passed to us, and we continued to grow the setting.

Meadowside Nursery in Backwell was acquired during the year, again in support of a retiring management committee. Our work here has allowed the setting to develop and increase in footfall.

Young Ones Nursery in Cullompton was purchased in January, and again this setting has immediately benefited from our input, both in style and standard of delivery but also in being open to increased numbers.

Covid-19 has had a significant impact on our delivery across each of these settings. Through the lockdown period we continued to offer provision across each setting to 'key workers', and as such our occupancy fell to around 15% for the period. As we eased out of lockdown, we saw a gradual growth back toward previous numbers, although with many parents not requiring provision as a result of either working from home or the furlough scheme, we have been unable to reach our target capacity of 80%. However, forecasts indicate that this will be achieved by January 2021.

Use of furlough in our settings was limited as a result of the direction from DFE in relation to funded places. Staff engagement was able to be sustained alongside training, however we found ourselves making posts redundant during July to mitigate increased losses.

**Health and Wellbeing**

Programme delivery including youth work, fitness and outdoor activities continued to increase throughout this year. The result of this move is shown in the significant financial improvement for services within this area. During 2019/20 we met and exceeded all KPI targets set by our funders (over 10,000 young people and adults used our facilities during this year). This has continued to provide encouragement for the team to develop new and innovative programme opportunities.

Upon the first national lockdown, each of our activities listed above ceased to be delivered in a physical manner, however youth work and fitness moved to online models of delivery. These were met with great support from beneficiaries and funders, and the opportunity to share online classes with other organisations added depth to our offer and flexibility to our beneficiaries.

**Training and Education**

The Beach Hotel in Minehead is now in its sixth year of operation and has since its inception provided 54 new apprenticeships in professional cookery, hospitality and housekeeping. Whilst making this provision the levels of customer service are high, evidenced in our ranking as the most popular hotel in the region. As a result of Covid-19 the Beach Hotel has been set aside for the provision of accommodation for rough sleepers, this following the MHCLG 'Everyone In' guidance, the team have shown great flexibility in this provision and have ensured a safe environment in which to support rough sleepers or those at risk of rough sleeping.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**Training and Education (continued)**

Barley Wood continues to offer training opportunities to young people in partnership with Weston College. This partnership creates apprenticeships for those young people who may have specific barriers in the way of further developing their learning.

Our newest apprenticeship and social enterprise, The Great Western Hotel, completed its development during the year. This provision adjacent to the Taunton Railway station offers hotel accommodation, a café, meeting rooms and collaborative work hubs. This development has been in partnership with Somerset West and Taunton Council, EDF and the Railway Heritage Trust. This provision has now offered six apprenticeships, and throughout the period of the pandemic to date, has been able to remain open to offer accommodation to key workers involved in the support of Musgrove Hospital.

We have continued during the year to develop new operations across Sedgemoor, Taunton, North Somerset, and West Somerset. We achieved this through supporting other community associations and charities in their objects.

**Accommodation**

Homes England continues to provide an important part of our funding for capital developments, while Somerset County Council funds the support and prevention, education and accommodation elements of our service.

During 2019/20 funds from Homes England allowed for the completion of the development of the newest branch to be introduced to our portfolio, YMCA Highbridge. This development consists of 21 units of housing, a café, sports hall and meeting rooms.

We continue to operate Wade House in Highbridge which provides emergency accommodation for Homeless families; this offer has increased, being led by demand, to include the change of use into family accommodation of Riverbed House. The partnership with Sedgemoor District Council is important to both organisations in this provision.

The impact of Covid-19 on our beneficiaries in this specific area was wide ranging and challenging for us to deliver, from encouraging social distancing, to being in a position where we had a responsibility to encourage behaviours in lockdown. Each individual beneficiary reacted differently, and our support style of being person-centred definitely benefited the circumstance. The ability to re-position staff into a new environment, quickly and effectively, allowed us to increase our numbers accommodated, and to effectively support all during and after the lockdown period. Certain areas of our stock including YMCA Highbridge were re-purposed into a differing style of delivery, from low support to very high support, and new stock was acquired to support local authorities delivering to the MHCLG 'Everyone In' requirement.

We were able to access funding to prepare meal packages, which encouraged all beneficiaries to follow government guidelines, and also it had the associated impact of encouraging healthy eating amongst a client group for whom this is often difficult.

**Pathways to Independence**

Throughout the year we have continued the delivery of the P2i contract across both Sedgemoor, and Somerset West and Taunton. The pathway is funded by Somerset County Council and is designed to provide Homelessness advice, emergency accommodation and guidance to young people. The pathway also provides support in YMCA accommodation and floating support to young people living in their own accommodation. During this financial year we were informed that the contract is to be extended until September 2021.

We again secured funding to develop a Tenant Accreditation Scheme which young people attend in order to support them in achieving and sustaining a tenancy.

We upheld our recognition following an external audit as an accredited Nightstop provider in Sedgemoor and North Somerset, providing emergency accommodation to young people who are homeless or are threatened with homelessness. Alongside this programme we run family mediation with the aim of the young person returning to the family unit.

**Fundraising**

During the year we continued to develop our approach to fundraising in terms of ensuring the approach was based on local need and support. This new approach comes alongside the development of community branches where our work takes place. As a result of Covid-19 our main fundraising event 'Sleepeasy' was unable to take place, which had a negative impact on our fundraising budget for the year.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**Fundraising (continued)**

All of these fundraising events have been planned by Bridgwater YMCA, and have not relied on the support of other professional fundraising bodies. When carrying out fundraising activities we adhere to the code set out by the Fundraising Regulator. These standards are monitored, and during the year we did not fail to comply. We also received no complaints with regards to our approach to fundraising. When planning for fundraising events, alongside the code, we consider if our approach could be considered an unreasonable encroachment on a person's privacy, we ensure we are not unreasonably persistent and that we never place undue pressure on a person to give money or property.

**Young persons' involvement**

The levels of young persons' involvement continues, and reflects in how our service is delivered, with young people's groups at all sites, and user groups for all activities. All information is fed back to the board through clear reporting lines.

**Chaplaincy Provision**

During this year we have continued to develop our Chaplaincy provision to the Association. This has served to enrich the lives of our young people who engage, and provides an excellent support function to all staff. We look to continue to develop this role further across the organisation with persons from specific parishes serving the various geographic locations.

**Staff Development and Wellbeing**

Staff development has again been important in the achievements of this year. With the continuation of the introduction of an emerging manager programme and sharing of training resources with other third sector organisations locally, we have increased the opportunities made available to staff and volunteers.

