



YMCA SCOTLAND
**ANNUAL
REPORT**
2023

EMPOWERING YOUNG PEOPLE

INTRODUCTION

YMCA Scotland has had another successful year as we continue our journey towards realising our Global YMCA Vision 2030.

Our year began with a restructuring in our organisation to create a new senior team, with the appointment of an Operations Director and a National Programme Director. This not only created additional capacity to support YMCAs and programme development, but it also created the capacity to realign and expand the rest of our staff team.

We have also been able to invest in personal development with 12 individuals achieving the PDA in Youth Work and 6 individuals, including our new senior team, working on their Executive Professional Masters in Management of Civil Society Organisations in Lisbon.

We have continued to support local YMCAs to affect the lives of young people and their families, including some of Scotland's most vulnerable communities.



Credit: Mary-Jean Ferguson

INTRODUCTION



Credit: Dumfries YMCA

Developing programmes with partners and Local Associations has continued to be a feature of our work and many of them are detailed later in this report.

We have had reason to celebrate this year; being awarded the Queen Elizabeth II Platinum Jubilee Volunteering Award and being recognised for the second year running as Scotland's Best Inclusive Christian Youth Organisation.

We were also blessed with the opportunity to celebrate the 100th birthday of one of the YMCA's stalwarts, Mr Jim Thomson at our National Assembly. We were joined by several international guests including Carlos Sanvee, Secretary General of the World Alliance of YMCAs and Juan Simoes Iglesias, Secretary General of YMCA Europe.

Sadly, this year we also saw the passing of our Patron, HM The Queen and YMCA members actively participated in services of thanksgiving and memorial ceremonies to mark our gratitude for her reign and her patronage.

Paul Rorie, Chairperson

Scotland's National Performance Framework



OUR PURPOSE
To focus on creating a more successful country with opportunities for all of Scotland to flourish through Increased wellbeing, and sustainable and Inclusive economic growth

OUR VALUES
We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way

SUSTAINABLE DEVELOPMENT GOALS

Credit: Scottish Government

The 2022-2025 strategic plan sees YMCA Scotland aligning its vision and purpose with the global YMCA movement through the adoption of Vision 2030.

The plan also maps YMCA Scotland's objectives with the Scottish National Improvement Framework and the United Nations' Sustainable Development Goals.



COMMUNITY WELLBEING






MEANINGFUL WORK







SUSTAINABLE PLANET






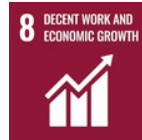
JUST WORLD

-  We are healthy & active
-  We live in communities that are inclusive, empowered, resilient and safe
-  We grow up loved, safe and respected so that we realise our full potential
-  We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

-  We are well educated, skilled and able to contribute to society
-  We have thriving and innovative businesses, with quality jobs and fair work for everyone

-  We value, enjoy, protect and enhance our environment
-  We have a globally competitive, entrepreneurial, inclusive and sustainable economy

-  We respect, protect and fulfil human rights and live free from discrimination
-  We tackle poverty by sharing opportunities, wealth & power more equally
-  We are open, connected and make a positive contribution internationally



Our Purpose

YMCA Scotland provides a national voice and identity for our federation of 28 locally autonomous YMCAs working across Scotland in over 100 communities. This structure enables every YMCA to respond to the needs of their local communities, putting local people at the heart of local decision-making and governance, whilst also having a national voice and profile.

Our Mission

To empower young people and communities to build a just, sustainable, equitable and inclusive Scotland, where every person can thrive in body, mind and spirit.

Our Vision

A world where every person lives in harmony with self, with society and with creation.

Our Values

YMCA is an inclusive Christian youth organisation, open to people of all faiths and none. We seek to work with all children and young people in a non-judgmental and supportive manner. We strive to ensure that our universal community-based services are open and accessible to all at the point of delivery, and that our targeted services are offered to those who need them most.

OUR VALUES IN PRACTICE



As the world's largest and oldest youth organisation, YMCA is committed to upholding the principles of the United Nations' Convention on the Rights of the Child (UNCRC).

We strive to ensure young people are engaged, heard and consulted locally, nationally and internationally and that they are able to influence and impact the world around them.



