

**YMCA George Williams Company**  
**(INCORPORATED) (Limited by guarantee)**

Report and Financial Statements

Year Ended

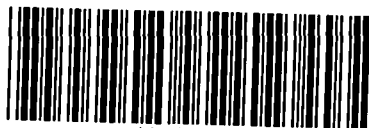
31 July 2017

Company Number 2978406

England and Wales Charity Number 1044624

Scottish Charity Number SC042186

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**YMCA George Williams Company**  
**(INCORPORATED) (Limited by guarantee)**

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**Legal and administrative information**

**Board of Governors/Directors**

Afiya Begum  
Dilly Baker (Resigned 23 March 2017)  
Keith Bendall (Appointed 26 October 2017)  
Daniel Cameron  
Chris Dunning (Appointed 23 March 2017)  
Karen Evans  
Jeremy Fraser (Appointed 20 July 2017)  
Denise Hatton  
Linda Jack  
Gill Millar (Retired 23 March 2017)  
Joan Miller  
Lindsay Sartori  
Neil Sherringham (Appointed 23 March 2017)  
Phyllis Thompson (Resigned 23 March 2017)

**Sub-committee membership**

Finance  
  
Strategic Issues  
Chair, Strategic Issues, Finance, Nominations  
Treasurer, Finance  
Finance  
Nominations

All governors are considered to be Independent governors.

**Company secretary**

Adrian Greenway

**Principal/Chief Executive Officer**

Kate Vintiner (Appointed as interim on 4 October 2016)  
Maxine Green (Resigned 13 October 2016)

**Registered office**

199 Freemasons Road, Canning Town,  
London E16 3PY

**Company number**

2978406

**England and Wales charity number**

1044624

**Scottish charity number**

SC042186

**Auditors**

BDO LLP, 55 Baker Street, London W1U 7EU

**Bankers**

NatWest Bank plc, PO Box 306, 11 The Parade,  
Canterbury, Kent CT1 2DT

**Solicitors**

Bates Wells Braithwaite, 10 Queen Street Place,  
London, EC4R 1BE

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Mission statement**

To ensure that professionals and volunteers working with children, young people and families develop the skills, knowledge and expertise to deliver outstanding relational and systemic practice, through a focus on wellbeing, care and communities.

We do this through the provision of educational programmes and activities, research and association with practitioners and agencies.

The College is part of the YMCA, a world-wide, Christian Voluntary Movement that welcomes people of all faiths and none.

#### **Constitution**

YMCA George Williams Company is a charitable company limited by guarantee which obtained its charitable status in March 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up each member of the Board is required to contribute an amount not exceeding £1.

The Charitable Company's (College's) Governing Body was established under the Further and Higher Education Act 1992 for the purpose of leading YMCA George Williams College. Following the development of the College's work in Scotland, registration was secured in 2011 with the Office of the Scottish Charity Regulator (OSCR) - registration number SC042186.

#### **Principal activities**

The Board of Governors presents its annual report and audited financial statements for the year ended 31 July 2017 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting standards applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2015.

The College is the largest specialist College offering professional training for youth work, community work, and community learning and development within the United Kingdom.

#### **Review of the year and future activities**

In 2016-17 both the National Youth Agency and Canterbury Christ Church University received the College's annual monitoring reports positively. The latest University Student Survey in 2016 gave an overall undergraduate student satisfaction rating of 83%.

The quality of the College programmes is evidenced by results achieved. Across the undergraduate programmes, 25% of students were awarded 1st Class Honours degrees, an increase of 5% on 2015/16 and across postgraduate programmes, students being awarded a Distinctions or Merit comprised 67% across all cohorts. The success of our students place the College among the most highly regarded of its type in the country and continues to enhance our reputation in the field at a time when comparable courses are closing down at a rate of 10% nationally according to the National Youth Agency.

The College continues to develop new programmes in response to changes in workforce demand. We have recruited two cohorts for the new BA Honours Children, Young People and Families course with further cohorts planned for January and April 2018. This new course builds on the existing suite of undergraduate courses on offer and confers a full, UK-wide professional qualification.

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Review of the year and future activities (continued)**

New areas of business development include a new partnership with Coventry University. Within this new partnership the College has been encouraged to develop a more flexible approach to course delivery. For example flexible entry points and the option to select particular modules as opposed to whole courses resulted in an increase in student numbers. Moving forward the College are committed to flexible accessible training which meets work force demands. At a market level this means that students are able to access a broader range of employment opportunities across the sector.

The College's FE Department has offered advanced level 3 youth work framework apprenticeships since autumn 2015 with YMCA Training, fulfilling the role of registered lead body. Apprentices require additional support, teaching and monitoring to fulfil Education Skills Funding Agency (ESFA) requirements including achievement of level 2 functional skills (maths, English and ICT).

In March 2017 the College was accepted onto the Register of Apprenticeship Training Provider (RoATP) for levy paying employers. The College appointed a dedicated Contracts and Data Manager in September 2017 in order to respond to the increased reporting requirements associated with being a lead body.

During 2016/17 the College has worked with 11 apprentices from Diocese of London, Diocese of Peterborough, YMCA West London and Youth Futures. The teaching of apprentices was rated outstanding by YMCA Training in their last assessment visit in June 2017.

Members of the academic staff team have continued their work as active contributors to the field as teachers, researchers, consultants and published authors, as well as working with related Higher Education Institutions as speakers at conferences and external examining work.