Staff have been supported throughout the pandemic in numerous ways. From the onset we opened up a counselling and advice line, staffed by senior members of the team; this was used considerably in the first month, and has been used again to a significant level during September and October 2020. We were able to access the furlough scheme for staff that were unable to be re-positioned in the organisation, and for the first three months of the scheme, we were able to top up the 80% provision from the government by a further 20%, in order to support staff and their families.

During July we embarked on a review of structures and levels of staffing, as it had become highly apparent that we would be unable to sustain the previous staffing levels, on the basis of the level of needs in early years and in some aspects of our social enterprise provision. This process was completed within the month and offered clarity to those whom we were unable to retain, and clear direction to those we were able to retain.

At this point staff are concerned for the future, predominantly around their personal circumstances, and we continue to have an open dialogue with them to ensure they are supported.

**FINANCIAL REVIEW**

**Overview**

Incoming resources generated during the year were £6,789,865 (2019: £6,141,237) a 10.6% increase on 2018/19. Whilst straight operating costs were tightly controlled there was a proportionate uplift, with expenditure totalling £6,744,807 (2019: £5,929,408) being incurred.

The Association has posted a surplus for the year for the year of £45,058 (2019: £211,829).

The Association is forecasting a surplus in the coming year, this in spite of the impact of Covid-19 on its activities. This has been made possible through the introduction into its portfolio of homelessness support activities in response to Covid-19 which meet its charitable aims, alongside securing funding to support the business through the pandemic.

It is clear that some areas of our business will take time to recover, however the trustees through a variety of actions have been able to mitigate the impact of the loss of revenue, with an approach which is both prudent and realistic. It is anticipated that on the current trajectory, our nurseries will be back to full operating capacity by January 2021, and our social enterprise activities will be back to pre-lockdown trading levels by April 2021.

Expenditure in these areas may well be higher as a result of the control measures we have put in place, in line with government guidance, and the trustees are acutely aware of possible difficult decisions ahead, if costs related to controls exceed income, and the consequent impact on our beneficiaries.

At the end of the year net assets were £626,263 representing an increase of 7.8% against 2019 net assets of £581,205.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**Value for Money**

The Association in line with its VFM policy has a duty to ensure an efficient and effective service to all it serves. Our operational environment is often highly complex and variable, and this is reflected through our variety of funding streams. During the year the YMCA has ensured VFM for each of its clients and funders through effective procurement of goods and efficient delivery of services.

The value for money metrics that we are required to report upon by the Value for Money Standard are as follows:

<b>Metric</b>	<b>Result 2020</b>	<b>Result 2019</b>
Metric 1: Reinvestment (%)	17.1%	20.3%
Metric 2a: New Supply (Social Housing Units) (%)	18.1%	5%
Metric 2b: New Supply (Non-Social Housing Units) (%)	0%	0%
Metric 3: Gearing (%)	69.7%	64.3%
Metric 4: EBITDA MRI Interest Cover	1.45	1.89
Metric 5: Headline Social Housing Cost (£)	£10,353	£11,330
Metric 6a: Operating Margin (Social Housing Lettings) (%)	23.7%	27.8%
Metric 6b: Operating Margin (Overall) (%)	0.7%	4.3%
Metric 7: Return on Capital Employed (%)	0.2%	0.9%

**Reserves Policy**

The Association's reserves policy states that it aims to ensure that it retains £500,000 of unrestricted reserves, with the board informed if this drops below £180,000. Reserves at the year end date were £626,263, of which £26,186 were restricted, however free reserves, i.e. unrestricted reserves less the carrying amount of functional assets, were in a deficit position, having been through a significant period of growth and investment. It remains a key element of the business plan to achieve the aim of £500,000, through consolidation of current services, development of new services and through careful management of budgets to achieve healthy surpluses.

The support of our Bank is key in this, and during the year we continued to strengthen our relationship with the Allied Irish Bank.

Occupancy levels during the year ended 31 March 2020 have increased, following the previous several years of redevelopment of stock. This has had a positive impact on revenue, alongside the further embedding of social enterprise models in our work which again have made significant contributions to our income streams. In the delivery of the latter we have both had a significant impact on our beneficiaries, and increased our non-restricted funds to a level supporting the ongoing development of the Association and sustaining its presence as an important provider of community resources.

The trustees, along with a restructured senior management team, have continued to adhere to a series of actions agreed during the year ended 31 March 2018. These during the year ended 31 March 2020 have shown that the plan to increase reserves is working well, and we intend to continue this work during the next financial year. The trustees are confident, as set out in note 1 to the financial statements, that the association remains a going concern.

**Investments Policy**

The trustees have again kept reserves as liquid as possible during the last twelve months. This has been to ensure that the Association has been able to meet its obligations to creditors and staff by careful management of cashflow. The Trustees will continue to monitor the situation throughout the year.

**PRINCIPAL RISKS AND UNCERTAINTIES**

Risk is the threat or possibility that an action or event (or sometimes inaction) will adversely affect an organisation's ability to achieve its objectives.

**Risk Policy**

The aim of our risk policy is to enable Bridgwater YMCA to achieve its mission. Therefore, we accept those risks to which we must subject ourselves to deliver our mission. We strive to:-

- avoid unnecessary risks;
- control risks which inevitable arise as a result of our activities;
- monitor risks which cannot be tightly controlled without compromising delivery of the mission; and
- take risks which we have assessed as likely to lead to positive outcomes.

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Control and monitoring of risk arising from activities

We aim to understand, document and review all significant risks that arise from our ongoing activities. We do this by making and regularly updating a business risk analysis and following up all matters that require attention. Where controls can be created or improved in a practical and cost-effective manner, these are implemented. The business risk analysis is made available to the board annually for review, and any matter that arises during the year with a risk score of 20 or more is highlighted at the next board meeting.

Work during the year has identified that financial sustainability is the major financial risk for the charity. A key element in managing this risk is a regular review of available funds to settle debts as they become due. Regular liaison with the bank and active management of trade debtors and creditors balances to ensure sufficient working capital is key to this.

Over the past four years we have seen an increase in threats toward staff, and an increase in the vulnerability of the clients with whom we work. These matters clearly indicate a risk to staff. We have ensured during this period that we update lone working policies, ensure the correct equipment is carried by those who do lone work, and ensured that in areas of high tolerance to our clients there are two staff members present at all times. We continue to monitor this risk.

The impact of Covid-19 on activities and the impact on risk has been discussed at each board meeting, with the trustees reviewing each element of the business individually to ensure the correct levels of mitigation are applied. It is clear that some elements of our revenue were impacted considerably more than others, and ensuring that these areas were isolated and managed through government support was key. Equally there were pressures placed on areas of need in our communities, which through staff re-positioning we were able to sustain.

Senior members of staff are contractually obliged to report any major risk to the Board.