In 2023 YMCA was once again recognised as

Best Inclusive Christian Youth Organisation - Scotland

at the SME UK Enterprise Awards, for the second year running.

HM QUEEN ELIZABETH II

HM The Queen was patron of the Scottish National Council of YMCAs.

Our Chief Executive represented YMCA Scotland at the service of Thanksgiving at St Giles' High Kirk and our past President John Naylor OBE attended the Motion of Condolence at the Scottish Parliament.

YMCA Scotland along with YMCA England and Wales were joint recipients of the Queen Elizabeth II Platinum Jubilee Award.

The Queen Elizabeth II Platinum Jubilee Volunteering Award was a unique one-off addition to the annual Queen's Award for Voluntary Service, created in honour of Her Late Majesty The Queen's Platinum Jubilee.

The award recognised 20 national charities in total working with young people to provide them with the confidence, skills and opportunities needed to thrive, with volunteers playing a key role throughout.



**Queen Elizabeth II Platinum
Jubilee Volunteering Award**

Credit: Buckingham
Palace





YMCA believes that every person should have the means to grow and thrive in body, mind and spirit while taking care of their individual and collective wellbeing.

During 2023 YMCA Scotland provided strategic support to a number of local YMCAs to develop new and existing YMCA premises, improving safe community spaces and creating new learning hubs.

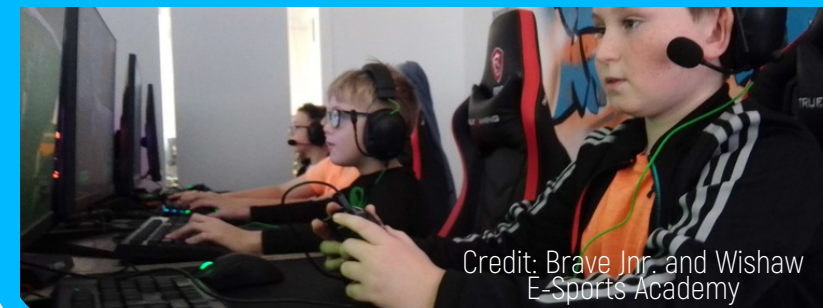
WISHAW E-SPORTS ACADEMY

In 2023 Wishaw YMCA opened their new E-Sports Academy in partnership with Wishaw Brave Junior.

E-sports benefits young people by promoting teamwork and strategic thinking through collaborative gameplay.

Members meet once or twice a week at the E-sports studio, to receive instruction, guidance and encouragement from our youth coaches. They are given the opportunity to showcase what they have learned in an ongoing tournament that is live streamed on YouTube every Sunday and has become staple Sunday viewing for many of the parents.

This enhances cognitive skills like quick decision-making and problem-solving, translating into practical abilities for various aspects of life.



Credit: Brave Jnr. and Wishaw
E-Sports Academy

IMAGINE A MAN

Working with a range of partners, YMCA Scotland chaired the 'Imagine a Man' partnership group to understand what it means to be a boy or young man growing up in Scotland.

Building on the research that took place in 2021, the partnership developed a further piece of research with young men in Polmont Young Offenders' Institute, and a group of young men from socio-economic challenged areas.

The partnership created a toolkit to support frontline workers to be able to raise the issue of positive masculinity and work with young men from socio-economically challenging areas.

This work was developed to have a cross sector universal offer on positive masculinity for boys and girls, and the partnership is developing a wider alliance of organisations and partners to promote positive masculinity, tackling the mental health issues facing young men.



Credit: IAM



COMMUNITY WELLBEING



MEANINGFUL WORK

YMCA believes that all young people deserve the right to learn, engage in flexible dignified and meaningful work, and build sustainable livelihoods.

DUMFRIES YMCA COMMUNITY CAFÉ

Dumfries YMCA community café opened in November 2022 and has become a central hub for the Lochside community in Dumfries.

The café runs on a hybrid subsidised model where income generated through sales is supplemented by funding which is used to support low cost and free meals for those who cannot afford to buy food or turn their cookers on at home.

There is a core team of part-time staff and a dedicated, broad base of volunteers, including a cohort of young people, some of whom have struggled to gain employment.

The café trains young people in the art of hospitality, cookery, barista techniques and kitchen management.