#### **Public benefit**

The Governors of the College, having taken due regard of the guidance issued by the Charity Commission on public benefit, are satisfied that the work of the College fulfils its charitable aims, which are for the wider public benefit.

The College's main benefits to the public are:

- the accessibility of our programmes and the support offered to students especially those groups which are traditionally under-represented in Higher Education (with outcomes monitored in terms of age, gender, ethnicity and qualifications on entry);
- the contribution made to good practice in work with young people and support for youth work volunteering particularly in the local area;
- the provision of bursaries to support full-time undergraduates seeking professional qualifications;
- the contribution made to increase the diversity of higher education participation; and
- the offer of publications, conferences and free access to the on-line Encyclopaedia of Informal Education - [infed.org](http://infed.org).

#### **The Board of Governors**

The College is committed to exhibiting best practice in all aspects of corporate governance. The College's governing body comprises a Board of between 8 - 17 members including one member elected from the student body. The Principal/Chief Executive Officer, two other members of staff and one observer elected from student body, may attend the Board as observers. The Board had 14 members during the year and current membership is listed on page 1.

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **The Board of Governors (continued)**

It is the Board's responsibility to bring independent judgement to bear on issue of strategy, performance, resources and standards of conduct. The Board conducts its business through Board meetings and through a number of sub-committees. Each sub-committee has its own terms of reference which have been approved by the Governors and which are reviewed regularly. Sub-committees report their work to the Governors formally at least once each year and membership is reviewed at that time. These committees are the Finance Committee, The Academic Board, the Nominations Committee, the Equality and Diversity Sub Committee and the Strategic Issues Group. The Equality and Diversity Sub-Committee includes members of the Board, the student body and College staff.

All Governors are able to take independent professional advice in furtherance of their duties at the College's expense. They all have access to the Company Secretary who is responsible to the Board to ensure that all applicable procedures and regulations are complied with. The Board considers that each of its non-executive members is independent of its management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement. All members are required to make a formal declaration of any interest at each meeting and are required to complete a written declaration confirming that they are eligible to act as Trustees of the Charity as recommended by the Charity Commission.

#### **Appointments to the Board of Governors**

In line with the Board's Memorandum and Articles of Association, any new appointment to the Board of Governors is a matter for consideration by the Nominations Committee acting on behalf of the Governors as a whole. The Company Secretary and the Governors are responsible for ensuring that appropriate training and information is provided as required.

#### **Learning and Development of the Board of Governors**

The Board, via its Nominations Committee seeks to recruit new members in line with clearly defined needs for knowledge and experience. College Governors are inducted into the College's work in meetings with the Chair, the Principal/Chief Executive Officer and the Company Secretary. A portfolio of College policies is made available. Governors receive learning and development opportunities annually, with members of the College staff. Additionally, Governors are able to take part in development opportunities offered by YMCA England & Wales. A dedicated handbook for governors is being developed.

#### **Internal Control: Board of Governors**

The Board is ultimately responsible for the College's system of internal control and for reviewing its effectiveness. However the Board recognises that any such system can only manage and not eliminate the risk of failure to achieve business objectives. Also it can only provide reasonable and not absolute assurance against any material misstatement or loss. This system of internal control is based on an ongoing process designed to identify and prioritise any risks to the achievement of College policies, aims and objectives and aspirations and to evaluate the likelihood and impact of such risks being realised. The Board then seeks to manage these efficiently, effectively and economically. These controls are designed to give reasonable assurance with respect to:

- the reliability of financial information used by the College or for publication;
- the maintenance of proper accounting records; and
- the safeguarding of assets against unauthorised use or disposition.

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Internal Control: Board of Governors (continued)**

The Board considers that the governors, who are the trustees, and the senior management team comprise the key management personnel of the charity. The senior management team is in charge of directing and controlling, running and operating the Company on a day to day basis. All governors give freely of their time and no governor received remuneration in the year. Details of governors' expenses are disclosed in the notes to the accounts.

#### **Pay policy for senior staff**

The pay of senior staff is reviewed annually in relation to earnings within the higher and further education sector.

#### **Risk Management**

The Board has a risk register and a policy statement which includes specific detailing of the Board's responsibilities. This includes an outline of key risks and a schedule and action plan for the carrying out of that responsibility. The policy and the workings of the register are formally reviewed by the Board each year. The Board recognises that risk can never be eliminated entirely and that there are aspects of work in which the College rightly has an appetite for risk - including its commitment to recruiting students from non-traditional backgrounds. However, in its financial dealings and its promotion of its Mission, the College continues to manage any inevitable risk robustly and effectively.

Consequently, the Board of Governors is of the view that there is a formal ongoing process in place for identifying, evaluating and managing the College's significant risks. This process has been in place and operational throughout the period from August 2016 - July 2017. During the past year, the Finance Committee has again reviewed the Risk Register in respect of contingency planning and to managing the risks related to any potential loss of capital assets. The key risks have been assessed and identified as:

1. Failure to sell the College building at 199 Freemasons Road
2. Student numbers fall as a result of a failure to recruit or current students withdraw or fail during the course
3. Failure to build new partnerships with employers and other organisations
4. Failure to develop a sustainable business model
5. Dependency on key members of staff

The above risks have been identified and reviewed. Systems have been put in place to mitigate these risks. Particular focus has been placed the sale of the building, which was completed on the 2<sup>nd</sup> November 2017, and on the recruitment and support for students. With the appointment of a new (interim) Principal/Chief Executive Officer in October 2016 a new impetus and direction, involving an allocation of resources to strategic and development planning, has focussed on new partnerships and the development of a new business model. Staff capacity and development are under constant review to ensure that the College is supporting staff appropriately. Board recruitment, and the engagement of industry professionals to advise the Board, have taken place in 2016-17 and beyond to support this direction.