**PLANS FOR FUTURE PERIODS**

Organisation

During Quarter four of 2019/20 we were due to be publishing our new 3 year strategy for the Association. This continues the focus on more efficient use of resources, with the aim of increased sustainability and improved outcomes for children and young people who may wish to access our services. As a result of Covid-19 we felt it inappropriate to carry this action through, however we have internally continued to review and will look to launch the plan in its revised form in Q1 of 2021/2022.

Delivery

We look throughout 2020/2021 to continue to increase our influence across Sedgemoor, Taunton, West Somerset, North Somerset and Devon. We will be enhancing the facilities across each of our sites, increasing capacity and relevance for our varied user groups, and increase children's, families' and young people's access to support. Through enhancing our facilities we look to ensuring that all 'green' options are explored in terms of procurement of buildings, provision of energy and disposal of waste. Much of the above is in line with our strategic plan, and its ongoing review in light of the Covid-19 pandemic.

We will continue to be a key partner for Somerset County Council, North Somerset Council, Devon County Council, Sedgemoor District Council, Somerset West and Taunton, Mid Devon, Weston-Super-Mare Town Council and Cullompton Town Council, in the provision of new and innovative approaches to create opportunities for young people, plus preventing and managing homelessness for young people and families across the districts. We also intend to further develop our services into Devon and working closely with the area both at county and district level.

There are elements of our delivery which we have procured using external agencies. Having reviewed these we are now committed to self-delivery of the functions of providing early years catering for all our sites, based from Yew Trees Nursery, and our new in-house Concierge function which provides overnight support to all our housing locations.

Partnerships will be key in achieving the above where we look to the third sector, public and private sectors to join together to enable the best outcomes for all, whilst showing efficiencies in all that we do.

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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Governing Document

The company is incorporated under the Companies Act 2006 and is governed by its Memorandum and Articles of Association. It is a company limited by guarantee without share capital. The Articles of Association govern the rules concerning membership and election of the Board of Trustees. The company was registered on 7 April 1999, and it is also a charity registered under the Charities Act and a private registered provider of social housing. The liability of its members in the event of a winding up is limited to £1.

Appointment of Trustees

Trustees are elected at the Annual General Meeting. Details of trustees are included in the Association legal and administration information on page 1.

Trustee Induction and Training

Board members are recruited from the communities we serve and in line with the needs identified from the skills audit. These members are interviewed by the Chair, President and Chief Executive, and then inducted to the full board, including safeguarding training, professional boundaries and policy review. Before becoming full board members, potential new trustees/directors, must attend at least three meetings.

The trustees have continued a programme of board training during this year, delivered by Space to Think. The training includes a review of the role of a trustee in good governance, development of the rolling strategic plan and sharing of responsibilities in relation to the associations aims and objectives.

Each year a skills audit is carried out with our Board members in order to ensure continued experience and skills are present within the Board.

Organisational structure

The Board of Trustees meets at least four times a year and is supported by another four training events. Day to day running of the association is delegated to the senior management team under the leadership of the Chief Executive.

Governance and financial viability and code of governance

We regularly monitor and report on our performance and the delivery of our plans, and residents involved in our governance structure are consulted on budget priorities and the strategic plan. We have a comprehensive risk register and framework that are regularly reviewed by boards and committees, and complete risk analysis in our business plan financial model. The strategic plan is suitably financially conservative and risks are managed, with the business plan being independently validated by our Bank.

We have strong short, medium and long-term cash-flow management systems and all our future commitments are fully funded by agreed loan facilities with our banks for at least two years.

Our strategic plan makes sure of effective management and that our loan covenants are continuously monitored. Annual and periodic external audits of our accounts are completed to ensure they and our business plans are robust and viable. Our self-assessment statement was due to be updated during the course of 2019/20 with additional information on how Bridgwater YMCA meets the Homes England revised Governance & Financial Viability Standard, however this was delayed due to the impact of Covid-19. This will be updated in due course.

The Association has been assessed by Homes England under the continued qualification process for investment partners 2019/20. As a result of the assessment the Association has retained continued qualification as an investment partner for programmes and the applicable successor programmes.

Arrangements for setting pay of key management personnel

The directors consider the board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors' expenses and related party transactions are disclosed in notes 7 and 25 to the financial statements.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

Arrangements for setting pay of key management personnel (continued)

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, the directors benchmark against pay levels in other YMCAAs of a similar size. The remuneration benchmark is the midpoint of the range paid for similar roles, adjusted with a weighting of up to 20% for any additional duties. If recruitment has proven difficult then in this instance we will pay no more than greater than the maximum benchmarked salary for a comparable role.

Relationship between the charity and related parties

Bridgwater YMCA has strong relationships with its partners, whilst also having strong links with fellow YMCAAs working in conjunction with them to develop our services and skills.

Our operations are subject to regular review by a number of external agencies, including, OFSTED, Homes England, Somerset County Council, auditors and others.

**Statement of trustees' responsibilities**

The trustees (who are also directors of Bridgwater Young Men's Christian Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law and registered social housing legislation require the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the association and of the incoming resources and application of resources, including the income and expenditure, of the association for that period.

In preparing these financial statements, the board is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis (unless it is inappropriate to presume that the organisation will continue in operation).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Association, and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered social providers of social housing in England 2019. They have general responsibility for taking reasonable steps to safeguard the assets of the Association and to prevent and detect fraud and other irregularities.

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

**STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS**

Insofar as the trustees are aware:

- there is no relevant audit information of which the Association's auditor is 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 auditor is aware of that information.

**Auditors**

A resolution to reappoint MHA Monahans as auditors will be put to the members at the Annual General Meeting.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION  
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**TRUSTEES' REPORT (INCLUDING THE STRATEGIC REPORT) CONTINUED**

In approving the Trustees' Report, we also approve the Strategic Report included therein, in our capacity as company directors.

By order of the Board of Trustees



John Ennals  
Chair

28 January 2021

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRIDGWATER YMCA**

**Opinion**

We have audited the financial statements of Bridgwater YMCA for the year ended 31 March 2020 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Reserves, the Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

**Basis for opinion**

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

**Material uncertainty related to going concern**

We draw attention to Note 1 of the financial statements which describes the uncertainty related to going concern. Our opinion is not qualified in respect of this matter.

**Other information**

The board is responsible for the other information. The other information comprises the information in the Trustees' Report (including the Strategic Report), other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the association and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (including the Strategic Report).

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRIDGWATER YMCA (CONTINUED)**

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 and sufficient 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.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

**Responsibilities of the board**

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

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

**Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

**Use of our report**

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.