Credit: Dumfries YMCA

STAFF & VOLUNTEER PROFESSIONAL DEVELOPMENT

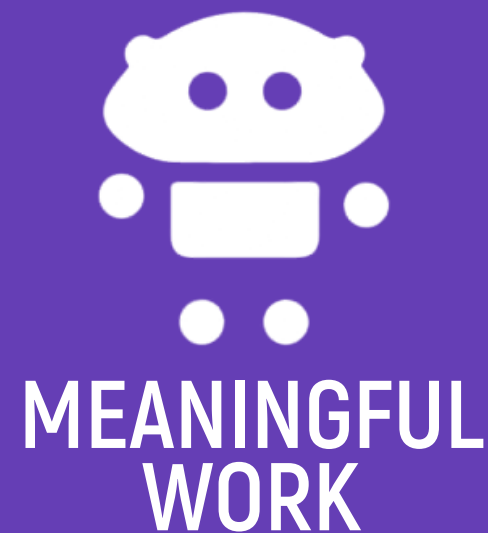


Six local and national YMCA staff undertook an Executive Professional Masters in Management of Civil Society Organisations organised by YMCA Europe in partnership with ISCTE-University Institute of Lisbon (Portugal), ISCTE-Executive Education and YMCA George Williams College (UK).

Two young staff attended training at the European Youth Centre in Budapest and one joined the 2023 YMCA Europe Roots for Reconciliation training programme.

Two young leaders joined the YMCA Europe Leadership Academy in Spring 2023 and two new World YMCA Change Agents started their training in May 2023.

YMCA Scotland continues to contribute to the World YMCA Community of Impact for youth employability, sharing learning and training from Scotland with global partners.



DIGITAL YOUTH WORK

YMCA Scotland's Mobile Makerspace initiative has engaged eight local associations in delivering impactful digital youth work activities to over 100 young people.

All participating YMCAs underwent online or in-person training, equipping them with a basic understanding of the use of virtual reality, 3D printing, coding, and more. This initiative allowed local YMCAs and young people to reap the benefits of digital and STEM learning without the financial burden of investing in digital equipment up front.

Four of the eight associations have already applied for digital device funding and expressed their commitment to establishing permanent digital youth work programmes.

TEK CARE

At the start of 2022 Tek Care secured £450,000 funding from the Life Changes Trust as a legacy partner to support digital learning for young people with care experience.

Tek Care's first action was to recruit a board of young people with lived care experience to co-design the project with the Project Lead. These consultants have met monthly to create manifestos for a network of Digital Makerspaces.

Working with partners including, Scottish Tech Army, Barnardo's Scotland, Youthlink Scotland, Renfrewshire Council, and Mhor Collective. In autumn 2023, Tek Care will be launching its first hub, beta testing a Film, Photography & Podcasting programme.



**MEANINGFUL
WORK**



SUSTAINABLE PLANET

YMCA believes that we should all commit and take action for the protection and regeneration of our Planet, preparing for a Just Transition to a world where humans live in full harmony with nature.

YMCA commits to become a Greener Movement, an active youth voice on climate justice and champion of youth-led sustainability solutions.

BELLSHILL & MOSSEND YMCA SMART GARDEN

Bellshill YMCA Smart Garden is an innovative self-growing indoor garden where young people grow 100% organic herbs, fruits, salads, and flowers, free from GMOs and pesticides, fresher than any plants you'll find in shops.

The Smart Garden has:

- automatic watering
- perfect amount of light thanks to pro-grow lights
- perfect amount of nutrients and oxygen at root level
- grows 365 days a year

Young people share their journey on social media as they grow a range of fruit and vegetables for families to enjoy and to share with those who use the Food Bank service at YMCA.

This project promotes awareness of environmental issues, growing fruit and vegetables locally, thus addressing food poverty and developing young people's awareness and skills.



Credit: Bellshill & Mossend YMCA

YOUTH SOCIAL ACTION RENFREW YMCA

Youth Social Action is a cohort of young people at Renfrew YMCA who are dedicated to stopping climate change. These young people were inspired by their observations at COP26.

Renfrew YMCA's Youth Social Action group events aim to promote sustainability by educating community members on climate change and how to make changes that will lower their Co2 emissions.