The Finance Committee meets regularly and its membership includes the Chair of the Board of Governors. The Committee reports back to the Board of Governors and the minutes of its meetings are made available to all Governors.

#### **Internal control: College Principal/Chief Executive Officer**

The Board of Governors has delegated day to day responsibility for reviewing the adequacies of internal controls and for making any appropriate amendments to the Principal/Chief Executive Officer. The Principal/Chief Executive Officer is thereby responsible for reporting to the Board any material weakness or breakdown in internal control which may arise.

## **YMCA George Williams Company**

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Internal control: College Principal/Chief Executive Officer (continued)**

The Principal/Chief Executive Officer acknowledges responsibility for ensuring that an effective system of internal control is maintained, operated and recorded by YMCA George Williams Company. The system provides reasonable assurance that assets are safeguarded, transactions authorised, properly recorded and material errors or irregularities are either prevented or would be detected within a timely period. This is based on a framework of regular management information, administrative procedures and a clear system of delegation and accountability. In particular, this system ensures that:

- formal policies are in place, including rules relating to the delegation of authorities, which allow the monitoring of controls and restrict the unauthorised use of the College's assets;
- experienced and suitably qualified staff take responsibility for important functions;
- forecasts and budgets are prepared which allow the Board and management to monitor business risks and financial objectives, and progress towards plans set for the year and medium term;
- regular management accounts are prepared promptly and presented to the Finance Committee and Board. These provide relevant, reliable and up to date financial and other information. This ensures that significant variances from budgets are investigated as appropriate;
- all significant new initiatives, major commitments and investment projects are subject to formal authorisation procedures, through formal relevant sub-committees comprising Board Members and others;
- financial and other performances are monitored regularly within the context of the College's Strategic Plan;
- planning includes attention to ensuring replacement funding as individual projects approach their completion;
- clearly defined capital investment control guidelines are implemented; and
- formal project management disciplines are adopted where appropriate.

The Board has no reason to doubt that the financial information presented to them is accurate and timely, taking into account all known factors.

#### **Developments in the year**

- The College has reviewed all partnerships.
- The College is working in collaboration with YMCA England and Wales to lead on the development and delivery of training and education of YMCA trustees, staff and volunteers.
- The College held its first conference in 5 years in June 2017 – around the theme of Professional Supervision.
- The College launched its Alumni Network.
- The College has developed a suite of FE programmes designed to suit professionals working in a range of contexts.
- The College has developed and re-launched its website.
- The College developed and implemented a fully costed business model to strengthen its financial management.
- The College has started the rewrite of the new BA (Hons) Children, Young People and Families degree programmes.
- The College joined the Government trailblazer for Apprenticeships.
- The College continues to develop and maintain its international links with practice and funding in Europe and with the Commonwealth Secretariat.
- Internal systems have been strengthened and the College continues to embed new registry and finance processes.

#### **Future plans**

The College will continue to develop its new strategic plan in the forthcoming year.

The overarching themes are to:

#### **Deepen our Practice**

- To align the College more fully with the YMCA family, to ensure that our training and qualifications are rooted in practice. To be at the forefront of research and academic developments in our sector, that informs and refines practice – with a focus on Wellbeing, Care and Communities.



# **YMCA George Williams Company**

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## **Governors' Annual Report for the year ended 31 July 2017**

### **Future plans (continued)**

#### **Disseminate our knowledge**

- To align the College more fully with the YMCA family, to ensure that our training and qualifications are rooted in practice. To be at the forefront of research and academic developments in our sector, that informs and refines practice – with a focus on Wellbeing, Care and Communities.
- To extend our reach, using the cornerstone of the College's expertise, to create a 'Foundation for Practice' relevant for all professionals and volunteers that work with children, young people and families. To acknowledge that our degree students work successfully across the Children, Young People and Families Sector and that youth work skills are not only transferable, but the core skill of a successful relational practitioner.

#### **Deliver step change through partnership**

- To accelerate the reach of our teaching and research, and increase its impact through joint working with selected, national and international strategic partners. To seek to access co-funded resources that would otherwise be unavailable to us.

### **Strategic Priority Areas**

Six Strategic Priority Areas (SPA) have been identified which will continue to be addressed to enable the college to continue to offer high quality education and training services in a competitive market.

#### **1. Sustainability**

- To continue to develop our business model and our financial strength:
- Manage (and continue to develop) detailed costs model to understand and manage programme costs and variables. To model course viability; drive recruitment targets, set price points and ensure best value for customers.
- Seek to diversify and increase our income / Set income targets for all College work streams – including Research and International
- Create a shared understanding of finances - Drive workstream accountability – through budget setting monitoring and reporting.
- Actively keep abreast, engaged with and contribute to policy and developments in our sector.

#### **2. Reputation, engagement and development**

- To retain and raise the national and international profile of the College through more effective communications, by using our knowledge and expertise in the sector and by developing powerful partnerships and fostering our Alumni networks.
- To review, amend and strengthen our University Partnership
- To rebuild relationships with government and to use our practice base voice to contribute to policy.