James Gare (Senior Statutory Auditor)  
for and on behalf of MHA Monahans  
Statutory Auditor  
Chartered Accountants  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

Date 28 January 2021

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**STATEMENT OF COMPREHENSIVE INCOME (INCLUDING INCOME & EXPENDITURE ACCOUNT)**

	Notes	2020 £	2019 £
<b>Turnover</b>	2	6,789,537	6,141,205
Operating expenditure		(6,522,387)	(5,740,901)
<b>Operating surplus</b>		267,150	400,304
Interest receivable and similar income	4	328	32
Interest payable and similar charges	5	(222,420)	(188,507)
<b>Surplus on ordinary activities for the year before tax</b>		45,058	211,829
Taxation		-	-
<b>Surplus for the year after tax and total comprehensive income</b>		<u>45,058</u>	<u>211,829</u>

On behalf of the Board

John Ennals, Chair

Alastair Matthews, Trustee

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**BALANCE SHEET**

Registered company number: 03746771	Notes	2020 £	2020 £	2019 £	2019 £
<b>FIXED ASSETS</b>					
Intangible fixed assets	10		308,084		289,792
Tangible fixed assets					
<i>Social housing properties</i>	11	7,960,113		8,148,577	
<i>Other properties</i>	11	17,638,581		15,792,315	
<i>Other tangible fixed assets</i>	12	572,211		641,405	
Fixed asset investments	13		26,170,905 10,000		24,582,297 10,000
			26,488,989		24,882,089
<b>CURRENT ASSETS</b>					
Stocks		7,527		6,636	
Debtors	14	499,813		509,858	
Cash at bank and in hand		11,504		644,717	
		518,844		1,161,211	
<b>CREDITORS:</b> amounts falling due within one year	15	(2,471,620)		(2,281,914)	
<b>NET CURRENT LIABILITIES</b>			(1,952,776)		(1,120,703)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			24,536,213		23,761,386
<b>CREDITORS:</b> amounts falling due after more than one year	16		(23,909,950)		(23,180,181)
<b>NET ASSETS</b>			626,263		581,205
<b>RESERVES</b>					
Income and expenditure reserve	22		600,077		581,205
Restricted reserve	22		26,186		-
<b>TOTAL RESERVES</b>			626,263		581,205

The financial statements were approved by the Board of Trustees on 28 January 2021 and were signed on its behalf by:

  
 John Ennals, Chair

  
 Alastair Matthews, Trustee

The notes on pages 19 to 33 form part of these financial statements.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**STATEMENT OF CHANGE IN RESERVES**

	<b>Restricted reserve</b> £	<b>Income &amp; expenditure</b> £	<b>Total</b> £
<b>At 1 April 2018</b>	18,933	350,443	369,376
Surplus for the year	-	211,829	211,829
<b>Total comprehensive income</b>	-	211,829	211,829
Transfers	(18,933)	18,933	-
<b>At 31 March 2019 and 1 April 2019</b>	-	581,205	581,205
Surplus for the year	-	45,058	45,058
<b>Total comprehensive income</b>	-	45,058	45,058
Transfers	26,186	(26,186)	-
<b>At 31 March 2020</b>	26,186	600,077	626,263

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**STATEMENT OF CASH FLOWS**

	Note	2020 £	2019 £
<b>Cash flow from operating activities</b>			
Interest paid	25 5	145,684 (222,420)	666,927 (188,507)
<b>Net cash flow from operating activities</b>		<u>(76,736)</u>	<u>478,420</u>
<b>Cash flow from investing activities</b>			
Payments to acquire tangible fixed assets	10,11,12	(2,112,444)	(3,986,898)
Payments to acquire intangible fixed assets		(53,000)	-
Receipts from sale of tangible fixed assets		-	8,200
Social housing and other grants received		525,000	619,002
Interest received	4	328	32
<b>Net cash flow from investing activities</b>		<u>(1,640,116)</u>	<u>(3,359,664)</u>
<b>Cash flow from financing activities</b>			
Receipts from issue of new long term loans		1,025,000	3,550,000
Repayment of long term loans		(163,421)	(155,675)
<b>Net cash flow from financing activities</b>		<u>861,579</u>	<u>3,394,325</u>
<b>Net increase in cash and cash equivalents</b>		<u>(855,273)</u>	<u>513,081</u>
<b>Cash and cash equivalents at 1 April 2019</b>		<u>644,717</u>	<u>131,636</u>
<b>Cash and cash equivalents at 31 March 2020</b>		<u>(210,556)</u>	<u>644,717</u>
<b>Cash and cash equivalents consists of:</b>			
Cash at bank and in hand		11,504	644,717
Bank overdraft		(222,060)	-
<b>Cash and cash equivalents at 31 March 2020</b>		<u>(210,556)</u>	<u>644,717</u>

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
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**NOTES TO THE FINANCIAL STATEMENTS**

**1. Summary of significant accounting policies**

*General information and basis of preparation of financial statements*

The association is a charitable company which is incorporated under the Companies Act 2006, and a private registered provider of social housing in the United Kingdom. The registered office is given in the association legal and administrative information on page 1 of these financial statements. The nature of the association's operations and principal activities are documented within the Report of the Trustees. The association constitutes a public benefit entity as defined by FRS 102.

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018 (SORP), and with the Accounting Direction for private registered providers of social housing in England 2019. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008, the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

*Group financial statements*

The financial statements contain information about Bridgwater YMCA as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 402 of the Companies Act 2006 from the requirements to prepare consolidation financial statements as its subsidiary undertaking can be excluded from consolidation in Companies Act group accounts under Section 405 of the Act; in this case the option available under section 405(2) of the Companies Act 2006 to exclude the wholly owned subsidiary from consolidation on the basis that its inclusion is not material for the purpose of giving a true and fair view.

*Tangible fixed assets*

Tangible fixed assets (including social housing properties) are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs including the labour costs of own employees arising directly for the construction or acquisition of the property, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

*Housing properties*

The association depreciates housing properties by material component on a straight line basis over the estimated useful economic life of each component. The material components, and their useful economic lives, are as follows:

Land	Not depreciated
Main Fabric	80 - 100 years
Roof structure and Covering	50 - 70 years
Windows and External Doors	10 - 30 years
Gas boilers / fires	Over 15 years
Kitchen	Over 20 years
Bathroom / WCs	Over 30 years
Mechanical Systems	Over 30 years
Electrics	Over 40 years

Annually housing properties are assessed for impairment indicators. Where indicators are identified an assessment for impairment is undertaken comparing the scheme's carrying amount to its recoverable amount. Where the carrying amount of a scheme is deemed to exceed its recoverable amount, the scheme is written down to its recoverable amount. The resulting impairment loss is recognised as operating expenditure. Where a scheme is currently deemed not to be providing service potential to the association, its recoverable amount is its fair value less costs to sell.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**1. Summary of significant accounting policies (continued)**

*Other fixed assets*

Freehold and leasehold land	Not depreciated
Freehold buildings	2% straight line
Leasehold buildings	2% straight line
Furniture and equipment	25% reducing balance
Motor Vehicles	15% reducing balance or 25% straight line

No depreciation is applied to development costs as these reflect assets in the course of construction which had not been brought into use at the year end date.