This not only positively affects the planet, but has also provided fun and free experiences for families including a Summer Fun Day, Christmas Ceilidh and Easter Craft Day.

Their project, 'Making Renfrew Green' was a project in which young people learned a variety of practical skills to help fight climate change.

Throughout the year young people with additional support needs from a local primary school and young people at the YMCA worked together to make upcycled Christmas decorations and outfits.

They then showcased these at a special Christmas event.



Credit: Renfrew YMCA



SUSTAINABLE PLANET



**JUST
WORLD**

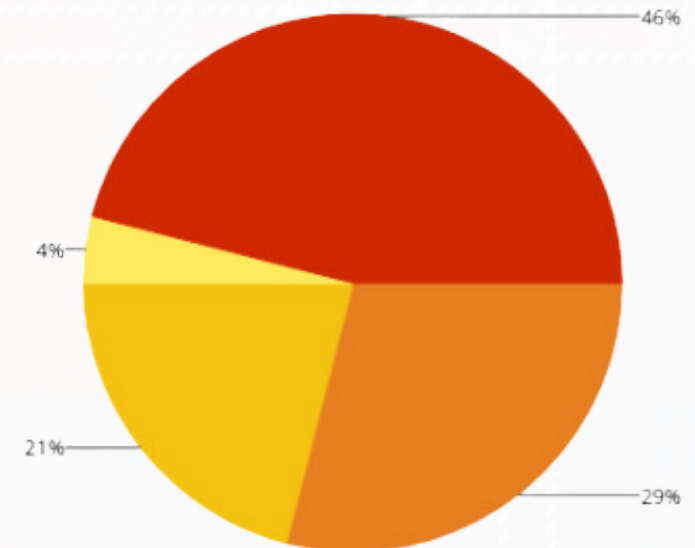
YMCA believes in the power of young people and communities to promote and advance justice, peace, equity, and human rights for all.

YMCA will become a global voice in the fight against systemic discrimination, inequity, injustice and racism in all its forms, amplifying the voices of young people and communities where it is active to ensure that everyone's voice is heard.

By focusing our efforts on the most deprived areas identified by the SIMD (Scottish Index of Multiple Deprivation), we aim to make a tangible difference in the lives of those who need it most.

We are driven by the belief that by investing in the potential of individuals and communities, we can create positive and sustainable change, fostering resilience, social inclusion, and a sense of belonging.

Location of YMCA Work in local communities



Top 5% SIMD Top 10% SIMD Top 20% SIMD Others

YMCA EDINBURGH

YMCA Edinburgh, based in Leith, works predominantly with young people living in an area of high multiple deprivation and need.

YMCA Edinburgh runs two Girls' Health and Wellbeing Groups for 8-11 year olds and 12+, including support for young girls' transition into high school.

Both groups focus on positive mental, emotional and physical wellbeing through topics and activities such as stress, healthy eating, positive relationships, mental health, and physical activity.

Groups provide a safe space for young people to seek support from staff, explore issues that may be affecting their lives and when needed access additional 1:1 support.



Credit: YMCA Edinburgh



YMCA EDINBURGH

Art therapy is used to support girls experiencing anxiety, poor emotional regulation, and learning difficulties.

A Girls Football Group is run in partnership with Street Soccer, enabling girls to participate in football in a supportive environment, learning new skills, and emphasising the importance of positive physical and mental health.

Staff members also provide family support including referrals for other services such as mentoring, funding for a family holiday and clothing, food support, and attendance at professional meetings.



RAF AIRPLAY

Funded by the RAF Benevolent Fund, Airplay is the RAF's youth support programme, providing children's work, youth clubs and a digital youth work platform for RAF stations across the UK. The programme is delivered across the UK by a consortium of YMCAs.

YMCA Scotland delivers Airplay at RAF Lossiemouth with a dedicated team of Youthwork staff. In 2022/23 we delivered over 450 hours of airplay activities to 181 children and young people.

JORJA

Jorja started attending Airplay at Lossiemouth aged 14 after getting to know other members through a residential experience.

Jorja started volunteering at the end of 2021 helping to plan and run activities for younger members.

