

## **West Kent YMCA**

(A company limited by guarantee)

### FINANCIAL STATEMENTS

for the year ended

31 March 2018

To refer a possible resident or trainee - please download our simple referral forms

Housing [www.WestKentYMCA.org.uk/housing](http://www.WestKentYMCA.org.uk/housing)

Training [www.WestKentYMCA.org.uk/projects/horizon-project/hp-apply](http://www.WestKentYMCA.org.uk/projects/horizon-project/hp-apply)

Counselling [www.WestKentYMCA.org.uk/counselling](http://www.WestKentYMCA.org.uk/counselling)

Youth Work [www.WestKentYMCA.org.uk/youthwork](http://www.WestKentYMCA.org.uk/youthwork)

General info [www.WestKentYMCA.org.uk/projects](http://www.WestKentYMCA.org.uk/projects)

Sign up for newsletters <http://eepurl.com/dvL17j>

See previous years accounts	<a href="#">Charity Commission Register</a>
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Work for us – jobs posted at	<a href="http://www.WestKentYMCA.org.uk/job">www.WestKentYMCA.org.uk/job</a>
Support us tax effectively or TEXT <b>YMCA75 £5</b> to <b>70070</b>	<a href="http://www.WestKentYMCA.org.uk/giftaid">www.WestKentYMCA.org.uk/giftaid</a> <a href="https://my.give.net/20203596">https://my.give.net/20203596</a> or <a href="https://my.give.net/803529">https://my.give.net/803529</a>
Visit our eBay Charity shop	<a href="http://myworld.ebay.co.uk/WestKentYMCAcharity803529">http://myworld.ebay.co.uk/WestKentYMCAcharity803529</a>
16 Plus training	<a href="http://www.WestKentYMCA.org.uk/16plus">www.WestKentYMCA.org.uk/16plus</a>
Counselling for 8 to 30+	<a href="http://www.WestKentYMCA.org.uk/counselling">www.WestKentYMCA.org.uk/counselling</a>
We welcome feedback/complaints	<a href="#">Charity commission advice</a>   <a href="mailto:feedback@WestKentYMCA.org.uk">feedback@WestKentYMCA.org.uk</a>
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or the [Charity Commission](#) [free] or via [www.WestKentYMCA.org.uk/TAR](http://www.WestKentYMCA.org.uk/TAR)

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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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

Company No2512960 | Charity No803529 | Trustees Annual Report for year ended 31 March 2018 Page 1 of 89

YMCA West Kent | Tel 01892 542 209 | Fax 08712 390 677 | Email [info@WestKentYMCA.org.uk](mailto:info@WestKentYMCA.org.uk)  
[www.WestKentYMCA.org.uk](http://www.WestKentYMCA.org.uk) | Company Limited by Guarantee No 2512960 | Regd Charity No 803529

**Mail** Head Office, YMCA Tower House, Vale Rise, Tonbridge, Kent TN9 1TB | Map [www.WestKentYMCA.org.uk/tower](http://www.WestKentYMCA.org.uk/tower)  
Regd Office | YMCA Head Office, YMCA Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP

# **YMCA West Kent**

## **REPORT OF THE TRUSTEES**

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The directors of the charitable company ("the charity") are its trustees (for the purpose of charity law) and throughout this report are collectively referred to as the trustees or the board. The trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2018.

### **REFERENCE AND ADMINISTRATIVE DETAILS**

West Kent Y.M.C.A, trading as **YMCA West Kent**, is a company limited by guarantee (No 2512960) and a registered charity (No 803529), with a wholly owned subsidiary trading company, West Kent YMCA Trading Limited (Company No 3742102)

#### **TRUSTEES**

The following Trustees served during the year [contact via [HR@WestKentYMCA.org.uk](mailto:HR@WestKentYMCA.org.uk) in Head Office]:

Mr Jack Buckley	elected 13 January 2015, resigned 04 December 2018
Lady (Jackie) Evans	re-elected 18 October 2016
Mrs Heather Evernden	re-elected 18 October 2016
Mr Mark Farrar	elected 19 September 2017 as <a href="mailto:Treasurer@WestKentYMCA.org.uk">Treasurer@WestKentYMCA.org.uk</a>
Mrs Ann Furminger	elected 22 May 2018
Mr Jonathan Lineker	re-elected 19 September 2017 as <a href="mailto:Chair@WestKentYMCA.org.uk">Chair@WestKentYMCA.org.uk</a>
Mr Jan Smith	re-elected 19 September 2017
Mrs Caroline Wake OBE	Chair until resigned on 19 September 2017
Mrs Geraldine E Wenham	re-elected 19 September 2017

SECRETARY & CHIEF EXECUTIVE OFFICER      [CEO@WestKentYMCA.org.uk](mailto:CEO@WestKentYMCA.org.uk)  
Rob J Marsh

FINANCE DIRECTOR & MANAGEMENT ACCOUNTANT      [accounts@WestKentYMCA.org.uk](mailto:accounts@WestKentYMCA.org.uk)  
John Taylor / Malcolm Gray (interim) / Nikolai Naylor ACMA CGMA AMCT BA (Hons) of [Naylor Accountancy Services](#)  
1 The Warehouse, Draper Street, Southborough, Tunbridge Wells TN4 0PG

#### **REGISTERED OFFICE**

West Kent YMCA Head Office, YMCA Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP  
SAIL = Single Alternative Inspection Location - [YMCA Tower House](#), Vale Rise, Tonbridge, Kent TN9 1TB

#### **AUDITOR**

[RSM UK Audit LLP](#) Portland, 25 High Street, Crawley, West Sussex, RH10 1BG

#### **BANKERS**

[HSBC Bank plc](#) 105 Mount Pleasant, Tunbridge Wells, Kent TN1 1QP

#### **SOLICITORS**

Property [Cripps LLP](#), 22 Mount Ephraim, Tunbridge Wells, Kent TN4 8AS DX 3954 Tunbridge Wells  
HR [Amanda Finn](#), [Gullands](#), 16 Mill Street, Maidstone, Kent, ME15 6XT DX 51973 Maidstone2

#### **INSURANCE ADVISERS**

[Stackhouse Poland Ltd](#), [1st Floor, Shore House, 68 Westbury Hill, Westbury-On-Trym, Bristol, BS9 3AA](#)

#### **SURVEYORS**

[Jeffrey Moys](#) FRICS, [Bracketts](#) Chartered Surveyors, 132 High St, Tonbridge, Kent TN9 1BB  
George Gray MRICS/ [Mark Flemington](#), MRICS FAAV [Savills](#), 74 High St, Sevenoaks, Kent TN13 1JR  
[James Hicks](#) MRICS C.Build E MCABE, [Cubic Building Surveying Ltd](#), 9 West Hill, Wandsworth, SW18 1RB  
[Logic PM Ltd](#), Gate House, Archbishops Palace, Mill Street, Maidstone ME15 6YE

#### **PLANNING & CONSTRUCTION CONSULTANTS**

[Peter Waller](#), Rosewood House, High Street, Hadlow, Tonbridge, Kent TN11 0EF  
[Dominic de Mattos](#), [BdR \(Civil & Structural Engineering\) Ltd](#), Goblands Farm Business Pk, Hadlow, TN11 0DP  
[Nick Baster](#) MRICS FCIQB, [Logic CP Ltd](#), Gate House, Archbishops Palace, Mill Street, Maidstone, ME15 6YE  
[Cliffe Contractors Ltd](#), Cliffe House, Anthonys Way, Medway City Estate, Rochester, Kent ME2 4DY

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### *GOVERNING DOCUMENT*

The charity is governed by memorandum & [articles](#) of association dated 18 June 1990 as amended by special resolutions on 20 January 2004, 29 November 2005 and 19 September 2017 [download articles](#)

#### *GOVERNANCE*

Recruiting for all voluntary posts, including trustees, advisors, trading company directors is by adverts, volunteer centres, websites as well as by networking with previous clients, supporters, charity, business, statutory and faith communities. Trustees are recruited to enhance board skill mix/diversity, or bring valuable experience of governance, strategic management, youth work or business development. Potential trustees attend several board meetings, meet senior staff and clients and visit projects, before being invited to apply including enhanced DBS disclosure. Written references are obtained and potential trustees are vetted to confirm they are not barred from company directorship. Trustees are encouraged to take up learning, training and development opportunities; including a professionally facilitated, strategic management workshop/away day to critically review charitable objects, resources, strategic vision and governance. A quorum of 3 or 1/3 of the trustees is required for any decision except for appointing new trustees. There is no constitutional maximum. Qualifying third party indemnity provisions are in place for the trustees

There are 2 directors [C Wake and J Buckley] of the wholly owned trading subsidiary, **West Kent YMCA Trading Ltd** [Company Limited by Guarantee No.3742102] that runs social enterprise projects to achieve the charity's objects and delivers 'added value' by: [1] creating real jobs, work experience and volunteer placements for clients, [2] retailing items made by trainees, and [3] providing low cost furniture to residents as they move in / move on. This added community value and recycling achievement is widely recognised.

For a Free School bid, **West Kent YMCA Academy Trust Ltd** [Company Limited by Guarantee No.9030996] was formed 8 May 2014 [corporate director West Kent YMCA], but remains dormant.

#### *ORGANISATIONAL STRUCTURE AND DECISION MAKING*

The Board meets at least five times a year to review progress reports and recommendations from the Senior Management Team [SMT] including Rob Marsh, Chief Executive. The Chair is in weekly contact with the Chief Executive to review on-going development, staff and resource issues and risks. Detailed management accounts and updated forecasts are circulated to board members and SMT monthly. The Chief Executive reports to the Board, and makes recommendations for consideration at each meeting. The Finance sub-committee develops the budget and reviews progress and risk. A Property sub-committee reviews property related risk, liabilities and opportunities. Working groups also monitor, review and report on: HR, education, housing and retail. The Board and SMT work as required with experts on finance, property, risk, health & safety and safeguarding; to ensure full legal compliance, and strives for excellence and continuous improvement, to ensure our work, procedures and structure develop to meet local need in the most cost- and operationally-effective manner.

The Board use advisers in the areas of housing, development, property management, valuation, legal, finance, and charity obligations – these advisers attend Board or committee meetings when appropriate. Senior managers are invited to some board meetings to brief trustees on issues, progress and future developments. The board is always seeking to recruit appropriate expertise to ensure skill mix and good governance; and is seeking to increase youth participation in line with best practice. All decisions considered by the Board are sent to trustees, and decisions implemented if there is a majority vote by trustees when they are quorate; or if trustees all vote unanimously by email.

The charity was a Local Housing Partner, and managing agent of Ryder House delivering supported housing, for the National Council of YMCAs [trading as '[YMCA England & Wales](#)' 10-11 Charterhouse Square, London, EC1M 6EH, Company No73749, Charity No212810, HCA NoLH2204]. Ryder House was developed in partnership with YMCA England a Registered Provider [RP – previously Registered

# YMCA West Kent

## REPORT OF THE TRUSTEES

Social Landlord – RSL] – so our interface with [Homes England](#) [previously HCA [Homes & Communities Agency](#)] An HCA-funded refurbishment and extension of Ryder House completed August 2011. The standalone [Regulator of Social Housing](#) was established, outside the HCA, on 1 October 2018.

On 27 April 2018, YMCA England & Wales sold their lease on Ryder House to another RP, [YMCA Blackburn](#) [trading as **Y Housing**, 5 Wellington Street, St Johns, Blackburn, BB1 8AF, Company No5194135, Charity No1106198, RP No4639] [see YMCA Blackburn companies house register showing Triodos Bank [charge](#)]. The Y Housing board includes CEO West Kent YMCA. West Kent YMCA are still managing agent for Ryder House and still own the land [freehold] on which Ryder House was built.

By affiliation to [YMCA England & Wales](#), working with other YMCAs and charities, the Board draws on advice in areas of governance, safeguarding, management, housing & development, regional matters, partnership, fundraising, PR, HR, training and standards. The board is committed to implementing [Charity Commission](#) guidance and seeks to achieve, maintain and develop best practice in quality assurance, self-evaluation, external peer review and continuous improvement for all activities and management including governance, safeguarding and risk management.

### RISKS

The strategic risk register is reviewed annually. Risks are assessed in all business areas considering potential risks in terms of significance/impact and probability; identifying mitigation, ownership and any further action required. The table below highlights the top 5 corporate risks:

Risk	Mitigation / Control Measures
Impact of major incident [fraud, accident, death, fire, flood, abuse, adverse media coverage, IT breach]	Self-evaluation using comprehensive checklists of processes to mitigate these risks, build resilience, inform business continuity planning. Staff and volunteers have written references and appropriate DBS enhanced disclosures. Contract compliance and competence management.
Physical security of staff	Lone Person working policy, staff training in risk assessment, managing conflict. Physical / CCTV / radio / policy measures. Counselling support helpline for staff. Staff support & supervision. Client counselling service.
Physical security of clients	Our client base has a significantly higher proportion of vulnerable people compared to general population. Extensive training and supervision of all staff to understand / implement professional boundaries, safeguarding and health & safety. Risk assessments undertaken on all clients, on-going and proposed activities.
Staff stress or ill-health	Team meetings, regular supervision, line-management, appraisals. Staff and managers can access external non-managerial supervision. The charity provides free 24/7 confidential help line for staff to seek advice on health and wellbeing, for face-to-face counselling support [and phone counselling for resident family members] and a confidential safeguarding helpline for all.
Cash flow problems due to late / defaulted contract payments, delays in commissioning, reduced income generation.	Cash flow management, accurate monthly forecasts. Consider using freehold property as collateral for loan or facility. Increased focus on income generation [trading, social enterprise, fund-raising and contracts] and sustainability. Improved PR/public profile. Highlight and challenge persistent debtors [some parts of KCC and some schools].

During the last year, action was taken to address specific risks of:

- ✓ GDPR / IT breach / failure: all hardware, software, systems and procedures have been updated
- ✓ Low staff capacity / resilience: outsourced finance/payroll, new leads for business development [retail]; fundraising; and operations [tendering, contract management, strategic partnerships].

The detailed confidential risk analysis is disclosed to solicitors, insurance brokers and auditors and informs Board & SMT risk management, and risk assessment for each project/centre and each contract, tender and proposed development. All work on the risk register, health & safety, HR, governance, finance, business continuity, management and policy is reviewed to ensure it is 'future proofed' so the Group is fit for purpose during contingencies or developments such as new or extended centres, projects, programmes or contracts. A business continuity management [BCM] plan is regularly reviewed [last update June 2018].



# **YMCA West Kent**

## REPORT OF THE TRUSTEES

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### *TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS*

The trustees (who are also directors of West Kent YMCA for the purposes of company law) are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and UK Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare financial statements on the going concern basis unless it is inappropriate to presume the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company'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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. [UK legislation governing preparation and dissemination of financial statements may differ from that in other jurisdictions]

### **OBJECTIVES AND ACTIVITIES**

West Kent YMCA is a Christian charity delivering housing, education, counselling, support, welfare on an **unconditional basis** - supporting people of any, or no, faith. Staff and volunteers reflect our ethos of diversity and inclusion representing many nationalities, ages, abilities/disabilities, background. The trustees prayerfully provide strategic direction to ensure the charity can best identify and meet local needs in the most effective, holistic, professional manner [see [faithworks charter](#)].

To use resources effectively, work is targeted for more vulnerable, disengaged young men and women – those in greatest need – regardless of their gender, sexuality, race, faith, physical or mental ability or background. The trustees have paid due regard to the [Charity Commission's guidance](#) on [public benefit](#), and all who make decisions about the activities undertaken are concerned to ensure real benefit is provided to a broad range of people. The trustees consider the achievements, performance and plans of the Charity demonstrate this commitment as expressed in our Mission and Values. >>>

*SUMMARY OF OBJECTS IN GOVERNING DOCUMENT* - see [our articles registered with companies house](#)

**The charity helps Young People in need of social, educational, emotional, vocational, training, spiritual or housing support or guidance in a form that is accessible and appropriate to their interests, needs and means.**

### AIMS AND IMPACT

The charity seeks to make a lasting difference in the lives of young people, particularly those who are vulnerable and in great need - usually through no fault of their own. The charity works intensively with a small number of clients (**250 to 350** in a typical week) offering professional, caring, holistic, non-judgemental support so clients [in housing, training, youth work or counselling] can regain hope, self-esteem, security and emotional support - to make informed choices for themselves – **gaining 'skills for life, for work and for living' - achieving lasting independence and sustainable progression.** We express these aims and desired impact and outcomes in our corporate Vision, Mission, Values and strategic objectives. [www.WestKentYMCA.org.uk/vision](http://www.WestKentYMCA.org.uk/vision)

**YMCA WEST KENT**



### Our Vision

Young people in need are equipped and empowered to build their future.

### Our Mission

We are a local Christian charity committed to helping young men and women, of all faiths or none, particularly at times of need.

Our mission is to do this by providing the foundation that young people need, including:

- A safe and secure place to live
- A safe and supported place to learn
- A great environment in which to develop and grow, and
- An excellent standard of complete support, designed for and with young people

We aim to be the best provider of these young people's services and will work with partners who share our values and aspirations.

### Our Values

We strive to be:

<b>Inclusive</b>	<b>Caring</b>
<b>Ambitious</b>	<b>Honest</b>
<b>Inspiring</b>	<b>Empowering</b>
<b>Committed to sustainability</b>	

# YMCA West Kent

## REPORT OF THE TRUSTEES

### OBJECTIVES FOR THE YEAR

Objectives for the year were set by the Trustees:

### PROGRESS REPORT

Objectives for 2017 - 2018	Progress
<b>Finance</b> <ul style="list-style-type: none"> <li>- Achieve break even or better financial position.</li> <li>- Fundraising team to secure future big lottery funding for youth work</li> </ul>	✓ <b>GREEN</b>
<b>Youth Services</b> <ul style="list-style-type: none"> <li>- Deliver commissioned youth services including engagement and SEND</li> </ul>	✓ <b>GREEN</b>
<b>Housing</b> <ul style="list-style-type: none"> <li>- Influence the process where YMCA England &amp; Wales sell their leasehold interest in Ryder House to another YMCA Registered Provider so that:               <ul style="list-style-type: none"> <li>o YMCA West Kent continue to provide Supported Housing as a managing agent</li> <li>o YMCA England &amp; Wales provide a grant so that rents can remain at a similar level.</li> </ul> </li> <li>- Work with partners to develop 9 new units of affordable housing</li> </ul> <p>3-5 years: Start to recycle housing income in more schemes</p>	✓ <b>GREEN</b>  NB ongoing concerns are: Changes to Housing Benefit, Universal Credit, Lower Social Rents, no clarity on future capital and revenue funding for supported housing, reduced access to affordable move on housing
<b>Training &amp; Education</b> <ul style="list-style-type: none"> <li>- Maximise income to maintain the highest quality vocational provision in               <ul style="list-style-type: none"> <li>o Horizon project construction work based learning/study programme</li> <li>o Retail traineeships</li> <li>o SEN provision</li> </ul> </li> </ul> <p>3-5 yrs: Develop strategic partnership(s)/consortia to leverage improved viability and sustainability</p>	✓ <b>AMBER</b>  Work in progress
<b>Social Enterprise – Retail</b> <ul style="list-style-type: none"> <li>- Improved sales &amp; marketing,</li> <li>- maximise gift aid</li> <li>- more income generation such as upcycling, small electricals, traineeships</li> </ul> <p>3-5yrs: year on year improvement in trading net profit</p>	✓ <b>AMBER</b>  Work in progress in both furniture stores
<b>Governance</b> <ul style="list-style-type: none"> <li>- Manage key risks including staff well-being; health &amp; safety; safeguarding; and service quality.</li> <li>- Update Mem &amp; Arts to reflect YMCA best practice / model articles</li> </ul>	✓ <b>GREEN</b>

A snapshot of progress, achievement, impact and how we work is gained from feedback by clients, staff (new staff, staff surveys, focus groups, exit interviews, training, supervision) trustees and many people who visit our projects, meet clients, attend events or read our detailed monitoring reports or case studies [provided to some partners, commissioners and funders].

Each year, we share a small sample of **feedback**. We rarely get negative feedback but we encourage complaints and are pleased the very few complaints we get are usually resolved quickly. This year we asked staff & volunteers what **drives** them to do their job or **to make a difference**.

✓ To see the trainees smile once they believe in themselves!      Manager

- ✓ What makes you do the job you do? - To see the change in our students from when they start to the end of their course; to see how much they can change in less than a year. Because when they start to trust you, they start to believe in themselves, when they believe in themselves their self-confidence grows, when their self-confidence grows they start to achieve – and then they like how that feels so they keep achieving – and that makes me happy! Staff
- ✓ What drives you to make a difference? You're never going to get everyone to accept help, listen to advice, get qualifications but some will – and that's why we do what we do. Even the ones that don't accept your help or listen at the time still keep coming back to see us year in year out and look back on that year fondly because we're privileged to spend that intense year with them, usually when their lives are difficult and we don't give up on them and we show them there are people out there who will be in their corner Staff

I would like to share this poem >> that a student wrote about me in his English lesson - it sums up why I love my job. Staff

It's **never** boring!  
Every day brings new challenges, new successes, new problems and new solutions, new arguments and shared opinions. We listen, encourage, empower, despair, discipline, compromise and CARE.

I love it! Manager



- ✓ I do the job I do, as counselling can make a difference, especially if issues are worked with for YP this can change the direction of their future lives. They can become empowered instead of victims, strong instead of weak, good decision makers, know right from wrong. Less angry and with a sense of purpose! Learn to believe in themselves. Counsellors can also become empowered to be stronger, more resilient and skilled in order to facilitate change for others in the future. Counsellor
- ✓ "I have worked for over 30 years with young people in lots of different roles, what motivates me is when I see them making the right choices, making the changes they need to make in their lives. The icing on the cake is when we see them years later and they excitedly tell us what they are doing in their lives. We can and do make a difference in these young people's lives!" Staff
- ✓ For myself no two students are alike and one has to try and get to know the triggers that make them tick. Some are easy and others are so difficult, some connect with basic carpentry others feel out of their depth, others have no basic skills or desire to learn. So at the end of it all is to be impartial, have empathy, empower, give recognition, and try to help them to connect with who they are and use the learning experience as a positive motivator that the student feels loved and accepted. This for me is key and for one not to feel rejected when learners don't want to come on board. There is no greater sense of fulfilment when they finish the course and give us the acknowledgement for making it. Like a Mother, it is **never without tears of pain or joy**. Staff

# YMCA West Kent

## REPORT OF THE TRUSTEES

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- ✓ The reason I volunteer with the YMCA is that I want to help young people overcome the difficult experiences that they encounter and help them to lead lives which are productive and rewarding for both them and those around them. Counsellor
- ✓ I want to support young people overcome their problems, build their lives and see them flourish!
- ✓ I think every young person has a dream and I would like to think that what we do in retail helps them towards it... Manager
- ✓ Many of the young people who come to us have such chaotic lives it's no wonder they are not achieving at school! Gangs and drugs are such an easy route to take to make fast money! We give the young people who come to us **a purpose, an opportunity to see that learning can be positive and fun, that there are people who care for them and that, everyone can achieve.** We get them to realise their own self-worth, that they have been given the tools to enter a valuable and profitable career and that they can make a better future for themselves. It's a privilege to be a part of their journey! Manager
- ✓ Sometimes the difference can be so miniscule to us but is **huge** to them. One of my fondest memories was teaching a young person how to use all the different cutlery for a meal so that she could go to a restaurant and with her boyfriend's family and not feel embarrassed. Manager
- ✓ I do the job I do as I love young people. I am passionate about their voices being heard and watching them grow. Staff
- ✓ I love the job as **we support all young people including our young staff** - who make such a difference and are a **credit** to themselves and our organisation. Manager
- ✓ What drives me to make a difference ....I take pride in my job as I am delighted to work for an organisation where **young people are at the heart of all we do.** We don't take the easy path or go for the quick wins, we invest our time, money and energy in helping young people to make life-changing decisions. Yes - it is hard work, yes - it can be frustrating, yes - it is challenging, especially on the front line **but it is so worth it.** To see that young person gain a qualification, to learn how to cook, to come on board week after week with the youth work team is priceless. I have never worked for an organisation before that is **so tireless** in their efforts to help young people. We have so many talented and dedicated staff who are committed to making that difference day in day out. No two days are the same here at the Y – it is an exhilarating place to work and volunteer at. Staff
- ✓ I do the job I do to help **make a difference both to staff and young people.** I have the pleasure of working in fundraising and I can take people's ideas and wishes and with a bit of luck **make it a reality.** Every donation we receive **gives me a buzz** as I know every penny changes lives. Staff
- ✓ I do the job we do for the changes and impact we have on the lives of the young people helping them to understand the importance of their community and the difference they can make. I love the difference we can bring to each local community forming strong partnerships and creating cultural diversity by bringing young people from different backgrounds together in one youth group. Manager
- ✓ The reason I am volunteering with the YMCA is that I recognise how vital it is to offer help and support to young people in difficulty, so they do not have to continue their struggles into their adult lives. Counsellor

To **hear what young people say** watch their 90 second film [www.WestKentYMCA.org.uk/quick](http://www.WestKentYMCA.org.uk/quick)

More feedback is shown later for each project



### STRATEGIES AND ACTIVITIES

Activities and objectives for the year were informed by:

- Consultation with clients [current, past and potential], residents, trainees, youth club members, counselling clients as well as staff, volunteers and partner / commissioning agencies
- Strategy / planning away days for trustees to inform development and strategic plans
- Responding to Consultations / Invitations to Tender when local authorities plan to commission.
- Working with YMCA Training and YMCA George Williams College for apprenticeships and 16 Plus
- Steering groups, focus groups – young person led; and regular residents' / trainees' meetings
- Consulting agencies and local partnerships including KCC, Housing Authorities & Associations, CXK, schools, colleges, Job Centre Plus, YMCAs, charities, faith communities and youth groups

#### Principal activities

**Principal activities were youth engagement, pastoral support, vocational training, supported housing, education, community learning, community development, youth counselling and social enterprise - delivered in a series of projects and programmes that work independently but also collaborate with each other.**

*The principal activities are explained and evidenced in more detail - using achievements, positive outcomes and some case histories - in the next section on ACHIEVEMENTS AND PERFORMANCE.*

### VOLUNTEERS

**A big thank you is extended to all those who have given up time to volunteer to help West Kent deliver services by sharing their passion, experience and skills.** Volunteers not only help deliver services within budget, bringing experience and skills to share but offer great added value to all projects, clients and staff. All staff have current / previous volunteer experience; and we encourage all clients to get involved as a volunteer to learn new life skills, to **belong, contribute and thrive**.