*Intangible fixed assets - goodwill*

Goodwill arising on business combinations is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful life. The period chosen for writing off goodwill is 10 years which is the maximum permitted by FRS 102. The reason for choosing this period is it is not possible to make a reliable estimate of the useful life of the goodwill however the association feels that the maximum possible period should be applied on the basis of the period over which the nursery purchased has been trading and built up a reputation is greater than 10 years at 17 years. Provision is made for any impairment.

*Intangible fixed assets - other*

Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired on business combinations are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition. Provision is made for any impairment.

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Intellectual property	Over 10 years
-----------------------	---------------

*Investments*

Investments in subsidiaries are measured at cost less impairment.

*Financial instruments*

The association only holds basic financial instruments are defined in FRS 102. The financial assets and financial liabilities of the association and their measurement basis are as follows:

Financial assets – Trade debtors, accrued income and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

Cash – Is classified as a basic financial instrument and is measured at face value.

Financial liabilities – Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment. Housing loans, bank loans and other loans, as detailed in notes 15, 16 and 17 are initially recognised at the transaction price including transaction costs and subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

*Stocks*

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing stock to its present location and condition.

*Provisions*

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**1. Summary of significant accounting policies (continued)**

Capital grants can be recycled under certain condition, if a property is sold, or if another relevant event takes place. Recycled grants can be used for projects approved by the Homes England and they are credited to the Recycled Capital Grant Fund within liabilities.

In certain circumstances, such as the sale of housing properties, capital grants may be repayable, and, in that event, is subordinated to the repayment of other loans by agreement with the Homes England. It is accounted for as soon as the liability arises within creditors: amounts falling due within one year. When any grant to be recycled or repaid is less than the grant relating to the disposal, the difference is treated as abated grant. Abated capital grants are treated as a component of the surplus or deficit on disposal.

*Operating lease commitments*

Rentals payable and receivable under operating leases are charged on a straight line basis over the period of the lease.

*Taxation*

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charity for UK corporation tax purposes.

The activities of the association are partially exempt from VAT. Irrecoverable VAT which can be attributed to a capital item or operating expenditure is added to the cost of the capital item of expenses were practicable and material.

*Turnover, government grants and other income*

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England and other income.

Government grants from various sources including the Homes England and Local Authorities are received in respect of purchasing fixed assets. These grants are recognised at the fair value of the asset received or receivable. The assets are accounted for using the cost model and the government grant is accounted for using the accruals model. The difference between the fair value of the asset and the consideration is recognised as a liability and amortised over the useful economic life of the asset. This amortisation is recognised within turnover. Where disposal of government donated assets are required to be recycled, a liability is included to recognise this obligation.

Grants received as a contribution to revenue expenditure are recognised in the statement of comprehensive income on a systematic basis over the period in which the organisation recognises the related costs for which the grant is intended to compensate. Grants are recognised in the same period as the related expenditure provided the conditions for receipt have been satisfied and there is reasonable assurance that the grant will be received.

Other income streams are recognised when the association is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. More detail on specific elements of other income streams are provided below:

For donations to be recognised the association will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the association and it is probable that they will be fulfilled. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

No amount is included in the financial statements for volunteer time in line with the principles of the Charities SORP (FRS 102) as the association is a charity, although the association is does not need to follow the Charities SORP as the Housing SORP takes precedence.

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**1. Summary of significant accounting policies (continued)**

For legacies, entitlement is the earlier of the association being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the association however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed as a note.

Income from fundraising events and trading activities to raise funds for the association is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method.

*Expenditure recognition*

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Central costs are apportioned amongst the various activities on a percentage basis of expenditure per category.

*Employee benefits and pension commitments*

The charity operates two defined contribution pension schemes for eligible employees. Contributions are expensed as they become payable.

Bridgwater YMCA also participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. The plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to Bridgwater YMCA for the purposes of FRS 102 disclosure, therefore the scheme is accounted for as a defined contribution scheme. However, as described in note 19 Bridgwater YMCA has a contractual obligation to make pension deficit payments and a discounted liability for the amounts payable is included in these financial statements.

*Restricted reserve*

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate.

*Going concern*

At the year end date the association had low reserves. Cash stood at £11,504 and the net current assets were in deficit to the sum of £1,952,776. It should be understood however that the end of year coincided with the completion of a major capital project which significantly reduced reserves at this time. Since the year end the position has improved, partly through obtaining additional long-term finance through the Coronavirus Business Interruption Loan Scheme, and also through use of the association's assets to support Coronavirus responses, in particular the MHCLG 'All In' directive. At 30 November 2020 the cash position stood at £62,918.

With the existing finance facilities in place at the time of agreeing these financial statements, the association expected to maintain a positive cashflow. This would be dependent upon some flexibility with certain stakeholders and a continuation of the association's overdraft facility, of which the trustees feel confident. However, since these factors are not subject to formal agreement, the trustees recognised there was some uncertainty regarding going concern.

The association is therefore undertaking an exercise in comprehensive refinancing to provide an immediate and long term boost to working capital, which would improve the position considerably. The association is engaging with potential providers to test the market and to ensure that the best product is obtained. Although no new facility was yet in place at the time the financial statements were agreed, the Trustees are confident that the association will be able to rebuild its reserves and that they are taking the necessary steps to manage the association's financial security.

*Judgements and key sources of estimation uncertainty*

The key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities include obligations under defined benefit pension schemes (note 19) and the split of useful economic lives of components of social housing properties (note 11).

**BRIDGWATER YOUNG MEN'S CHRISTIAN ASSOCIATION**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**2. Social housing turnover and costs**

	2020	2019
	£	£
Rent receivable after voids but excluding service charges	2,232,156	1,998,153
Revenue grants receivable	1,061,910	1,061,910
Total social housing income	<u>3,294,066</u>	<u>3,060,063</u>
Social Housing activity expenditure	(2,765,988)	(2,503,888)
Operating surplus from social housing activities	<u>528,078</u>	<u>556,175</u>

Memo:

Void losses	806,724	469,950
Amortised government grants relating to social housing taken to income	(111,281)	(111,281)

Revenue grants receivable were all government grants.