“When I came along to Airplay it was good to meet different people of my own age from a variety of schools in our area. Without Airplay we would never have met up. It helped with my confidence and made me think about the wider community.”

Jorja leading a game as an Airplay Worker at Lossiemouth



Credit: Airplay

“I learnt from volunteering how younger minds think, how they act and how to adapt sessions when there are children who do not interact.”

In 2022, aged 17, Jorja was successfully appointed to a paid role as an Airplay Worker. She is now undertaking her Professional Development Award in Youth Work.

“Airplay has helped me to adapt to different situations without stressing. I feel more confident within myself and will hopefully be able to show this when I'm attending my university interviews.”



YMCA AWARDS 2023

YOUNG ACHIEVER

Danny Donowho
Dumfries YMCA

**YOUNG LEADER OF
THE YEAR**

Layla Riddoch
YMCA Tayside

**JOHN D KNOX YOUTH
ACHIEVEMENT AWARD**

Layla Riddoch
YMCA Tayside

**VOLUNTEER OF
THE YEAR**

Jack Wilkie
YMCA Tayside

**TRUSTEE OF
THE YEAR**

David Mills
Broughty Ferry YMCA

**YOUTH
WORKER**

Paul Scott
YMCA Edinburgh

**ENVIRONMENTAL
AWARD**

Youth Social Action
Renfrew YMCA

**IMPACT
AWARD**

Girls Health & Wellbeing Project
YMCA Edinburgh

**JIM THOMSON
INTERNATIONAL AWARD**

**Scott & Jaqueline Mackay
and
Cumbernauld YMCA**



FINANCES

Financial Review

The charity generated a net deficit for the year of £139,829 (2022: surplus of £347,995).

The total income amounted to £591,862 (2022: £1,152,230), of which £331,809 (2022: £924,109) was related to restricted projects and £260,053 (2022: £228,211) to unrestricted funds.

At the balance sheet date, the unrestricted reserves were £1,008,602 (2022: £822,572), with £444,330 (2022: £770,189) in restricted funds.

Our balance sheet shows that we hold investments valued at £929,810 of which £881,810 are shares in quoted investment trusts and are classed as moderate risk investments.

Reserves Policy

The trustees have established that unrestricted funds not committed or invested in tangible fixed assets (the free reserves) should be at least six months of current annual expenditure in general funds.

At the year end, the free reserves were in surplus by £71,171 as a result of the £484,213 pension provision deficit and the annual unrestricted expenditure was £429,284 meaning our free reserves policy was met.

You can access our full Annual Accounts 2022/23 by scanning the QR Code.



Trustees, Staff & YMCAs

President

Mike Will MBE

Vice Presidents

Walter C T Crosby

Bob Kilgour

Tom McPherson

May Nisbet

Richard Jones

Chair: Paul Rorie

Vice Chair: Sarah Bremner

Treasurer: Judi Syson

Executive Committee

John Donald Armour

Barry Davidson

Rev. Gary Clink

Mary Goodwin-Wilks

Dave Mills

Amanda Reid

Judi Syson

Local YMCAs

Aberdeen, Bellshill & Mossend, Broughty Ferry, Carnoustie, Cumbernauld, Cupar, Denny & Dunipace, Dumfries, Edinburgh, Gatehouse of Fleet, Glenrothes, Grantown on Spey, Inverness, Kilmarnock, Kirkcaldy, Lanark, Larkhall, Montrose, Paisley, Penicuik, Renfrew, Shotts, Stornoway, Stranraer, Tain, Tayside, Tollcross, Wishaw

Staff

CEO / National General Secretary: Kerry Reilly

Operations Director: Jillian Law

National Programme Director: Colin MacFarlane

Finance & Accounts Officer: Nicola Macvean

Tek Care National Digital Project Lead: Peter Gilchrist

PR, Comms & Admin Assistant: Kieran Reape

National Development Officer (Until May 2023): Jeanette Third

Freelance Training Lead: Ally Hunter

Freelance Digital Lead: Darran Gillan



Credit: YMCA Aberdeen



Credit: Renfrew YMCA



Credit: YMCA Glenrothes



Credit: Mary-Jean Ferguson



Credit: YMCA Larkhall Harriers



Scottish Charity:
SCO13792

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