A key role for volunteers is trustee/director, or board advisor [often potential trustee] and without their dedication and commitment, the governance oversight of the charity would be impossible.

We are equally indebted to our team of volunteer counsellors who operate the [Talk2Us counselling](#) service. They are incredibly professional and effective - often helping our clients [aged 8 to 30+] see their situation more clearly: empowering them to make life-saving or life-enhancing decisions.

Volunteers regularly help in other roles from PR, trading, admin, support, mentoring, job-search, CV writing and teaching – from dance or cooking, to creative writing, art, IT, maths, English, music or table tennis. We are grateful to all who are willing to share their talents with our clients.

During the year we estimate volunteers donated **5000** hours of time to us. We are truly grateful.

We are also pleased that many volunteers gain significant work experience improving their skills or self-esteem in our projects, often supported by our staff. We are delighted so many volunteers [usually in retail, upcycling or youth work] go on to secure paid work with us or other employers.

Lastly, we must give credit to the young people who serve our community in a voluntary capacity – often as part of their Duke of Edinburgh Award volunteering section. For example, we are delighted that 8 young people help us run a weekly youth club in a rural area – as part of their DofE Award.

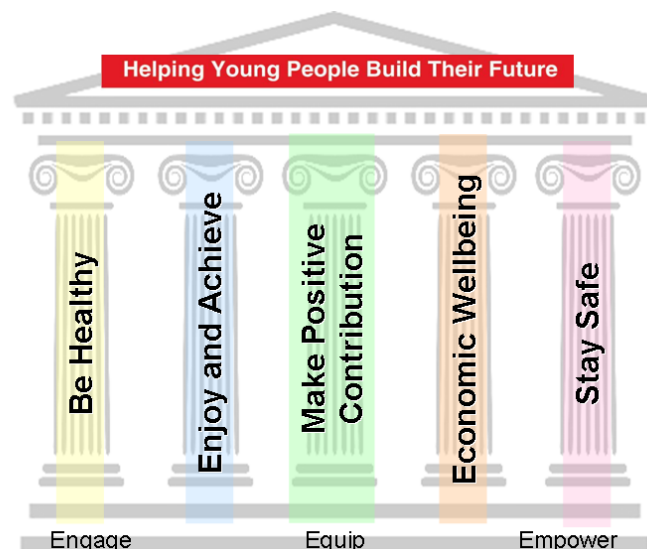
#### **Arrangements for setting pay and remuneration of key management personnel**

The charity has long implemented a policy of paying all staff (except apprentices) the [Real Living Wage](#) (living wage foundation assessed hourly rate outside London i.e. above national minimum wage or more recent government "living wage") and offered all staff pensions and most staff a [low cost Westfield Health plan](#) (free counselling, helpline, CBT and support with medical advice, scans and limited funds for physio, dental and optical treatment). These are a priority for staff. Remuneration of Senior Management Team is below benchmark rates to ensure other staff benefit from the Real Living

Wage. Some managers and their staff on fixed term contracts get a small annual salary increase where built into the project funding contract. Directors / Trustees are all unpaid volunteers. (Note 9)

### ACHIEVEMENTS AND PERFORMANCE

YMCA West Kent continues to help young people build their future. Many clients arrive at their wits end, disengaged, vulnerable or excluded. They often come to us by referral or self-referral as **the last resort** after family, community or other agencies have 'failed' or given up on them. Dedicated staff listen to every client [resident, trainee, youth club member or counsellee] with **respect, non-judgementally**; helping them build self-esteem, hope and their future. We give them real ownership of their future; staff will often challenge clients. Sadly a few clients [2-3 a year] leave our programme(s) without resolving their issues – but they have found someone who will listen and encouraged them to value and help themselves; and they often go on to deal with big issues they could not previously address.



We offer everyone a fresh start. We are non-judgemental – we don't patronise or disempower clients. Indeed clients are left in no doubt their decisions and actions have consequences for them and others. Projects promote safeguarding, independence and informed decision making rather than dependency; and promote diversity, inclusion, engagement and empowerment – rather than exclusion.

We can evidence achievements, performance and impact of our life-changing work and some of the needs our services meet, by positive outcomes and Case Studies - selected from many examples. Some names are changed for privacy but all other details are accurate and provided with client consent.

During the year our Talk2Us counselling service was more widely available to anyone **aged 8 to 30+** in the community. We previously only offered counselling to those aged 13-26.

During the year we delivered high quality commissioned Youth Services in two districts: Tunbridge Wells and Tonbridge & Malling. This was delivered by **Vehicle 4 Change V4C** working with children & young people aged 8-19 and aged 8-25 with Special Educational Needs or Disabilities [SEND]. After some 16 months, we gave notice on those contracts: while we were delivering what we had tendered and was agreed in our contract; contact managers wanted much larger numbers which we could only deliver if we completely sacrificed quality and a relational approach [we were unable to condone.]

During the year, however, we were successful in gaining a third Big Lottery Fund grant to support V4C for 4 years, so our quality youth work engaging 'harder to reach' children & young people continues.

We are pleased to see greater recognition of our work with children and young people with Special Educational Needs and/or Disabilities [SEND [www.WestKentYMCA.org.uk/SEND](http://www.WestKentYMCA.org.uk/SEND)] with more referrals of SEND learners into our programmes – youth work, housing, education, training or counselling. We wait to hear if we will be included on the Department for Education's Section 41 list [see [LINK here](#)] so we can be named in [Education Health & Care \[EHC\] Plans](#) for children and young people with SEND.

There has been much **positive partnership working**, including collaboration with, for example:

- ✓ **Bore Place** for SEND provision and adding horticulture to our current vocational offer
- ✓ other youth services providers to influence how impact is measured
- ✓ other housing providers to prepare for future support tenders
- ✓ other YMCAs who are housing managing agents to work together and with Y Housing
- ✓ other YMCAs who are able to offer mutual support, expertise and some outsourced services

# YMCA West Kent

## REPORT OF THE TRUSTEES

- ✓ TWBC, Quakers & Habitat for Humanity to develop 3 x 3 bed flats that are affordable
- ✓ Carriers for Causes, Cyclopark, Southeastern Railways and Tonbridge Bike Users Group on RECYCLE
- ✓ Christ Church Canterbury University Applied Psychology Dept for CPD for their staff / our counsellors
- ✓ **Kent Police / Kent Police College** for our CSE training and their diversity placements
- ✓ **YMCA England & Wales** for shops, outsourced payroll services, mental health campaigns
- ✓ **Wilmott Dixon Construction Ltd** who are helping with our housing and vocational training – providing Health & Safety training, CSCS card exams; site visits and interviewing trainees for roles in construction and their supply train.
- ✓ **Berkeley Homes** who are building on the old Kent & Sussex Hospital site have donated excess materials to our projects – improving environmental sustainability.
- ✓ **Tonbridge School** for their continued mentoring support for our learners in sport and use of their sporting facilities on a Wednesday.

### Performance indicators - a numerical snapshot

Figures for the last academic year, financial year or project year – by activity - are below.

Activity & Age range	Total No of young people engaged	<i>last year</i>	Total No of young people achieving 1 or more positive outcomes [or on track]	<i>last year</i>	Remarks / reasons for any negative outcomes / reduced performance
Supported Housing for age 16-26	62	74	59/62	68/74	RYDER HOUSE Apr 17 – Mar 18 See more below *
Supported Vocational Training for age 13-19s	37	26	37/37	26/26	The HORIZON Project - Work Based learning / Alternative Curriculum
Retail Trainees	7	-	7/7	-	Furniture stores
Detached youth work & youth clubs 8-25	840	630	840/840	605/630	V4C project Youth Clubs & Youth Services Apr 17 - Mar 18
Carpentry for learning disabled adults	12	13	12/12	13/13	<a href="#">HORIZON Tonbridge Fun With Wood</a> on Fridays
Rehab for disabled young veterans	1	1	1/1	1/1	Mentors under 25 - with support from Poppy Factory, AFCC
Young Apprentices age 17-26	0	1	0	1/1	But 1 ex apprentice now appointed as a deputy manager
Counselling for Young People age 8-30+	22	26	22/22	26/26	2 to 8 sessions per client. Apr 17-Mar 18
<b><u>TOTAL</u></b>	<b>981</b>	<b>771</b>	<b>978 / 981</b>	<b>740/771</b>	<b>99% POSITIVE</b> <b>[96% last year]</b>

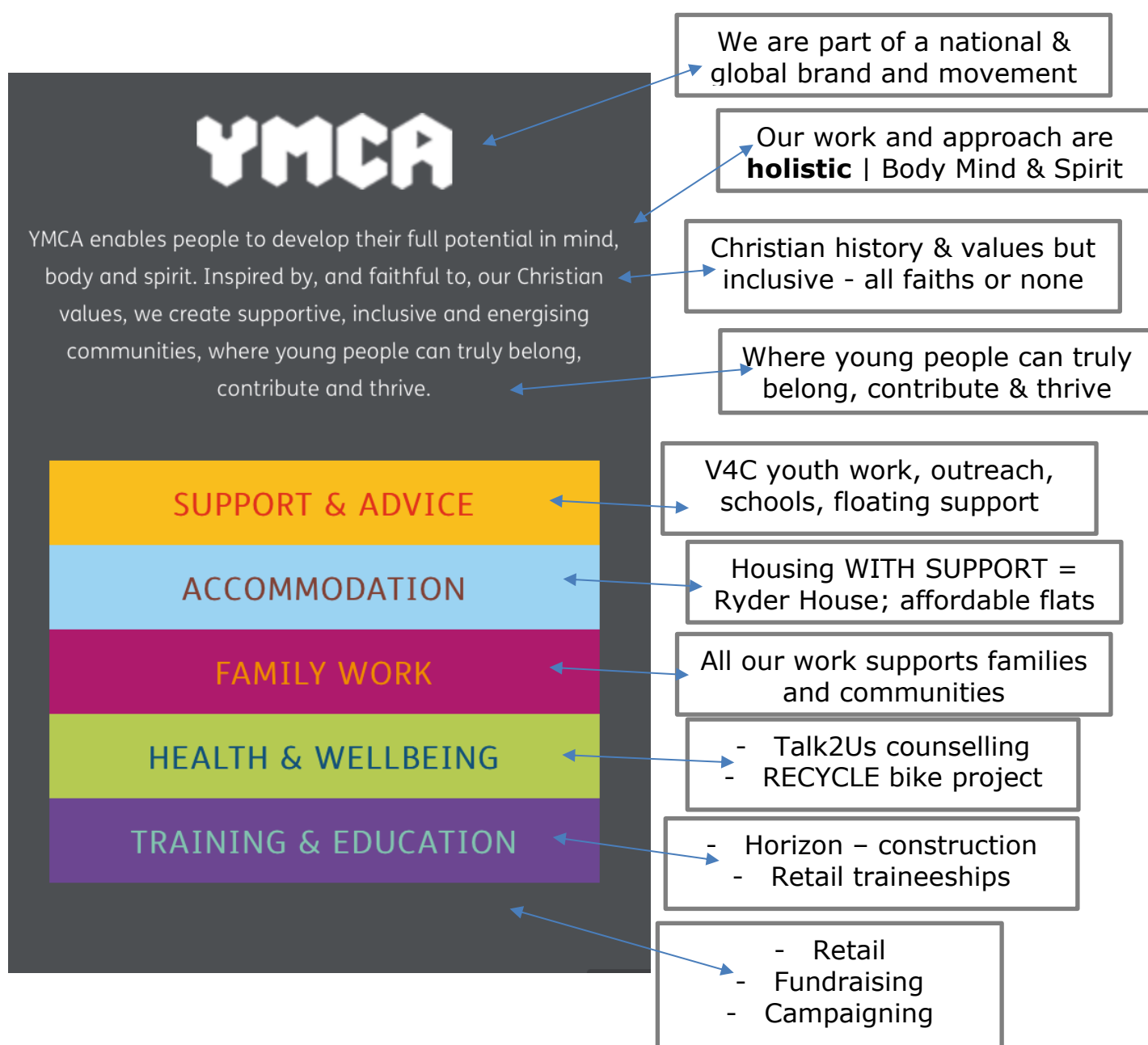
NB Table omits training and functional skills for adults –some with learning difficulties; and training and support for retail volunteers. The table also omits projects that closed before or part way through the year.

We believe that every young person should be able to develop their full potential in body, mind and spirit

Every local YMCA is different: configured and evolving to meet local need; with services and programmes that are **co-designed with young people**.

We have a common history, ethos and core areas of work within this diversity.

The graphic below is the YMCA 'Boilerplate'. This is how our projects map to core YMCA work streams.





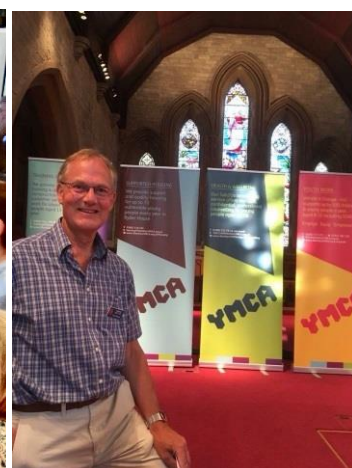
# YMCA West Kent

## REPORT OF THE TRUSTEES

We believe that every young person should be able to develop their full potential in body, mind and spirit

We celebrate Youth Achievement every July

Networking Fun  
Cake Balloons Films  
Thank you's to clients, staff, funders



Tom from Tonbridge Lions – funders

Rev Miriam Barker our Community Chaplain

^ Welcome 200+ guests  
Very proud clients, staff,  
families & friends >





We believe that every young person should have a safe place to stay

### YMCA RYDER HOUSE HELPING YOUNG PEOPLE FIND THEIR FOOTHOLD IN LIFE

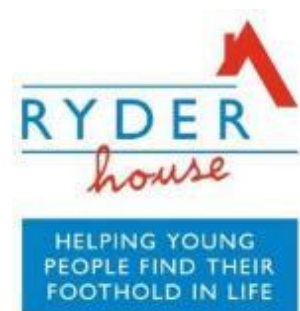
#### **Supported Housing for Young People @ Risk: Support plus affordable quality flats for 37 young men and women aged 16-26**

- ✓ Affordable, high quality housing
  - ✓ Intensive 1-1 support
  - ✓ Personal & social development
  - ✓ Extensive youth inclusion work
  - ✓ Access to counselling, youth work, education
- [www.WestKentYMCA.org.uk/housing](http://www.WestKentYMCA.org.uk/housing)  
[www.WestKentYMCA.org.uk/DLTOW](http://www.WestKentYMCA.org.uk/DLTOW)

#### **Ryder House - Supported Housing Project - delivers:**

- We provide supported housing for young people at risk / in need [requiring support for up to 2 years] who are aged 16-24 on arrival. While residents can be aged 16-26 at Ryder House the average age of residents is **currently just under 18 years**.
- Residents normally fit one or more of these categories - **they need support to** understand
  - how to have healthy, safe relationships
  - short & long term adverse impact of drugs: cannabis, alcohol, legal highs, ecstasy/MDMA
  - how to improve / deal with / get support for mental health issues – anxiety, panic, anger, results of abuse from family / extended family [as a victim or witness], impact of bereavement, parental drug/alcohol abuse, family breakdown, self-medication.
  - how to develop their interpersonal skills, life skills, appropriate social interaction, work skills.
- All need help to learn how to maintain a tenancy and help to find and secure affordable housing [there is a vast shortage of affordable / social housing]. At every stage, we seek to challenge and support by sign-posting and empowering residents.
- We do NOT do it for them [as this would dis-empower them] but seek to be holistic –giving them tools for life so they can problem-solve, negotiate, get support and have learnt how to deal with problems in their future.
- At Ryder House, we encourage all residents to get involved in community projects – and to think of others less fortunate than themselves.

Every year Christ Church Missions fund the residents Christmas Dinner.  
We are so grateful to them - it makes such a difference to our young people to know others care



We believe that every young person should have a safe place to stay

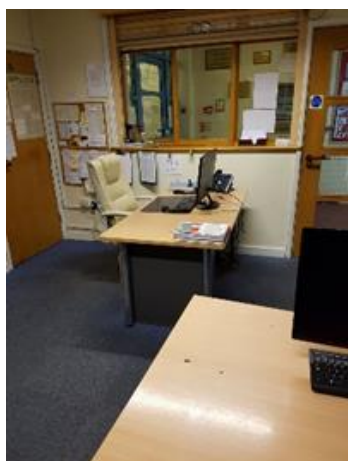
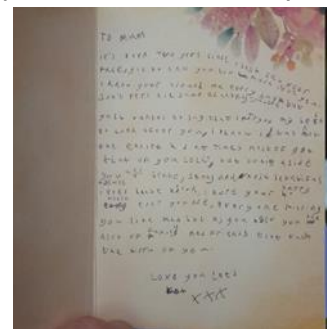
### PROJECT UPDATE – YMCA RYDER HOUSE

- **Ryder House is so much more than a place to stay.**
- **For many young people it is their first safe haven, a chance to rebuild their lives, to open up and trust staff.**
- **A place to call home.**

We support and encourage each young person to look after and maintain their own flats, empowering them to budget and cook, gain skills to hold down a tenancy and move successfully on into independent living. We are always delighted when young people make such an effort with their flats.



**Providing a supportive environment** – A lot of the work the staff provide at Ryder House is around **emotional wellbeing and supporting residents at difficult times in their lives**. The pictures below (permission given for their use) are particularly poignant and it's thanks to the dedication and skills of our support team that we have been able to support several young people who have recently been bereaved; and some who are dealing with the impact of childhood trauma such as finding a parent who has died.



<<< Residents can visit the housing support office 24/7 where dedicated staff are around to help each resident on their individual journey.

There is also a large **communal lounge** >>> & garden for meetings, job club, TV, computer access, socials, meals and residents meetings

The fully equipped **communal kitchen** was re-fitted when ex-resident [Roisin](#) raised over £10,000 as our apprentice fundraiser





We believe that every young person should have a safe place to stay

**PROJECT UPDATE – YMCA RYDER HOUSE**

**YMCA Ryder House Projects - The Art Club**



**YMCA Ryder House Projects - The Cooking Programme**

This project was initially designed to teach residents how to cook healthy meals on a budget. This was done in 1-1 sessions; but staff & residents soon realised that eating as a group also improved social and emotional wellbeing.



**Thanks** to funding from **Tunbridge Wells Round Table**, staff and residents achieve: **amazing meals | great learning | improved wellbeing**



We believe that every young person should have a safe place to stay

### YMCA Ryder House - Preparing for Move on

- ✓ Here at Ryder House the support team spend a substantial part of their time preparing each resident for independent living.
- ✓ This includes learning how to cook, use a washing machine, how to budget and general maintenance and cleaning of a flat.
- ✓ Each resident is then supported to complete a **tenancy training programme** before they can be nominated to the local authority "as ready to move on"

### CASE STUDIES *In the words of our support workers*

#### 'Ian'

This young man has Schizophrenia; he has made amazing progress since being with us at Ryder house. He has joined me on trips out (go karting being one that really excited him), and is now doing his driving lessons. He recently completed all 19 sections of his tenancy training. He has been put forward to the local authority as "ready for move on" as he is able to maintain his flat and pays all of his bills on a regular basis.

'Ian' recently had a trip with his father - who he hadn't seen for years and this went well. He is now bidding on flats and we expect him to have moved out by the end of the summer.

#### 'Laura'

This young lady has had a difficult but ultimately successful year, during which her mental health has been a major issue. Over the year her mental health has led to her being hospitalised several times.

I am pleased she was finally diagnosed with "emotional personality disorder" and has begun to receive the appropriate treatment. We are very proud of this young lady because with all this going on in her life she has still been able to successfully pass her level 2 course at West Kent College. She joins in with art club as often as she can and has recently been making dream catchers (it was her idea to make them).



'Laura' has also completed **all of her tenancy training** and achieved "**ready for move on**" status within YMCA Ryder House.

#### 'Charlie'

This young person has just arrived in YMCA Ryder House. We try to never judge or show surprise but it's so hard to get our heads round how **one young person** had **over eighty foster placements** since being taken into care... As ever, we will move heaven and earth to understand and **meet their support needs**.

We believe that every young person should have a safe place to stay

**PROJECT UPDATE – YMCA RYDER HOUSE**

**More YMCA RYDER HOUSE CASE STUDIES**

*In the words of our support workers*

**'Laura'** completed her barbering Level 2 course, a great achievement given the MH issues she had to overcome.

**'Craig'** has done so well with his job, even earning his promotion to become a manager.

**'Tammy'** has worked so hard to achieve a really positive and successful move on – well done to her!

**'Chris'**

Late last year I helped 'Chris' one of our Young People at Ryder House move on to his own flat. It had been a long process: joining the Housing Register, providing all relevant paperwork, proofs etc but in the end so worthwhile. The day he got the letter offering him a flat viewing was both **exciting and somewhat daunting** as he had never lived on his own before. All went well with the viewing, he accepted the flat, he was moving on, **excellent!**

The next few weeks were spent sorting out power, Housing Benefit, Council Tax, everything else that goes with moving. We sourced a cooker from a local charity and furniture including a bed from our YMCA Furniture Store and bingo he was ready to go!

**A positive move on for Ryder House - it's why we do what we do.**

**'Jake'** lived in Ryder House for 18 months.

Then he went to live with his boyfriend, it was a very quick decision and they had not been together long, **although staff advised that careful consideration be made about it, he went anyway.**

The relationship soon broke down and the landlady of the property he was living in give him notice. **He returned to Ryder House 4 months later broke and jobless again,** the staff lifted his spirits and after a short time, he had **regained his confidence and found a part time job.**

It wasn't long before he was offered a RSL property and moved out.

I am writing about this because we don't always expect young people to get it right first time and it shows we will never shut the door but encourage and support them - to help get the **best long term outcomes** for all our clients.



We believe that every young person should have a safe place to stay

**PROJECT UPDATE – YMCA RYDER HOUSE**

**YMCA RYDER HOUSE LONG TERM CASE STUDIES**

We want to provide an update on the young lady we cited last year...

*This young lady was 16 when the Police referred her to us as a **last resort**. She had been removed from the family home and had then been in **37 foster homes** from the age of 12.*

*When she fell pregnant at 15, she was placed in a mother and baby unit, but unfortunately the baby was removed from her care after a few months.*

We recently had the privilege of helping her move for the second time into a new flat. She and her partner are still doing really well with a stable relationship. She has a young baby and is now expecting another baby. She is doing everything she can to look after her baby and unborn child and to be the best mother she can be. She might contact us from time to time to see if we can help her fill in a complicated form but she is another shining example of how with the right support, boundaries and some encouragement **young people can really turn it around** and achieve lasting independence. **She can truly belong, contribute and thrive.**

We also gave a case history last year about another young lady who...

*came to us **after fleeing modern slavery in the local area**. She arrived with a statement for special educational needs, with very low self-esteem and was very timid.*

*It took a long time for her to open up, however over the 2 years in Ryder House, she has gained confidence, got involved with activities and really progressed. Although not yet able to work when she moved on, she gained good knowledge and skills to live independently ....*

We are still in regular contact with this lovely young lady; who has now been living independently for over 18 months. With our ongoing support she is more mature and self-aware; and consequently less vulnerable and safer than she could have been.