#### **3. Education and learning**

- To continue to offer outstanding, personalised education that equips our students with knowledge and skills for success in the challenging environments in which they work or the sector that they aspire to join.
- To retain youth work at our core, but realign our portfolio within the sector of Children, Young People and Families.

To develop:

- A degree for CYPF Professionals with strands in Youth Work and Social Care/Pedagogy.
- A Foundation for Practice Pathway - accessible for all professions that work with children, young people and families (Qualifications and CPD). With a focus on relational practice, supervision and leadership and including an MA pathway in Social Pedagogy
- An increased Apprenticeship offer - developed in collaboration with the YMCA and Church of England, with the Trailblazer for Children Young People and Families standard. To achieve prime provider status with the SFA.

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Future plans (continued)**

**4. Student experience**

- To deliver an outstanding student experience, where all students feel supported as individuals and as part of a wider professional community.
- To review and improve our learner journey
- To ensure our touch points with students on BL/DL programmes are as positive as they can be.
- To involve students and create a sense of ownership. Ensure students are represented and student voice is heard.

**5. Research and Knowledge**

- To cultivate our vibrant research environment, with support to enable the academic staff to generate exciting, world-changing research.
- To harness our YMCA network as a practice base for research – and offer our services and expertise in this across the YMCA Family.
- To foster and grow our existing relationships with international YMCAs and our development programmes with the Commonwealth.
- Develop a Research Advisory Group to guide and support our emerging research function.

**6. People and Resources**

- To develop a high quality and professional workforce, who work together to achieve our strategic priorities, and strengthen our leadership and governance capability.
- To address capacity and capability gaps.
- To ensure that our facilities are fit for purpose to the benefit of the student and staff experience. Focusing 2017/18 on the relocation of the college site.

#### **Fundraising statement**

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Although we do not undertake widespread fundraising from the general public, the legislation defines fund raising as "soliciting or otherwise procuring money or other property for charitable purposes." Such amounts receivable are presented in our accounts as "voluntary income" and includes legacies and grants.

In relation to the above we confirm that all solicitations are managed internally, without involvement of commercial participators or professional fund-raisers, or third parties. The day to day management of all income generation is delegated to the executive team, who are accountable to the Governors.

The charity is not bound by any undertaking to be bound by any regulatory scheme and the charity does not consider it necessary to comply with any voluntary code of practice.

We have received no complaints in relation to fundraising activities. Our terms of employment require staff to behave reasonably at all times; as we do not approach individuals for funds we do not have to particularise this to fundraising activities nor do we consider it necessary to design specific procedures to monitor such activities.

#### **Financial Review**

Overall, the Board of Governors is satisfied that these accounts reflect the financial position of the College during the year. 2016-2017 continued to be challenging, as the College commenced the implementation of its' new business model. Cuts in public expenditure have reduced employment opportunities in both statutory and voluntary youth work and this has reduced the level of sponsorship and career opportunities for prospective students. This is most notable in Higher Education (HE).

Overall student numbers have been constant with 401 students in 2017 compared to 398 in 2016. However the cessation of recruitment to the full time HE course in 2015/16 has seen a fall in HE student numbers to 147 in 2017 (2016 – 187).

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Governors' Annual Report for the year ended 31 July 2017**

#### **Financial Review (continued)**

Financially individual students contribute more income and the reduction in fees from HE students has not been offset by the increase in Further Education (FE) students. During 2016/17 a new blended learning HE degree, BA (Hons) Children, Young People and Families, was developed and launched for new students in 2017/18, with promising initial uptake. The new degree has been launched with our new academic partner Coventry University.

FE saw an increase in student numbers from 211 in 2016 to 254 in 2017. FE continues to develop new courses and a further increase in students is anticipated in 2017/18.

The Governors obtained interim finance in 2015-16 by way of a loan secured on the College's building. This enabled the College to explore new spheres of activity during the year which has resulted in the development of new business.

The building has now been sold, with exchange prior to the year end and completion in November 2017, for £4,800,000.

Expenditure reduced in 2016/17 with an improvement in debt management which saw a significant reduction in bad debts to £3,000 (2016 - £102,000, which was the result of a thorough and prudent review). Staff costs reduced by £80,000 as a result of the restructure in 2015/16 and the movement on the pension deficit saw a reduced expense of £69,000. Education support costs reduced by £30,000 due to the fall in student numbers and other costs were reduced by £26,000 with efficiency savings. Finally costs relating to the building and loan of £19,000 were incurred in 2016 and not again in 2017.

Having made appropriate enquiries and noting the sale of the building, the Board considers that the College, with the implementation of the new business model, has adequate resources for the future. The College continues to appraise its' financial situation and adapt its' new business model accordingly. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

The net income for the year, before revaluations and pension scheme deficit adjustments, was a deficit of £183,671 in comparison with deficit of £247,061 made in the previous year. The principal source of funding for the College continued to be tuition fees inclusive of those funded by student finance received through the association with Canterbury Christ Church University. Income and expenditure was impacted as noted above and it is anticipated that these factors, along with development expenditure funded by the proceeds of the sale of the building as part of the new business model will see a deficit next year before a return to a surplus in the following and subsequent years.

#### **Reserves policy**

The College continues to aim to operate a policy of maintaining reserves at a level to cover three months of committed operational costs. Free Reserves, defined as the General Fund and the Revaluation Reserve, amount to £4,454,376 at 31 July 2017 (2016: £2,213,581). This amount is sufficient to cover operational costs on charitable activities for a period in excess of three months. The College budget for 2017/18 shows three months operational costs to be £358,000.