**3. Accommodation owned and in management**

	2020	2019
	Units	Units
Supported Housing	<u>270</u>	<u>221</u>

**4. Interest receivable and similar income**

	2020	2019
	£	£
Bank interest receivable	328	32
	<u>328</u>	<u>32</u>

**5. Interest payable and similar charges**

	2020	2019
	£	£
Bank loans and overdrafts	213,909	179,223
Pension interest charge	8,511	9,284
	<u>222,420</u>	<u>188,507</u>

**6. Surplus on ordinary activities**

The operating surplus is arrived at after charging:

	2020	2019
	£	£
Auditor's remuneration – for audit services	9,975	9,500
Auditor's remuneration – for other services	23,557	18,608
Depreciation of tangible fixed assets	531,419	438,795
Amortisation of intangible fixed assets	34,708	32,500
Loss on disposal of fixed assets	-	50,578
Government grants amortised	(260,618)	(246,596)
Operating lease charges	305,091	237,373
Rent losses from bad debts	17,060	20,451
Increase in pension deficit cost liability	8,511	9,284

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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**7. Trustees' and key management personnel remuneration and expenses**

Total remuneration for key management personnel of the association amounted to £361,750 (2019: £354,905). The key management includes the trustees, directors and senior management team as detailed on page 1.

No remuneration was received by non-executive board members / trustees.

The highest paid director received £72,039 (2019: £75,606) remuneration (excluding pension contributions).

The pension contributions made on behalf of the Chief Executive were £1,316 (2019: £1,210). He is an ordinary member of one of the defined contribution pension schemes offered to employees.

During the year no trustees received any reimbursement of expenses (2019: £nil).

**8. Staff numbers and costs**

	<b>2020</b>	<b>2019</b>
	£	£
Wages and salaries	3,481,835	2,869,429
Social security costs	237,496	199,162
Pension costs	57,059	46,980
Pension deficit liability administration costs	8,695	6,177
Less staff costs capitalised	(95,810)	(255,429)
	<b>3,689,275</b>	<b>2,866,319</b>

One employee received remuneration in the £70,000 to £80,000 band (2019: one employee). No other employee received remuneration over £60,000.

During the year redundancy costs totalling £7,064 (2019: £4,491) were paid and these are included within the wages and salaries costs.

The average number of employees, including members of the executive team, during the year was as follows:

	<b>2020</b>	<b>2019</b>
	Actual Number	Actual Number
Management and administration	19	22
Development	61	45
Housing, support and care	178	103
	<b>258</b>	<b>170</b>

The average weekly number of employees, including members of the executive team, calculated on a full time equivalent basis was 177 (2019: 135).

**9. Taxation**

The association is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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**10. Intangible Fixed Assets**

	Goodwill £	Intellectual Property £	Total £
<i>Cost</i>			
As at 1 April 2019	300,000	25,000	325,000
Additions	53,000	-	53,000
As at 31 March 2020	353,000	25,000	378,000
<i>Amortisation</i>			
As at 1 April 2019	32,500	2,708	35,208
Charge for the period	32,208	2,500	34,708
As at 31 March 2020	64,708	5,208	69,916
<i>Net Book Value</i>			
As at 31 March 2020	288,292	19,792	308,084
As at 31 March 2019	267,500	22,292	289,792

**Business combinations**

Young Ones nursery was purchased by Bridgwater YMCA on 2 January 2020 for £65,000. Goodwill of £53,000 was included within the purchase price, with the balance relating to fixtures and fittings. Goodwill represents the reputation and customer base built up by the nursery and is amortised over 10 years.

**11. Tangible Fixed Assets - Properties**

	Housing properties £	Development costs £	Non-housing properties £	Total £
<i>Cost/Valuation</i>				
As at 1 April 2019	9,001,648	2,407,701	14,519,627	25,928,976
Additions	29,416	-	1,994,198	2,023,614
Re-allocations	(96,357)	(2,407,701)	2,504,058	-
As at 31 March 2020	8,934,707	-	19,017,883	27,952,590
<i>Depreciation</i>				
As at 1 April 2019	853,071	-	1,135,013	1,988,084
Charge for the period	121,523	-	244,289	365,812
As at 31 March 2020	974,594	-	1,379,302	2,353,896
<i>Net Book Value</i>				
As at 31 March 2020	7,960,113	-	17,638,581	25,598,694
As at 31 March 2019	8,148,577	2,407,701	13,384,614	23,940,892

The net book value of housing properties comprised:

	2020 £	2019 £
Freehold	6,663,575	6,828,213
Long leasehold	1,296,538	1,320,364
	7,960,113	8,148,577

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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

**11. Tangible Fixed Assets – Properties (continued)**

The net book value of non-housing properties comprised:

	<b>2020</b>	<b>2019</b>
	£	£
Freehold	15,767,938	11,495,187
Long leasehold	1,870,643	1,889,427
	<b>17,638,581</b>	<b>13,384,614</b>

Included within properties is land totalling £5,075,000 (2019: £5,075,000) which is not depreciated.

All properties owned by the association have been pledged as security for liabilities of the association. These assets have restricted title.

**12. Other tangible fixed assets**

	Fixtures, fittings and equipment £	Motor vehicles £	Total £
<i>Cost</i>			
As at 1 April 2019	1,334,614	33,862	1,368,476
Additions	88,830	-	88,830
As at 31 March 2020	<b>1,423,444</b>	33,862	<b>1,457,306</b>
<i>Amortisation</i>			
As at 1 April 2019	715,912	11,159	727,071
Charge for the period	154,786	3,238	158,024
As at 31 March 2020	<b>870,698</b>	14,397	<b>885,095</b>
<i>Net Book Value</i>			
As at 31 March 2020	<b>552,746</b>	19,465	<b>572,211</b>
As at 31 March 2019	<b>618,702</b>	22,703	<b>641,405</b>

**13. Fixed asset investments**

	Shares in group undertaking £	Total £
<i>Cost</i>		
As at 1 April 2019 and 31 March 2020	<b>10,000</b>	<b>10,000</b>
<i>Net Book Value</i>		
As at 31 March 2020	<b>10,000</b>	<b>10,000</b>
As at 31 March 2019	<b>10,000</b>	<b>10,000</b>

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**13. Fixed asset investments (continued)**

Included within other investments is a 100% holding in the ordinary share capital of YMCA SC Trading Limited, a company incorporated in England and Wales. At the year end, the aggregate capital and reserves of the company amounted to £10,000 and profit / loss for the year amounted to £nil. YMCA SC Trading Limited was dormant during the period.