**She has learnt that independent living does not mean she has to do everything on her own without any help at all.** She now feels ready to welcome and engage with personal support from the adult living disability team – and we have managed a referral and contact for her. **This is a huge step forward for her.**

With our support she has managed to engage with her landlord – and indeed claim compensation when she was entitled to it. She has been empowered to enjoy and improve the relationship with her family. Yesterday we helped her to buy a mobile phone – the first one that is her own – and not a hand-me-down.

She is a pleasure to support and keep in contact with. We know she is still potentially very vulnerable but she is well supported, safeguarded and protected and she has been **empowered** to have a bright future; **and can belong, contribute and thrive.**

### PROJECT UPDATE – YMCA RYDER HOUSE

#### More YMCA RYDER HOUSE CASE STUDIES

##### 'Robin'

We believe that every young person should have a safe place to stay

- ✓ **attended the YMCA Horizon Project - to learn some functional skills;**
- ✓ **worked in the YMCA Furniture Stores to learn retail and customer service skills**
- ✓ **was a resident in Ryder House to learn independent living skills**
- ✓ **now has a full time job with a national retailer**

He had only just turned 18 when his relationship with Mum broke down [one of the most common causes of homelessness]. As he was technically an adult he wasn't entitled to any support and had no benefits..

This crisis at home put him at great risk of being street homeless or sofa-surfing, until friends ran out of patience. The Horizon staff referred him to Ryder House and went to the Gateway with him. He was allocated a flat in Ryder House and started a 3 month licence.

The housing team helped him to settle in, learn how to cook, budget, do his laundry and look after his flat, as well as claim housing benefit to cover his rent.

Robin passed his exams, and then enjoyed working in our YMCA Furniture Store learning retail skills and gaining experience.

Since then he has secured a full time job with a large national retailer – they really like him and are offering him lots of extra training as they see he has great potential.

So he has just moved out and we are confident he will sustain his housing and employment – a lovely young man who just needed a break.



**Without** our support he could so easily have got into drugs, risky behaviour even drug dealing... It doesn't really bear thinking about the potential cost and waste had he not been supported by **YMCA West Kent**

He was one of many young people given a well-earned achievement award at our annual celebration event.

We believe that every young person should have a safe place to stay

### Thank you

We are delighted that **Willmott Dixon Construction Ltd** - a leading construction company - selected **YMCA Ryder House** as their charity project this summer.



They will take on some maintenance and decoration - including training any staff or residents how to professionally paint communal areas and flats as well as providing **job and apprenticeship interviews** for young people we work with in **all YMCA West Kent projects**.

A strong theme for the company is **mental health first aid**. They will involve all their 30+ construction management trainees, the company directors and all their supply chain in working for us and with us - trying to secure free supplies and labour. We are absolutely delighted!

Huge thanks to everyone in bringing this together - we look forward to feeding back the results.



**WILLMOTT DIXON**

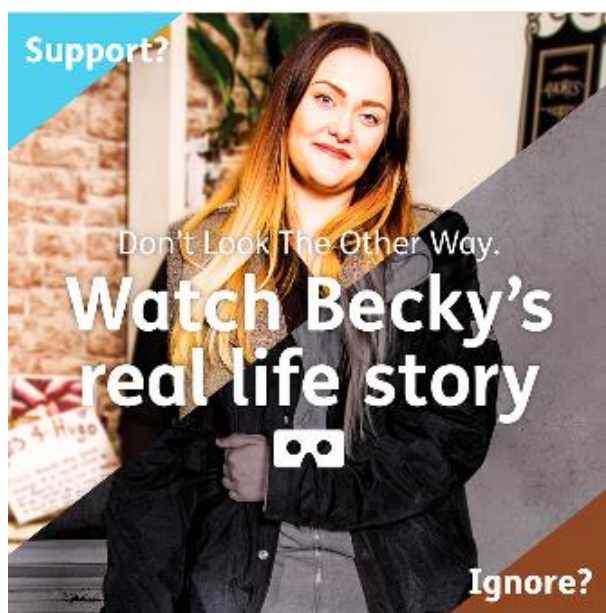
**SINCE 1852**

### Thank you to

#### Southpaw Agency

a creative & advertising company based in West Kent.

They designed, filmed & promoted a **Don't Look The Other Way** campaign to support the YMCA





We believe that every young person should have a safe place to stay

**Don't Look The Other Way = dltow**

[www.WestKentYMCA.org.uk/dltow](http://www.WestKentYMCA.org.uk/dltow)

or see [www.southpawagency.com/work/ymca-christmas-campaign](http://www.southpawagency.com/work/ymca-christmas-campaign)

**Watch Becky's real life story**

Tunbridge Wells-based Southpaw Agency created the emotive campaign using the tagline **"Don't look the other way"**, for the YMCA - to raise awareness of youth homelessness and encourage people to **choose to support** the homeless, rather than **ignore** them. Find out why the Agency decided to support the YMCA in their brief [case study video](#) >

Using two 180-degree films linked together to create a 360-degree virtual reality video viewable through 'Google Cardboard', the campaign is designed to let the user explore 2 possible outcomes of youth homelessness.

The resulting film is an ultimately positive story about the support YMCA provides, featuring the true story of a young woman who used to live at the YMCA and now owns her own fashion boutique.



<< ^^ **If you are online: just click each film to PLAY**

<< Viewers experience a "dark" side in which she is left destitute and neglected, and the "light side" where the same woman has been given attention, a roof over her head, support, and time from specialist individuals to help her turn her life around.

The work visually describes what happens if we **"don't look the other way"** at these young people and **choose to support - rather than ignore.**

Glenn Smith, Creative Director at Southpaw said:

"We're all guilty of it. We've all walked past, pretending it's not happening. But the stark truth is that homelessness is on the rise and young people need more help than ever. So, we're supporting YMCA in raising awareness for its vital charity work and the often unseen help it provides."

"People often think the YMCA simply caters for hopeless young people who are involved in crime or drug abuse. But, we only notice the bad that walks in, never the good that walks out."

"To educate the public about this, we have created an immersive 360 VR film featuring a real young person who was given the right support from the YMCA and then show what would have happened had they not stepped in."



[Southpaw](#) on twitter [@SouthpawAgency](#) | donate [dltow.uk/support](http://dltow.uk/support) | film [dltow.uk](http://dltow.uk)  
[www.southpawagency.com/work/ymca-christmas-campaign/](http://www.southpawagency.com/work/ymca-christmas-campaign/)  
[www.WestKentYMCA.org.uk/dltow](http://www.WestKentYMCA.org.uk/dltow)

We believe that every young person should have a safe place to stay

**PROJECT UPDATE – YMCA RYDER HOUSE**

**Thank you to**

**Habitat for Humanity GB Homes  
Highpoint Development Ltd  
West Kent Quakers**

**Tunbridge Wells Borough Council**

**The Stepping Stones Partnership** has successfully delivered a smaller, refurbished Quaker meeting hall & rooms, creating space to develop **three 3-bed flats** in a stunning development of town-centre **affordable** housing. We look forward to welcoming the 1<sup>st</sup> 3 [of a total of 9] tenants once they're ready to move from Ryder House!

4 **NEWS** Local News

# Quakers' home is transformed into new flats for the homeless



**BUILDING THE FUTURE:** (L-r) Rob Marsh of West Kent YMCA, the Bishop of Rochester James Langstaff, Mayor David Neve, Greg Clark MP, Gareth Hepworth of Habitat for Humanity, Scott Stevens of Highpoint Developments, Sue Hall and Alison Ruff of West Kent Quakers

**By Andrew Tong**

THE West Kent Quakers have teamed up with two charities to provide affordable housing for the homeless in their Meeting House.

The 120-year-old building on Grosvenor Park will be converted into nine studio flats with the help of the West Kent YMCA, building charity Habitat for Humanity and Tunbridge Wells Borough Council.

The council has contributed £250,000 towards the budget of £770,750. It is hoped that the accommodation will be completed by the end of the year.

In a neat touch, YMCA clients are helping out with the building work through the organisation's

Horizon Project, which offers practical courses in construction, carpentry and plumbing.

The flats will allow residents at the YMCA – who stay for a maximum of two years at Ryder House on Belgrave Road – to 'move on' and forge an independent future for themselves.

"It's very important because after all the hard work they've done – and the staff have too – they are then back at risk after two years," explained West Kent YMCA Chief Executive Rob Marsh.

"Now they have a nice space to address the issues they face. It's only a couple of minutes away from us so they can carry on enjoying our support."

YMCA housing worker Nadine Geehan baked a 'partnership cake' to celebrate the launch, with



ingredients provided by the Quakers' Alison Ruff.

Decorated with the Quakers' logo 'Live Adventurously', the cake was cut by YMCA resident Conner Barker at the ceremony at the Meeting House.

"Our clients may be ready to move on after six months but at the moment they have nowhere to go," Mr Marsh added.

"It's like bed-blocking in the NHS, if someone else comes in who needs our support.

"Having somewhere to go will also help to avoid them regressing when they are ready to move out of the YMCA. It's frustrating for staff too, when they have done everything they can."

The Quakers first put forward the idea 10 years ago. "They've really taken the project to heart and we're very emotional about it," said Mr Marsh.

"It shows great generosity, trust and friendship. Their motto is 'live adventurously' and they are certainly doing that."

The Meeting House is big enough to stack up two storeys of flats. These will consist of studios with shared bathroom facilities, while there will also be rooms to offer counselling services, and a smaller meeting area for the Quakers.

The scheme has been heavily supported by the Bishop of Rochester, Rt Rev James Langstaff.

A patron of the West Kent YMCA, he is passionate about homelessness and will lobby the church using the project as a case study.

[Times of Tunbridge Wells & Times of Tonbridge](#) | Wed 26-Apr-17 | Page 4  
[https://issuu.com/one-media/docs/twells\\_all\\_26thapril/4](https://issuu.com/one-media/docs/twells_all_26thapril/4)



We believe that every young person should have a safe place to stay

### PROJECT UPDATE – YMCA RYDER HOUSE

#### IMPACT ASSESSMENT

As partners of, and managing agent for, **Y HOUSING** we recently adopted more rigorous impact assessment tools, to capture hard & soft outcomes; evidence need & progression; spot trends, identify issues or potential improvements and benchmark our work.

[Click to find out more](#)

Or see **theory of change** overleaf

**Thank you to those who worked with us during 2016-18 to achieve the sale of Ryder House from YMCA England to YMCA Blackburn on 27/04/18**

**YMCA England & Wales** for a £500k grant to YMCA Blackburn so reducing the mortgage required, directly benefiting our residents by keeping our [rent](#) among the **lowest** in the county and the country for such high quality housing. Our rent and service charge levels represent **excellent value for money** for our residents and for tax payers.

**YMCA Blackburn**, now trading as **Y Housing**, for buying YMCA Ryder House from YMCA England & Wales; and our other partners in this initiative: YMCA Tees Valley, YMCA Wellington, YMCA Ryedale, YMCA Essex, YMCA Fylde Coast, YMCA Cornwall; as well as:

**Triodos Bank** for loan to YMCA Blackburn. Great to work with a social, ethical bank who value social outcomes & **believe every young person should have a safe place to stay.**

**Baxendale** for supporting us all and developing improved impact assessment tools.

**YMCA Downs Link Group, YMCA Thames Gateway** and others [currently confidential] working with us to secure future housing support contracts to ensure we can still offer the most holistic and cost-effective support and outcomes to young people in housing need.

**YMCA George Williams College** for the cutting edge CPD for our housing staff.

**Cripps** and **Savills** for professional advice and support – legal and valuation.

These are all mission-critical given the uncertainty around:

- future capital & revenue funding mechanisms for supported housing,
- radical changes to housing benefit / universal credit, and
- Brexit impact on employment, construction, interest rates, the economy.
- Economic / austerity impact on family stability / housing need
- How the homelessness reduction act will be implemented.

### Snapshot of Ryder House at the end of the financial year

**36 Residents** today. 1 void [empty flat] will be filled within a few hours or days!

20 Male, 15 Female and 1 Transgender [2017: 22, 10, 2]

3 are aged 16-17, with 33 residents being 18-24 years old [2017: 7, 27]

5 have a Learning Disability, Nil Physical Disability, 31 say 'not disabled' [2017: 4, 2, 28]

30 white British, 1 White Irish, 1 Traveller, 2 White/Black Caribbean, 2 Other Ethnic

23 say they have no religion, 3 Christian, 0 Muslim, 10 prefer not to say [2017: 23, 0, 2, 9]

Most are engaged in work, college and/or volunteering.

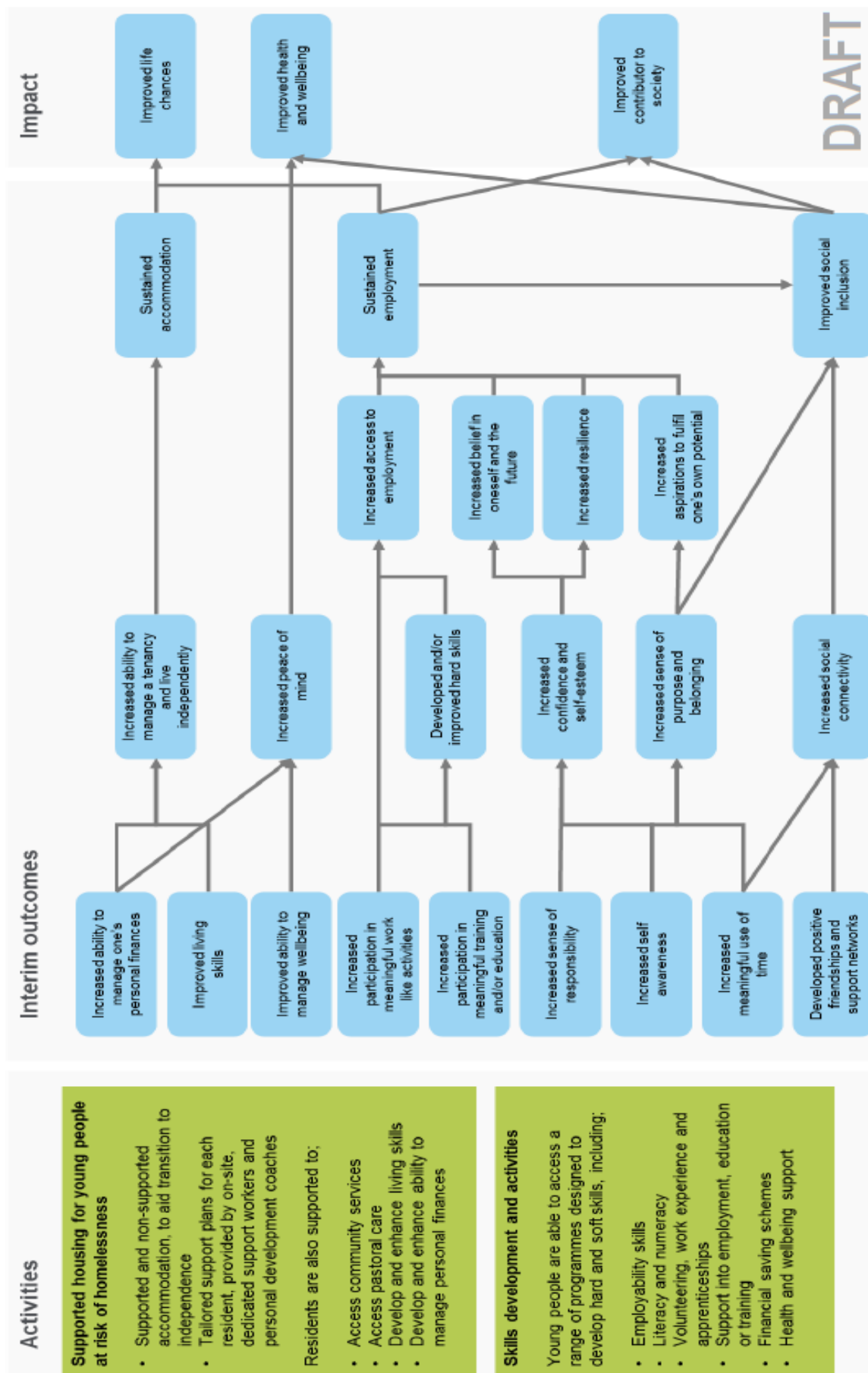
**See below / overleaf –**

**YMCA Blackburn theory of change / YMCA West Kent housing support model**

#	Impact/Outcomes	Indicator
1	Increased ability to manage one's personal finances	% of residents reporting being better able to manage their personal finances (e.g. budgeting, prioritising and paying)
2	Improved living skills	% of residents reporting having developed and/or improved cooking and cleaning skills
3	Improved ability to manage wellbeing	% of residents reporting a increased knowledge of the importance of looking after their physical health
4		% of residents reporting having achieved their health and fitness goals
5		% of residents reporting improved emotional health
6	Increased self awareness	% of residents reporting greater awareness of personal strengths and weaknesses
7	Developed positive friendships and support networks	% of residents reporting having developed positive friendships and support networks
8	Increased ability to manage a tenancy and live	% of residents reporting feeling better able to manage a tenancy, as a result of YMCA support
9	Increased confidence and self-esteem	% of residents reporting an increase in self confidence
10		% of residents reporting an increase in their self-esteem
11	Increased sense of purpose and belonging	% of residents reporting feeling supported to play a positive role in society
12		% of residents reporting that they feel are valued and respected as people
13	Increased social connectivity	% of residents reporting improved involvement in a range of regular, fun, sociable activities
14	Increased belief in oneself and the future	% of residents reporting feeling that they are investing in their future
15	Increased resilience	% of residents reporting increased resilience (better able to recover from difficulties)
16	Increased aspirations to fulfil one's own potential	% of residents reporting an increase in their motivation to do the best they can
17		% of residents reporting that they have an increased sense of what they can achieve
18	Increased meaningful use of time	% of residents reporting spending their time in a meaningful way
19	Increased participation in meaningful training and/or	# of residents who have participated in suitable training and/or education courses
20	Developed and/or improved hard skills	# of residents who have started a qualification
21		# of residents who have gained a qualification
22	Increased participation in meaningful work like activities	# of residents who have voluntary positions
23		# of people supported to find suitable work experience
24	Sustained employment	# of people supported to find suitable employment with living wage (ad hoc hours)
25		# of people supported to find suitable employment with living wage (part time)
26		# of people supported to find suitable employment with living wage (full time)
27	Increased peace of mind	Proxy #1, #3, #4, #5
28	Increased access to employment	Proxy #19, #20, #21, #22, #23
29	Improved social inclusion	Proxy #11, #12, #13, #24, #25, #26
30	Increased sense of responsibility	# of residents taking on responsible roles within YMCA
31	Sustained accommodation	% of residents moving on to next stage of accommodation within prescribed timeframe
32		# of residents housed
33		# of planned departures
34		Planned departures as a % of total departures



Enabling young people to develop their full potential in mind, body and spirit, by creating supportive, inclusive and energising communities where they can truly belong, contribute and thrive.





# YMCA West Kent

## REPORT OF THE TRUSTEES

Highlight = current development plan/vision

YMCA WEST KENT HOUSING RELATED SUPPORT | SEAMLESS JOURNEY FOR CHILDREN, YOUNG PEOPLE & YOUNG ADULTS IN WEST KENT

Stage	A. Prevention	B. Crisis Reduction	C. Supported Housing Induction	D. Supported Housing Licence	E. Supported Housing Tenancy	F. Moving on	G. Ongoing support
1. Objectives	From age 8 YMCA seeks to support children, young people and families and build resilience and community This includes young people up to age 25	Multi-faceted timely support for children, young people, families, carers and others - grandparents, church school, police, peers	Ensure a new resident / client / customer is made welcome but also has clear expectations about rules / effort and can aspire to succeed	A 3 month probationary period to establish ground rules, build relationships & trust; identify issues, personal goals and outline plan to begin to achieve semi-independence and earn a tenancy - or identify supported lodgings or other support + housing	Up to 21 months of an assured shorthold tenancy linked to clear but flexible support plan to address key areas of need and build confidence, competence, capability and resilience to prepare for full independence & move on	Move on and set up home in suitable, sustainable housing - with strong linkages to the community and college / training / work / volunteering firmly established.	Sustain housing, community links, college / training / work / volunteering. Self-aware & resilient in the face of crises, failure or issues.
2. How do we do this	V4C ✓ quality relational and intergenerational youth work ✓ schools work - choose emotional wellbeing workshops Talk2Us counselling service ✓ bereavement, abuse, drugs ✓ coaching, ✓ art psychotherapy Education & Training ✓ Horizon options for Construction / Horticulture / Empowerment. ✓ Retail traineeships. ✓ RECYCLE > mental health / Independence / resilience Chaplain -death, faith, health issues <b>Ryder House -</b> ✓ advice and support to schools / groups, community => awareness ✓ <b>Breathing space - respite</b> Including intensive support / counselling / family mediation ✓ <b>Floating support - including</b> Intensive support / counselling / family mediation / supporting	< all as per prevention We will meet someone or a concerned relative asap to advise / scope options / signpost We meet someone within a few days to assess if counselling or family work or education or RECYCLE would help their journey We always signpost to any statutory / non-statutory services better suited to meet needs <b>Ryder House -</b> ✓ <b>Crash Pads x 2?</b>	<b>Ryder House</b> Detailed interview. Explain service & house rules; without engaging with our support there is NO housing Risk assess & check Needs assess ID key worker and all current agencies Proof of ID, right to remain, benefits.. Prep move in pack & admin - handbook, house rules, licence, guarantor, trustee, buddy [peer mentor] Food Budget Health MH GP dental	< all support shown in previous stages is still available Regular 1-1 and group support meetings to: ✓ Focus on 'housing first' ✓ Teach resident how to be a model tenant and engage with all support ✓ Prove good resident - as a tenant and a client <b>Health &amp; wellbeing</b> ✓ Flat - safe, clean ✓ Healthy eating, budget ✓ MH, GP, substance etc <b>Get in EET = education, employment or training</b> ✓ Identify barriers to learning ✓ Top up functional skills ✓ Refer to college / YMCA training ✓ Support needs	< more of the same - all this continues as required / needed but also Move on training Discuss options Evaluate realistic options <b>Plan for move on</b> ✓ Tenancy training programme 18 units ✓ Financial literacy ✓ Check list to be signed off as Ready to Move on ✓ Start bidding ✓ Liaison with landlords, RPs, Councils (Housing Register)	< continues as needed Liaison with landlords, RPs, Councils (Housing Register) decent homes Support practicalities of tenancy / lease / deposit shared housing / HMO Utilities / internet Moving / settle down - community support Buddy - peer mentor Safety & security <b>Ryder House -</b> ✓ Manage affordable Housing at Quaker Meeting House ✓ Develop or acquire more affordable Housing options across West Kent	It is important to note <b>support tapers off</b> , but if needed [crisis] <b>floating support</b> will be provided PLUS self-ref or refer to our other services i.e. Education & Training Volunteering Youth work DoIT awards Apprenticeships RECYCLE [no upper age limit] to improve physical & mental health & wellbeing Talk2Us (ages 8 to 30+) counselling or business coaching A friendly voice on the phone but only if they need / want
3. Outcomes	Children, Young People, Parents, carers & foster parents have greater agency and resilience to weather the storms of life, to control the impact of their emotions and moderate their behaviour while also able to highlight concerns and seek help	Major crisis averted - avoids escalation, cost, adverse impact on health / family / community, specialist services. All parties see something needs to change but they CAN work it out by working together YP spend less time at risk [at home] or street-homeless or sofa surfing. More YP go back home [safely]	That a young person is NOT set up to fail by being placed in the wrong setting. Vetted and assessed to ensure high chance of success first time	Staff & Resident co-produce SMART goals and objectives for 3-6 months	Setting OWN SMART goals and objectives for future Inclusion Empowered, self-motivated Anger management ...	Young person is in safe, decent, appropriate housing with furniture, gas, electric, good terms with landlord neighbours other tenants and college or employer. Car / bike / public transport Emergency actions	Remain a valued member of community. YMCA strapline: <b>young people can truly belong, contribute and thrive</b>
4. Impact measurement	Can we measure a reduction in number of young people becoming street-homeless / sofa surfing? See centrepiece research	YP spend less time at risk [at home] or street-homeless or sofa surfing. More YP go back home [safely]	Move in and settled in - getting on with clear plan	4, 8, 12 week assessments - progress reviews Assess if ready for / earned a tenancy or not	Check list to be signed off as Ready to Move on	Resident excited, perhaps worried, but feel safe and secure to sustain housing, work/college and emotional wellbeing	Still doing well after 1-5 years. NO risky behaviours. Sound relationships. Sustained housing, work/college, health & emotional wellbeing

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.



