



e:merge (UK) Company Limited

Report & Financial Statements

For the period

31st March 2019

Registered Company no: 05296407

(England & Wales)

Registered charity: 1152146



e:merge (UK) Company Limited

Report and Accounts
For the year ended 31st March 2019

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e:merge (UK) Company Limited

Company Information

For the year ended 31st March 2019

Legal Status	A Company limited by guarantee, not having share capital. The governing instructions are the company's Memorandum and Articles of Association. The company is a Registered Charity.
Charity Number	1152146
Company Registration	05296407
Directors/Trustees	H.K. Astin S. E. De Villiers G. Taylor J Topham P.H Massey A. Baker (Resigned July 2019) D. A. Jones (Appointment April 2018)
Registered Office	51 Kyffin Place Sutton Community Centre West Yorkshire BD4 8NB
Accountants	Torevell Dent Limited 1-3 St Ann's Place Pellon Lane Halifax HX1 5RB
Bankers	HSBC 47 Market Street Bradford BD1 1LW

e:merge (UK) Company Limited

Trustees Report

For the year ended 31st March 2019

The trustees who are also directors of the company present their Report and Financial Statements for the year ended 31st March 2019.

Organisation

The company was incorporated on 25th November 2004 under the name e:merge (Laisterdyke) Limited. The company changed its name to e:merge (Bradford) CIC on 30th April 2009. It revised its Memorandum and Articles to a Company Limited by Guarantee at the same time changing its name to e:merge (Bradford) Company Limited on 24th April 2013. The company was registered as a charity on 22nd May 2013. The Company changed its name to e:merge (UK) Company Limited on 3rd December 2014. From 1st April 2015, it merged with FAST Project- London but a decision was taken in January 2019 that the London based work of e:merge would once again be set up as an independent organisation. This will take place later in 2019.

The charity is organised so that the trustees meet regularly to manage its affairs.

Trustees are appointed and re-appointed by members of the company as determined by the company's Memorandum and Articles of Association.

Objectives of the Charity

The objectives of the charity are:-

'To act as a resource for children and young people living in Bradford and the UK by providing advice and assistance and organising programmes and community facilities, within a Christian ethos, to:

- (a) advance in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- (b) advance education;
- (c) relieve unemployment;
- (d) provide recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.'

Trustees

H.K. Astin

S. E. De Villiers

G. Taylor

J Topham

P.H Massey

A. Baker (Resigned July 2019)

D. A. Jones (Appointment April 2018)

Trustees Report

For the year ended 31st March 2019 (continued)

Inspiring lasting positive change with young people

Introduction

e:merge is a young people's charity and we have been delivering transformational youth work in the estates and inner-city areas of Bradford for over 25 years.

Our vision is to inspire lasting positive change in the lives of young people, aiming to inspire towards personal growth, better physical and mental wellbeing, positive engagement in education and to actively transform their communities.

Overview

We believe that a relational and holistic approach makes the greatest difference to an individual so we aim to meet young people in multiple settings including our dedicated programmes (e.g. school-based mentoring and work addressing exploitation and criminality) and our open community youth work, leadership development programme and social action schemes which create long term sustainable involvement in positive activities.

Over the past year, we have worked with **1457 young people** within school and community settings. We have delivered over **2100 one to one sessions** with young people in school and 900 sessions of community youth work, served approximately 800 meals in the school holidays and supported **young people to lead 22 community events** through the social action programme.

What do we do

Our model of working with an individual or group continues to be built on a relational approach and a journey towards positive outcomes.

BUILD Relationships with young people, particularly those in most need, or least likely to seek help elsewhere.

DEEPEN Relationships so that we understand the issues and can act with empathy through our interventions. We also seek to deepen peer and community relationships which are a foundation for long term change.

FOCUS Relationships through delivering high quality and appropriate interventions in accessible ways which enable an individual to thrive.

RELEASE Relationships by building pathways with young people to thrive independently and give back to peers and their community.

The model helps us to plan what activities are required when and where. In practical terms these look like some or all of the following:

- Open activities to engage young people in a variety of settings including outreach on the streets, sport and activity sessions in local parks and courts, drop-in youth clubs and a broad open programme of holiday activities.

Trustees Report

For the year ended 31st March 2019 (continued)

- A range of more focused sessions and projects which may target specific groups, or maybe open to young people to self-refer or select, including: Sports coaching, social action groups planning and leading community events, wellbeing groups, health and fitness work, accredited young leader programme, single gender issue-based groups.
- Our long-running school-based programme of one-to-one support and group work. We currently have contracts with 11 schools and have an active caseload of over 150 individuals at any one time. We are increasing the range of schools we work with and we are often seen as a vital part of the schools' pastoral care and support systems.