**14. Debtors**

	<b>2020</b>	<b>2019</b>
	£	£
Trade debtors (gross social housing rent arrears)	199,912	192,100
Less: provision for doubtful debt	(58,006)	(41,043)
Other trade debtors	252,618	194,811
Prepayments and accrued income	72,111	109,267
VAT	-	24,208
Other debtors	33,178	30,515
	<b>499,813</b>	<b>509,858</b>

**15. Creditors: amounts falling due within one year**

	<b>2020</b>	<b>2019</b>
	£	£
Housing loan (see note 17)	41	39
Bank overdraft	222,060	-
Bank loans (see note 17)	375,385	160,247
Other loans (see note 17)	158,331	27,000
Trade creditors	441,416	1,049,714
Amounts owed to group undertakings	10,000	10,000
Other taxation and social security	120,150	51,474
VAT creditor	36,807	-
Social Housing Grant and Other Grants not spent	159,418	164,902
Other creditors	97,862	28,451
Government grants	260,618	246,596
Accruals and deferred income	553,373	508,385
Pensions liability (see note 19)	36,159	35,106
	<b>2,471,620</b>	<b>2,281,914</b>

**16. Creditors: amounts falling due after more than one year**

	<b>2020</b>	<b>2019</b>
	£	£
Housing loan (see note 17)	11,215	11,256
Bank loans (see note 17)	3,819,029	3,970,549
Other loans (see note 17)	3,882,919	3,216,250
Government grants	15,947,152	15,696,791
Deferred income	29,750	36,750
Pensions liability (see note 19)	219,885	248,585
	<b>23,909,950</b>	<b>23,180,181</b>

**17. Borrowings**

	<b>2020</b>	<b>2020</b>	<b>2020</b>
	Housing loan	Other loans	Bank loans
	£	£	£
Less than one year	41	158,331	375,385
Between one and two years	41	85,866	182,993
Between two and five years	161	273,977	493,807
After five years	10,972	3,523,076	3,142,229
	<b>11,215</b>	<b>4,041,250</b>	<b>4,194,414</b>

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**17. Borrowings (continued)**

	<b>2019</b>	<b>2019</b>	<b>2019</b>
	<b>Housing loan</b>	<b>Other loans</b>	<b>Bank loans</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Less than one year	39	27,000	160,247
Between one and two years	43	202,000	167,147
Between two and five years	161	381,000	545,875
After five years	11,052	2,633,250	3,257,527
	<b>11,295</b>	<b>3,243,250</b>	<b>4,130,796</b>

The Housing loan is repayable over 50 years at a fixed interest rate of 11%. The loan is secured on the freehold land that Gerald Townsend House occupies.

The following loans are held with Allied Irish Bank:

- A loan for £2,192,581 on drawdown, for a term of 10 years with interest being charged at a rate of 4.19%.
- A loan for £1,700,000 on a 3 year term with interest being paid charged at a rate of 3 month LIBOR plus a 3.45% margin.
- A loan on drawdown of £148,500 on a 3 year term with interest being paid charged at a bank base rate plus 3.25%.
- A loan on drawdown of £300,000 on a 2 year term with interest being paid charged at bank base rate plus 3.45%
- A short term loan for £200,000 with interest being paid charged at bank base rate plus 4%

Three loans were also entered into with local authorities:

- A loan for £3,325,000 on drawdown from Sedgemoor District Council with interest being paid charged at 4.5%
- A loan for £675,000 from Taunton Deane council on a 25 year term with interest being paid charged at a rate of 2.4% above the PWLB lending rate at date of advance per annum. Currently this is 5.04%
- A loan on drawdown of £75,000 on a 1 year term with interest being paid charged at 4.8%.

**18. Operating Lease Commitments**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Not later than one year	187,690	308,388
Later than one and not later than five years	376,642	395,851
Later than five years	278,196	391,586
	<b>842,528</b>	<b>1,095,825</b>

**19. Pension commitments**

The association operates two defined contribution pension schemes, one with Scottish Widows (previously with Aviva) and one with the People's Pension. The assets of the schemes are held separately from those of the association in independently administered funds. The pension cost charge represents contributions payable by the association to the two funds and amounted to £57,059 (2019: £46,980). Contributions totalling £30,256 (2019: £9,037) were payable to the funds at the year-end and are included in creditors.

***The YMCA Pension and Assurance Plan and Group Life Scheme***

Bridgwater YMCA participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of Bridgwater YMCA and at the year end these were invested in the Mercer Dynamic De-risking Solution, 40% matching portfolio and 60% in the growth portfolio and Schroder (property units only).

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**19. Pension commitments (continued)**

The most recent completed three year valuation was as at 1 May 2017. 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 3.75% and 2.25% respectively, the increase in pensions in payment of 3.35% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.2 years, female 24.1 years, and 24.0 years for a male pensioner, female 26.0 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £141.2m. This represented 81% of the benefits that had accrued to members.

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

The valuation prepared as at 1 May 2017 showed that the YMCA Pension Plan had a deficit of £33.6 million. Bridgwater YMCA has been advised that it will need to make monthly deficit contributions of £2,933 from 1 May 2019. These amounts are 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 7 years from 1 May 2020.

In line with the requirements of the Charities SORP (FRS 102) a liability for the present value of the contribution payments to fund any deficit relating to past service has been included in the financial statements. The discount rate applied is 3%.

<b>Liability</b>	<b>2020</b>	<b>2019</b>
	£	£
Opening liability	283,691	309,512
Unwinding of the discount factor (interest expense)	8,511	9,285
Deficit contribution paid	(36,159)	(35,106)
<b>Closing liability</b>	<b>256,043</b>	<b>283,691</b>

	<b>Repayable</b>				
	<b>Within one year</b>	<b>One to two years</b>	<b>two to five years</b>	<b>After five years</b>	<b>Total</b>
	£	£	£	£	£
As at 31 March 2020	36,159	36,159	108,477	75,248	256,013
As at 31 March 2019	35,106	35,106	105,316	108,163	283,691

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

**20. Contingent liabilities**

On 1 June 2013, the Association registered a charge in favour of the Department of Education. This charge relates to grant funding of £3.972 million received in previous years which could become repayable in certain circumstances, particularly if the association were to sell or significantly change the use of the grant-funded building. The trustees consider the likelihood of such circumstances occurring to be remote. This contingent liability is secured against the George Williams Centre, which is included as a freehold property in note 11 of the financial statements.

The Association receives capital grants from Homes England and other funders, which is used to fund the acquisition and development of properties and their components. In certain circumstances upon disposal of grant funded properties the association is required to repay this grant or recycle it by crediting a Recycled Capital Grant Fund.

At 31 March 2020, the Association has not disposed of any such components and plans to hold in perpetuity. It is therefore unlikely any such future disposal will take place, no provision has been recognised in these financial statements.

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**21. Share capital**

The Association is a company limited by guarantee and as such has no issued share capital.