At 31 July 2017 the General Fund and the Revaluation Reserve less fixed assets, were a deficit of £352,648 (2016: a deficit of £91,419) and the College was using the loan from Charity Bank secured on the freehold property to finance operational costs.

The sale of the freehold property was completed in November 2017 and the loan was repaid. In light of this the governors believe the College's reserve position to be satisfactory. A review of this policy will take place during 2017/18.

#### **Going concern**

The Governors have prepared these accounts on a going concern basis having reviewed the three year forecasts to July 2020 and cash flow forecasts for a period in excess of 12 months from the date of signing of the accounts.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

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**Governors' Annual Report for the year ended 31 July 2017**

**Statement of governors' responsibility**

Each of the governors (directors) has confirmed that so far as they are aware, there is no relevant audit information of which the company's auditors are unaware, and that they have taken all the steps that they ought to have taken as a director in order to become aware of any relevant audit information and to establish that the company's auditors are aware of that information.

**By order of the Board**



Joan Miller  
Chair of Board of Governors

Date *24 January 2018*

**YMCA George Williams Company**  
**(INCORPORATED) (Limited by guarantee)**

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**Statement of Governors' responsibilities for the year ended 31 July 2017**

The Governors are responsible for preparing the Governors' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company and charity law requires the Governors to prepare financial statements for each financial year. Under company law the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including its income and expenditure, of the charity for the year. In preparing those financial statements the governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**YMCA George Williams Company**  
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**Independent auditor's report**

**TO THE MEMBERS AND GOVERNORS OF YMCA GEORGE WILLIAMS COMPANY**

**Opinion**

We have audited the financial statements of YMCA George Williams Company ("the Charitable Company") for the year ended 31 July 2017 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 July 2017 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended in 2010.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charitable Company in accordance with the ethical requirements 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 related 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the 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 other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The other information comprises: Governors' Annual Report. The Governors are responsible for the other information.

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.

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Independent auditor's report (continued)**

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 Governors' Report, which includes the Directors' Report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report, which are included in the Governors' 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 Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Governors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 requires us to report to you if, in our opinion;

- proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the governors were not entitled to prepare the financial statements in accordance with the small companies regime; or
- were not entitled to take advantage of the small companies' exemptions in preparing the governors' report.

### **Responsibilities of Governors**

As explained more fully in the Statement of Governors' Responsibilities, the Governors (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 Governors determines 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 Governors are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

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**Independent auditor's report (continued)**

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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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, and to the Charitable Company's governors, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members and governors 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, the Charitable Company's members as a body and the Charitable Company's governors as a body, for our audit work, for this report, or for the opinions we have formed.

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 located at the Financial Reporting Council's ("FRC's") website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.



**Julia Poulter (Senior Statutory Auditor)**  
For and on behalf of BDO LLP, statutory auditor  
London,  
United Kingdom

Date: 31 January 2018

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).



**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Statement of Financial Activities for the year ended 31 July 2017**  
(including Summary income and expenditure account)

		Unrestricted	2017	2016
		£	Total £	Total £
<b>Income and endowments from:</b>				
Donations and legacies		1,215	1,215	1,866
Charitable activities				
- Tuition fees receivable	2	803,758	803,758	1,067,801
- Consultancy and research	3	30,636	30,636	30,950
Investment income		273	273	115
Other income		15,289	15,289	9,648
<b>Total income and endowments</b>		<u>851,171</u>	<u>851,171</u>	<u>1,110,380</u>
<b>Expenditure on:</b>				
Charitable activities	4	1,034,842	1,034,842	1,357,441
<b>Total expenditure</b>		<u>1,034,842</u>	<u>1,034,842</u>	<u>1,357,441</u>
<b>Net (expenditure)/income</b>		<u>(183,671)</u>	<u>(183,671)</u>	<u>(247,061)</u>
<b>Other recognised gains/(losses)</b>				
Gains on revaluation, fixed assets, charity's own use	8	2,495,000	2,495,000	215,000
Losses on defined benefit pension schemes	1 & 13	-	-	-
<b>Net movement in funds</b>		<u>2,311,329</u>	<u>2,311,329</u>	<u>(32,061)</u>
<b>Total funds brought forward</b>		<u>1,536,135</u>	<u>1,536,135</u>	<u>1,568,196</u>
<b>Total funds carried forward</b>		<u>3,847,464</u>	<u>3,847,464</u>	<u>1,536,135</u>

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The annexed notes form part of these financial statements.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

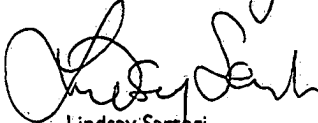
**Balance sheet as at 31 July 2017**  
(Company number 02978406)

		2017	2016
		£	£
<b>Fixed assets</b>			
Tangible assets	8	4,807,024	2,305,000
<b>Current assets</b>			
Debtors	9	134,749	65,199
Cash at bank and in hand		908,215	382,272
		<u>1,042,964</u>	<u>447,471</u>
<b>Creditors</b>			
Creditors: Amounts falling due within one year	10	732,915	174,427
<b>Net current assets</b>		<u>310,049</u>	<u>273,044</u>
<b>Total assets less current liabilities</b>		<u>5,117,073</u>	<u>2,578,044</u>
<b>Creditors: Amounts falling due after more than one year</b>	11	700,000	400,000
Pension scheme obligations	13	569,609	641,909
<b>Total net assets</b>		<u>3,847,464</u>	<u>1,536,135</u>
<b>Represented by</b>			
Unrestricted funds	14	3,824,133	1,512,804
Designated funds	14	23,331	23,331
<b>Total funds</b>		<u>3,847,464</u>	<u>1,536,135</u>

The annexed notes form part of these financial statements.

Approved and authorised for issue by the Board of Governors on *24 January 2018*

  
Joan Miller  
Chair of Board of Governors

  
Lindsay Sartori  
Treasurer

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Statement of cash flows for the year ended 31 July 2017**

	2017 £	2016 £
<b>Cash flows from operating activities</b>		
<b>Net (expenditure)/ income for the year</b>	(183,671)	(247,061)
Adjustments for:		
Depreciation and amortisation of fixed assets	200	2,905
Net interest payable/(receivable)	21,848	5,597
Pension scheme - unwinding of discount	(11,666)	58,716
Decrease/(Increase) in trade and other debtors	(69,550)	93,599
Increase/(Decrease) in trade creditors	556,722	(23,535)
<b>Net cash generated from operating activities</b>	<u>313,883</u>	<u>(109,779)</u>
<b>Cash flows from investing activities</b>		
Purchases of tangible fixed assets	(7,224)	-
Interest received	273	115
<b>Net cash from investing activities</b>	<u>(6,951)</u>	<u>115</u>
<b>Cash flows from financing activities</b>		
New bank loans	300,000	400,000
Interest paid	(22,121)	(5,712)
Pension deficit payments	(58,868)	(57,154)
<b>Net cash used in financing activities</b>	<u>219,011</u>	<u>337,134</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		
Cash and cash equivalents at beginning of year	382,272	154,802
<b>Cash and cash equivalents at end of year</b>	<u>908,215</u>	<u>382,272</u>
<b>Cash and cash equivalents comprise:</b>		
Cash at bank and in hand	<u>908,215</u>	<u>382,272</u>

The annexed notes form part of these financial statements.

## **YMCA George Williams Company** (INCORPORATED) (Limited by guarantee)

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### **Notes to the Financial Statements for the year ended 31 July 2017**

#### **I Accounting policies**

The principal accounting policies adopted in the preparation of the financial statements are as follows:

##### **Basis of preparation**

The financial statements have been prepared under the Charities Act 2011, the Charities' Statement of Recommended Practice (Charities SORP (FRS 102) as amended by Update Bulletin 1) and Financial Reporting Standard 102 applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

YMCA George Williams College constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### *Going concern*

The Governors have prepared these accounts on a going concern basis having reviewed the budgets and forecasts to July 2020. Proceeds from the sale of its freehold property asset (Freemasons Road) have been received in full subsequent to the year end as detailed in Note 8. The funds received enabled repayment of the long-term loan with The Charity Bank Limited in November 2017.

##### **Funds**

General funds represent the funds of the Company that are not subject to any restriction regarding their use and are available for use at the discretion of the Governors in furtherance of the objectives of the charitable company.

Designated funds are funds set aside at the discretion of the Governors for a particular purpose and carry no restrictions.

Restricted funds consist of grants and bursaries which are subject to restrictions on their expenditure by the donor.

##### *Income*

All income is included in the statement of financial activities when the charitable company is entitled to the income, it is probable that the income will be received and the amount can be measured reliably. Grants received as Restricted Funds, defined as those which carry an obligation to repay any sums not actually spent, are brought into the SOFA in the period of receipt and carried forward within Restricted Funds until either spent or refunded. Legacies are accounted for when notification of legal entitlement has been received.

##### *Deferred income*

Where unconditional entitlement to grants receivable and fees paid in advance is dependent upon fulfilment of conditions within the College's control, the incoming resources are recognised when there is sufficient evidence that conditions have been met. Where there is uncertainty as to whether the College has met such conditions, or the funder clearly states that the funding is for the next financial year, then the incoming resource is deferred. Tuition fees are recognised over the duration of the course, fees received in advance are accounted for in liabilities and released over the period of the course.

##### *Gains and losses on investments*

Unrealised gains or losses are accounted for on property and the pension fund deficit at 31 July.

##### *Expenditure*

Expenditure, including staff costs, is included in the accounts on an accruals basis.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**1 Accounting policies (continued)**

*Charitable activities*

All costs are allocated between categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly or apportioned on an appropriate basis.

*Academic staff costs*

These are apportioned to Department/Courses, namely full time, distance learning, Level 3 diploma studies, certificate in youth and community work and short courses. The academic services staff costs relate to the library staff costs.

*Support services*

These consist of apportioned administrative and freelance staff costs to department/courses, staff development, recruitment, and insurance costs. Governance costs are also allocated within support services and include those associated with meeting the constitutional and statutory requirements of the charitable company including audit fees.

*Holiday pay accrual*

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

*Tangible fixed assets*

All capital expenditure below £500 is written off as and when it is incurred.

Depreciation is provided on all tangible fixed assets other than freehold land and buildings, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fittings and education equipment	-	over 4 to 10 years
Computer equipment	-	over 3 years

Freehold land and buildings are revalued at 31 July. The basis of the valuation, which is from an independent third party, is on an open market basis with reference to market evidence of transaction prices of comparable properties.