We believe that every young person should have someone they can trust

### V4C – VEHICLE 4 CHANGE

**ENGAGE EQUIP EMPOWER**

**YMCA West Kent Youth Work**

**Helping young people achieve & enjoy positive experiences**

**Raising aspiration and self-esteem**

[www.WestKentYMCA.org.uk/V4C](http://www.WestKentYMCA.org.uk/V4C)

**Providing detached youth work and resources in our specially equipped van.**

**Enables us to:**

- reach smaller isolated communities, and create an environment
- to help develop and grow young people to reach their full potential

**A 5 year commissioned youth services contract from:**

- Kent County Council – for 2 districts



During the year this project undertook

- ✓ **detached and centre based youth work** in local villages and towns
- ✓ for children & young people aged 8 to 19 and 8 to 25 with special needs or disability
- ✓ Our specially equipped Vehicle is a mobile resource unit – a mobile youth centre / activity van / workshop to host a variety of social, sporting, engagement, training and development activities.
- ✓ Further connections with partner agencies were developed to improve mutual support
- ✓ Organised a dynamic programme of holiday activities for children & young people who had no access to any other activities or a holiday
- ✓ Worked with children and young people aged 8-25 to build relationships with adults or those who had previously banned groups of young people from community centres or halls
- ✓ Secured a further 4 year grant from the Big Lottery Fund Reaching Communities

### **Achievements**

**Among many activities and events we should mention some V4C highlights:**

- ✓ **Young people running their own fundraising activities**
- ✓ **Young people starting the Youth Leadership scheme**
- ✓ **Developing a new Choose Emotional Wellbeing programme for schools and clubs.**

**PROJECT UPDATE – V4C**

We believe that every young person should have someone they can trust

We only run one detached session now, as the other 3 we started all achieved real progression – so have moved into nearby centres. This evidences some great youth work: building relationships & helping young people modify behaviours and attitudes – so long term access is now welcomed in centres where young people had been completely banned in the past.



^ **Detached** youth work is usually **van-based** using our specially designed youth bus

Over the period March 2017 to June 2018, V4C ran **over 700 sessions of quality youth work**, typically **11 sessions every week**; usually:

- 4 after school clubs aimed at primary school ages
- 6 open access clubs aimed at secondary school age
- 1 sport-based session – in a local football league

All fully accessible to anyone with special needs or disability

The latest programme is always on-line at [www.WestKentYMCA.org.uk/youthwork](http://www.WestKentYMCA.org.uk/youthwork) and is below / next page >>

**Vehicle for Change**

Youth Work for West Kent

V4C work with all young people aged 8-19  
and up to 25 with  
additional needs  
or SEND

Kent County Council  
LOTTERY FUNDED

**YMCA**

**YMCA WEST KENT**



## What's on?

May-July 2018

### Are you 8-19 or 8-25 (with SEND)

#### Monday

- **Showfields** after school Junior Club 3.30-5pm for ages **8-11** years  
Community Hall
- **Southborough** youth club at **Christchurch hall TN4 0EG** 5.30-7pm ages **18-19**
- **Football Soccersixes** at **St Johns, Tunbridge Wells** between 8-10pm **16+**

#### Tuesday

- **Sherwood Jnr Club St Philips church hall TN2 3TE** 5.30-7.30pm for ages **11-19**
- **Sherwood Senior Club St Philips church hall TN2 3TE** 7.30-8pm for ages **16-19**
- **Hadlow Jnr Youth club the Hy-arts centre Williams field** 4-5.30pm ages **8-11**
- **Hadlow Senior youth club in the community hall** 6.30-8.30pm ages **11-19** years

#### Wednesday

- **Hawkhurst Youth Club in Royal British Legion** 6-8pm for ages **8-19** years
- **Snodland SAMAYS Junior Club ME6 5HS** 4-5.30pm for ages **8-11** years

#### Thursday

- **East Malling Junior Club in Woodlands Children's Centre** 4-5.30pm ages **8-11**
- **East Malling Detached Institute hall carpark ME19 6BJ** 6-7.30 pm ages **8-19**

#### Friday

- **Frittenden Youth Club in The Memorial Hall** 6.30-8.30pm ages **8-19** years

**More info** call the **V4C youth work team** on 07927 282 129 (voicemail)

E **V4C@WestKentYMCA.org.uk** | Web **[www.WestKentYMCA.org.uk/YouthWork](http://www.WestKentYMCA.org.uk/YouthWork)**

**[www.facebook.com/Vehicle4Change](https://www.facebook.com/Vehicle4Change)**



**[@Vehicle4Change](https://www.facebook.com/Vehicle4Change)**





We believe that every young person should have someone they can trust

### PROJECT UPDATE – V4C

[Annual celebration >](#)

**Lots of awards!  
A great film...  
Great fun**



### **Frittenden**

Four of our junior youth leaders have completed their **Level 2 Food Hygiene course**.

They are also completing their **Duke of Edinburgh Award**

**Over the year Lorraine and her team of mainly part time youth workers have committed to**

- ✓ Providing **positive opportunities** for children & young people aged 8-25 **to become even better**
- ✓ **Making a difference for those in most need.** Many young people who attend the Youth Clubs come with significant needs [from disability to a history of offending; or being known to be 'at risk', sleeping rough / sofa surfing, truanting, poor role models, neglect, low self-esteem]
- ✓ Providing **a safe space** to engage these 'harder to reach', potentially vulnerable young people
- ✓ **Signposting or referring** them to other agencies - including YMCA [construction training](#), [retail traineeships](#), [Talk2Us youth counselling service](#), [SEN Support](#), [supported housing in Ryder House](#).
- ✓ **Partnering** - many other agencies are delighted to work with us as they find our clubs, staffing and activities an ideal venue to meet and engage their clients.



Food prep | Cooking | Running a tuck shop | Eating | Games | Arts & crafts | Climbing | Marathon



We believe that every young person should have someone they can trust

### **V4C PROJECT UPDATE** **CASE STUDY - 'VINCE'**

**This is a shining example of how all our YMCA projects can stand alone but can also pull together to help each individual young person that comes through our doors.**

'Vince' started regularly attending the V4C Tonbridge Youth Club in early 2017.

Staff were aware he had a learning disability - as he had attended a local special educational [SEN] school.

'Vince' was now 18 and in his second and last year of College. However, his attendance was sporadic. It was quickly noted that 'Vince' appeared extremely hungry and unclean when he attended youth club; so staff spent time engaging with him to check he was safe and having his basic needs met.

'Vince' was happy to self-refer [with staff support] in to our **Talk2Us Counselling service to have a space to talk**. There was no waiting list! Because of a difficult situation at home, we regularly provided him with food and a chance to have a shower whenever he attended - as additional support.

'Vince' **failed** his last year at College - but he hoped he could find work. This took a long time, and when he secured a zero hours contract he was **never given any hours**.

Things at home deteriorated and **'Vince' found himself homeless**. V4C staff took him to the local council offices to register and get help with accommodation and kept in daily contact with him while he was **'sofa surfing'**.

'Vince' has now fully engaged and enrolled in our **YMCA Retail Traineeship programme**. He also spends a lot of his time **with Horizon staff - volunteering** and keeping himself busy.

**'Vince' is just about to move into YMCA Ryder House - our supported housing project - and is a real pleasure to know. 'Vince' always says how grateful he is to the YMCA and how he wants to Volunteer in the V4C youth clubs when he's back on his feet to give something back to the organisation that he sees as helping him so much in his most difficult times.**

**'Vince' is not alone - many young people move seamlessly in and out of several of our projects and services. That partnership within the YMCA is very important to us and to our clients. Naturally, we will always refer to non-YMCA projects if that is best for the client.**



We believe that every young person should have someone they can trust



### SNAPSHOTS During the last year the V4C team have:

- ✓ Run over 700 Youth Club sessions with young people; typically 11 sessions a week
- ✓ Been working across 8 areas in West Kent:
- ✓ In **Tunbridge Wells rural areas, 429** young people have engaged with us and
  - **61.7% of those young people attended at least four sessions**
- ✓ In **Tonbridge & Malling, 411** young people have engaged with us and
  - **33.4% of those young people attended at least four sessions**
- ✓ Young people attended a variety of summer trips which included:
  - Clip & Climb, Go Jump, Leeds Castle Digger land ... with more planned!**
- ✓ Empowered many young people and their peers (some via our social media) to access services: housing, drug & alcohol, sexual health, Duke of Edinburgh award, college etc
- ✓ EVERY young person has achieved one or more recorded outcomes such as
  - Improving confidence | Food Hygiene Certificate | addressing diversity
- ✓ The young people who attend the Frittenden club come from many small isolated rural villages. They made an **excellent video** to help the parish council, at a village meeting, set out the case to refurbish their memorial hall. They certainly got their point across!
- ✓ In Frittenden, the young people also organised their own **mini-marathon** & BBQ to raise funds for their summer trip raising over £325 by 21 people each running a mile!



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### V4C PROJECT UPDATE

Some of our recent Youth Work **highlights**

- Our anti bullying collage
- A Chinese Dragon
- Our Poppy picture
- Healthy eating posters
- Light photography
- Cooking all around the world
- Challenging stigma – mental health, name-calling

- Thinking about helping the profoundly deaf [members] and hearing impaired [3 staff]
- Some great feedback from young people, parents / carers, professionals and others..
- Daisy from Frittenden winning the KCC community action Triangle award
- Growth of the youth clubs and wider community impact.
- [Alice](#) being a national finalist in [YMCA Youth Matters](#) awards for Young Worker of the year.

**films** > [https://youtu.be/FJe-k\\_wjHkk](https://youtu.be/FJe-k_wjHkk) [https://youtu.be/C\\_bbeKNU8FI](https://youtu.be/C_bbeKNU8FI) <https://youtu.be/N3BrRD8taNg> <https://youtu.be/HrOSbALAR6U>

- most importantly those little golden nuggets we cannot measure:

**"I have learnt that kind words do not leave bruises like nasty words do"** Frankie age 10

Dear Lorraine,

A brief note to thank you and Kane for your presentation at the Annual Parish Assembly and the work you and your team do for the young people in the area. **Your video** made a great start to the evening and **was very well received**. It was good you were both able to stay for the evening and find out a bit more about us and our community here.

*I hope your work with the Youth Club prospers and the Mini Marathon goes well.*

*Kind regards, Anthony on behalf of Frittenden PC*

### Outcomes

Quality youth work | Relational | Reflective | Long lasting impact | Inter-generational | Collaborative | Youth empowerment | Voice | added community value | citizenship

### Learning

project management | community development | communication | British values | diversity & inclusion | local democracy | DofE award modules | leader development



Our new **V4C Choose Emotional Wellbeing workshops** for any school or youth club

YMCA  
WEST KENT



### Choose Emotional Wellbeing

#### Aims

- ✓ To engage young people in mindfulness and meditation activities to support mental health
- ✓ To equip young people with skills to help them make sound choices
- ✓ To empower young people in understanding and developing emotional wellbeing

#### Workshops

The Sunshine - **Love**

The Magic Carpet - **Strength**

The Water Lily - **Inner Peace**

The Power Shield - **Confidence**

Treasure Island - **Courage**

The Tree - **Resilience**

Musical Senses - **Gratitude**

#### Vehicle 4 Change V4C

YMCA West Kent  
Youth Services  
for 8-19 and  
up to 25 with SEND

YMCA Tower House  
Vale Rise  
Tonbridge  
Kent TN9 1TB

T 01892 572 315

F 08712 390 677

[V4C@WestKentYMCA.org.uk](mailto:V4C@WestKentYMCA.org.uk)

[www.WestKentYMCA.org.uk/youth](http://www.WestKentYMCA.org.uk/youth)

[facebook/Vehicle4Change](https://facebook.com/Vehicle4Change)

[twitter @Vehicle4Change](https://twitter.com/Vehicle4Change)



WEST KENT  
YMCA



LOTTERY FUNDED

- Each workshop contains a starter of a reflective QA, a mindfulness or movement activity, a meditation with discussion and choice of a creative activity.
- Workshops are designed to be flexible with small task based activities that can be adapted to the group size and group needs
- Each session is 60 minutes but more time on each task is possible for longer or more in depth workshops. The workshops are very flexible and can be doubled in time for children or young people who need more time on a specific area.
- Each workshop ends with a creative art-based activity to allow flexibility with time and adaption of activity to needs/resources.
- The programme is adapted to suit primary, secondary and special schools.

Please contact us to find out more,

Lorraine Burford - V4C Manager

[V4C@WestKentYMCA.org.uk](mailto:V4C@WestKentYMCA.org.uk) | M 07927 282 129 |

We can also signpost to our

**Talk-2-Us** Counselling Service – low-cost therapy for 8-30 plus

T 01892 572 311 | [www.WestKentYMCA.org.uk/t2u](http://www.WestKentYMCA.org.uk/t2u) | [t2u@WestKentYMCA.org.uk](mailto:t2u@WestKentYMCA.org.uk)

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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

**YMCA West Kent** | Tel 01892 542 209 | Fax 08712 390 677 | Email [info@WestKentYMCA.org.uk](mailto:info@WestKentYMCA.org.uk)  
[www.WestKentYMCA.org.uk](http://www.WestKentYMCA.org.uk) | Company Limited by Guarantee No 2512960 | Registered Charity No 803529  
Mail address: YMCA West Kent Head Office, YMCA Tower House, Vale Rise, Tonbridge, Kent TN9 1TB  
Registered Office: Head Office, YMCA Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP



We believe that every young person should have someone they can trust

We use **social media** to engage & support young people [if they are old enough to have their own accounts]

We also **advise** youth club members & parents / carers about **staying safe on-line**

### V4C PROJECT UPDATE – Youth Work



Alice Youthclub

August 3, 2017 · 🌐

Spaces left on the go jump trip for tomorrow!

Message me or Lorraine Youthclub!

6.30 meet Jump In Trampoline Arena Tonbridge



### Six a side Football

We are really pleased our 6 aside football [every Monday night] is going so well. We continue to engage more young people and support them in many aspects of their lives - off the pitch.

Every Monday evening, we have 2 teams plus spectators to support them. It's fun and entertaining for all. We would love this to continue as we are supporting young people but also getting them more active and socialising with peers.

However, we may pull back from this in future as the group could now become self-supporting with all that they have learnt from teamwork, communication, commitment and friendship.

We also support detached youth work in Sevenoaks at Greatness Recreation Ground, with SAYT - Sevenoaks Area Youth Trust - [www.SAYT.org.uk](http://www.SAYT.org.uk) – SAYT is funded mainly by local churches; and was founded some 15 years ago as a direct result of a YMCA partnership project with Sevenoaks Town Council and Churches Together in Sevenoaks & District [www.CTSD.org.uk](http://www.CTSD.org.uk)

**New contracts** We are delighted to announce a further four years funding from the Big Lottery Fund Reaching Communities and Garfield Weston for children & young people aged 8-19, and 8 to 25 with SEND; primarily across 2 districts of Kent:

- ✓ Tonbridge & Malling, including Hadlow, Larkfield, Trench Ward and
- ✓ Tunbridge Wells, including Southborough, Frittenden and other rural areas

Good youth work is reflective:

*Young people **are** the **vehicle 4 change** or engine 4 change or driver 4 change  
– our clubs, vans, venues and activities are a really useful catalyst  
..... to engage, equip & empower them – BUT*

***ultimately it's young people who change themselves, their peers & their community  
For the better!***

We believe that every young person should be able to fulfil their potential

**The HORIZON Project:**  
**SKILLS FOR LIFE, FOR WORK AND FOR LIVING**  
**Supported Vocational Training**

**PLUS Personal & Social Development:**

**For vulnerable or excluded young people [13-25]**

- ✓ Practical training to engage young people [excluded from school or **at risk** of exclusion / offending],
- ✓ Accredited construction qualifications, experience, confidence
- ✓ Maths, English, DofE awards, *skills for life*, Mentoring
- ✓ Work experience, work based learning

**Providing vocational, functional and life skills training to vulnerable and / or excluded young people by creating a safe, supported, fun place to learn**

**Work Based Learning**

[www.WestKentYMCA.org.uk/WBL](http://www.WestKentYMCA.org.uk/WBL)

**The Horizon Project:**

- **North Tonbridge TN10** Carpentry & Joinery
- **Tunbridge Wells, Sherwood TN2** Plumbing, Metalwork, Decorating, Tiling, Carpentry
- Interesting, accessible, practical work to engage young people at risk/in need
- Day service for adults [learning difficulties, mental health issues or physical disability]
- Accredited training and qualifications, work experience and confidence in a trade brings **self-esteem, status, value, earning power** in home, community, college or work / apprenticeship.
- Each trainee treated as an individual, their own **bespoke** programme to suit needs, aspirations, personal targets, learning style & help them overcome barriers to learning,
- Trainees become motivated and engaged – and have a reason to improve their maths, English, other skills for life and to set their own personal development targets.
- Trainees are treated as adults – with a **fresh start** if they have found it hard to learn, engage, progress or behave in mainstream / PRU / special school environment.



We believe that every  
young person should be  
able to fulfil their potential

**HORIZON PROJECT UPDATE**

***"Great resource, great team, great  
outcomes for young people"***

Tunbridge Wells CSU Community Safety Unit

**Results of academic year 2017-2018**



**Horizon Tonbridge – Construction – Carpentry & Joinery**

**City & Guilds Functional Skills**

**Maths – Achievements**

Entry Level 2 x 5  
Entry Level 3 x 10  
Level 1 x 6

Level 2 x 1 [equates to GCSE]

**English – Achievements**

Entry Level 1 x 1  
Entry Level 2 x 3  
Entry Level 3 x 9  
Level 1 x 1

**Horizon Tonbridge Vocational Qualifications – predicted results**

City & Guilds Level 1 Diploma x 3  
City & Guilds Level 1 Certificate x 3  
City & Guilds Level 1 Award x 7  
City & Guilds Entry 3 Award x 4

**Horizon TN2 – Sherwood – Construction - multi skills**

**City & Guilds Functional Skills**

**Maths – Achievements**

Entry Level 2 x 1  
Entry Level 3 x 7  
Level 1 x 7

Level 2 x 4 [equates to GCSE]

**English – Achievements**

Entry Level 2 x 1  
Entry Level 3 x 7  
Level 1 x 6

Level 2 x 1 [equates to GCSE]

**Horizon TN2 Vocational Qualifications – predicted results**

City & Guilds Level 1 Extended Certificate x 5  
City & Guilds Level 1 Certificate x 2  
City & Guilds Level 1 Award x 3  
City & Guilds Entry 3 Award x 1

Horizon Tutors also delivered Maths and English to 8 x retail traineeship learners

Horizon Tutors also delivered 10 x Staff EFAW (Emergency First Aid at Work)



We believe that every young person should be able to fulfil their potential

## **HORIZON PROJECT UPDATE** **CASE STUDY - JOSH**

**Josh** came here **totally despondent** with education; **feeling written off**. He's the only student who said he wishes he was back in mainstream school! He felt he wasn't given a chance - so why bother doing anything?

He struggles with ADHD, but is not medicated. When he started he literally ran around the workshop shouting and swearing: very difficult to manage, disrupting the whole group. Like many, Josh's had a tough

background: a family history of drug addiction. So he'd lived with his grandparents for years and was only recently re-building a relationship with his mother. He had a YOT worker [due to previous violent crime] and he felt like his negative path in life was all mapped out.

**Josh** started to trust us. This was key for him to engage in his qualifications. He started talking openly about his addiction to cannabis and asked for help. We referred him to Addaction and he engaged really well. He's a keen, talented footballer and his cannabis addiction was compromising this: a great start for seeing the detrimental effect on his physical and mental health. Key Worker, Bonnie coaches a football team in her spare time!

**Josh's world fell apart when his grandfather died** - his **only male role model**, who **had brought him up**. We didn't see Josh for a month and were worried he may not return. We offered counselling but he refused. He should come here 2 days a week, and a special school the rest of the week. **His behaviour became so challenging that he was permanently excluded; so we were his only education**. He faced the end of year 11 with no chance to sit his GCSEs like his friends.

**Josh returned to Horizon, asking to work 3 days a week so he could get his vocational qualifications! He is a different boy – a young man**. He'd **promised his Grandad, before he died, he'd stop smoking cannabis** and he intends to keep it. He works hard at Horizon, best 1 to 1 so that's what we do. We use his love of football as a reward after completing each unit, and it works.

**Josh trusts us, knows we care about what happens to him, and so he is achieving!**

### **The 2 minute staff interview: So what makes you do the job you do?**

"To see the change in our students from when they start, to the end of their course; to see how much they can change in less than a year. Because when they start to trust you, they start to believe in themselves, when they believe in themselves - their self-confidence grows, when their self-confidence grows they start to achieve – and then they like how that feels so they keep achieving – and that makes me happy!

"You're never going to get everyone to accept help, listen to advice and get their qualifications but **some will** – and that's why we do what we do!

"Even the ones that don't accept your help or listen at the time still keep coming back to see us year in year out and look back on that year fondly because we're privileged to spend that intense year with them, usually when their lives are difficult and we don't give up on them and we show them there are people out there who will be in their corner"

**Bonnie** – Key Worker TN2

We believe that every young person should be able to fulfil their potential

## **HORIZON PROJECT UPDATE** **CASE STUDY - CARL**

**Carl** attended one of the YMCA youth clubs run by Vehicle 4 Change, where **he told his Youth Worker he was sofa surfing as relationships at home had broken down partly due to his substance misuse.** We invited him to visit Horizon TN2. We were doing Social Enterprise: removing a patio (learning lifting & moving, working with machinery, cleaning bricks etc)

Carl threw himself in showing a fantastic work ethic. We made sure he was well fed and he started to open up. The offers of sofas were drying up: he really needed a safe place he could call home. We spoke to YMCA Ryder House to see if he could get Supported Housing. They interviewed him, and he was successful but had no proof of ID [required to meet our contract]. So we set about getting his Birth Certificate and NI Number! We found he was entitled to DLA - which his Mum had access to but not him, so we had this paid into his bank account instead.

Ryder House put one condition in place that Carl started drugs counselling before moving in – so we helped arrange that. Once his ID documents arrived he moved in! You should have seen his face when he saw how big his room is and he has his own kitchen and bathroom. We helped with a few essentials, **he was so happy to finally have his own space.**

Carl was enjoying the workshop, learning new skills. He struggled with global delayed learning so we gave him a notebook and now he writes down everything he's taught and it's working! We see real positive change, **he's determined to get a City & Guilds Level 1 Diploma.** He's learning he won't get everything right first time, especially with Carpentry, but rather than becoming angry & frustrated as he used to - he has a **calmer response** and has found humour which helps!

Carl's English & Maths are improving. His Maths tutor said he'd taken home work for ½ term and learned the definitions, he passed his Entry 3 and will be put in for Level 1. He burst into my office when he found he'd passed. **He was so proud** and desperate to tell everyone as he'd never passed a maths exam before.

Carl needs a lot of support and I spend time listening and helping him to process – especially after weekends or ½ term breaks. He still makes bad choices sometimes but he's learning to be independent. Carl needs help getting organised: finances, keeping appointments, and emotional support. We work on appropriate friendships/relationships; helping him see the difference between friends who are always there for him and those who only show up when he has money. He's still very vulnerable but he's accepting all the support we offer or signpost. He's seeing one of our counsellors every week and will soon start work experience in our furniture store.

He still struggles to come in on time, despite wake up calls, Facebook messages, but he's getting there and a week's work experience will help.

**He is now 16 days drug free and looks very proud of himself.**

We believe that every young person should be able to fulfil their potential

**PROJECT UPDATE – HORIZON**

Just some of the many young people from HORIZON Project who were presented with achievement awards in July 2018.



A special award was presented by Tutor [Jason](#) ^

**Tonight I am presenting the Darryl Oung award.**

Darryl was a tutor at the Horizon project whom others especially myself looked up to for advice and guidance.

Darryl gave everything to the YMCA and his passion and commitment rubbed off with everything he did.

So I am presenting this to a boy who has changed so much in the last year and has taken everything on board from advice to his qualifications **Well done!**





# YMCA West Kent

## REPORT OF THE TRUSTEES

### PROJECT UPDATE – HORIZON

Last year we lost an amazing colleague and friend. **Darryl Oung** – Mentor and Tutor at Horizon TN2 sadly passed away. His legacy to the Y was remarkable and a special memorial was held at Sherwood where he had touched the lives of so many. The service was planned by young people and staff and led by our chaplain Rev Miriam Barker.

Here are some of the comments from the young people themselves that they shared on Facebook when hearing the tragic news.

- I can't believe this news I'm so upset :( 😞  
he was a good person and a brilliant tutor can't believe this day has come
- Without this man I don't know what I'd be doing now, he inspired anyone who was lucky enough to be in his presence, and devoted so much of his time to helping us little shits, will be missed greatly what a diamond bloke x
- So sad, sorry for your loss, he was such a happy and helpful person, he will be greatly missed by those at the horizon project X 😞
- You will be missed very much. You changed me into a better person thank you Darryl
- Truly gutted cannot believe this has happened to such a top man taught me so much. RIP Darryl
- Omg I can't believe it he was always such a nice man he will be sadly missed xxx



The local news reported the following - **A man who gave so much to the many young men of the YMCA Horizon Project in Tunbridge Wells and Tonbridge** died suddenly on January 29. There has been a steady stream of shocked and grieving former students and parents through the doors of the project in Tunbridge Wells, who simply wanted to talk about tutor Darryl Oung, to share stories and just have a "cry and a hug" said staff. Mr Oung, who had joined the army at just 16 and experienced the aftermath of the Falklands war, later becoming a police officer, was a huge influence in the lives of the young students at the Horizon Project.

