CHAIRMAN’S REPORT

As ever the financial performance of the Lancaster Hotel is key to our ability to fund the work of the Association and to make grants to other like-minded charities. We expected uncertainty in 2016 but thanks to the prudent measures taken to postpone some capital expenditure in the refurbishment programme and to restrain somewhat our grant-making activity the out-turn was in fact satisfactory and our activities were not noticeably affected. Indeed I hope that you are impressed by the upgrading of the entrance to the hotel and the smart new carpet and fittings in the lounge – all part of our efforts to make the hotel attractive to our guests and ensure its future success.

In his Chief Executive’s report Uwe Maynard outlines the dual approach to our work and our efforts through some imaginative initiatives to be a relevant presence in our local community. It is perhaps worth stressing that this has not been at the expense of our traditional members’ programme which is as varied and extensive as always. Likewise in our grants to others over eighty five percent is directed to the YMCA movement, German organisations and our volunteer placement service.

It has already been reported that early this year Uwe Maynard was honoured by the German Government for his exceptional contribution to the success of the German YMCA and the Lancaster Hall Hotel, as well as his work with the Council for German Church Work and the German Welfare Council. Whilst not wishing to detract in any way from Uwe’s outstanding personal achievements we may all take pride from the recognition this implies of the Association’s continued importance in the life of the German community in London.

It is also an appropriate moment for me, on your behalf, to thank Uwe and all his talented team in both Hotel and Association for their dedication and hard work over the past challenging year.

Dieter Losse  Chairman
THE GERMAN YMCA

The Association continued with its range of programmes and activities throughout the year and maintained its two-pronged approach of supporting the German community in London and beyond whilst at the same time building ever closer links with our neighbours in the Paddington, Bayswater and Lancaster Gate area.

The Association is therefore considering new grant applications for 2017, these being support of the Paddington Children’s Holiday Scheme and the Stowe Centre Youth Club.

As mentioned in last year’s Annual Review, the Association received a legacy from the estate of Hilda Sloane of £167,855. This money was invested and the annual interest and dividends received (estimated at £6,500) were used to fund two new projects.

A musical theatre group, Stars & Nightingales, was launched in April 2016 for local children aged 6 to 14. They performed “The Pied Piper of Hamelin” at the Summer Street Party in Craven Terrace and “The Pirates of Paddington”, a piece written for the group, to family, friends and members in December. The children are already busy planning a new play for 2017.

The other new project funded by the legacy is to develop a choir at PIP, a local centre for adults with learning difficulties. The PIP Choir also performed at the Street Party and the Christmas Market.

Due to the uncertainties facing the finances of the German YMCA, in particular the performance of the Lancaster Hall Hotel following the Paris bombings in late 2015, the Management Committee of the Association reviewed the Aid to Others budget for 2016. As a result the budget was reduced from £112,770 in 2015 to £82,700 in 2016. This was achieved by reducing or discontinuing grants to a number of organisations whilst still supporting those whose financial future relies on the monies received and reflect our core values in their work.

However, although there was a very poor start to the year for the hotel, accommodation revenue being behind budget for the first six months, the second half was far better and overall the budget for 2016 was exceeded.

This, and the welcome news that Aktion Sühnezeichen have secured alternative funding from autumn 2017, has meant that for 2017 some of the cuts implemented in 2016 can be re-instated and new projects funded, see above.

Uwe Maynard  Chief Executive
OUR VOLUNTEERS STORIES

Since 2011 the German YMCA has been hosting volunteers through the EVS programme and there was a re-union of former volunteers in early 2017. Below is a series of interviews in which they share how their time in London has impacted their lives, studies and future careers.

**Felix Kusch**  
June 2013 to July 2014

I was not sure what to do in the future before I came to London but after starting my volunteer placement I decided to study political science in Berlin. I think that the social diversity in London helped me to make this decision because I got interested in how societies and social and political structures work. Living in such a diverse and multicultural city as London and experiencing all the positive and negative aspects of it made me interested in how society works, which is why I decided to study Political Science. I also decided to move to Berlin because I realised that I like living in a big city due to all the choices I had in London. During my EVS placement I also improved my English skills, which helped me during my studies in Sweden and whilst travelling.