*Debtors*

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

*Creditors and provisions*

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

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**Notes to the Financial Statements for the year ended 31 July 2017**

**I Accounting policies (continued)**

*Pensions*

YMCA George Williams College participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. YMCA George Williams College has a contractual obligation to make pension deficit payments over the period to April 2027, accordingly these payments are shown as a liability in these accounts. In addition YMCA George Williams College makes a contribution to the operating expenses of the Pension Plan and these costs are charged to the Statement of Financial Activities as made.

The company currently operates two defined contribution pension schemes. Contributions payable to the pension schemes are charged as expenditure to the Statement of Financial Activities in the period to which they relate.

*Leases*

Instalments under operating lease agreements are charged to the Statement of Financial Activities account in the year in which they are incurred.

*Taxation*

YMCA George Williams College is a registered charity within the meaning of paragraph 1 of Schedule 6 of the Finance Act 2010. Accordingly it is exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the period.

*Judgements in applying accounting policies and key sources of estimation uncertainty*

In the application of the company's accounting policies, the directors 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In preparing these financial statements, the key judgements and estimates have been made in respect of the following:

- Freehold land and buildings: The valuation of property has been verified by way of recourse to third parties and external data as detailed in the Fixed Asset note
- Pension scheme obligations: The critical underlying assumptions in relation to the estimate of the pension plan obligations such as return on assets, increases in pensions in payment and mortality. Variations in these assumptions have the ability to significantly influence the value of the pension liability and the annual contributions required.
- Debt provision: Provisions for bad debt are based on the likelihood of recovery.
- Going concern: In light of current economic circumstances and the specific impact on the College's business the Governors' have paid particular attention to this matter. The assessment of the College as a going concern relies on the realization of returns on assets available to the College and a new strategic business model.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**2 Tuition fees**

	2017 £	2016 £
Academic fees:		
Full time students	198,500	337,000
Part time students	559,986	713,813
Other courses	45,272	16,988
	<u>803,758</u>	<u>1,067,801</u>

(2016 – Unrestricted – £1,067,801, Restricted – £nil)

**3 Consultancy and Research**

	2017 £	2016 £
Consultancy	19,400	25,503
Research	6,000	2,000
Projects	5,236	3,447
	<u>30,636</u>	<u>30,950</u>

(2016: Unrestricted – £30,950, Restricted – £nil)

**4 Charitable activities**

				2017 £	2016 £
	Staff costs	Depreciation	Other expenses		
Academic departments	360,551	-	5,370	365,921	409,871
Academic services	36,976	200	131,030	168,206	277,082
Support services	319,660	-	54,177	373,837	457,462
General education	-	-	29,994	29,994	126,894
Premises	-	-	82,149	82,149	73,589
Governance costs (Note 5)	-	-	14,735	14,735	12,543
	<u>717,187</u>	<u>200</u>	<u>317,455</u>	<u>1,034,842</u>	<u>1,357,441</u>

(2016: Unrestricted – £1,357,441, Restricted – £nil)

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**5 Governance costs**

	2017 £	2016 £
Audit fees	14,384	12,170
Board training, insurance and expenses	351	373
	<u>14,735</u>	<u>12,543</u>

**6 Staff costs**

	2017 £	2016 £
Wages and salaries	410,024	583,366
Social security costs	35,730	43,416
Other pension costs	52,670	41,039
Redundancy costs	-	59,428
Staff insurance, recruitment and development	4,511	5,170
Consultancy costs	214,252	63,892
	<u>717,187</u>	<u>796,311</u>

The head count of persons (including senior post-holders) employed by the College during the year and also the average number of persons expressed as full-time equivalents (FTE) was:

	2017 Head count	2016 Head count	2017 FTE	2016 FTE
Academic	4.6	6.8	4.5	6.8
Administration	5.8	7.3	5.1	7.5
Freelance lecturers	4.1	3.4	0.6	0.4
Supervisors	74.0	82.0	0.9	0.5
	<u>88.5</u>	<u>99.5</u>	<u>11.1</u>	<u>15.2</u>

Supervisors are engaged to support students on the College higher education courses. They will provide between 8 and 12 hours support for each student per academic level and therefore the FTE is low in comparison to the head count.

The number of employees who earned £60,000 or more during the year in the following bands were:

	2017 Number	2016 Number
£60,001 - £70,000	<u>0</u>	<u>1</u>



**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**6 Staff costs (continued)**

Pension costs paid in respect of no employees (2016 – 1) are £nil (2016 - £4,164).

The key management personnel comprise the Principal/Chief Executive Officer, Head of Higher Education, Head of Further Education and Bursar. The total employee benefits of the key management personnel were £278,754 (2016 - £242,224).

**7 Net expenditure**

Net expenditure before transfers is stated after charging:

	2017 £	2016 £
Payments under operating leases - equipment	5,224	6,025
Depreciation	200	2,905
Audit fees	14,384	12,170
Interest on loan	22,121	5,712
	<u>41,929</u>	<u>26,812</u>

**8 Fixed assets**

	Education equipment £	Fittings £	Freehold land and buildings £	Total £
<b>Cost</b>				
At 1 August	40,118	66,548	2,305,000	2,411,666
Additions	-	7,224	-	7,224
Disposals	-	-	-	-
Revaluations	-	-	2,495,000	2,495,000
At 31 July	<u>40,118</u>	<u>73,772</u>	<u>4,800,000</u>	<u>4,913,890</u>
<b>Depreciation</b>				
At 1 August	40,118	66,548	-	106,666
Charge for the year	-	200	-	200
At 31 July	<u>40,118</u>	<u>66,748</u>	<u>-</u>	<u>106,866</u>
<b>Net book value</b>				
At 31 July 2017	<u>-</u>	<u>7,024</u>	<u>4,800,000</u>	<u>4,807,024</u>
At 31 July 2016	<u>-</u>	<u>-</u>	<u>2,305,000</u>	<u>2,305,000</u>