He died from an aortic aneurysm. He mentored them and taught them functional skills and a trade such as plumbing, carpentry and electrics, in Sherwood, Tunbridge Wells and Tonbridge, to get them back in to college or work. But his care went far beyond the workshop. Not only did the students respect him as their tutor but also as a paternal influence during what could be a very difficult time in their lives. Father-of-three Mr Oung delighted in their progress and watching them flourish but expected high standards from them.

He told the Courier in 2009: "Some of the youngsters were not attending school, yet they turn up here every day and are keeping their notebooks up-to-date. We treat them like young men here and in return we expect them to behave like young men." The students respected Darryl Oung who in turn delighted in watching them flourish but he expected high standards

Bonnie Corbett, key worker at The Horizon Project TN2 said: **"There are literally generations of ex Horizon students, many now with families of their own who will always remember Darryl and the positive effect he had on their lives when they were young and at a crossroads – many who have since said that without his guidance they wouldn't be where they are today and would have chosen the wrong path."**



**RIP Darryl** - You would be so proud of how the young people responded to your untimely death.

### PROJECT UPDATE – HORIZON

We continue to deliver our **Study Programme** for young people aged 16-19, or 16-25 with SEND, to spend up to a year gaining construction skills, experience & qualifications in the **HORIZON Project**.

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#### FREE VOCATIONAL TRAINING FOR 16 - 19 YEAR OLDS [16 - 25 WITH SEND]

YMCA Study Programme – [www.WestKentYMCA.org.uk/study](http://www.WestKentYMCA.org.uk/study)

ESFA continue to fund our high quality, individualised Study Programmes for learners age 16-19 and up to 25 with SEND, for whom college or 6<sup>th</sup> Form may not be their best option. We offer a bespoke mix of work based learning: work experience, vocational skills training, intensive interpersonal skills supported 1:1 by highly experienced tutors and their own designated keyworker. Learners are supported to achieve excellent qualifications in vocational and functional skills: to ensure progression to, and success on, an apprenticeship or Level 2 course at FE College after their training with us.

#### The HORIZON Project

[WestKentYMCA.org.uk/study](http://WestKentYMCA.org.uk/study)

Supported vocational  
training & education in  
construction skills

**HORIZON Tonbridge**  
YMCA Centre  
164 Shipbourne Road  
TONBRIDGE  
Kent TN10 3EJ

T 01732 363 990  
E [HPT@WestKentYMCA.org.uk](mailto:HPT@WestKentYMCA.org.uk)  
F 08712 390 677

**HORIZON TN2**  
West Kent YMCA  
TN2 Community Centre  
Lakeside  
off Greggs Wood Road  
Sherwood  
TUNBRIDGE WELLS  
Kent TN2 3LZ

T 01892 544 266  
E [TN2@WestKentYMCA.org.uk](mailto:TN2@WestKentYMCA.org.uk)  
F 08712 390 677

Retail / upcycling traineeships  
in YMCA Furniture Stores  
T 01732 361 108  
T 01892 615 612

Do you know a young person for whom this provision could be better than 6<sup>th</sup> Form or college to access work, college or apprenticeships? Please [contact us](#) to discuss this opportunity, ask any questions, arrange a visit or suggest a young person we should contact. Our Study Programme is 8-10 months (roll on roll off basis) and includes:

- ✓ City & Guilds Level 1 **Construction Skills Diploma** in Carpentry and/or Multi-skills
- ✓ **Health and Safety** Certificate at Entry 3 and /or Level 1 [required for CSCS card]
- ✓ **Functional Skills** – Entry Level to Level 2
- ✓ **Work experience** in all areas of customer services and retail
- ✓ **Intensive 1-1 support** to prepare for work, college or apprenticeship
- ✓ **Ongoing support** to secure suitable and successful progression
- ✓ Training in upcycling / decorating furniture / craft projects / First Aid at Work
- ✓ Access to our youth work, youth counselling service and Duke of Edinburgh Award.

This runs in our friendly, welcoming workshops with intensive pastoral support, regularly commended by Ofsted and City & Guilds as well as schools, colleges, early help teams, parents and learners. We have run the HORIZON Project for over 14 years using vocational training in construction skills to: engage and empower learners, develop teamwork skills and raise functional skills (typically by 2 full levels a year). Most learners achieve 95% attendance, improved attitude and model behaviour, gaining substantial qualifications. The vast majority progress on to FE college, succeeding on mainstream Level 2 courses, apprenticeships or work. They also have the option to progress onto our Traineeships for further training in customer services and retail if they are not quite ready to access an apprenticeship or work.



Every learner has a **bespoke** course to meet their needs and overcome any barriers to learning. Ofsted inspectors compliment the engagement, teaching and learning in The HORIZON Project. City & Guilds External Verifiers hold us up as a Centre of Excellence and consistently praise the quality of our vocational and functional skills teaching, pastoral support and standards of assessed work and outstanding portfolios.



**Angi Agopian** | Project Manager | the HORIZON Project | M 07872 987 764  
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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.

SUPPORT & ADVICE	ACCOMMODATION	FAMILY WORK	HEALTH & WELLBEING	TRAINING & EDUCATION
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West Kent YMCA | Regd Office, Head Office, Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP  
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### PROJECT UPDATE – HORIZON

We have also expanded our SEN offer, by offering **Horticulture**, in conjunction with **Grow to Grow** at **Bore Place**; as part of our bespoke mix of work based learning

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#### THE HORIZON PROJECT

#### EXTENDED SEND PROVISION FROM SEPTEMBER 2018

We are delighted to extend our individualised programmes for learners aged 16-19 or 16-25 with SEND, for whom college or 6<sup>th</sup> Form may not be their best option. We can offer **Horticulture** in conjunction with **Grow to Grow** at **Bore Place**; as part of our bespoke mix of **work based learning**: work experience, vocational skills training, intensive interpersonal skills supported 1:1 by highly experienced tutors, a designated keyworker and a personal mentor. **Learners are fully supported, to:** achieve excellent qualifications in vocational and functional skills; ensure progression to, and success on, an apprenticeship, further education at college or with a training provider, a supported internship or supported employment - after their training with us.

**Do you know a young person** for whom this could be better than 6<sup>th</sup> Form or college - to help them access work, college or apprenticeships? Please [contact us](#) to discuss, ask questions, arrange a visit or suggest a young person we should contact.

Our programme lasts up to a full academic year (roll on roll off basis) including:

#### The HORIZON Project

[WestKentYMCA.org.uk/study](http://WestKentYMCA.org.uk/study)

Supported vocational training & education in construction skills

#### HORIZON Tonbridge

YMCA Centre  
164 Shipbourne Road  
TONBRIDGE  
Kent TN10 3EJ

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E [HPT@WestKentYMCA.org.uk](mailto:HPT@WestKentYMCA.org.uk)

F 08712 390 677

#### HORIZON TN2

West Kent YMCA  
TN2 Community Centre  
Lakeside  
off Greggs Wood Road  
Sherwood  
TUNBRIDGE WELLS  
Kent TN2 3LZ

T 01892 544 266

E [TN2@WestKentYMCA.org.uk](mailto:TN2@WestKentYMCA.org.uk)

F 08712 390 677

Retail / upcycling traineeships in YMCA Furniture Stores

T 01732 361 108

T 01892 615 612



- ✓ City & Guilds Level 1 **Construction Skills Diploma** in Carpentry [Tonbridge] and/or Multi-skills [Tunbridge Wells TN2]
- ✓ City & Guilds Level 2 in **Site Carpentry**
- ✓ City & Guilds Level 1 **Horticulture** - in conjunction with Bore Place
- ✓ **Health & Safety** Certificate at Entry 3 and /or Level 1 [required for CSCS card]
- ✓ **City & Guilds Functional Skills** - Entry Level to Level 2 - literacy & numeracy
- ✓ **Work experience** in all areas of customer services and retail
- ✓ **Intensive 1-1 support** to prepare for work, college or apprenticeship
- ✓ **Ongoing support** to secure suitable and successful progression
- ✓ **Training** in upcycling / decorating furniture / craft / bike repairs / First Aid at Work
- ✓ Access to our **youth work**, youth **counselling** service, Duke of Edinburgh **Awards**

This runs in our friendly, welcoming workshops; shops or at Bore Place for Horticulture - all with **intensive pastoral support** including a **personal mentor**. We have run the HORIZON Project for some 15 years using vocational training in construction skills to: engage and empower learners, break down barriers to learning, improve coping strategies, develop teamwork skills and raise functional skills (typically 2 full levels a year). **Most learners achieve** 95% attendance, improved attitude and increased self-awareness and self-confidence, gaining substantial qualifications. The vast majority progress to FE College, apprenticeships, supported internships or work. They can also progress to our Traineeships for further training in customer services, retail and related skills if they are not quite ready to access an apprenticeship or work.

Every learner has a **bespoke** course to meet **their** needs and overcome any barriers to learning. Visitors compliment the engagement, teaching and learning in The HORIZON Project. We are regularly commended by schools, colleges, early help teams, parents and learners. City & Guilds External Verifiers view us as a **Centre of Excellence** and consistently praise the quality of our vocational and functional skills teaching, pastoral support and standards of assessed work and outstanding portfolios.

**Angi Agopian** | Project Manager | the HORIZON Project | M 07872 987 764  
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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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

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### PROJECT UPDATE – HORIZON

We have expanded our SEN offer with a new Empowerment Project for those with an EHCP. This will be based at Tower House, but learners can “access all areas” to build their own bespoke programme! We also hope to work more closely with Special Schools and Colleges.

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### THE HORIZON PROJECT - VOCATIONAL TRAINING EMPOWERMENT PROGRAMME FOR SEND STUDENTS AGED 16 TO 25 from September 2018

We are thrilled to offer our new, **person-centred** educational offer, based in Tonbridge. You may know a young person aged 16-25, with an EHCP, for whom college or 6<sup>th</sup> Form may not be their best option. Please tell them about this amazing **opportunity** now.

We will be running a very small, individualised training & **empowerment** programme.

**Each Student will have a personal mentor** for 1-1 intensive pastoral support

- ✓ to build trust and honesty,
- ✓ to enable them to understand and overcome barriers to learning,
- ✓ to develop effective strategies, thus **enabling**, equipping and
- ✓ empowering them to take positive steps into the world of work

and this is alongside

**Two days a week** of small group work, with our staff offering **short workshops**

raising self-esteem,  
painting & decorating  
relationships & sexual health  
celebrating diversity  
appropriate behaviour at work  
cooking

confidence building  
upcycling  
drugs & alcohol workshops  
keeping fit  
enjoying the outside world  
healthy eating

communication skills  
craft workshops  
internet & digital safety  
volunteering  
opportunities out there for me  
job search

Students also work 1:1 with their personal mentor, **one day a week**, on their chosen area of **vocational interest**, which can currently include

Retail skills, customer services  
Working with adults with disabilities,  
working with the elderly

Horticulture, market gardening skills  
Carpentry, painting & decorating,  
wallpapering, tiling

Animal care, working with animals  
Bicycle repairs, maintenance and  
safety

All Students also benefit **individually** from

- ✓ 1-1 Functional Skills Maths & English, at their own level from Entry 1 to Level 2
- ✓ Enrolment on our Duke of Edinburgh Scheme to work toward their Bronze Award
- ✓ Achieving a recognised Health & Safety in the Workplace qualification.
- ✓ Access to our counsellors, anger management, CBT, family therapy, art therapy,
- ✓ Membership of our local V4C youth clubs
- ✓ support for progression onto our specially adapted SEND Traineeship Programme [more details overleaf]

**Every Student is unique** so every Student has a unique, bespoke course to meet their needs and overcome any barriers to learning. City & Guilds external verifiers praise our engagement, teaching, learning, pastoral support and outstanding portfolios. They hold us up as a Centre of Excellence for vocational & functional skills.

If you feel our unique approach could be of interest to some young people you know, please contact Angi to find out more or arrange a visit.

**Angi Agopian** | Project Manager | the HORIZON Project | M 07872 987 764  
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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.

SUPPORT & ADVICE ACCOMMODATION FAMILY WORK HEALTH & WELLBEING TRAINING & EDUCATION

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### PROJECT UPDATE – HORIZON

#### Working with Adults in the Community – Tonbridge



- ✓ We still run **Fun with Wood** - a club for adults with learning disabilities or other challenges
- ✓ 12 adults attend every Friday
- ✓ They make things for themselves but also things to sell in the shop / craft fairs etc.
- ✓ They engage in many activities and outings to promote independence, self-esteem and improve personal and social development. The group are fully involved in deciding what activities to undertake and then planning them out as a group and as individuals.
- ✓ Where appropriate we encourage and support them to also undertake voluntary or paid work.



#### Recent activities include

Planter boxes & seats for Horizon	Bat boxes	Trains and a train race for prize
Making crystals	Bead bracelets	Bird nesting boxes & feeding tables
Making boats and annual outing to Shoreham to sail them		Bee hotels
Wine bottle racks	Harvest Celebration – made fruit salad and ice-cream	
Pumpkin carvings for Halloween / dress-up	Wooden poppies for Remembrance Day	
Decorative tiles / coasters	Making drums & drumsticks, and then drumming sessions	
Wooden Trays	Rocket making and rocket launch in the park	Christmas clocks
Christmas cards and crackers	Flower planters	
Voice recorded greeting cards	Tie dyed T Shirts for "It's a knockout" event	
Photo frames	Preparing shared meals	Displays for the YMCA Furniture Store

#### Outings

Swanley Park Picnic	Bowling for Christmas	Hastings
Rocket launch in the park	Annual Duck Race	the <a href="#">Annual YMCA Celebration</a>

More photos – next page >>









### Furniture Stores – Social Enterprise

- Retail donated goods – furniture
- Create jobs and work experience for vulnerable people
  - **Reduce local landfill / incineration**
- **Sustain the charity –to invest in new projects**
- **Excellent PR and volunteer recruiting for the charity**

<http://myworld.ebay.co.uk/westkentymcacharity803529>  
<https://www.facebook.com/shopYMCA/>

### Furniture Stores:

- [YMCA Tower House](#), Vale Rise, Tonbridge TN9 1TB (co-located with Head Office, [V4C office](#) and [Talk2Us Counselling](#) rooms)
- 14-18 Goods Station Rd, Tunbridge Wells TN1 2BL near to our Supported Housing Project at [YMCA Ryder House](#)



< We sell handmade candelabra made from copper pipe by Trainees at HORIZON Project TN2 and handmade wooden gifts made at HORIZON in Tonbridge  
 We sell furniture that has been beautifully upcycled by Trainees at the HORIZON Project Tonbridge  
 We have a lot of followers on Facebook who regularly check photos of some of our new stock  
<https://www.facebook.com/shopYMCA/>



We involve all projects making seasonal window displays to promote our local work



We have launched our [Retail Traineeships](#) for young people aged 16-19, or 16-25 with SEND, to spend 3-6 months gaining customer service skills, experience & qualifications in the **Furniture Stores**; to ensure they are ready for work, college or an apprenticeship. See next page >



### PROJECT UPDATE – YMCA FURNITURE STORES –much more than just a shop!

*We offer retail traineeships and work placements for young people; a special needs traineeship as well as access to Upcycling workshops and our RECYCLE Bike Project – particularly for those with mental health issues who can be referred by the Live Well Kent programme.*

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### FREE TRAINING FOR 16-19 YEAR OLDS, UP TO 25 WITH SEND

YMCA Traineeship Programme - [www.WestKentYMCA.org.uk/trainees](http://www.WestKentYMCA.org.uk/trainees)

ESFA are funding our **YMCA Traineeship Programme** again, for learners aged 16-19 and 16-25 with Special Needs [SEND]. Young people tell us:

*"Taking your first step into work can be daunting, especially if you don't have much work experience."*

A **Traineeship** is a great way to start a career. It helps young people gain experience needed by employers, and develop the skills and confidence needed to progress into FE, work or apprenticeships. **Customer service, interpersonal and functional skills are key to any career.** They also support trainees develop their employability skills and enable them to get on their next career step and succeed, as soon as they are ready.

Do you know a young person age 16+ for whom this free provision could be more suitable than 6<sup>th</sup> form or college in their pathway to work, college or apprenticeships? Please contact us to discuss the opportunities and signpost young people to us.

We offer a bespoke blend of work experience, vocational training and functional skills, to meet the needs of each learner and overcome any barriers to learning.

► **YMCA Traineeship Programme**  
[WestKentYMCA.org.uk/trainees](http://WestKentYMCA.org.uk/trainees)

Supported vocational training & education in retail & upcycling skills

**YMCA Furniture Store**  
YMCA Tower House  
Vale Rise  
TONBRIDGE  
Kent TN9 1TB  
T 01732 361 108  
F 08712 390 677

**YMCA Furniture Store**  
14-18 Goods Station Road  
TUNBRIDGE WELLS  
Kent TN1 2BL  
T 01892 615 612  
F 08712 390 677

Our Traineeships run over 3-6 months in our friendly **Furniture Stores**, and comprise:

- ✓ Training and Certificate for **Customer Service**
- ✓ **Functional Skills** as required
- ✓ Substantial **work experience** in all areas of our retail / customer service from direct customer involvement to marketing, PR, social media and donor relations
- ✓ **Work experience** in other businesses to suit each individual – e.g. care, warehousing, business admin
- ✓ **Intensive 1-1 support** to prepare for work, college or apprenticeship
- ✓ **Ongoing support** to secure suitable and successful progression
- ✓ Training in upcycling, decorating furniture, craft projects, first aid, lifting & moving
- ✓ Access to our youth work, youth counselling service and Duke of Edinburgh Awards

Please [contact us](#) with any questions, to arrange a visit or to suggest a young person we should contact about this FREE training opportunity to start a successful career.

**Amanda Sheer** | Traineeship Manager | T 07889 707823  
[trainees@WestKentYMCA.org.uk](mailto:trainees@WestKentYMCA.org.uk) | [www.WestKentYMCA.org.uk/trainees](http://www.WestKentYMCA.org.uk/trainees)



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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

**YMCA West Kent** | Regd Office, Head Office, YMCA Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP  
Regd Charity No 803529 | Regd in England & Wales as a Company Limited by Guarantee No 2512960  
T 01892 542209 | F 08712 390 677 | E [info@WestKentYMCA.org.uk](mailto:info@WestKentYMCA.org.uk) | W [www.WestKentYMCA.org.uk](http://www.WestKentYMCA.org.uk)

### **PROJECT UPDATE – YMCA FURNITURE STORES**

*We also offer bespoke, supported, retail traineeships for young people with Special Needs or an EHCP*

## **YMCA WEST KENT**



### **YMCA FURNITURE STORES - VOCATIONAL TRAINING** **TRAINEESHIP PROGRAMME FOR SEND STUDENTS AGED 16 TO 25**

The YMCA already delivers a specially adapted Traineeship Programme for young people aged 16-25 with SEND [Special Educational Needs or Disability] or who have an EHCP [Education Health & Care Plan], who are nearer to the workplace but not quite ready. These very effective traineeships run within our friendly YMCA Furniture Stores.

Each Trainee benefits from their own **bespoke timetable** to incorporate what they want and need to improve and develop their own workplace skills including:

- Supported substantial work-placements across our retail /customer service functions - customer service, marketing, PR, social media and donor relations, merchandising and designing and building window displays, posters
- Health & Safety in the Workplace qualification
- Training in Lifting and moving, First Aid
- Customer service & communication skills (verbal, phone, body language, email, social media), team work
- Functional skills – English & Maths from Entry 3 to Level 2 as required.
- Project work such as
  - Upcycling / craft - working on projects, pricing and selling at local events etc.
  - [RECYCLE](#) – helping to rebuild & repair bikes
  - Learning how to carry out safety testing for items to be sold
- Supported work-placements – for example in care homes working with the elderly
- Joint work with the Horizon Project including community projects, sport [and the details overleaf]
- 1:1 support with Personal and Social Development including budgeting, social media, sexual health, alcohol, healthy eating, British values, supporting the community etc.
- Intensive 1:1 support to prepare for work, college or apprenticeship. Appropriate job search, support at interview, continued support when work is secured.
- Access to our youth work, counselling service and Duke of Edinburgh Awards.
- Access to our emotional wellbeing and resilience programmes and housing support.

Every trainee enjoys a bespoke course to meet their needs and overcome any barriers to learning; building their skills, confidence and self-esteem. We enjoy very positive feedback from referral agencies, KCC, families, trainees and their new employers.

If you feel a customer service Traineeship could benefit any young people you know, please do not hesitate to contact Amanda to find out more or arrange a visit.

**Amanda Sheer** | Business Development Manager | **T** 07889 707823  
[trainees@WestKentYMCA.org.uk](mailto:trainees@WestKentYMCA.org.uk) | [www.WestKentYMCA.org.uk/trainees](http://www.WestKentYMCA.org.uk/trainees)



We believe that every young person should enjoy the benefits of good health and wellbeing

### PROJECT UPDATE – YMCA FURNITURE STORES RECYCLE – OUR BIKE PROJECT

To Advertise call Joe or Joanna on 01892 531207

29

We believe everyone should enjoy the benefits of good health and wellbeing

Cycling is getting more popular - a great way to exercise, increase your independence, access new opportunities and improve your physical & emotional wellbeing. It really doesn't have to be expensive or painful to enjoy better physical & mental health.

Our vision is to support, empower and enable local people – particularly young people and vulnerable people in our community - to build their own bike from scratch using the frames, parts and tools donated to us. We expect this to take some 2-4 months of working a few hours a week.

We know building your own bike has a really positive impact on emotional and physical wellbeing.

Young people tell us mental health is one of the biggest issues facing them and their friends; as well as the stigma faced by those dealing with emotional issues. This project allows us all to improve our mental and physical health and address negative stigma.

#### JOIN US / HELP US...

Enjoy fixing & repairing things, working with others, helping the local community?

Why not volunteer with the YMCA, for 2-3 hours a week to help our bike project RECYCLE.

Find out more from Amanda on 07889 707 823 or email [bikes@WestKentYMCA.org.uk](mailto:bikes@WestKentYMCA.org.uk) or see [www.WestKentYMCA.org.uk/bikes](http://www.WestKentYMCA.org.uk/bikes)

#### FOLLOW US...

Twitter @recycle\_ymca  
Facebook Page @recycle.YMCA

#### FIND US...

Our well-equipped RECYCLE workshop is above our YMCA Furniture Store in Tonbridge – Download map from [www.WestKentYMCA.org.uk/tower](http://www.WestKentYMCA.org.uk/tower)

CALL US... 01732 36 11 08



LOCAL

**YMCA**  
WEST KENT

**YMCA**  
**Furniture Stores**  
Great furniture  
Local delivery  
Great service  
Great prices

**01732 36 11 08 or 01892 615 612**  
 > YMCA Tower House, Vale Road, Tonbridge TN9 1TB  
 > 14-18 Goods Station Rd, Tunbridge Wells TN11 2BL  
 Open Mon-Sat 9-5 E: [shops@WestKentYMCA.org.uk](mailto:shops@WestKentYMCA.org.uk)  
[WestKentYMCA.org.uk/shop](http://WestKentYMCA.org.uk/shop) Facebook.com/shopYMCA  
 BROWSE | BUY | DONATE | GIFT AID | VOLUNTEER | UPCYCLE

AFTER LUNCH  
 AFTERNOON  
 EVENING  
 WEEKENDS  
 MONTHLY SPECIALS

**YMCA RECYCLE**

Rebuilding bikes | Rebuilding lives



Can YOU help us RECYCLE? We need:

bikes, bike-parts &amp; tools to rebuild bikes

volunteers to run the workshop &amp; train others

**volunteers who would like to build their own bike**

Call us on 07889 707 823 or 01732 36 11 08

or email [bikes@WestKentYMCA.org.uk](mailto:bikes@WestKentYMCA.org.uk)

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 engaging communities, where young people can truly belong, contribute and thrive.

West Kent YMCA | Roof Office, Head Office, Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP  
 Negd Cherry No 803 529 | Regd in England & Wales as a company limited by guarantee No 3512856  
 01892 5422 09 | F 08712 390 077 | E info@WestKentYMCA.org.uk | W www.WestKentYMCA.org.uk

**YMCA RECYCLE**  
Rebuilding bikes  
Rebuilding lives

MCA Tower House  
Vale Road  
TONBRIDGE  
Kent  
TN9 1TA

T 01732 36 11 08  
M 07889 707 823  
F 08712 390 677

[Jules@WestKentYMCA.org.uk](mailto:Jules@WestKentYMCA.org.uk)  
[WestKentYMCA.org.uk/links](http://WestKentYMCA.org.uk/links)

**Twitter** @recycle\_ymca  
**Facebook** @recycle.YMCA

Find us - map

SUPPORT & ADVICE | ACCOMMODATION | FAMILY WORK | HEALTH & WELLBEING | TRAINING & EDUCATION

West Kent YMCA | Regd Office, Head Office, Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN11 2BP  
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01892 542209 | F 08712 390 677 | E [info@WestKentYMCA.org.uk](mailto:info@WestKentYMCA.org.uk) | W [www.WestKentYMCA.org.uk](http://www.WestKentYMCA.org.uk)



**We believe everyone should enjoy the benefits of good health and wellbeing**

Cycling is very popular - a great way to exercise, increase your independence, access new opportunities and improve physical & emotional wellbeing. We know it does not have to be expensive or painful to enjoy better physical & mental health.