**22. Reserves**

**Income and expenditure reserve**

This represents cumulative surpluses and deficits net of other adjustments.

**Year ended 31 March 2020**

	Brought forward 01/04/19 £	Surplus for year £	Transfers to restricted reserve £	Carried forward 31/03/20 £
Income and expenditure reserve	581,205	45,058	(26,186)	600,007

**Year ended 31 March 2019**

	Brought forward 01/04/18 £	Surplus for year £	Transfers from restricted reserve £	Carried forward 31/03/19 £
Income and expenditure reserve	350,443	211,829	18,933	581,205

**Restricted reserve**

Revenue and expenditure cannot be directly set against restricted reserves but is taken through the statement of comprehensive income and then a transfer to restricted reserves is made as appropriate. Such transfers are detailed below:

**Year ended 31 March 2020**

	Brought forward 01/04/19 £	Net transfer £	Carried forward 31/03/20 £
Restricted reserve	-	26,186	26,186

**Year ended 31 March 2019**

	Brought forward 01/04/18 £	Net transfer £	Carried forward 31/03/19 £
Restricted reserve	18,933	(18,933)	-

Any restricted funds held at the year end date are represented by cash.

Details of restricted monies received and spent in the year are as follows:

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**22. Reserves (continued)**

**Year ended 31 March 2020**

	Brought forward 01/04/19	Incoming resources	Resources expended	Transfers in relation to capital purchases	Carried forward 31/03/20
	£	£	£	£	£
Big Lottery Youth Investment Fund	-	251,697	(251,697)	-	-
Rough Sleeper Outreach	-	81,963	(81,963)	-	-
Move on Grant	-	10,000	(3,314)	-	6,686
Know Your Worth Workbook	-	12,000	-	-	12,000
Complex Adults Initiative Grant	-	10,000	(2,500)	-	7,500
Cold Weather Grant	-	14,679	(14,679)	-	-
	-	380,339	354,153	-	26,186

**Year ended 31 March 2019**

	Brought forward 01/04/18	Incoming resources	Resources expended	Transfers in relation to capital purchases	Carried forward 31/03/19
	£	£	£	£	£
Power to Change	17,000	-	(17,000)	-	-
Barley Wood Storage	933	-	(933)	-	-
Bristol Airport Nursery	1,000	-	(1,000)	-	-
Big Lottery Youth Investment Fund	-	237,833	(237,833)	-	-
Buttle Trust	-	3,501	(3,501)	-	-
Co-op	-	9,990	-	(9,990)	-
Agricultural Heritage Fund	-	20,978	-	(20,978)	-
Garfiled Western	-	75,000	-	(75,000)	-
Nisbets	-	25,000	-	(25,000)	-
Railway Heritage	-	127,650	-	(127,650)	-
	18,933	499,952	(260,267)	(258,618)	-

**Restricted reserve descriptions**

**Big Lottery Youth Investment Fund** - A 3 year project developing youth provision across Somerset and North Somerset

**Rough Sleeper Outreach** – Funding received to support Rough Sleeper Outreach in Sedgemoor

**Move on Grant** – Funding to help rough sleepers live independently in Sedgemoor

**Know Your Youth Workbook** – Funding for the creation of a support module workbook relating to Countylines activity and being safe

**Complex Adults Initiative Grant** – Grant to fund an outreach worker 2 days a week for 12 months to delivery support for Complex Adults Initiative.

**Cold Weather Grant** – Funding to help provide shelter for rough sleepers during the winter months

**Power to Change** - Funding relating to the installation of the Theatre Kitchen facilities at the Beach Hotel.

**Barley Wood Storage** - Hannah More Archives. YMCA Trust South West. Archive grade storage facilities at Barley Wood.

**Bristol Airport Nursery** - Bristol Airport Community Fund. Sunshades for outdoor play at Barley Wood Nursery.

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**Restricted reserve descriptions (continued)**

**Buttle Trust** – A sponsorship program for young people helping them to get into education, employment or training as well as providing funding towards establishing a stable home environment. The YMCA acts as a custodian of these allocated funds.

**Co Op** – Grant towards improving community space to help tackle youth loneliness

**Agricultural Heritage Fund** – Development grant towards professional, design and survey fees for Great Western Hotel

**Garfield Western** – Grant towards renovation costs Great Western Hotel

**Nisbetts** – Grant towards new kitchen at Great Western Hotel

**Railway Heritage** – Grant towards internal and external refurbishment at Great Western Hotel

**23.A. Reconciliation of net income to net cash flow from operating activities**

	<b>2020</b>	<b>2019</b>
	£	£
Surplus for the year	45,058	211,829
Depreciation charges	523,836	438,795
Amortisation	34,708	32,500
Loss on disposal of fixed assets	-	50,578
Interest receivable	(328)	(32)
Interest payable	222,420	188,507
Decrease / (increase) in stock	(891)	2,632
Decrease / (increase) in debtors	10,045	(98,601)
Increase / (decrease) in creditors	(428,547)	87,315
Government grants utilised in the year	(260,617)	(246,596)
	145,684	666,927

**23.B. Analysis of net changes in debt**

	<b>At 01/04/19</b>	<b>Cash flow</b>	<b>At 31/03/20</b>
	£	£	£
Loans due in less than 1 year	(187,286)	(346,471)	(533,757)
Loans due in more than 1 year	(7,198,055)	(515,108)	(7,713,163)
Total liabilities	(7,385,341)	(861,579)	(8,246,920)
Cash at bank and in hand	644,717	(633,213)	11,504
Bank overdraft	-	(222,060)	(222,060)
Total cash and cash equivalents	644,717	(855,273)	(210,566)
Total net debt	(6,740,624)	(1,716,852)	(8,457,476)

**24. Capital commitments**

At the year end the association had known capital commitments of approximately £nil (2019: £1,628,095). This was in respect of the Highbridge Hotel Development in the prior year.

**25. Related Party Disclosures**

During the year purchases of £4,592 (2019: £nil) were made from JE Air Conditioning Limited, a company owned by a close relative of the Chief Executive, J E Hehir. No amounts were outstanding at the year end date. The transactions were made on an arm's length basis.

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**NOTES TO THE FINANCIAL STATEMENTS (continued...)**

***25. Related Party Disclosures (continued)***

During the year Eleanor Matthews, the daughter of one the trustees Alastair Matthews was employed by the charity in a Public Relations and Marketing Officer role. During the year she was paid £22,137 (2019: £10,732).

At the year end date an amount of £342 was due from the Chief Executive (2019: £1,752).

***26. Ultimate Controlling Party***

The trustees consider that the association is jointly controlled by the trustees and that there is no ultimate controlling party.