Alongside the above core programme, we deliver targeted schemes with young people being referred through a variety of sources. These programmes are:

- Trusted Relationships – a Home Office pilot scheme in Bradford to work one to one with young people at low-level risk of exploitation. We are one of 5 voluntary sector groups working together across the city and receive referrals through the Local Authority social care system. The programme is particularly aimed at providing support for young people in the evenings when they are most vulnerable.
- Preventing Serious Organised Crime – this is a West Yorkshire Police funded project to work alongside young people aged 10 to 15 who are on the edge of involvement in Serious Organised Crime, offering support to create alternative pathways in their life and avoid future criminalisation.
- Wellbeing Support for Looked After Children – as previously mentioned we supported 42 young people in the care system this past year. Engaging with them through the transition to secondary education and throughout Year 7 to increase wellbeing and prevent long term dis-engagement with education.
- Pastoral care, faith and leadership - we continue to run a range of young leaders schemes and courses partly in partnership with Primetime. Many of these also have a strong social action agenda. Over the past year, we have supported young people to plan and lead 22 community events as part of the social action programme ranging from community fun days to a sponsored walk of the Yorkshire 3 Peaks. Our work to support young people to explore and grow in faith has also continued through this year in partnership with local churches. We have run children's clubs, small discussion groups and large events which enable young people to be honest with each other about faith and spirituality and to understand others with different opinions who hold a different faith or no faith.

Trustees Report

For the year ended 31st March 2019 (continued)

Impact

We measure impact using a range of formal measures and questionnaires with young people, and through collecting stories and case studies. Some highlights from this include:

Personal Development - We are seeking for young people to develop personal confidence, communication skills, and have better relationships with family and peers. Throughout the 2018/19 academic year, 76% of young people we supported in school could identify at least one area of life they were more confident about, and 62% felt life at home was better because they were better at managing those relationships.

Improving physical and mental health - We are seeking for young people to be physically fitter and more active, and we are seeking for young people to improve and maintain their mental and emotional wellbeing. Through a recent Children in Need grant we have run a sports project which engaged over 300 young people this past year – 92% of which said they felt fitter for being involved and 57% of which felt emotionally better about life at the end of the project.

Engaging in Education - We are seeking for young people to engage positively with education. We assess this through attendance data from schools and the young people's opinions. Within Bradford Academy, the school tracked an increase in attendance of over 60% of the young people we supported last academic year. Within our work supporting Looked After Children 34 of the 41 individuals we supported improved or maintained their attendance.

The Future

We expect that during the coming year we will increase our impact with young people as we continue to deliver a creative and positive programme across all areas.

We will also be launching our Growing Youth Work scheme to help churches think about how to develop new youth work in their communities. The scheme will provide development support to the church and mentoring for a youth worker based there.

e:merge (UK) Company Limited

Trustees Report

For the year ended 31st March 2019 (continued)

Property

At the year end the Trust owned 18 Pawson Street Bradford BD4 8BY subject to mortgage. In July 2019 we sold the property.

Training

We seek to develop all our valued workers, both paid and volunteers, by providing appropriate training and personal development opportunities.

Review of Financial Affairs

Full details of the financial transactions are contained in the attached accounts. The total income for the year was £408,541 (2018: £434,331) and after deducting expenditure of £429,410 (2018: £501,927) the net expenditure for the year was £20,869 (2018: net expenditure of £67,596).

The net assets of the charity at 31st March 2019 were £236,006 (2018: £256,875).

Reserves Policy

The Trustees are working towards a policy to whereby the unrestricted funds, not committed or invested intangible assets ('the free reserves') held by the charity should be between 1 and 3 months of the resources expended. At the year end we held nearly 2 months of unrestricted reserves. Expenditure is conditional on anticipated and guaranteed income as we continue to maintain this reserves policy.

Risk Management

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities, including social enterprise. Internal risks are minimised by the use of professional consultants and the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure they still meet the needs of the charity.

Investment Policy

The Trustees have considered the most appropriate policy for investing funds.

Short term reserves will be held in the Trustees' interest-bearing bank deposit account and transfer of funds between accounts can be facilitated by electronic transfer on-line to maximise potential earnings of interest. Long term reserves will be held in accounts designed for the charity sector, with the requirement to generate income and / or capital growth.

e:merge (UK) Company Limited

Statement of Trustees Responsibilities
For the year ended 31st March 2019 (continued)

Statement of Trustees Responsibilities

The trustees are responsible for preparing financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with SORP (FRS 102) and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for the period. In preparing these financial statements, the trustees are to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue in business.