JOIN US / HELP US...

Enjoy fixing & repairing things, working with others and helping the local community?

Why not volunteer with the YMCA, for 2-3 hours a week or on a Saturday to help RECYCLE - our bike project.

We will train you in bike repair and maintenance so you can encourage, train and support others to build their own bike, improving their health and wellbeing, confidence and independence.

Find out more from Steve / Amanda on 07899 707 823 or email [bikes@WestKentYMCA.org.uk](mailto:bikes@WestKentYMCA.org.uk) or see [www.WestKentYMCA.org.uk/bikes](http://www.WestKentYMCA.org.uk/bikes)

FOLLOW US...

Facebook Page [@recycle.YMCA](https://www.facebook.com/Recycle.YMCA)

FIND US...

Our well-equipped RECYCLE workshop is above our YMCA Furniture Store in Vale Rise, Tonbridge - Download [map from www.WestKentYMCA.org.uk/tower](http://www.WestKentYMCA.org.uk/tower)

CALL US... 01732 36 11 08

01732 36 11 08





# YMCA West Kent

## REPORT OF THE TRUSTEES



### YMCA WEST KENT

We are grateful to all who support RECYCLE including:

Carriers for Causes



Tonbridge Rotary Club



Kent Community Foundation



KCC Local Member Grants



Tbug



Shaw Trust Live Well Kent



& other donors / shops / schools  
How could you support us?

### YMCA RECYCLE

#### Rebuilding bikes | Rebuilding lives

Our **vision** is to support, empower and enable local people – particularly young people and vulnerable people in our community - to **build their own bike** from scratch using the frames, parts and tools donated to us. We expect this to take some 2-4 months of working a few hours a week.

**Building your own bike has a really positive impact on your emotional and physical wellbeing.**

Young people tell us mental health is one of the biggest issues for them and their friends; as well as stigma faced by those with emotional issues. RECYCLE allows us all to **improve our mental & physical health and overcome stigma**.

#### Who donates all the bikes, parts and tools?

- ✓ The public are invited to donate bikes and any serviceable tools, paint or parts
- ✓ We work with schools, police, railways, bike & E-bike shops to get old bikes

#### Who pays for training, set up, running costs?

- ✓ We are grateful for grants for some specialist tools and initial staff training. We hope other trusts / donors will also support RECYCLE
- ✓ Some volunteers generously offer to fund their own specialist training [this is **not** expected]
- ✓ We work with Bike / E-bike shops & other Bike projects - who may help us with low-cost training, spares, tools or advice.



#### How does it work?

- ✓ We provide trained lead volunteers and/or part-time staff to run the RECYCLE workshop. They will mentor, instruct, supervise and support the other volunteers to build their own bike.
- ✓ We provide all materials, parts, paint & tools; primarily by seeking donations.
- ✓ We provide a friendly, safe working environment / workshop in Tonbridge above our furniture store at Tower House – download a printable map from [www.WestKentYMCA.org.uk/ttower](http://www.WestKentYMCA.org.uk/ttower) or [www.WestKentYMCA.org.uk/bikes](http://www.WestKentYMCA.org.uk/bikes)
- ✓ We work with schools, youth clubs, GPs and others asking them to refer people to us who could benefit from improved emotional or physical wellbeing. We do not want to call them 'clients' or 'referrals' so they will be invited to join the RECYCLE team as volunteers or members.

### YMCA WEST KENT



#### How does it work?

As soon as someone wants to be a member or volunteer we invite them to visit the workshop to find out more....  
As soon as they are ready they can select an old bike frame, completely strip it down, paint it, and then build their own bike safely. (Of course, they could build one for a child / partner if more appropriate).



We expect this to take each person some 2-4 months working about ½ a day per week. This should NOT be rushed - as it could become too intensive and we may not have capacity [in staff or lead volunteers]. There is great value in a sense of **journey, being in control, reflective, patient** but also persevering and setting **realistic goals** each week; and planning how the person will use their own bike to cycle to other opportunities for work, training, health or social events.



#### What are the rewards and benefits if you join RECYCLE?

- ✓ **Your own bike** you can ride away (or let us sell in our stores / on eBay)
- ✓ **Confidence & know-how** to maintain every part of your own bike. Access to our special tools and advice for future repairs or maintenance
- ✓ Independence to access medical / social / training / support / work / exercise
- ✓ **Self-esteem** from your journey, achievement, feeling in-control, grounded
- ✓ More willing to ask for help & **support** and be a team worker: **helping** others
- ✓ Greatly enhanced emotional wellbeing, **improved mental health, resilience**
- ✓ **Improved physical health & wellbeing – now and in future**
- ✓ Welcome to local cycle clubs, other **Live Well Kent events**, other groups [Men's Sheds] and an introduction to **other YMCA projects** including:
  - Talk2Us **counselling training** - service for ages 8-30+ [www.WestKentYMCA.org.uk/T2U](http://www.WestKentYMCA.org.uk/T2U)
  - Horizon **vocational training** - construction, Health & Safety, functional skills
  - **Retail traineeships** in our furniture stores ([www.facebook.com/shoopYMCA](http://www.facebook.com/shoopYMCA)) and [www.WestKentYMCA.org.uk/16plus](http://www.WestKentYMCA.org.uk/16plus)) and possible **work experience** with other carefully vetted local employers / shops / workshops
  - **V4C youthwork** for 8-19s [8-25 with special needs / disabilities] as a helper/ volunteer or member [www.WestKentYMCA.org.uk/YouthWork](http://www.WestKentYMCA.org.uk/YouthWork)
  - **Volunteering** in any of our projects / events - customer service or collection/ delivery or PAT testing electrical items or learn about **upcycling furniture**
  - Help sell or maintain bikes or help people with bike servicing / maintenance
  - Our **Duke of Edinburgh Awards** programme (includes volunteering, physical challenge and expedition) [www.WestKentYMCA.org.uk/DoE](http://www.WestKentYMCA.org.uk/DoE) if 25 or under
  - Annual **YMCA mountain bike challenge** (for the very fit wanting to burn over 20,000 calories in 3 or 4 days in this gruelling off road challenge)
  - Annual Tonbridge **Dragon Boat Race** [www.WestKentYMCA.org.uk/dragon](http://www.WestKentYMCA.org.uk/dragon)



[www.WestKentYMCA.org.uk/about-us/film](http://www.WestKentYMCA.org.uk/about-us/film) - our film  
[www.WestKentYMCA.org.uk/TAR](http://www.WestKentYMCA.org.uk/TAR) - our latest accounts & report  
[www.WestKentYMCA.org.uk/DIETOW](http://www.WestKentYMCA.org.uk/DIETOW) - why we support young people



**PROJECT UPDATE | FURNITURE STORES**



# Upcycling Workshops



WKYMCA are offering workshops in painted and upcycled furniture at our Tunbridge Wells store.

Workshops will include materials and equipment (and tea and biscuits!!)... all you need to bring is your project piece and your ideas!

Or you can work on a piece for the shop.

Workshops are £30 per person, reduced to £25 if purchasing furniture from the store on the day.

Contact us on 01892 615612 or 07889 707823 for more details.



## Feedback from customers on the latest upcycling course

**"Always lovely to pop in even if we don't buy anything .....John and his team are always cheerful and helpful and have time to talk"**

**"The team in Tunbridge Wells always go the extra mile to source what we are looking for or are willing to call us if something suitable comes in at a later date"**

**"it's been great learning what you do as a charity and who you support ..... good to know the money is being invested in young people"**

**"What a lovely team"**

### PROJECT UPDATE – FURNITURE STORES

- ✓ Tom who gained qualifications at the Horizon project continues to work with us supporting and mentoring students on our traineeships – see article later
- ✓ Steve one of our Van drivers now runs the RECYCLE project designing an amazing course for volunteers and students – see article later
- ✓ The team are delighted to have regular customers, some looking for their next upcycling project and regular donors – especially if they sign up to gift aid it.

Customer service is crucial to business and training so we developed a simple customer charter.

### CUSTOMER FEEDBACK

*"I just wanted to say thank you for providing such a great service! I called recently to arrange the collection of some furniture from a relative's house clearance and, despite the short deadline; the collection was carried out both smoothly and efficiently. So again, to the person on the end of the phone and the driver, thank you very much and I hope that the donation will help to raise a little more money for your charity."*

### FEEDBACK from schools, parents and SENCo's on Retail Traineeships for Learners with Special Educational Needs

*3 of our students are now working with Amanda - it has proved to be really beneficial to them*  
***Our lad has done so well this year***

*It's been such a good opportunity for him*

***Benefits have been truly brilliant and quite timely for those involved***



### Pop up shops

promote all our projects and our upcycled furniture and volunteering





# YMCA West Kent

## REPORT OF THE TRUSTEES

### PROJECT UPDATE – FURNITURE STORES

**Case history - Charlie** joined the retail traineeship September 2017. He came to the store to gain work experience and build his confidence. Charlie's strengths were warehouse duties and as van assistant.

He very quickly settled into the team and in no time at all was getting involved in customer service, even taking the 'dreaded' phone call! Confidence built I think it's safe to say.

Charlie offered to cover when a fellow trainee was unwell, or when we had a particularly busy van schedule. He was a pleasure to work with. **He successfully found paid work.**

**Great team player.**

**Well done Charlie.**

### Case history

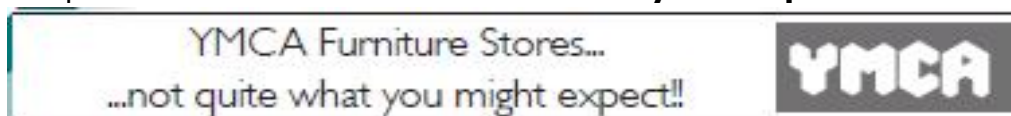
#### – Tom

[WestKentYMCA.org.uk/tom](http://WestKentYMCA.org.uk/tom)

See next page >>>

All articles copied  
– with permission –  
from **Tunbridge Wells  
Town Crier**

We are very grateful  
for all their support  
for our work this year



Wander around the YMCA Furniture Stores and you may find hidden gems and surprises! It's a local emporium where you can find everything from sofas, beds, rugs, curtains, pictures and cabinets, to handmade gifts, lovingly upcycled furniture, plus birdhouses, bat houses, lamps and even pool tables or bicycles!

Furniture is lovingly restored, by trainees and volunteers, in our own workshops. Do drop in to see what we're up to! Finished items are on sale in both stores. We restore and paint dressers, cabinets, tables, chairs, mirrors and even a pool table recently. We take bespoke orders if you want us to upcycle your furniture or anything you find in store. We get amazing feedback about our quality, finish, design, colours and prices.

Students at our Horizon Project design and build hand-made gifts – from bird feeders and wine racks to tea light and candle holders. Small gifts start from as little as £5.

Check out our windows and pop in anytime you are passing .....with 3 floors in Tunbridge Wells and a large accessible sales floor and free parking in Tonbridge - who knows what you might find if you explore all that's on offer! We aim to please and to surprise you!

If you would like to donate items or volunteer please pop in and see us. We are always looking for new volunteers for customer service, upcycling or on our delivery vans.....



If you have a few hours or a few days a week we'd love to meet you!

YMCA Furniture Stores Mon-Sat 9-5 Tel 01892 615 612 or 01732 36 11 08

14-18 Goods Station Rd, Tunbridge Wells TN1 2BL near Fenwick

YMCA Tower House, Vale Rise, Tonbridge, TN9 1TB near Mercedes / Land rover garages



### YMCA Furniture Stores

Tom Pyne

Tom came to the YMCA furniture store at Tower House, Tonbridge, for one week of work experience learning about customer care. This was part of his Study programme at the YMCA's Horizon Project.

Tom made such a good impression with customers and the retail team that they encouraged him to apply for a part time job in the furniture stores; so he might get some interview practice. Despite strong competition, Tom was delighted to be offered the job and gladly accepted.

Tom has a great personality, always smiling, regularly praised by customers for being so helpful and positive.

Tom says "I only joined the Horizon Project to improve my maths and English skills, as I wanted to go back to college for a catering course. I enjoyed the support at Horizon so I stayed on and now have a City & Guilds Diploma in Construction, (Level 1 - Carpentry & Joinery) as well as my English and maths!"

Amanda, from Horizon, wrote "Tom discovered new talents he didn't know he had. He found a love for carpentry and upcycling furniture, which has opened up new horizons for him."

YMCA retail manager Bridget, adds "Tom is a credit to himself and a great ambassador for West Kent YMCA. He is a great team member, and is doing his Duke of Edinburgh Bronze Award, run by V4C – the YMCA's Youth Work team. Tom will mentor other young people aged 16-25 who are signing up for our new Retail Traineeships in Tonbridge and Tunbridge Wells."



Please pop into the Furniture Store, YMCA Tower House, Vale Rise, Tonbridge TN9 1TB (Monday to Saturday 9-5) to have a chat with Tom. He will be happy to talk to you about all the amazing work the YMCA does in West Kent; or help you choose some



furniture; decide on an upcycling project or help to arrange collection of any good quality furniture or electrical goods you would like to donate and giftaid to help the local community.

Find out more email [shops@WestKentYMCA.org.uk](mailto:shops@WestKentYMCA.org.uk)  
[www.facebook.com/shopYMCA](http://www.facebook.com/shopYMCA)

Training & education for young people aged 16-25 is at [www.WestKentYMCA.org.uk/16plus](http://www.WestKentYMCA.org.uk/16plus)

YMCA  
WEST KENT

**Furniture Stores**

Great furniture  
Local delivery  
Great service  
Great prices

**01732 36 11 08 or 01892 615 612**

> YMCA Tower House, Vale Rise, Tonbridge TN9 1TB  
> 14-18 Goods Station Rd, Tunbridge Wells TN11 2BL

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[WestKentYMCA.org.uk/shop](http://WestKentYMCA.org.uk/shop) [facebook.com/shopYMCA](https://www.facebook.com/shopYMCA)

BROWSE | BUY | DONATE | GIFTAID | VOLUNTEER | UPCYCLE

## YMCA West Kent launches new YMCA Traineeship Programme

LOCAL



Young people can find it quite daunting taking their first steps into full time work, especially with little or no work experience, regardless of their qualifications from school or college.

The YMCA Traineeship Programme offers substantial work experience in a customer service setting - but tailored to each Trainee's needs and interests. Trainees can:

- ✓ Gain City & Guilds Customer Service qualification
- ✓ Continue their Maths and English development
- ✓ Learn to upcycle and refurbish furniture, including bespoke customer orders
- ✓ Learn how to carry out portable appliance testing
- ✓ Achieve a valuable, life-saving First Aid at work qualification
- ✓ Improve marketing, PR and social media in the furniture stores
- ✓ Develop their workplace confidence and skills
- ✓ Work alongside staff, volunteers, customers and donors on a daily basis.

Trainees enjoy intensive support for their next steps - to full time work, training or apprenticeship - covering CVs, job search, applications and interview skills - until they achieve their goal. They can also



enjoy our V4C Youth Work, counselling service, Duke of Edinburgh Awards and get involved in fund raising and other events.

The YMCA Traineeship programme is now open - if you are 16 - 19 [or 16-25 with SEN or disability] based in Tonbridge and Tunbridge Wells - so just call or text Amanda 07889 707 823 or email [trainees@WestKentYMCA.org.uk](mailto:trainees@WestKentYMCA.org.uk)

[www.WestKentYMCA.org.uk/trainees](http://www.WestKentYMCA.org.uk/trainees)



YMCA  
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Great furniture  
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> 14-18 Good Station Rd, Tunbridge Wells TN11 2BL

Open Mon-Sat 9-5    [eshops@WestKentYMCA.org.uk](mailto:eshops@WestKentYMCA.org.uk)  
[WestKentYMCA.org.uk/shop](http://WestKentYMCA.org.uk/shop)    [facebook.com/shopYMCA](https://facebook.com/shopYMCA)

BROWSE | BUY | DONATE | GIFTAID | VOLUNTEER | UPCYCLE



## YMCA 1918 – 2018: On the frontline



It's May 1918 and WWI is entering its final few months. Battles rage on the frontline and back at home everyone is doing their bit to support the war effort. This included thousands of YMCA volunteers. They helped and supported both at home and abroad.

In France they would meet relatives at the harbours of Boulogne and Le Havre, then take them to their seriously wounded sons, brothers, husbands. They would be there to support the relatives through these difficult times. Many of these young men sadly died and the YMCA volunteers would be there to take their relatives to their funerals

Skip forward 100 years to May 2018.

Today's young people face very different battles. Homelessness, addiction, anxiety and a sense of not belonging are their enemy. Sometimes all that is

needed is a helping hand, someone to listen, or a place to call home. Much like those YMCA volunteers 100 years ago, we at WestKentYMCA are on hand to help.

The teams in our Horizon projects offer education and support through our knowledgeable tutors and key workers. Then there is Ryder House for those in need of a safe place to live. The amazing team there provide support and guidance to help young people rebuilt their lives.

Our great Youth teams offer a range of clubs and activities where young people can come along, have fun and just be themselves.

Finally we have our 2 furniture stores selling donated pre loved items. The proceeds from this help support these projects.

The battles and people may change but we will always be there.....doing our bit on the 'Frontline'

YMCA  
WEST KENT



### **Furniture Stores**

Great furniture  
Local delivery  
Great service  
Great prices



**01732 36 11 08 or 01892 615 612**

> YMCA Tower House, Vale Rise, Tonbridge TN9 1TB

> 14-18 Goods Station Rd, Tunbridge Wells TN1 2BL

Open Mon-Sat 9-5 E [shops@WestKentYMCA.org.uk](mailto:shops@WestKentYMCA.org.uk)  
[WestKentYMCA.org.uk/shop](http://WestKentYMCA.org.uk/shop) [facebook.com/shopYMCA](https://facebook.com/shopYMCA)

BROWSE | BUY | DONATE | GIFTAID | VOLUNTEER | UPCYCLE

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION





Telling our story, Raising our profile,  
Raising support, Raising funds,  
[player.vimeo.com/video/129454381](https://player.vimeo.com/video/129454381)  
[www.justgiving.com/Rachel-Horne9](https://www.justgiving.com/Rachel-Horne9)  
[www.WestKentYMCA.org.uk/get-involved](https://www.WestKentYMCA.org.uk/get-involved)  
Friends | Gift-Aid | Social Media | New Film | Events

**Providing new opportunities for local people to find out more about the needs of our clients and our work to support and empower them; and how they can get involved to promote and sustain our work**

During the last year events have included :

- Release of our new 90 second video [www.WestKentYMCA.org.uk/quick](https://www.WestKentYMCA.org.uk/quick)
- Supporting YMCA England initiatives on youth mental health funding, body image, challenging mental health stigma, youth housing, housing benefit, supported housing funding
- Our 3<sup>rd</sup> entry in the **Tonbridge Dragon Boat Race** [www.WestKentYMCA.org.uk/Dragon](https://www.WestKentYMCA.org.uk/Dragon)

**Achievements during the year**

- Public and social media profile – newspaper coverage plus Twitter, Facebook, LinkedIn, Instagram, Pinterest, JustGiving, eBay, Streetlife, Freegle, give.net
- **Say Yes 2 Youth** room used for counselling, anger management, mediation, prayer
- Moved newsletters onto Mailchimp to be GDPR compliant

SUBSCRIBE

: *"West Kent YMCA does extraordinary work helping vulnerable young people find jobs and a place of their own to live so I was absolutely delighted to become one of its first official Friends. They have also launched a new campaign called "Say Yes 2Youth" which aims to bring even more opportunities to homeless and unemployed young people in the local area which I urge everyone to support."*

[Greg Clark MP](#)



Our **Talk-2-Us counselling service** is available for young people aged 11 to 26 in Sevenoaks, Tonbridge and Tunbridge Wells. We provide clients space to work through their issues and find strategies to assist them in their lives, as well as working on behavioural and emotional areas.

We aim to support young people through talking, listening and empowerment – adhering to BACP Guidelines on Good Practice for Counselling in Schools. We provide confidential counselling to individuals by senior trainee and qualified volunteer counsellors - all inducted, supported, supervised and clinically managed within West Kent YMCA. Young people are referred by GPs, housing associations, charities, youth services, schools, parents, grandparents, churches, social workers, youth workers, the police, peers, themselves or any YMCA volunteer or staff member. We sometimes offer support or counselling for parent / sibling of a client via a different counsellor.

Young people can apply directly [self-refer] to [Talk2Us@WestKentYMCA.org.uk](mailto:Talk2Us@WestKentYMCA.org.uk) or call us in confidence, and leave their contact details on our dedicated 24/7 counselling line **01892 572311**

***"A teenager in our family has been having difficulties in school due to their behaviour. We had been unable to understand what was going wrong and were very grateful to find out about the YMCA counselling service for young people. Our teenager has been attending the counselling sessions regularly, without fuss, and even told friends about it. We are so relieved there is somewhere professional that offers this service; the whole family is very grateful." from a thank you note***

# YMCA West Kent

## REPORT OF THE TRUSTEES

### UPDATE – SAY YES 2 YOUTH / COUNSELLING



#### < new SAY YES 2YOUTH room

Used for **counselling** in YMCA Tower House, Vale Rise, Tonbridge TN9 1TB

Counselling Service  
[www.WestKentYMCA.org.uk/talk2us](http://www.WestKentYMCA.org.uk/talk2us)

Venue  
[www.WestKentYMCA.org.uk/tower](http://www.WestKentYMCA.org.uk/tower)

We get really good feedback from clients, counsellors, supervisors and referral agencies about the room and the service.

We ask all clients for verbal and written feedback - but of course, this is **private & confidential**

There are now two local £1 lottery ticket schemes supporters can use to support our work; and stand to win £25,000 first prize. Details are on our website [www.WestKentYMCA.org.uk/lotto](http://www.WestKentYMCA.org.uk/lotto)

Notable events this year included:

**July 2017** 4 staff spent 4 days on a YMCA coast2coast mountain bike challenge

**September 2017** Supporters, staff, trustees, trainees & a dog did the Tonbridge Dragon Boat Race

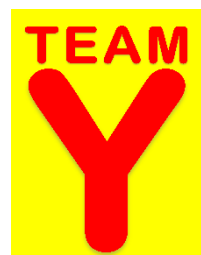
**April 2018** Groombridge cubs completed a YMCA Sleep Easy to raise awareness and £300 funds

#### Planned events include

July - Celebrate youth achievements [www.WestKentYMCA.org.uk/celebrate](http://www.WestKentYMCA.org.uk/celebrate)

YMCA mountain bike challenges [www.WestKentYMCA.org.uk/cycle](http://www.WestKentYMCA.org.uk/cycle) <https://my.give.net/c2c>

September - Dragon boat Race [www.WestKentYMCA.org.uk/dragon](http://www.WestKentYMCA.org.uk/dragon) <https://my.give.net/dragon>



We believe that every young person should enjoy the benefits of good health and wellbeing



**Our Talk 2 Us Counselling Service is very popular with schools, colleges, clients, parents and also volunteer counsellors - who want to work with us**

It was initially funded by our SAY YES 2 YOUTH Campaign & Fund

### **Case studies from our Talk 2 Us Counselling Service**

**Charlie | Daisy | Owen | Shannon** – *not their real names*

- Ages 8-30+ | male, female, trans |
- At school or dropped out, at college, employed, unemployed
- Referrals by schools, parents, peers, self-referral;
- Also by all our projects, grandparents, GP, PRU, Police
- Presenting issues: - ***confidential***
- Backstory: - ***confidential***

**All have made significant and positive progression(s) such as**

- Dealing with impact of abuse / neglect / DA
- Gaining space to decide how to talk to ... adults / siblings / other agencies
- Getting back into:
  - Home or another safer housing option
  - School, college, work – motivated & engaged
  - Further counselling or coaching when ready – no limit in our service
  - Other YMCA projects / programmes...

### **Feedback**

*Extracted from a thank you note from a grateful parent*

*"We are still thankful every day for the help you gave us both times when we contacted you in our most distressed moments. And of course for the counselling that xxxxx was able to have.*

*"I'm not sure you'll ever realise how much impact your advice had on me and yyyyy - it really shaped the way we navigated the following months, and we're sure is the reason that we still have a good relationship with xxxxx.*

*"I would happily shout how wonderful you are from the rooftops any time!"*



**YMCA WEST KENT**

**Counselling**  
Confidential, non-judgmental  
counselling service for children,  
young people and adults  
aged 8-30 plus

**Art Psychotherapy**  
Using art to express feelings, fears  
or distress without struggling  
to find the words

**Coaching Psychology**  
Specific goal-oriented solutions  
focusing on strengths to improve  
overall quality of life

Depression Stress Anger Bullying  
Choices ? Separation ? Eating ~ Grief Management Exams  
Anxiety Bereavement Relationships ? Family  
Lifestyle Fears ?