**Katharina Baumeister**  
September 2013 to July 2014

Before I started my EVS, I knew I wanted to become a teacher. However, I didn’t know which subjects most appeal to me. Now I am studying English language, literature and educational science. My EVS placement helped me to make up my mind and make a decision as I had eleven months to think about it. “Heidi & Peter” offered insight into what teaching a language could look like and I really enjoyed that. My time in London taught me so many things. I learned a lot about myself and I realised what really matters to me. This is what now influences my choices. For instance it encouraged me to opt for a profession where I am in contact with a lot of different people. Moreover I enjoy travelling and discovering new cities, countries and cultures more than ever as my time in London has broadened my horizon. So, I would say that my time in London affected my future in a positive way.
Johannes Hitzegrad  
September 2014 to August 2015
When I came to London after finishing school I was not sure what I wanted to do afterwards. During the year I didn’t really manage to make that decision, so that I started to study business administration, which I didn’t enjoy at all. Quite soon I decided to change my degree course and went to Politics and History. That was definitely the right decision. I’m sure that my time in London and the voluntary service helped me to come to that decision, because it made me more open-minded and relaxed with regard to making decisions like these. Moreover, I learned a lot about society and when I returned to Germany, I was sure that I wanted to contribute to society to give something back. That’s why I started to get involved with some organisations when I came back. This voluntary work has become an important part of my life. During my time in London I learned quite a lot about myself and my personality, became more open-minded and spontaneous. But I find it difficult to specify the things I learned. They are mostly soft skills. What I can say is that it has helped me to have a good and relaxed start at university.

Merle Wessel  
July 2014 to June 2015
I am studying German and English in order to become a teacher, something I had always considered but my time as a volunteer influenced my final decision. As I always knew that I wanted to work with people in the future, my time at the German YMCA gave me the perfect opportunity to figure out with which age group. The tasks during the year were very varied and I worked with small children, teenagers, disabled adults and the elderly. I enjoyed spending time with all of them but working with children fulfilled me the most. That is why I decided to become a teacher. Furthermore, spending time in an English speaking country and being around the language a lot of the time awakened my interest in this language. Therefore one of the subjects I am studying is English and I hope to be able to make children learn the language with a lot of joy.
**Luca Daniel**  July 2015 to June 2016

Even though my voluntary service didn’t influence the greater topic of what I wanted to study, it still helped me with future choices in my life. For example I decided to become a “EuroPeer” immediately after I finished my EVS to share my positive experiences about Europe and volunteering abroad. Now I attend and host events about Europe and Erasmus+ from time to time. I’m also still in contact with my sending organisation and take part in some of their activities as a former participant. My voluntary service also helps me with applications for student jobs etc. as it shows that I’ve already made experiences working in an office with other colleagues and developed important soft skills. Probably my EVS will also influence even more of my future choices as I plan to study abroad for a term or maybe even for my whole master studies. Because of my experiences abroad I already have some concrete plans on where to go and how to spend this time.

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**Britta Campsheide**  September 2015 to August 2016

Before I did my A levels I had no idea what I wanted to do in the future. I only knew about the different school subjects, some of which I enjoyed more than others. But I did not know which career would be right for me so I took a year off to do something completely different. I am now studying at the university of Münster to become a primary school teacher.

I really enjoyed the many different tasks at the German YMCA. I was also able to get in contact with all age groups and didn’t only work with children, but also explored London with the au pairs and visited many elderly people at home. In this way I got to know many different corners of London that I probably never have been to otherwise. I also loved working at PIP and have gained a lot of experience in dealing with people with disabilities. Not only did I enjoy working at the German YMCA, but also the many possibilities of leisure activities. I loved exploring London with Luca or travelling throughout the UK.
HELPING OTHERS - A Short Overview

The Association continues to support other charities and projects by direct financial aid in the form of grants or reduced rates for the use of our facilities and by staff supporting the work of these organisations.

**Action Reconciliation Service for Peace (ARSP):** A grant of £31,500 in support of projects undertaken in partnership with other organisations.

**Street Dance:** During the course of the year four local schools and PIP were able to arrange Street Dance clubs, fully funded by the Association at a cost of over £6,000.

**St James’s Paddington:** A donation of £250 towards their roof fund and supporting various fundraising and social events.

**Friends of St Mary’s Hospital:** A donation of £2,700 towards specialist equipment in their children’s ward.

**St James & St John School PFA:** A donation of £770 and general support with fundraising and school and social events.

**German Welfare Council:** A grant of £18,000 towards salary and other costs and by the provision of rent free office space.

**Pastoral Assistants for London West:** A grant of £2,500 towards the cost of employing a Pastoral Assistant.

**Y-Care International:** A grant of £2,000 for international youth work.

**YMCA England:** A grant of £8,221 towards general administrative costs.

**PIP:** Funding a singing class, £1,075 and other donations of £1,420.

**German Choir London:** A grant of £2,000 towards general expenses.

**German Seamen’s Mission:** A grant of £1,000 for general welfare work.

**Sutton Coldfield YMCA:** A grant of £7,500 towards employing a volunteer and supporting their summer programme through volunteers.

**German Christ Church - London:** A grant of £1,100 towards the expenses of arranging the annual St Martin’s Procession and free accommodation for their musicians.

**Foundation for Young Musicians:** A bursary of £3,000 was made to support students from underprivileged backgrounds.

**Total Aid Given:** In total £77,011 was donated to other organisations (£119,524 in 2015).

**Volunteers:** Our volunteers directly supported a variety of organisations by the gift of time to support their work.
Afternoon & Evening Programmes

Anglo-German Circle is our longest running programme with meetings every week. It offers a wide range of activities including films, games evenings, readings by members, talks on a variety of subjects and many others.

Faith Talk is a series of lectures looking at different aspects of religion and belief. During the year 6 lectures were held.

Feierabend Club meets twice monthly to watch films in German or English followed by a members’ social with tea, coffee and biscuits after every programme.

At Home with Heidi is another highlight in our calendar. Heidi Corbridge invites members and friends to her home for a Glühwein evening in February and a superb BBQ in summer.

Music Programmes

Schubert Society Concerts are run in partnership with the Schubert Society of Britain. During the year 10 concerts were held, either on Sunday afternoons or Thursday evenings and a special concert at Charterhouse. They are much appreciated by members and friends in the local community. The concerts are of the highest standard and often feature young artists at the beginning of their careers.

Peter’s Music is presented by our member Peter Stokes every Wednesday and has become one of our most popular programmes. It allows members to enjoy good music and an opportunity to socialise afterwards. During the year there were also 6 Peter’s Music Live featuring a range of music and artists.

Voices in Harmony is another firm favourite, presented by Frank, Terry, Wally and friends. Guests have the opportunity to come for a meal beforehand and then go to the show! In 2016 they presented 2 shows with around 100 guests attending each. They raised £415 for Age Exchange and £320 for Queen Victoria’s Seamen’s Rest.
AU PAIRS AND YOUNG ADULTS

**Au Pair Services** are provided for au pairs that are recruited by the Association and those that come through other organisations or direct. This includes a variety of leisure programmes, trips and outings, theatre trips and the Thursday “Tea Morning”.

The Association offers a unique placement service that enables prospective au pairs and families to meet before they commit to each other. This “getting to know you” has proved very successful over the past years but now au pairs are also placed directly into families who communicate via email, phone or Skype.

Au pairs and families are also supported when issues occur, either between the family and au pair or where an au pair has a problem unconnected with the family. This support often, but not always, resolves the matter to the satisfaction of all.

**Dare to Differ** started as a series of intercultural lectures for au pairs but is now open to any young adult interested in learning about British law, culture, politics, education, traditions, social issues and how these subjects compare to those of Germany.

**Lo-Co** - London Connections is the programme organised and run by our volunteers for young adults, mainly au pairs, students and volunteers, who are in London for relatively short periods only. The varied programme is chosen by the participants themselves with an emphasis on having fun whilst in London.

LANGUAGE CLASSES

**German classes** are offered five times a week during term time at varying times and levels, allowing participants to learn the language and gain an appreciation of the traditions and culture of Germany.

**English - but different!** is aimed at students, au pairs and other young adults who wish to learn the English language in a fun and informal way, concentrating on colloquial expressions, slang and idioms as used in our daily communications. Giving the background to these expressions also introduces the participants to English culture, history and traditions.

**Italian** is taught at lower intermediary level by Manuela Massaro, a member who is a native Italian and offers this programme on a voluntary basis.
ADVICE AND CHAPLAINCY

Chaplaincy support is given to our members and friends by Udo Bauer, the Association’s Chaplain. He offers counselling and advice and often visits members who can no longer travel in their homes or hospital. If requested he will give Holy Communion and also conducts funerals on behalf of members and their families. He occasionally helps out with services in the German Congregations.

General Counselling is available for members and visitors to London from our Programme and Youth Secretaries. They are able to advise on a variety of subjects including employment, accommodation and personal problems.

GiD - Gespräche in Deutsch is a German-speaking telephone contact service for any German-speakers who wish to speak in their mother tongue and is primarily aimed at those who have little opportunity to do so, often lonely, isolated or housebound.

PROGRAMMES FOR CHILDREN

Struwwelpeter is a chance for parents and children to meet with others in a German language setting. Meeting every week, 12 to 18 parents make contact with others who are German speakers whilst children play, read stories, sing and generally have fun.

After School Club, takes place every two weeks during term time. Parents and children from the local community get together for a variety of activities with around 15 to 20 participants each week. Parents and children are encouraged to contribute ideas for future meetings, outings etc..

Stars & Nightingales commenced in spring 2016. It is a musical theatre workshop where the children are involved in everything from performing and writing the script to designing and making their costumes and scenery. This has been made possible by the generous legacy of our former member Hilda Sloane.

TRIPS AND OUTINGS

The 156th Anniversary commenced with our members and friends taking breakfast together at the Lancaster Hall Hotel followed by a service of thanksgiving in St James’s Paddington. They then enjoyed a trip to the Bluebell Railway.

Other outings were trips to Worthing and Chichester and Northleach and Gloucester. We also visited the Royal Parks Foundation and arranged an organ concert in memory of Thea and Karin Benner.
VOLUNTEER PLACEMENT SERVICE - VPS

Our VPS programme, to enable prospective volunteers find suitable projects and obtain European funding, has become an increasingly important aspect of our work. The staff involved are now acknowledged by other agencies to be leaders in this field of expertise, with an in-depth knowledge of international youth opportunities and funding options. They are often the first suggested point of contact for anyone looking for a placement. The staff assist other organisations, particularly YMCA’s, in obtaining funding for specific projects.

VPS has placed volunteers from various countries into projects in the UK, Germany, Spain, Sweden, Malta and Italy, with placements ranging from an arts project, support for refugees, political education and general youth work.

VPS also arranges for many short term internships, bringing together prospective interns and employers.

FUNDRAISING

Christmas Market, as always our busiest fundraising event, with the Market itself and the Christmas Shop the following week raising £2,700 towards specialist children’s equipment at our local St Mary’s Hospital. Our thanks go to our members, friends and shoppers and to those who donated stock, in particular to “The Sausageman” who donated a range of German meats and delicatessen produce.

Bring & Buy sales were held three times and raised £650 for PIP, £700 for the West London Day Centre and £622 for a concert for the residents of Charterhouse.

Voices in Harmony raised £415 Age Concern and £320 for the Queen Victoria’s Seamen’s Rest.

Skat (a German card game similar to Bridge) evenings took place every month and raised £415 for the German Welfare Council.
My time at the German YMCA - Davia Rosenbaum
For nearly ten months I have been working as a volunteer here at the German YMCA. One of the most interesting aspects for me was working with people of all ages in different charities. It was great to get to know all the staff who work here, in the hotel and in the youth office and to be part of the team. My tasks are varied but one of the things I have enjoyed most are the home visits. Over a cup of tea all sorts of topics can be discussed. Talking about my home town Potsdam was wonderful as well and I do hope to see some of you there. Another highlight was organising the volunteer weekend on which some of the former volunteers came together. It was a great chance to share stories and to compare their voluntary service with the service Sören and I are doing. They helped us with the survival guide we wrote for future volunteers in London. It can be found online and will hopefully help others. As my time here comes to an end, I can look back at the wonderful year I have had in London. I have learnt a lot about the person I want to be and what I want to achieve in life. I am looking forward to going to university but the German YMCA and the people I have met will always stay close to my heart.

My time at the German YMCA - Sören Kothe
The whole experience here at the German YMCA in London was just marvellous. It was a great pleasure and a privilege for me to work together with my colleagues at this organisation and at the several projects where I had many different tasks and duties. The diversity of these projects suited me very well and I was glad to have been given this opportunity. During my time here I gained independence, became more tolerant and got used to living in a big city. I learnt to listen to and work with people of many different origins, ages and a different attitude towards life. Furthermore, the German YMCA is part of a friendly and welcoming community in Paddington which is visible at different events such as the Christmas market and the Parish Revue. I enjoyed being part of this community.
The start of 2016 was relatively quiet, partly a result of the terrorist attacks in Paris the previous year. By the end of August accommodation revenue was £20,000 below budget but from September onwards bookings improved and the budget was achieved by the end of the year.

The improved trading, which was experienced by London hotels in general, appears to be as a result of the £/€ exchange rate following Brexit, which made London relatively cheaper than in previous years.