Freehold land and buildings were sold for £4,800,000 on the 28 July 2017. A deposit of £480,000 was received on exchange and the balance received on completion on the 2 November 2017.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**8 Fixed assets (continued)**

The value at 31 July 2016 is the valuation at 23 December 2015, see as follows, indexed to 31 July 2016. Freehold land and buildings were revalued at an amount of £2,220,000 by Strettons, a firm of chartered surveyors (who are not connected with the College), as at 23 December 2015. The valuation was made on an open market basis with reference to market evidence of transaction prices of comparable properties.

The revalued value of land and buildings includes a land value of £4,500,000. Freehold land and buildings are not depreciated. The carrying amount that would have been recognised had the property been carried under the historical cost model is £1,683,000 (valued at 23 December 2015 as above and indexed to 31 July 2014).

**9 Debtors**

	2017 £	2016 £
Fees due	67,820	41,760
Other debtors	500	1,901
Prepayments and accrued income	66,429	21,538
	<u>134,749</u>	<u>65,199</u>

**10 Creditors: amounts falling due within one year**

	2017 £	2016 £
Trade creditors	40,165	36,068
Other creditors	12,912	14,505
Other taxes and social security	11,899	15,869
Accruals	55,373	47,072
Deferred income	551,932	2,045
Pension obligations (See Note 13)	60,634	58,868
	<u>732,915</u>	<u>174,427</u>

Included in deferred income for 2017 is the deposit of £480,000 received in respect of the sale of the building as detailed in Note 8.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**11 Creditors: Amounts falling due after more than one year**

	2017 £	2016 £
Loan	700,000	400,000
	<u>700,000</u>	<u>400,000</u>
Amounts payable in 2 to 5 years	<u>700,000</u>	<u>400,000</u>

The loan is secured on the property at 199 Freemasons Road. The loan, with The Charity Bank Limited, is for an initial period of three years, payment is interest only, at 3% above the Bank of England base rate, over this initial three year period, with the option to request an extension over twenty-two years at the end of the initial three year period. The loan has subsequently been repaid in full as at 2 November 2017 when the property was sold as disclosed in Note 8.

**12 Commitments under operating leases**

Minimum lease payments under non-cancellable operating leases are as follows:

	2017 £	2016 £
Due within one year	824	6,025
Due between one and five years	1,236	2,053
	<u>2,060</u>	<u>8,078</u>

**13 Pension commitment**

YMCA George Williams Company 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 YMCA George Williams Company 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 completed three year valuation was as at 1 May 2014. 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 5.35% and 3.85% respectively, the increase in pensions in payment of 3.3%, and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.6 years, female 24.6 years, and 24.8 years for a male pensioner, female 26.9 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £90.8m. This represented 70% of the benefits that had accrued to members.

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

The valuation prepared as at 1 May 2014 showed that the YMCA Pension Plan had a deficit of £38.7 million. YMCA George Williams Company has been advised that it will need to make monthly contributions of £5,015 from 1 May 2017 ( £4,869 from 1 May 2016). This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is 12 years commencing 1st May 2015.

**YMCA George Williams Company**  
(INCORPORATED) (Limited by guarantee)

**Notes to the Financial Statements for the year ended 31 July 2017**

**13 Pension commitment (continued)**

Repayable -	2017 £	2016 £
Within one year	60,634	58,868
One to two years	61,405	59,903
Two to five years	190,596	188,271
After five years	317,608	393,735
After more than one year	569,609	641,909
<b>TOTAL</b>	<b>630,243</b>	<b>700,777</b>

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

**14 Funds**

	Balance brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance carried forward £
<b>Unrestricted</b>						
General fund	97,174	851,717	(1,046,508)	(58,868)	-	(157,031)
Revaluation reserve	2,116,407	-	-	-	2,495,000	4,611,407
Pension reserve	(700,777)	-	11,666	58,868	-	(630,243)
	<u>1,512,804</u>	<u>851,171</u>	<u>(1,034,842)</u>	<u>-</u>	<u>2,495,000</u>	<u>3,824,133</u>
Designated: William Serendipity Trust	23,331	-	-	-	-	23,331
<b>Total unrestricted</b>	<u>1,536,135</u>	<u>851,171</u>	<u>(1,034,842)</u>	<u>-</u>	<u>2,495,000</u>	<u>3,847,464</u>
<b>Total funds</b>	<u>1,536,135</u>	<u>851,171</u>	<u>(1,034,842)</u>	<u>-</u>	<u>2,495,000</u>	<u>3,847,464</u>

Designated funds represent monies received from William Serendipity Trust in 2012 for approved specific projects set aside by the governors.

The transfer between the General fund and the Pension reserve represents the payment of the pension fund deficit contribution in the year.

**16 Related parties**

During the year the College provided a consultancy service to YMCA England & Wales (of which Denise Hatton, a governor, is Chief Executive) earning fees of £19,000 (2016 - £27,500).

No governors received any payment from the College other than the reimbursement of travel and subsistence expenses incurred in the course of their duties. During the year 2 (2016 - 3) governors were reimbursed travel expenses totaling £356 (2016 - £180).