**Talk 2 Us**  
**Counselling Service**

**We believe everyone should enjoy the benefits of good health & wellbeing**

**Talk 2 Us** Counselling for ages 8 to 30+  
Safe | Flexible | Low cost | Effective | Quick response  
**E** [counselling@WestKentYMCA.org.uk](mailto:counselling@WestKentYMCA.org.uk)  
**W** [www.WestKentYMCA.org.uk/talk2us](http://www.WestKentYMCA.org.uk/talk2us)  
**Tel** 01892 572 311 **Fax** 08712 390 677

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.

SUPPORT & ADVICE	ACCOMMODATION	FAMILY WORK	HEALTH & WELLBEING	TRAINING & EDUCATION
<b>YMCA West Kent</b>   Head Office, YMCA Tower House, Vale Rise, Tonbridge, Kent TN9 1TB Regd Office   West Kent YMCA Head Office, YMCA Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent TN1 2BP Regd Charity No 803529   Regd in England & Wales as a Company Limited by Guarantee No 2512960 T 01892 542209   F 08712 390 677   E <a href="mailto:info@WestKentYMCA.org.uk">info@WestKentYMCA.org.uk</a>   W <a href="http://www.WestKentYMCA.org.uk">www.WestKentYMCA.org.uk</a>				

We believe that every young person should enjoy the benefits of good health and wellbeing

One of our annual events to raise awareness and funds is the Dragon Boat race in Tonbridge

Sign up for newsletters to hear about events

<http://eepurl.com/dvL17j>

**SAY YES!**  
**2YOUTH**  
**WEST KENT YMCA**

Join West Kent YMCA – Team Y for the annual  
Dragon Boat Race Sunday September 9th



West Kent YMCA has purchased a boat in the Tonbridge Town Dragon Boat Race which takes place on Sunday 9th September. This event is organised by Tonbridge Town Team. We are currently looking to recruit a crew of 19 paddlers and 1 drummer! No experience is needed and a guided trial run takes place for all boats before the race starts. There is also a professional helmsperson on each boat doing the steering!

As with previous years, due to the width of the river, not all boats will race together, but in heats. This makes it more exciting as there is an ever changing leader board till the end. Each team will get to race at least 3 times during the whole event.

It's a great day out, a chance to see all the wonderful charities in the area in one place and celebrate the amazing work they do for our local community.

Our lucky mascot – Archie the westie will be joining us again and takes pride of place at the front of our boat. (Yes he even has his own life jacket!)

If you would like to row with us and Archie we would be delighted to welcome you on board email [Dragon@WestKentYMCA.org.uk](mailto:Dragon@WestKentYMCA.org.uk) or contact Amanda by mobile/text 07889 707 823 for more details and we can send you a sponsor form and to find out more about us, please view our short film [www.WestKentYMCA.org.uk/film](http://www.WestKentYMCA.org.uk/film)

**YMCA WEST KENT**

**YMCA**  
**Furniture Stores**

- Great furniture
- Local delivery
- Great service
- Great prices

01732 36 11 08 or 01892 615 612

- > YMCA Tower House, Vale Rise, Tonbridge TN9 1TB
- > 14-18 Goods Station Rd, Tonbridge Wells TN11 2SL

Open Mon-Sat 9-5 E shops@WestKentYMCA.org.uk  
[WestKentYMCA.org.uk/shop](http://WestKentYMCA.org.uk/shop) [facebook.com/shopYMCA](https://www.facebook.com/shopYMCA)

BROWSE | BUY | DONATE | GIFT | VOLUNTEER | UP CYCLE

Do you want to support our work with **young people in need?**

<https://my.give.net/803529> or text YMCA75 £10 to 70070 or buy from [www.WestKentYMCA.org.uk/lotto](http://www.WestKentYMCA.org.uk/lotto)

To donate by cheque - payable to **West Kent YMCA** - please send to

**Friends of West Kent YMCA, YMCA Tower House, Vale Rise, Tonbridge, TN9 1TB**

[Friends@WestKentYMCA.org.uk](mailto:Friends@WestKentYMCA.org.uk) | T 01892 542209 | [www.WestKentYMCA.org.uk](http://www.WestKentYMCA.org.uk) | Charity No 803529



# YMCA West Kent

## REPORT OF THE TRUSTEES

### SUMMARY

West Kent YMCA delivers targeted holistic support for vulnerable, disadvantaged young people, by:

- outreach youth work and youth clubs in the [V4C \[Vehicle 4 Change\] project](#),
- affordable housing, 24/7 support, empowerment and inclusion at [Ryder House](#),
- vocational & functional skills training and personal development in the [Horizon Project](#),
- low cost counselling in our [Talk2Us](#) service for 11-26 year olds
- supported employment [young wounded veterans], apprentices, skills for adults out of work
- Recycling, social enterprise, [retail traineeships](#) and [upcycling](#) in our [Stores](#),

We also help raise awareness of issues facing young people such as:

- ✓ [YMCA General Election Manifesto](#) and campaigning for better training opportunities see [www.westkentymca.org.uk/vote2017](http://www.westkentymca.org.uk/vote2017) and <http://www.ymca.org.uk/manifesto-2017>
- ✓ the [UncertainFutures](#) campaign about housing benefit for vulnerable young people age 18-21 - see [www.WestKentYMCA.org.uk/uncertain](http://www.WestKentYMCA.org.uk/uncertain)
- ✓ challenge the stigma around youth mental health and body image **#IamWhole**
- ✓ our [YMCA SLEEP EASY](#) and other challenge events - [Dragon Boat Race, YMCA Cycle Challenge](#)
- ✓ awards that young people win - helping them to tell **their story**
- ✓ a 90 second video letting young people tell it like it is [www.WestKentYMCA.org.uk/quick](http://www.WestKentYMCA.org.uk/quick)

### HIGHLIGHTS OF THE YEAR

<b>Good News</b>		<b>Not So Good</b>
Another Big Lottery Fund grant for 4 more years of V4C youth clubs and outreach	New trustees, new articles, new head office posts	Impact of government budget cuts / benefits sanctions on clients / staff
<a href="#">Excellent short film</a> of client feedback about our work	Welcome news of a legacy likely to be received during 2018-2019	Prolonged [many years] stakeholder consultation for future tenders
Partnership with other YMCAs / charities to secure new supported housing contracts	Outstanding support for staff, volunteers & their families whenever appropriate	Very late payment by some schools
Very close collaboration with other agencies such as Bore Place	3 x 3-bed flats for affordable move-on from Ryder House - nearly ready	Focus on quantity rather than quality / outcomes / impact by some commissioners
Being a <a href="#">real Living Wage employer</a>	2 great videos by Southpaw agency <a href="http://www.WestKentYMCA.org.uk/dltow">www.WestKentYMCA.org.uk/dltow</a>	Training & Education should be a statutory service, but we have to find new funding
SAY YES 2 YOUTH campaign	<a href="#">Talk-2-Us counselling service</a> meeting needs	Pressures on clients and staff
Active in several YMCA campaigns against mental health stigma <a href="#">#IamWhole</a>	Amazing work by V4C team during a challenging contract	Two clients who made bad life choices despite all our support and guidance
New bike project <a href="#">RECYCLE</a>	MORE exciting new courses at HORIZON	Increasing demand for our services
Active <a href="#">Patrons- both in the Lords</a> - Lord Evans of Weardale, Baron <a href="#">Jonathan Evans KCB DL</a> ; - the Rt Rev <a href="#">James Langstaff</a> , the Lord Bishop of Rochester		Confusion about funding models [capital development / rent] for supported housing

West Kent YMCA draws on a diverse range of grants, fees, contracts, fund-raising, social enterprise and partnership funding. Every area of operations is carefully costed and monitored monthly at Board and SMT level in line with an endorsed budget. The highest resource priority is staff: recruiting, training, empowering, supporting, supervising and retaining highly professional, motivated staff (paid and unpaid) is fundamental to delivering empowerment, achieving positive outcomes and managing the inherent risks of challenging client groups on a 24/7 basis. To meet contractual obligations key roles are not usually given to volunteers (except retail roles); although they add huge value to our work and are greatly appreciated by the Board, SMT, staff and clients.

The areas of financial concern are:

- Avoiding over-reliance on local government funding.
- Measures to reduce central and local government expenditure.
- Prudent maintenance of adequate unrestricted general reserves to cover potentially higher contract termination costs can be detrimental to some efforts to raise grants or other donations.
- Cash flow with some large invoices paid several months late by commissioning / contracting authorities.
- Seeking adequate capital funding for the planned Ryder House purchase.
- Unavoidable delays on purchase of YMCA Ryder House due to uncertainty about social / supported housing.
- Lack of long term contracts [V4C being the only exception with multi-year contracts] for services needing long term investment such as housing support, education & training including SEND provision [pre & post 16]



The Board is keen to develop further long-term sustainability, to be less reliant on revenue grants: by reducing costs of leases, reducing carbon footprint, by further partnership working and increased social enterprise within the Group; and by competing for strategic long-term contracts.

### FINANCIAL REVIEW

The group had a net trading surplus for the year ended 31 March 2018 of £101,103 [2017: £411,739] which represents 7.2% [2017: 31.6%] gain in balance sheet value over the period (or 6.8% [2017: 25.2%] surplus on incoming resources). This includes a legacy of £135,286. [2016-17 surplus was partly due to exceptional, unbudgeted gain of £400,000; £200,000 now designated as a development reserve]. The underlying 2018 deficit of £34,184 [2017 surplus £40,766] was reasonable given:

- A very tight budget set for the year, with some challenging income generation targets.
  - Difficult economic conditions for retail / social enterprise, still re-building footfall in Tonbridge.
  - Rising demand for our charitable services & support; increasing costs with static contract values.
  - Recurring difficulties securing any core funding for much needed 14-25s educational provision.
  - Pressure on payroll costs from auto-enrolment, rises in Living Wage and impact of [wage] inflation.
- The board are committed to improved retail / social enterprise, returning the trading company to profitability, and have confirmed the loan to the trading company will not be called in and is recoverable by the charity. Trustees are therefore confident they are not funding an unprofitable trading subsidiary but rather they are pursuing long-term charitable activity of the wider charity, since the activity includes vocational training for beneficiaries, and building longer-term financial sustainability for the charity. Trustees have completed a detailed cash flow forecast for 2 financial years and confirm there are no material uncertainties; and that these accounts are correctly prepared on the going concern basis.

### RESERVES

Trustees review the level of reserves, based on risk profile, business needs and cash flow forecast. From this analysis, trustees consider that funds sufficient to meet **at least 4 months full operating costs** could be justified to meet moral and legal obligations to clients, funders and staff; in the event of one or more of the following:

- ⇒ **Cash flow** issues due to late contract renewals / contract payments, or
- ⇒ Major **contingencies**, disaster or unforeseen contract loss; or
- ⇒ Project **closure**/run down, staff redundancy while maintaining full staff cover and client support.

The level of **general unrestricted reserves for the charity** at 31 March 2018 was £361,512 [2017: £267,079] (note 18); which comprises some 4.5 months of unrestricted operating costs, although that includes a legacy of £135,286 which the Trustees will consider designating once fully received.

At 31 March 2018, **the Trustees designated unrestricted funds of the charity** for the following purposes (note 18):

- £1,037,204 [2017: £1,075,313] of unrestricted funds was designated as a **property reserve** and represents property which is essential to core service delivery.
- £167,908 [2017: £192,795] of unrestricted funds was designated as a **pensions reserve** and represents funds required over the next 9 [2017: 10] years to meet YMCA pension fund liabilities to previous employees (notes 1, 15, 18 and 22).
- £200,000 [2017 £200,000] of unrestricted funds were designated as a **property development reserve**.

**Restricted funds for the charity** at 31 March 2018 were £78,138 [2017: £69,392] held to meet the obligations set out in the notes to the financial statements (note 17).

### PRINCIPAL FUNDING SOURCES

The trustees are pleased to acknowledge ALL supporters - individuals, local churches, groups, schools, colleges, voluntary organisations, Emergency Services, Social Services, NHS, local media and business - who provide time, advice or donations [some made anonymously] to fund, sustain, encourage and promote by PR or referrals the work of West Kent YMCA, helping young people build their future.

**The trustees gratefully acknowledge the support** of the following who grant-funded, made donations, let contracts or provided other forms of partnership or in-kind support over the last few years:

# YMCA West Kent

## REPORT OF THE TRUSTEES

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### Active Digital

#### Addaction

Albert Hunt Trust  
Alchemy Foundation  
Alice & Marcus du Preez & family

#### Ambition Giving

AMS Joinery, Paddock Wood  
Armed Forces Community Covenant  
The Assembly Rooms, Tunbridge Wells  
AXA-PPP Healthcare

B and CE Trust

BBC TV & Radio Kent

[BdR Ltd](#)

Bedgebury Foundation

Bell Donor Management

[Big Lottery Fund - Awards for All](#)

[Big Lottery Fund RC](#)

Blanche and Raymond Lawson Trust

BNI Tunbridge Wells

The Bridge Trust

Brackets

[Brewers](#) Decorator Centres

Sir William Cadbury Charitable Trust

Café BLISS, Southborough

Carriers for Causes | One Stop

Catch 22 [NCS](#)

CBRE

Chapter 1 [SAHA]

Charitable Giving.co.uk

Charity Bank

[Chatfields Removals Ltd](#)

Christians Together in Tunbridge Wells

Churches and local church groups

Churches Together in Sevenoaks CTSD

Citizens Advice Bureaux

[Cliffe Contractors Ltd](#)

Lord and Lady Colgrain

Colyer-Fergusson Charitable Trust

[Compaid](#)

Co-operative Membership Fund

[Cripps](#)

CRISIS

**Crowborough Choral Society**

CXK Ltd

[Cyclopark](#)

David Solomons Charitable Trust

DAVSS [www.davss.org.uk](#)

[DM Thomas Foundation for Young People](#)

[Easistore - Self Storage](#)

eBay for Charity / MissionFish

[EBS Environmental Services Ltd](#)

Edenbridge Churches in Covenant ECC

Edenbridge Town Council

Education Skills Funding Agency - ESFA

[EJP Fire Protection](#)

Equitable Charitable Trust

Ernest Cook Trust

Everyclick.co.uk

Fairtrain

[Fluid-IT](#)

**Garfield Weston Foundation**

Gatwick Airport Community Trust

Gaza Timber

Google Adwords

[Gullands Solicitors](#)

[Habitat for Humanity](#) GB

The Hare, Langton Green

[Harrowden Turf](#)

Headway

Helen Longley & team

**Henry Smith Charitable Trust**

Hedley Foundation

High Sheriff of Kent

[Hilton in the Community Foundation](#)

Homebase Sevenoaks

Hugh Christie School

Infor

Inner Wheel Tunbridge Wells

Job Centre Plus [JCP]

John Lewis Community Matters

Justgiving.co.uk

Kent Community Foundation

[Kent County Council](#) -

Kent People's Trust

Kent Police & Kent Police College

Kent Waste Partnership

Kenward Trust

Lions - local groups

Lloyds Bank Community Fund

[Lloyds Banking Group](#)

The Lieutenancy of Kent

[Logic PM Ltd](#) & [Logic CP Ltd](#)

[Lucas Fettes & Partners](#)

LV=

Match Recruiting

[MCM Net Ltd](#)

[Meadowmat wild grasses](#)

Medway CVS

Movement Trust Fund - YMCA England

The [MY Trust](#) [including Young Kent]

[Naylor Accountancy Services](#)

[NetVector Consulting Ltd](#)

New School West Heath, Sevenoaks

NHS West Kent

North West Kent College, Dartford

Oakley School, Tunbridge Wells

Society of Oddfellows Tunbridge Wells

Oliver Payne & supporters

[Otford.net](#)

OTR Estates

Paddock Wood Lions

Parent+Plus Tonbridge

Park Recruitment Partnership

Percy Bilton Charitable Trust

Percy George Ryder Trust YMCA England

Peter Reeves [in memoriam]

The Poppy Factory

The Prince's Trust

[Prism Alarms & Security](#)

[Quaker Housing Trust QHT](#)

Rathbone

Raymond & Blanche Lawson Charitable

Trust

RBLI

Sir James Reckitt Charitable Trust

Recycling for good causes

Rock UK

Royal Tunbridge Wells Round Table

Rushall Football Club

Safer Kent

**Sainsbury's**

Savills

[SAYT - Sevenoaks Area Youth Trust](#)

Screwfix Ltd

SCS Ltd

Senico Community Leisure

Sevenoaks Community Safety (CSP)

Sevenoaks District Council

Sevenoaks District Health Action Team

Sevenoaks Lions

Sevenoaks Round Table

[The Shaw Trust](#)

Skills Funding Agency - SFA

Skills SE Ltd

Sir Derek Greenaway Foundation

SMB Charitable Trust

[Snap-on Industrial](#)

Society of Oddfellows Tunbridge Wells

Solway Fund

Souter Charitable Trust

Southborough Lions

Southborough Town Council

[Southeastern Railway](#)

[Southpaw | Creative Agency](#)

Spadework

Stewardship Services Ltd

St Luke's Tunbridge Wells

St Martins in the Field - VR Fund

St Mary's Speldhurst

Stonewall Park Charitable Trust

Stormont Motors

Tesco

TN2 Community Trust Ltd

Tonbridge & Area Churches Together

Tonbridge Boys School

Tonbridge Christian Leaders - TCL

Tonbridge Lions

**Tonbridge Philharmonic Society**

Tonbridge & Malling Borough Council

Tonbridge & Malling LCPG

Tonbridge Rotary Club

Tory Family Foundation

Town & Country Foundation and

Town & Country Housing Group

Travis Perkins

The Tudor Trust

Tunbridge Wells Borough Council

Tunbridge Wells Churches Winter

Shelter

Tunbridge Wells CSP

Tunbridge Wells LCPG

Tunbridge Wells Health Action Team

Tunbridge Wells Inner Wheel

Tunbridge Wells Lions

Tunbridge Wells Town Crier

Tunbridge Wells Wine Club

The late Mrs Anne Vidler

[Vision Printers](#)

Volunteer Centres

**Waitrose**

Warlingham School, Surrey

West Kent College

[West Kent Housing Association](#)

West Kent Quakers

William Strong Foundation

Y Care International

[Yeomans Creative](#)

YMCA England - Housing division

YMCA Training / [YMCA Central](#)

YMCA George Williams College

YMCA foundation trust fund

[YMCA Youth Matters Awards](#)

[Zap Services Ltd](#)

### PLANS FOR FUTURE PERIODS

Following internal review, the board refreshed the [5 year strategic plan](#) setting out vision, mission, values, strategic context, strategic objectives, measures of success and KPIs. The board are investing in more professional retail operations – in order to sustain the charity. The board are committed to:

- ✓ Tendering for further (housing) support contracts for young people at risk
- ✓ Being managing agents for affordable flats developed in the Quaker Meeting House, Tunbridge Wells.
- ✓ Finding more sustainable funding models for training and education
- ✓ A board improvement plan to ensure governance remains fit for purpose through challenging times
- ✓ Implementing YMCA branding and improved profile & marketing
- ✓ Rebranding the Goods Station Road store and maximise profit from YMCA Tower House retail operations
- ✓ Greater capacity and resilience in the head office / SMT.

### STRATEGIC OBJECTIVES

#### **Our Strategic Objectives are to:**

- 1. Build on the unique strengths and ethos of West Kent YMCA in providing:**
  - a. supported housing for young people**
  - b. supported vocational training for young people**
  - c. outreach support for young people**
  - d. life-changing social enterprise**
  - e. follow up support for clients and previous clients**
  - f. clear effective leadership and collaboration in partnership working**
- 2. Be an excellent provider of existing and new services to build on our values and quality, engage partners and commissioners, in order to respond to needs and concerns of vulnerable young people**
- 3. Provide cost-effective services that deliver short-term impact, progression and long-term outcomes, to the highest levels of quality and accreditation**

To achieve these objectives we will:

- A. Ensure board [trustees & advisors] membership and skill mix reflects our community, excellent governance and probity and demonstrates client focus and client voice.**
- B. Remain a preferred youth services partner and supplier in West Kent, by our client focus, values, innovation, best value, and collaborative approach**
- C. Be a role model in the provision of inclusive and effective services, challenging injustice, inequality, discrimination and exclusion**
- D. Maintain a sustainable business model balancing income and expenditure; with adequate reserves, an optimum mix of income generation, and use of volunteers and apprentices**
- E. Improve our public profile to deliver more youth opportunities, funding and support**



### MEASURES OF SUCCESS

#### Measures of success

- M1. Annual benchmarking of improved positive outcomes within each project, with specific, stretch targets set for each project**
- M2. A balance of income with expenditure; and building reserves which equate to a minimum of four months of running costs**
- M3. Achieving and maintaining quality standards and continuous improvement with external accreditation where appropriate**

### OTHER INFORMATION

#### AUDITOR

A resolution to reappoint RSM UK Audit LLP, Chartered Accountants, as auditor will be put to the members at the annual general meeting.

#### STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITOR

The trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the trustees have confirmed that they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

By order of the board



M Farrar

Trustee and Director

Approved and authorised for issue by the trustees on 4<sup>th</sup> December 2018.



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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

### **Opinion**

We have audited the financial statements of West Kent YMCA (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2018 which comprise the Group Statement of Financial Activities, incorporating the Group Summary Income and Expenditure Account, the Group and Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 group's and the parent charitable company's affairs as at 31 March 2018 and of the group's 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 and the Charities Act 2011.

### **Basis for opinion**

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees 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 explicitly 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.