The average occupancy for the HOTEL was 84.2%, an increase of just 0.3% compared to the previous year but, looking back over the past five years, occupancy is constantly in the mid to high eighties. Given that historically the ratio on a Sunday is seldom more than 40% the highest realistically achievable ratio is around 90%. Against this background the results for the past five years may be considered very satisfactory.

The average occupancy for the YOUTH WING was 70.0%, a decrease of 1.6% compared to the previous year. Altogether 75 groups stayed in the youth wing compared to 79 in 2015 and 96 in 2014. This reduction in group numbers is clearly of concern but no specific reason can be identified. It must however be pointed out that in financial terms the hotel benefits as the rooms become available for individual travellers paying full rate as opposed to group rates.

The conference business of the hotel is a major source of revenue, which contributes disproportionately to profit as the marginal costs are low. The rental from the Nursery is included in this income. The revenue received for 2016 was £60,379, compared to £55,958 in 2015 and £44,621 in 2014. This represents an increase of almost £16,000 or 35% over two years.

Following the installation of double glazing to the front elevation in 2014, the rear elevation was completed in 2015, together with a new front entrance including automatic doors and the lounge and York Room windows at street level.

The windows to the restaurant and kitchen were due to be replaced in 2016 but owing to the uncertainties regarding tourism in London it was decided early in the year to postpone this work.

The York Room and Lancaster Hall lighting was updated and both rooms re-decorated and new curtains fitted. New conference furniture will be purchased in 2017.

Arrangements were made to re-carpet and decorate the lounge and restaurant in February / March 2017 and possibly change the lounge furniture.
A WORD OF THANKS

Although we have already acknowledged with thanks the services of some of our volunteers, we wish to conclude this report with a “Thank you” to all people who supported the Association in various ways during the year.

Our thanks therefore go:

- to our guests from all over the world, for their patronage,
- to our staff for their important contribution through their services in the Hotel and for the Association,
- to individuals in other Organisations, in our Embassies and our Churches, who work with us in a common cause,
- to our various professional advisers,
- to our members and friends for their monetary contributions but, more importantly for their continued interest in our activities,
- to all our voluntary helpers, who give generously of their talent and time.

ON BEHALF OF THE BOARD OF MANAGEMENT

U.K. Maynard
Chief Executive

GERMAN YOUNG MEN’S CHRISTIAN ASSOCIATION
35 Craven Terrace, London W2 3EL
Tel: (020) 7723 9276 Fax: (020) 7706 2870
Founded in London 1860 Reg. Charity No. 250118
Although we had several changes, we list here all members who served throughout or part of the year.

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<th>Position</th>
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<td>President</td>
<td>Mr P. Mallinckrodt</td>
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<td>Chairman</td>
<td>Mr D. Losse</td>
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<td>Management Trustees</td>
<td>Pastor G. Amann, Mr. C. Daur, Ms N. Daur, Ms A. Fox, Mr D. Losse, Mr P. Mallinckrodt, Mr J. Peacham, Mr P. Stokes, Mr M. Tinsley, Ms S. Yates</td>
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<td>Holding Trustees</td>
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<td>Programme Committee</td>
<td>Ms A. Fox, Mr F. Knight, Mr J. Peacham, Mr P. Stokes, Mrs U. Tottman</td>
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<td>Chief Executive</td>
<td>Mr U. Maynard</td>
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<td>Programme Manager</td>
<td>Ms A. Melsheimer</td>
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<td>Programme Secretary/Chaplain</td>
<td>Mr U. Bauer</td>
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<td>Youth Secretaries</td>
<td>Ms B. v. Alten, Ms R. Shilson</td>
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<td>Volunteer Placement Secretary</td>
<td>Ms A. Melsheimer</td>
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<td>Programme Assistants</td>
<td>Mr L. Daniel, Ms B. Campsheide, Ms D. Rosenbaum, Mr S. Kothe</td>
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LANCASTER HALL HOTEL LIMITED

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<td>Directors</td>
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<td>Mrs R. Tinsley</td>
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<td>Assistant Managers</td>
<td>Ms S. Delgado-Ortiz, Ms B. Fiedler, Ms H. Melzer, Ms C. Ruiz-Millan</td>
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www.german-ymca.org.uk

Main Entrance and Reception: Lancaster Hall Hotel  35 Craven Terrace

Offices and Youth Lounge: 31 Craven Terrace

Founded in London 1860  Reg. Charity No. 250118