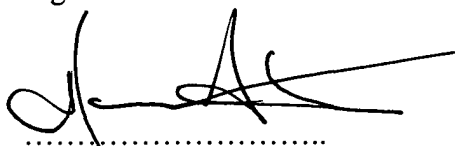
The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Trustees

The Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the period are set out on page 1 of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31st March 2019 was £70.

Signed on behalf of the Trustees:



.....
Howard K. Astin

Date: 16 December 2019

e:merge (UK) Company Limited

Independent Examiner's Report to the Directors and Trustees of e:merge (UK) Company Limited

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2019 which are set out on pages 10 to 17.

Respective responsibilities and basis of the report

As the charity's trustees of the company (and also its directors for the purpose of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 206 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)]

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of accounts to be reached.



Samantha J Sutcliffe MAAT, FCCA
Torevell Dent Limited
1-3 St Ann's Place
Pellon Lane
Halifax, HX1 5RB

Date: 16 December 2019

e:merge (UK) Company Limited

e:merge (UK) Company Limited
Statement of Financial Activities
For the year ended 31st March 2019

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
		£	£	£	£
Income and endowments from:					
Donations and legacies		45,542	625	46,167	48,993
BIG Lottery Grant		-	-	-	63,108
Charitable activities		247,035	105,665	352,700	320,228
Other		9,674	-	9,674	2,002
		-----	-----	-----	-----
Total		302,251	106,290	408,541	434,331
		-----	-----	-----	-----
Expenditure on:					
Charitable activities		306,449	121,411	427,860	500,377
Other costs		1,550	-	1,550	1,550
		-----	-----	-----	-----
Total	4	307,999	121,411	429,410	501,927
		-----	-----	-----	-----
Net income/(expenditure)		(5,748)	(15,121)	(20,869)	(67,596)
Total funds brought forward		215,600	41,275	256,875	324,471
		-----	-----	-----	-----
Total funds carried forward		209,852	26,154	236,006	256,875
		=====	=====	=====	=====

The notes on pages 14 to 17 form part of these financial statements

e:merge (UK) Company Limited

Balance Sheet

As at 31st March 2019

	Notes	2019 £	£	2018 £	£
Fixed Assets					
Tangible Assets	5		235,615		247,036
Current Assets					
Cash at Bank		82,240		122,564	
Debtors	6	34,844		28,103	
		-----		-----	
Total Current Assets		117,084		150,667	
Liabilities					
Creditors amounts falling due within one year	7	(24,290)		(37,652)	
		-----		-----	
Total Current Assets			92,794		113,015
			-----		-----
Total Assets less Current Liabilities			328,409		360,051
			-----		-----
Creditors amounts falling due after more than one year	8		(92,403)		(103,176)
			-----		-----
			236,006		256,875
The Funds of the Charity					
Unrestricted	9		209,852		215,600
Restricted			26,154		41,275
			-----		-----
Total Charity Funds			236,006		256,875
			-----		-----

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2019 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

e:merge (UK) Company Limited

Balance Sheet

As at 31st March 2019 (continued)

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the SORP (FRS 102), (effective January 2015).

The financial statements were approved by the Board of Directors on 16th December 2019 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Howard K Astin', written over a dotted line.

Howard K Astin
Director

e:merge (UK) Company Limited**Statement of Cash flows****For the year ended 31st March 2019**

	2019	2018
	£	£
Cash flows from operating activities:		
<i>Net cash provided by (used in) operating activities as below</i>	(27,760)	(16,656)
	-----	-----
Cash flows from investing activities:		
Purchase of property, plant and equipment	(1,793)	(13,408)
Proceeds from the sale of property, plant & equipment	-	-
	-----	-----
<i>Net cash provided by (used in) investing activities</i>	(1,793)	(13,408)
	-----	-----
Cash flows from financing activities:		
Repayments of borrowing	(10,771)	(16,842)
Cash inflows from new borrowing	-	-
	-----	-----
<i>Net cash provided by (used in) financing activities</i>	(10,771)	(16,842)
	-----	-----
<i>Change in cash and cash equivalents in the reporting period</i>	(40,324)	(46,906)
Cash and cash equivalents at the beginning of the reporting period	122,564	169,470
	-----	-----
Cash and cash equivalents at the end of the reporting period	82,240	122,564
	-----	-----
Reconciliation of net income /(expenditure) to net cash flow		
From operating activities:		
Net income /(expenditure) for the reporting period (as per the statement of financial activities)	(20,869)	(67,596)
Adjustments for:		
Depreciation charges	13,212	14,286
Loss on sale of fixed assets	-	-
Decrease in debtors	(6,741)	28,393
Increase in creditors	(13,362)	8,261
	-----	-----
Net cash provided by (used in) operating activities	(27,760)	(16,656)
	-----	-----

1. Statement of Accounting Policies

a) Basis of Accounting

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, Accounting and Reporting by Charities, SORP FRS 102 January 2015 and the Companies Act 2006. The accounts are prepared under the historical cost convention with the exception of the valuation of certain tangible fixed assets.

b) Income and endowments

Income and endowments are reported gross.

c) Donations and legacies

Donations and legacies are credited in full to the financial statements on a cash basis.

d) Direct Charitable Expenditure and Other Costs

Direct charitable expenditure comprises all expenditure directly relating to the objects of the charity. When necessary, support costs are allocated between direct charitable expenditure and other costs on a basis designed to reflect the use of the resources. Expenditure is included in the accounts when the liability is incurred and includes non-recoverable VAT.

e) Fixed Assets

Fixed assets are included at cost less accumulated depreciation.

Depreciation is provided on the following basis to write down the cost of the assets over their expected useful lives:

Freehold Property	2%	straight-line basis
Computer Equipment	33%	straight-line basis
Furniture and Equipment	25%	reducing balance basis
Motor Vehicles	25%	reducing balance basis

f) Restricted Funds

Where funds have been received for specific purposes they are treated as restricted funds.

g) Pensions

The charity contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered trusts. Contributions are charged as incurred.

e:merge (UK) Company Limited

Notes to the Accounts

For the year ended 31st March 2019

	2019	2018
	£	£
2. Staff Costs		
Salaries	286,023	353,938
National Insurance	16,009	20,949
Pension Contributions	13,353	16,820
	-----	-----
	315,385	391,706
	-----	-----

The average number of staff during the year, calculated on the basis of full-time equivalents was 17 (2018: 17).

	£	£
3. Net Income for the year		
this is stated after charging:		
Depreciation	13,212	14,286
Trustees expenses	78	519
Directors/Trustee's salaries	20,083	17,750
Accounting fees	1,550	1,550
	-----	-----
	34,923	34,105
	-----	-----

One long standing member of staff is also a trustee. They are paid for their staff role, but not paid for Trustee duties.

	£	£
4. Expenditure on		
Staff costs	315,385	391,706
Activity costs	34,199	33,332
Property expenses	15,982	15,801
Office and Administration expenses	15,113	12,496
Management information system	-	72
Professional expenses	5,131	5,764
Depreciation	13,212	14,286
Minibus expenses	9,948	8757
Travel expenses	5,524	6,337
Finance costs	8,613	9,344
Staff training course expenses	6,303	4,031
	-----	-----
	429,410	501,927
	-----	-----

e:merge (UK) Company Limited**Notes to the Accounts****For the year ended 31st March 2019****5. Tangible Fixed Assets**

	Freehold Property	Motor vehicles	Furniture & equipment	Computer equipment	Total
Cost	£	£	£	£	£
At 1 st April 2018	275,623	30,114	17,898	31,249	354,884
Additions	850	-	943	-	1,793
Disposal	-	-	-	-	-
	-----	-----	-----	-----	-----
At 31 st March 2019	276,473	30,114	18,841	31,249	356,677
	-----	-----	-----	-----	-----
Depreciation					
At 1 st April 2018	51,435	17,637	14,480	24,297	107,849
Charge for the Year	5,527	3,119	1,090	3,476	13,212
	-----	-----	-----	-----	-----
At 31 st March 2019	56,962	20,756	15,570	27,773	121,061
	-----	-----	-----	-----	-----
Net Book Value					
At 31 st March 2019	219,511	9,358	3,271	3,475	235,615
	-----	-----	-----	-----	-----
At 31 st March 2018	224,188	12,477	3,419	6,952	247,036
	-----	-----	-----	-----	-----

	2019	2018
6. Debtors: Amounts falling due within one year	£	£
Trade debtors	32,306	18,284
Prepayments	2,538	9,819
	-----	-----
	34,844	28,103
	-----	-----
7. Creditor: Amounts falling due within one year	£	£
Trade creditors	4,150	10,345
Accruals	1,550	1,550
Bank loans and overdraft	18,590	25,757
	-----	-----
	24,290	37,652
	-----	-----

e:merge (UK) Company Limited

Notes to the Accounts

For the year ended 31st March 2019

	2019		2018
8. Creditor: Amounts falling due after more than one year	£		£
Bank Loans	92,403		103,176
	-----		-----
9. Funds	Unrestricted	Restricted	Total
	£	£	£
Tangible Assets	235,615	-	235,615
Current Assets	90,930	26,154	117,084
Current Liabilities	(24,290)	-	(24,290)
Long term creditors	(92,403)	-	(92,403)
	-----	-----	-----
	209,852	26,154	236,006
	-----	-----	-----