### **Opinions 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 prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit, or
- the Trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Trustees' Report.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities [set out on page 5], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company 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 an auditor's report 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 provided 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*RSM UK Audit LLP*

ZOE LONGSTAFF-TYRRELL (Senior Statutory Auditor)  
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor  
Chartered Accountants  
Portland, 25 High Street  
Crawley  
West Sussex RH10 1BG

Date  December 2018



# YMCA West Kent

## CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

[incorporating income & expenditure account] for the year ended 31 March 2018

		Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
	Notes				
Income and endowments from:					
Donations and legacies	3	159,984	-	159,984	39,433
Charitable activities	3	467,846	587,906	1,055,752	997,225
Other trading activities	3	245,477	-	245,477	188,220
Investments	4	175	-	175	7,191
Move of head office	3	-	-	-	400,000
<b>Total</b>		<b>873,482</b>	<b>587,906</b>	<b>1,461,388</b>	<b>1,632,069</b>
Expenditure on:					
Raising funds	6	228,205	-	228,205	169,431
Charitable activities	7	738,587	393,493	1,132,080	1,050,899
<b>Total</b>		<b>966,792</b>	<b>393,493</b>	<b>1,360,285</b>	<b>1,220,330</b>
<b>Net income</b>		<b>(93,310)</b>	<b>194,413</b>	<b>101,103</b>	<b>411,739</b>
Transfers between funds	17/18	185,667	(185,667)	-	411,739
<b>Net movement in funds</b>	10	<b>92,357</b>	<b>8,746</b>	<b>101,103</b>	<b>411,739</b>
Reconciliation of funds:					
Total funds brought forward		1,233,538	69,392	1,302,930	891,191
<b>Total funds carried forward</b>	17/18	<b>1,325,895</b>	<b>78,138</b>	<b>1,404,033</b>	<b>1,302,930</b>

The notes on pages 77 to 88 form part of these financial statements

# YMCA West Kent

## CONSOLIDATED BALANCE SHEET

[Company No 2512960 | Charity No 803529] at 31 March 2018

	Notes	2018 £	2017 £
<b>Fixed assets</b>			
Tangible assets	<b>11</b>	1,111,488	1,115,545
		<u>1,111,488</u>	<u>1,115,545</u>
<b>Current assets</b>			
Debtors	<b>12</b>	363,360	160,507
Cash at bank and in hand		389,001	372,579
		<u>752,361</u>	<u>533,086</u>
<b>Creditors</b> Amounts falling due within one year	<b>13</b>	(291,908)	(152,906)
		<u>460,453</u>	<u>380,180</u>
<b>Net current assets</b>		460,453	380,180
<b>Total assets less current liabilities</b>		1,571,941	1,495,725
<b>Creditors</b> Amounts falling due after more than one year	<b>15</b>	(167,908)	(192,795)
<b>Net assets excluding pension asset or liability</b>		<u>1,404,033</u>	<u>1,302,930</u>
<b>Total Net assets</b>		<u>1,404,033</u>	<u>1,302,930</u>
<b>The funds of the group:</b>			
<b>Restricted funds</b>	<b>17</b>	78,138	69,392
Restricted income funds		<u>78,138</u>	<u>69,392</u>
<b>Unrestricted funds</b>			
General	<b>18</b>	241,561	135,982
Designated – property		1,052,242	1,090,351
Designated – pension reserve		(167,908)	(192,795)
Designated – property development		<u>200,000</u>	<u>200,000</u>
		<u>1,325,895</u>	<u>1,233,538</u>
<b>Total funds</b>		<u>1,404,033</u>	<u>1,302,930</u>

These financial statements were approved and authorised for issue by the trustees on 4<sup>th</sup> December 2018, and are signed on their behalf by:



M Farrar  
Trustee and Director

The notes on pages 77 to 88 form part of these financial statements

# YMCA West Kent

## CHARITY BALANCE SHEET

[Company No 2512960 | Charity No 803529] at 31 March 2018

		2018 £	2017 £
	Notes		
<b>Fixed assets</b>			
Tangible assets	11	1,092,887	1,096,496
Investment in subsidiary		2	2
		<u>1,092,889</u>	<u>1,096,498</u>
<b>Current assets</b>			
Debtors	12	483,447	285,951
Cash at bank and in hand		378,580	369,550
		<u>862,027</u>	<u>655,501</u>
<b>Creditors: Amount falling due within one year</b>	13	<u>(278,062)</u>	<u>(140,215)</u>
<b>Net current assets</b>		583,965	515,286
<b>Total assets less current liabilities</b>		1,676,854	1,611,784
<b>Creditors: Amounts falling due after more than one year</b>	15	<u>(167,908)</u>	<u>(192,795)</u>
<b>Net assets excluding pension asset or liability</b>		1,508,946	1,418,989
<b>Total net assets</b>		<u>1,508,946</u>	<u>1,418,989</u>
<b>The funds of the charity</b>			
<b>Restricted funds</b>			
Restricted income funds	17	<u>78,138</u>	<u>69,392</u>
		78,138	69,392
<b>Unrestricted funds</b>			
General funds	18	361,512	267,079
Designated – property		1,037,204	1,075,313
Designated – pension reserve		(167,908)	(192,795)
Designated – property development		200,000	200,000
		<u>1,430,808</u>	<u>1,349,597</u>
<b>Total funds</b>		<u>1,508,946</u>	<u>1,418,989</u>

These financial statements were approved and authorised for issue by the trustees on 4<sup>th</sup> December 2018, and are signed on their behalf by:



M Farrar  
Trustee and Director

The notes on pages 77 to 88 form part of these financial statements



# **YMCA West Kent**

## **CONSOLIDATED STATEMENT OF CASH FLOWS** for the year ended 31 March 2018

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	<b>2018</b> <b>£</b>	<b>2017</b> <b>£</b>
<b>Cash flows from operating activities</b>	101,103	411,739
<b>Net income per Statement of Financial Activities</b>		
Adjustments for:		
Depreciation of property, plant and equipment	57,947	33,255
Dividends, interest and rents from investments	(175)	(4,479)
(Profit)/loss on sale of assets	-	(2,649)
Decrease in provisions	(24,887)	(23,977)
Increase in trade and other receivables	(202,853)	(74,178)
Increase in trade and other payables	139,001	26,922
<b>Net cash provided by operating activities</b>	<b>70,136</b>	<b>366,633</b>
<b>Cash flows from investing activities</b>		
Disposal of property, plant and equipment	-	50,000
Purchases of property, plant and equipment	(53,889)	(255,373)
Dividends, interest and rents from investments	175	4,479
<b>Net cash (used in)/from investing activities</b>	<b>(53,714)</b>	<b>(200,893)</b>
Net increase in cash and cash equivalents	16,422	165,740
Cash and cash equivalents at the beginning of the year	372,579	206,839
Cash and cash equivalents at the end of the year	389,001	372,579
<b>Components of cash and cash equivalents</b>		
<b>Cash and bank balances</b>	<b>389,001</b>	<b>372,579</b>
	<b>389,001</b>	<b>372,579</b>

The notes on pages 77 to 88 form part of these financial statements

### 1 Accounting policies

#### **Legal status of the charity and company information**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

The company is domiciled and incorporated in England & Wales, and the registered office is Ryder House, 1-23 Belgrave Road, Tunbridge Wells, Kent, TN1 2BP. The SAIL [Site Alternative Inspection Location] is West Kent YMCA Head Office, YMCA Tower House, Vale Rise, Tonbridge, Kent, TN9 1TB. The charity's objectives and aims are disclosed in the Trustees' Report.

#### **Accounting convention**

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", the requirements of the Companies Act 2006 and under the historical cost convention. The financial statements have also been prepared in accordance with the accounting policies set out in more detail below, to comply with the charitable company's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (the FRS 102 Charities SORP 2015 effective 1 Jan 2015).

The charity constitutes a public benefit entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

#### **Group financial statements**

These financial statements consolidate the results of the charity and its wholly owned subsidiary West Kent YMCA Trading Limited on a line by line basis. A separate Statement of Financial Activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

#### **Going concern**

The financial statements have been prepared on the going concern basis for both the charity and the trading company as there are no material uncertainties in respect of either entity's ability to continue as a going concern. The trading company will continue in operational existence for the foreseeable future and is anticipated to return profits in future years. In the meantime the trading company will be financially supported by the charity. Financial budgets for the group are set at least a year in advance and detailed management accounts for the group are presented each month to the trustees, their finance committee and to each cost centre manager (in the Senior Management Team) throughout the financial year to report on progress against budget. Any in-year changes in funding are reflected as soon as practicable and management action is taken to ensure the group spends within available resources.

#### **Income and endowments**

*Donations and legacies* – This includes gifts, donations, legacies and grants for core funding. Income from gifts, donations and grants is shown gross and accounted for when receivable. Legacies are recognised when receipt becomes certain.

*Other trading activities* – Activities include the trading and other fundraising activities carried out by the charity, which are recognised when the charity is entitled to receipt.

*Investment income* – Investment income is recognised when the charity is entitled to receipt. Rental income is recognised over the period of occupancy.

*Charitable activities* – This is income from charitable activities in furtherance of the charity's objects.

### **Expenditure**

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT if it cannot be recovered. Liabilities are included as provisions once the charity has a legal or constructive obligation to make future payments.

Other expenditure are those costs associated with income from all sources other than from charitable activities.

Charitable activities are the resources applied by the charity in undertaking its work to meet its charitable objectives.

Governance costs are the costs of governance arrangements relating to the general running of the charity. These costs are included within the charity's charitable activities and are apportioned amongst each activity based on the proportion of direct costs.

### **Fund accounting**

Funds held by the charity are either:

*Unrestricted general funds* - are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

*Designated funds* - set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

*Restricted funds* - are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for specific purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

### **Donated assets**

These are recognised in the accounts at the value in use if the trustees believe them to be material to the charity and its circumstances. Depreciation is provided on these assets in accordance with the charity's accounting policy.

### **Operating leases**

Rentals payable under operating leases, including any lease incentives received, are charged to the Statement of Financial Activities on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

### **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on all tangible fixed assets, except freehold land, on a straight-line basis so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follow:

Freehold buildings	-	100 years
Leasehold properties	-	Shorter of 100 years or lease term
Activity equipment	-	5 years
Office furniture	-	10 years
Office equipment	-	5 years
Motor vehicles	-	4 years

A review for impairment of fixed assets is carried out if events or changes in circumstances indicate that the carrying value of fixed assets may not be recoverable.

### **Pension scheme**

West Kent YMCA participates in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland & 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 West Kent YMCA for the purposes of FRS 102 Section 28 disclosure. (See notes 17 and 22).



The employer contributions in relation to the pension plan are determined by the Pension Plan Trustee based on advice from a qualified actuary and are recognized in the period to which they relate.

The pension cost charges (in note 9) represent employer contributions payable by the charity to staff stakeholder pension schemes set up for current employees to meeting auto enrolment criteria. These are also recognised in the period they become due.

### **Taxation**

The Company is a registered charity and as such its income and gains falling within Sections 371 to 489 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

### **Financial instruments**

Financial instruments are recognized in the Balance Sheet when West Kent YMCA becomes party to the contractual provisions of the instrument. The group has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS102 to all its financial instruments. Financial instruments are classified into specific categories and the classification depends on the nature and purpose of the instruments and is determined at the time of recognition. West Kent YMCA's financial instruments are categorized as basic financial instruments.

### **Financial assets**

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

### **Financial liabilities**

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

### **Equity instruments**

Equity instruments issued by the company are recorded at the proceeds received, net of direct issue costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

## **2 Critical accounting estimates and judgements**

In the application of the charitable company's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The trustees do not consider any of these judgements or estimations to have any significant effect of the financial statements.

**3 Income by activities**

	Donations and legacies	Other trading activities	Charitable activities	Total 2018	Total 2017
	£	£	£	£	£
Ryder House	9,864	-	467,845	477,709	542,893
Horizon project	-	-	382,881	382,881	258,005
Furniture income	-	245,477	-	245,477	185,720
Vehicle 4 Change	-	-	42,309	42,309	112,693
Juice Bar	-	-	-	-	42,989
Youth Work	-	-	162,717	162,717	53,000
Other income	150,120	-	-	150,120	29,578
Move of head office	-	-	-	-	400,000
	<u>159,984</u>	<u>245,477</u>	<u>1,055,752</u>	<u>1,461,213</u>	<u>1,624,878</u>

Of the total income by charitable activities for the year ended 31 March 2017 £466,687 is attributable to restricted funds and £530,538 to unrestricted funds.

**4 Income from investments**

	Unrestricted	Total 2018	Total 2017
	£	£	£
Rental	-	-	2,712
Interest Income	175	175	4,479
	<u>175</u>	<u>175</u>	<u>7,191</u>

All investment income for the year ended 31 March 2017 was attributable to unrestricted funds.

**5 Commercial trading operations and investments in trading subsidiary**

The wholly-owned trading subsidiary, West Kent YMCA Trading Limited (03742102) which is incorporated in the United Kingdom, pays any taxable profits to the charity by Gift Aid. West Kent YMCA Trading Limited sells second-hand, donated goods. The charity owns the entire issued share capital of 2 ordinary shares of £1 each. A summary of the trading results is shown below:

Summary profit and loss account	2018	2017
	£	£
Turnover	248,255	202,037
Administrative expenses	(237,108)	(249,117)
Interest receivable	1	3
Net gain / loss for the year	11,148	(47,074)
The assets and liabilities		
Tangible fixed assets	18,602	19,050
Net current liabilities	(10,283)	(2,817)
Long term liabilities	(113,229)	(132,291)
Net liabilities	(104,910)	(116,058)
Aggregate share capital and reserves	(104,910)	(116,058)

# YMCA West Kent

## NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2018

The wholly-owned subsidiary, West Kent YMCA Academy Trust Ltd, a Company Limited by Guarantee which is incorporated in the United Kingdom, remained dormant for the year under review and as such hasn't been included above.

### 6 Expenditure on raising funds

	Unrestricted	Total 2018	Total 2017
	£	£	£
<i>Other trading costs</i>			
Furniture Income	228,205	228,205	169,431
	<u>228,205</u>	<u>228,205</u>	<u>169,431</u>

### 7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2018	Total 2017
	£	£	£	£
Expenditure on charitable activities				
Vehicle 4 Change costs	-	27,354	27,354	99,041
Horizon project	-	266,460	266,460	316,625
Affiliation to national YMCA fees	4,538	-	4,538	5,171
Ryder House costs	635,615	-	635,615	490,358
Juice Bar youth clubs	-	-	-	24,661
National Council YMCA fee for housing	83,280	-	83,280	83,912
Youth work costs	-	99,679	99,679	9,771
Governance costs audit & accounts	15,154	-	15,154	21,360
	<u>738,587</u>	<u>393,493</u>	<u>1,132,080</u>	<u>1,050,899</u>

Of the total expenditure on charitable activities for the year to 31 March 2017, £450,098 is attributable to restricted funds and £600,801 to unrestricted funds.

### 8 Auditor's remuneration

Amounts payable to RSM UK Audit LLP and its associates in respect of both audit and non-audit services were as follows:

	2018	2017
	£	£
Audit of the financial statements of the group	8,904	5,000
Audit of the financial statements of the company's subsidiary	6,250	6,000
All other non-audit services	-	4,100
	<u>15,154</u>	<u>15,100</u>



### 9 Staff costs

	2018	2017
	£	£
Wages and salaries	728,221	670,132
Social security costs	53,426	55,258
Pension costs	25,459	23,338
	<u>807,106</u>	<u>748,728</u>

No employee earned more than £45,000 per annum (2017: nil). During the year ended 31 March 2018 the trustees did not receive any remuneration (2017: nil). No trustees were reimbursed expenses during the year ended 31 March 2018 (2017: nil).

The Charity considers the Board of Trustees (unpaid) and all members of the Senior Management Team (head office and project managers) as their key management personnel. The total employment benefits, including employer's contributions of national insurance and pension, of the key management personnel was £266,450 (2017: £263,008).

#### Employees

The average number of employees during the year was made up as follows:

	2018	2017
Functional staff	38	33
Support staff and publicity	2	2
Finance	1	1
	<u>41</u>	<u>36</u>

The charity operates 2 alternative stakeholder pension schemes for employees. The assets of the scheme are held separately from those of the charity. The pension cost charge represents employer contributions payable by the charity to the scheme. These are recognised in the period they become due.

### 10 Movement in total funds for the year

This is stated after charging:

	2018	2017
	£	£
Depreciation	57,947	33,254
Profit on disposal of fixed asset	-	(2,649)
Operating Lease Expense	61,223	61,223
	<u>          </u>	<u>          </u>

### 11 Tangible Fixed Assets – Group

	Freehold land and buildings £	Leasehold properties £	Furniture and equipment £	Motor Vehicle £	Total £
<b>Cost</b>					
At 1 April 2017	1,095,321	281,188	232,214	123,640	1,732,363
Additions			53,890	-	53,890
Disposals and eliminations					
At 31 March 2018	1,095,321	281,188	286,104	123,640	1,789,253
<b>Depreciation</b>					
At 1 April 2017	242,544	43,614	207,020	123,640	616,818
Charge for the year	16,964	30,273	10,710	-	57,946
Disposals and eliminations					
At 31 March 2018	259,508	73,887	217,730	123,640	674,765
<b>Net book value</b>					
At 31 March 2018	835,813	207,301	68,374	-	1,111,788
At 31 March 2017	852,777	237,574	25,194	-	1,115,545

### Tangible fixed assets – Charity

	Freehold land and buildings £	Leasehold properties £	Furniture and equipment £	Motor Vehicle £	Total £
<b>Cost</b>					
At 1 April 2017	1,095,321	229,936	181,916	81,528	1,588,701
Additions	-	-	43,424	-	43,424
Disposals and eliminations	-	-	-	-	-
At 31 March 2018	1,095,321	229,936	225,340	81,528	1,632,125
<b>Depreciation</b>					
At 1 April 2017	242,544	7,400	160,733	81,528	492,205
Charge for the year	16,964	21,145	8,924	-	47,033
Disposals and eliminations	-	-	-	-	-
At 31 March 2018	259,508	28,545	169,657	81,528	539,238
<b>Net book value</b>					
At 31 March 2018	835,813	201,391	55,683	-	1,092,887
At 31 March 2017	852,777	222,536	21,183	-	1,096,496

**12 Debtors – Group**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Trade debtors	90,508	100,990
Other debtors	3,224	3,869
Prepayments and accrued income	269,628	55,648
	<u>363,360</u>	<u>160,507</u>

**Debtors - Charity**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Trade debtors	103,508	100,990
Amounts owed from group	113,229	132,291
Prepayments and accrued income	266,710	52,670
	<u>483,447</u>	<u>285,951</u>

Amounts owed from group undertakings include an amount of £113,229 (2017 - £132,291) which is due after more than one year

**13 Creditors: amounts falling due within one year - Group**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Trade creditors	70,443	38,054
Other taxes and social security	12,348	16,402
Other creditors	6,187	2,793
Accruals and deferred income	202,930	95,657
	<u>291,908</u>	<u>152,206</u>

**Creditors: amounts falling due within one year - Charity**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Trade creditors	67,872	35,154
Other taxes and social security	12,348	16,402
Other creditors	5,409	2,793
Accruals and deferred income	192,433	85,866
	<u>278,062</u>	<u>140,215</u>

**14 Deferred income – Group**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Deferred income as at 1 April	55,231	31,014
Income resources received requiring deferment	93,584	55,231
Release of incoming resources during the year	(55,231)	(31,014)
Deferred income as at 31 March	<u>93,584</u>	<u>55,231</u>

**Deferred income - Charity**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Deferred income as at 1 April	55,231	31,014
Income resources received requiring deferment	93,584	55,231
Release of incoming resources during the year	(55,231)	(31,014)
Deferred income as at 31 March	<u>93,584</u>	<u>55,231</u>



### 15 Pension liability – Group and Charity

Movement in liability during the year:

	2018 £	2017 £
At 1 April	192,795	216,772
Payments made	(24,887)	(23,977)
Actuarial losses	-	-
At 31 March	<u>167,908</u>	<u>192,795</u>

In 2008 West Kent YMCA were notified by the YMCA Pension Plan Trustee of their allocation of the overall YMCA Pension Plan deficit (note 22). Future payments were provided for in full in the 31 March 2009 financial statements in accordance with FRS 102 Section 21 "Provisions and Contingencies".

### 16 Financial instruments - Group

	2018 £	2017 £
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	<u>93,733</u>	<u>104,859</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	<u>185,976</u>	<u>81,145</u>
<b>Financial instruments – Charity</b>		
	2018 £	2017 £
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	<u>216,738</u>	<u>233,281</u>
Equity instruments measured at cost less impairment	<u>2</u>	<u>2</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	<u>172,131</u>	<u>68,582</u>

### 17 Restricted funds - Group

	At 1 April 2017 £	Income £	Expenditure £	Transfers £	At 31 March 2018 £
Horizon fund	-	382,881	(266,460)	(94,859)	21,562
Vehicle 4 Change	26,163	42,309	(27,354)	(41,118)	-
Youth Work	43,229	162,716	(99,679)	(49,690)	56,576
	<u>69,392</u>	<u>587,906</u>	<u>(393,493)</u>	<u>(185,667)</u>	<u>78,138</u>

#### Restricted funds - Charity

	At 1 April £	Income £	Expenditure £	Transfers £	At 31 March £
Horizon fund	-	382,881	(270,997)	(94,859)	21,562
Vehicle 4 Change	26,163	42,309	(27,354)	(41,118)	-
Youth Work	43,229	162,716	(99,679)	(49,690)	56,576
	<u>69,392</u>	<u>587,906</u>	<u>(393,493)</u>	<u>(185,667)</u>	<u>78,138</u>

The Horizon fund represents grants and donations, which are restricted to starting and sustaining Horizon projects. Horizon projects deliver supported vocational training and the charity has sufficient resources to meet these obligations.

Vehicle 4 Change represents grants in support of the Vehicle 4 Change [V4C] youth outreach project; received from: The Big Lottery Fund – Reaching Communities (but does not include Big Lottery Fund grants under their Awards 4 All programme); the Henry Smith Charitable Trust and the Garfield Weston Foundation.

Youth Work project was set up to support children & young people aged 8 to 19 and also those aged 8 to 25 with Special Educational Needs or Disabilities (SEND). The project has been funded by Kent County Council.

Transfers represent restricted expenditure incurred by other projects / head office / cost centres in meeting the purpose of the restricted fund.

### 18 Unrestricted funds – Group

	General fund	Designated property development fund	Designated property fund	Designated pensions fund	Total
	£	£	£	£	£
Balance at 1 April 2017	135,982	200,000	1,090,351	(192,795)	1,233,538
Movement in funds for the year	(80,088)	-	(38,109)	24,887	(113,744)
Transfers	185,667	-	-	-	185,667
Balance at 31 March 2018	<u>241,561</u>	<u>200,000</u>	<u>1,052,242</u>	<u>(167,908)</u>	<u>1,325,895</u>

### Unrestricted funds – Charity

	General fund	Designated property development fund	Designated property fund	Designated pensions fund	Total
	£	£	£	£	£
Balance at 1 April 2017	267,079	200,000	1,075,313	(192,795)	1,349,597
Movement in funds for the year	(91,234)	-	(38,109)	24,887	(137,891)
Transfers	185,667	-	-	-	185,667
Balance at 31 March 2018	<u>361,512</u>	<u>200,000</u>	<u>1,037,204</u>	<u>(167,908)</u>	<u>1,430,808</u>

The designated property fund represents the amount of unrestricted funds attributable to the charity's freehold and leasehold property.

The designated pension fund represents the charity's future commitment to make payments in respect of the YMCA Pension Plan deficit (note 22).

The designated property development fund represents amounts set aside by the Trustees for future improvements to the properties and any capital development.

### 19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	2018 Total
	£	£	£
Fixed assets	1,111,488	-	1,111,488
Net current assets	382,315	78,138	460,453
Creditors due in more than one year and Provisions	(167,908)	-	(167,908)
	<u>1,325,895</u>	<u>78,138</u>	<u>1,404,033</u>

	Unrestricted funds	Restricted funds	2017 Total
	£	£	£
Fixed assets	1,115,545	-	1,115,545
Net current assets	310,788	69,392	380,180
Creditors due in more than one year and Provisions	(192,795)	-	(192,795)
	<u>1,233,538</u>	<u>69,392</u>	<u>1,302,930</u>

**20 Operating lease commitments**

Operating lease payments represent payables by the company for certain equipment & property. Property Leases are negotiated for a term of 15 years but with tenant only break clauses at 5 years, and any time after 10 years on giving 6 months' notice. At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows

	Group		Charity	
	2018	2017	2018	2017
	£	£	£	£
Amounts due:				
Within one year	61,223	61,223	61,223	61,223
Between one and five years	185,722	229,445	185,722	229,445
	<u>246,945</u>	<u>290,668</u>	<u>246,945</u>	<u>290,668</u>

**21 Contingencies**

The charity is entitled to the freehold reversion in respect of land over which it has granted a 70-year lease to National Council of YMCAs [YMCA England & Wales] at peppercorn rent from 7 February 1994. They constructed a residential hostel for young people on site, which was operated by the charity as their managing agent and local housing partner. The premises were refurbished and extended with capital funds from the Homes & Communities Agency [HCA]. Prior to this redevelopment the original lease was extended to 74 years. The total HCA grant value in the building of £1.8m was accounted for by YMCA England & Wales. Post balance sheet, YMCA England & Wales sold their leasehold interest to YMCA Blackburn - as disclosed in the Trustees Report. The Homes England [previously HCA] capital housing grant is still accounted for by the Leaseholder [now YMCA Blackburn] as the Registered Provider of Social Housing.

**22 Pension scheme**

West Kent 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 West Kent 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).

The most recent three year valuation was completed 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 plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to West Kent YMCA for the purposes of FRS 102 Section 28 disclosure and accordingly the FRS 102 Section 28 deficit is not shown on the balance sheet.



The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of 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. West Kent YMCA has been advised that it will need to make monthly contributions of £2,145 from 1 May 2018. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual 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 9 years commencing 1st May 2017.

In addition, over time, West Kent YMCA may have added liabilities in the event of non-payment by other participating YMCAs of their share of the YMCA Pension Plan deficit. It is impossible to quantify the potential amount West Kent YMCA may be called upon to pay in the future.

Further information can be downloaded from the YMCA Pensions Website at

<https://pensions.ymca.org.uk/information-for-participating-employers>

### 23 Post Balance Sheet

On 27 April 18, YMCA England & Wales sold their lease of Ryder House to YMCA Blackburn as disclosed in the Trustees Report. The Homes England grant is still accounted for by the Leaseholder as the Registered Provider of Social Housing. West Kent YMCA and YMCA Blackburn have signed a management agreement, such that West Kent YMCA continue to be Managing Agent for the property.

### 24 Related party disclosures

Included within debtors in the Charity Balance Sheet is an amount of £113,229 (2017: £132,291) owed by West Kent YMCA Trading Limited, a wholly owned subsidiary of West Kent YMCA. This balance was eliminated on consolidation..

**YMCA WEST KENT**

**Our Vision**

Young people in need are equipped and empowered to build their future.

**Our Mission**

We are a local Christian charity committed to helping young men and women, of all faiths or none, particularly at times of need.

Our mission is to do this by providing the foundation that young people need, including:

- A safe and secure place to live
- A safe and supported place to learn
- A great environment in which to develop and grow, and
- An excellent standard of complete support, designed for and with young people

We aim to be the best provider of these young people's services and will work with partners who share our values and aspirations.

**Our Values**

We strive to be:

<b>Inclusive</b>	<b>Caring</b>
<b>Ambitious</b>	<b>Honest</b>
<b>Inspiring</b>	<b>Empowering</b>
<b>Committed to sustainability</b>	

# YMCA West Kent

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- our supported youth housing [www.WestKentYMCA.org.uk/housing](http://www.WestKentYMCA.org.uk/housing)
- our 16 Plus training & employability programmes [www.WestKentYMCA.org.uk/16plus](http://www.WestKentYMCA.org.uk/16plus)
- Youth engagement - Vehicle 4 Change [www.WestKentYMCA.org.uk/V4C](http://www.WestKentYMCA.org.uk/V4C)
- our offer to SEN and Disabled clients at [www.WestKentYMCA.org.uk/SEND](http://www.WestKentYMCA.org.uk/SEND)
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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.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION