

FRONTIERS

England & Wales · Charity number 1012566

Details

Other names	FRONTIERS (UK) LIMITED
Status	Registered
Legal form	Charitable company
Company number	02585745
Registered	1992-07-03
Register	View on the Charity Commission register

Contact

Address	Frontiers Po Box 1445 High Wycombe HP12 9BU
Phone	03033335051
Email	info@frontiers.org.uk
Website	www.frontiers.org.uk

Activities

Objects: TO ADVANCE THE CHRISTIAN RELIGION AMONGST THOSE PEOPLE WHO HAVE NOT HAD THE OPPORTUNITY TO CONSIDER THE CHRISTIAN FAITH AS THEIR RELIGION.

Activities: The Company's primary objective is to advance the Christian religion amongst those people who have not had the opportunity to consider the Christian faith as their religion. In accordance with our faith we seek to love people and give practical help where we can. The Company carries out this role through its relationship with the wider Frontiers worldwide movement.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Overseas Aid/famine Relief, Religious Activities
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,717,549	£1,877,461	£972,969	11
2023-12-31	£1,910,092	£2,037,360	£1,132,881	12
2022-12-31	£2,517,687	£1,947,367	£1,260,149	12
2021-12-31	£1,704,478	£1,733,633	£689,829	17
2020-12-31	£1,656,167	£1,673,858	£718,984	16

Trustees

Name	Role	Appointed
Keith Elmitt	Chair	2015-10-13
Daniel Aanderud		2015-10-13
IAN MACKENZIE LINTON		2015-02-12
John Lowood Richards		2025-03-07
Matthew James Knell		2022-07-05
Ruth Moffat		2023-02-22

FRONTIERS

England & Wales - Charity number 1012566

Accounts

FRONTIERS

ANNUAL REPORT

& ACCOUNTS

2024

CONTENTS

Annual report

What we do	2
Our impact in 2024	2
Future plans	3
Financial review	4
Structure, governance & management	5
Corporate directory	8

Annual accounts

Statement of financial activities	9
Balance sheet	10
Cash flow statement	11
Notes to the financial statements	12
Independent auditor's report	19

WHAT WE DO

We help churches to identify, train, send and support members overseas:

- for the benefit of local communities,
- in teams,
- making known the love and teaching of Jesus,
- prioritising communities with least opportunity.

Our strategies to achieve this objective are:

- raising awareness in Britain of opportunities for service (website, social media, podcast, publications, prayer news, conferences and events),
- encouraging enquirers: small groups, short visits, training and coaching,
- helping applicants to train, connect and join over 280 overseas teams,
- supporting field members, with their churches, practically and pastorally,
- supporting projects that benefit communities, according to local needs, including education, development, local businesses, relief work and healthcare.

We are part of the wider Frontiers movement – an international fellowship of semi-autonomous teams comprising 2,100 members in over 80 countries. Each team or organisation operates independently, but with clear lines of accountability and oversight, and a strong commitment to shared vision and values.

OUR IMPACT IN 2024

Recruitment and development of long-term harvest workers

We thank God for 13 new long-term members sent overseas in the last 18 months, and 11 applicants preparing to go in 2025-26, including new teams to new locations.

We continue to work closely with a cohort of about 100 young people taking active steps to explore long-term overseas service. Members of this group meet regularly online and attend quarterly face-to-face weekend training events. 31 people went on a series of short-term vision/prayer/training overseas trips last year.

Our pre-field training programme continued well, with field candidates training three times a year, including a week-long event which includes practical training in evangelism. Pre-field preparation includes personal mentoring, and the coaching and development of new team leaders.

We increased support for sending from other nations – in Asia, Europe, and South America through finance, mentoring, shared resources and training. A particular encouragement recently was a well-attended training event in Central Europe in partnership with a local sending agency. In both Britain and across the world, we are seeing growing faith and passion for global mission among young people as they seek training and mentoring to give their lives for others in challenging locations.

Information and communications

As well as speaking and offering support and training at churches, universities, and other venues, we continued to upgrade our website and expand our increasingly popular online resources. These include the *MomentumYes* video and discussion course, used widely by churches and small groups to equip believers to share Christ across cultures. Our *RAWMission* podcast—featuring life-changing interviews—now boasts 80 episodes and over 100,000 downloads across 160 countries.

In 2024, we hosted a well-attended *Awaken* prayer weekend for young adults exploring overseas missions. This event is running again this year at a larger venue.

Care and support for local communities

We continue to raise and distribute funds—with careful oversight and supervision—to support over 200 field members and field projects. Some initiatives provide short-term relief, such as food parcels and temporary shelters in response to conflict, natural disasters, or displacement. Others, supported by long-term teams, focus on sustainable community development through training, education, and healthcare.

Our member care team, working in partnership with sending churches, received excellent feedback over the past year. They continue to provide vital support to all field members and their families, with particular attention to those in transition or serving in especially challenging locations.

FUTURE PLANS

Over the past year, after much prayer, we have felt led to launch a campaign to double our impact—specifically, the number of long-term field members, our community of committed prayer partners, and our financial support base. This vision is a response to the unprecedented opportunities that have opened up around the world in recent years.

We have already been encouraged in pursuing these goals. Our largest-ever supporters and enquirers conference last November, along with a strong increase in enquirers actively taking steps toward long-term ministry, have been significant affirmations of this direction.

We are about to purchase the freehold of premises in central High Wycombe for £1.1m, being financed by sale of our existing freehold property outside High Wycombe and a long-term loan. This larger facility allows us to grow our home team, and offers greater flexibility for training, internships, a recording studio and future developments.

Our goals for 2025-26 include the development of enquirers groups meeting locally, giving increased support and leadership development opportunities for the growing number of young people across the UK pursuing long-term overseas service. We are also expanding a variety of short-term overseas visits for vision or prayer.

We are also launching a new initiative to support British churches in developing their vision for overseas ministry to least reached peoples and places.

FINANCIAL REVIEW

We thank God for total income of £1.7M in 2024, (shown on page 9). This was below 2023 when we received substantial gifts for projects and disaster response.

Total expenditure in 2024 of £1.9M was slightly below 2023 due to returning field members. Specific gifts are promptly applied to support field members and projects.

Net assets in December 2024 (shown on page 10) of £973k comprised:

- £116k of restricted reserves, being gifts for specific projects or members,
- £619k of designated funds, mainly for purchase of larger premises, and
- £238k in the general fund, not designated for a particular purpose.

Volunteers on our home team contributed an average of 13 days per week and were engaged in all areas of activity, especially pastoral support of overseas members.

Grants from restricted funds are made in line with donors' wishes, and from unrestricted funds in line with the trustees' judgment. Grants are made only to members and projects which demonstrate clear supervision, oversight and accountability, to ensure they are used effectively to benefit local communities.

The trustees' policy is to maintain the general fund at between 3 and 6 months of unrestricted expenditure. At this level, activities could continue in the event of a significant drop in income until remedial action becomes effective. The general fund at 31 December 2024 of £238k represented 7 months of unrestricted expenditure.

Our investment policy is to maintain high liquidity while ensuring maximum security, with funds invested with financial institutions protected by the government-regulated Financial Services Compensation Scheme. The Charity has no social investments.

Fundraising practices

No outside agents are engaged to approach the public on our behalf; all applications for funds are prepared in-house; and no complaints have been received about our fundraising practices.

We seek to protect vulnerable people and others from unreasonable intrusion from any fundraising communications. Where vulnerable people or those acting on their behalf request no further communications, we act on their wishes immediately. We also remove recipients of communications from our mailing list when requested. We are registered with the Fundraising Regulator and committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

STRUCTURE, GOVERNANCE & MANAGEMENT

Frontiers is a charity and a company limited by guarantee, governed under a memorandum and articles of association. Legal and administrative details are set out on page 8.

Overall responsibility lies with the board of trustees (who are also directors for the purposes of company law). Trustees retire each year but are eligible for re-election. New trustees are appointed by the board, who seek people with relevant skills and experience, and in sympathy with the Charity's objectives and ethos. Induction and training are provided on a personal basis as appropriate. Policy and major financial decisions are made by the board. Day-to-day running of the Charity and responsibility for implementing these decisions are committed to the chief executives.

Trustees give their time freely and receive no remuneration. Trustees' expenses and other related party transactions are disclosed in Note 6 to the accounts.

Members located overseas are accountable to local and regional team leaders and raise their own financial support. They have the backing of the Charity in raising support, including the provision of training and expertise.

Home staff are encouraged to raise their own financial support. Modest salaries are paid to some staff, including the chief executives.

The trustees have regard to the Charity Commission's published guidance on public benefit. The Charity delivers a public benefit to many communities through services provided by overseas members, including support to those suffering from conflicts and natural disasters and projects to promote long-term development of local communities, through training, education, healthcare etc.

Risks and uncertainties

The trustees have reviewed the Charity's current and planned future activities in the light of major risks, and the effectiveness of systems and procedures designed to manage them.

The principal risks and uncertainties are reputational damage in the event of a high-profile complaint or legal action alleging lack of due care for staff or field members; a sharp reduction in donation income; or financial mismanagement.

Our plans to manage risks include careful assessment of applicants, risk assessments and contingency plans, a support network for overseas members, a system of financial controls, a robust safeguarding policy, incident reporting, strong oversight and accountability of field projects, maintaining adequate financial reserves, secure IT systems and insurance cover.

The trustees consider adequate resources will continue to be available to fund activities for the foreseeable future, there are no material uncertainties about the Charity's ability to continue operating, and it therefore remains a going concern.

Auditor

Xeinadin Audit Limited offer themselves for re-appointment as auditor in accordance with Chapter 2 of Part 16 of the Companies Act 2006.

Trustees' responsibilities in relation to the accounts

The trustees are responsible for preparing this report and financial statements in accordance with United Kingdom Generally Accepted Accounting Practice, Accounting Standards and applicable law.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the net income and expenditure of the Charity for that period. In preparing these financial statements, the trustees are required to:

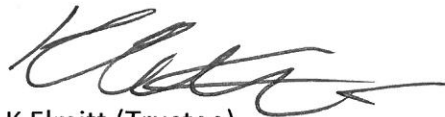
- select suitable accounting policies and apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgments and estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures explained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

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charity's transactions, to disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the Charity's assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as each trustee is aware:

- there is no relevant audit information of which the Charity's auditor is unaware; and
- trustees have taken all steps they should have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the board on 15 July 2025.



K Elmitt (Trustee)

CORPORATE DIRECTORY

Company Registration Number	2585745
Charity Registration Number	1012566
Trustees	K Elmitt (Chair) D A Aanderud M J Knell I M Linton R Moffat P N MacInnes J L Richards (appointed 7 March 2025)
Chief Executives	P A Bancroft M D Jones
Principal Address	PO Box 1445 High Wycombe, HP12 9BU
Registered Office	5 Robin Hood Lane Sutton, SM1 2SW
Auditor	Xeinadin Audit Limited Chartered Accountants 5 Robin Hood Lane Sutton, SM1 2SW
Principal Bankers	Barclays Bank plc PO Box 23 Northampton, NN1 4YD CAF Bank Limited 25 Kings Hill Avenue West Malling, ME19 4JQ

FRONTIERS

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income & expenditure account)

for the year ended 31 December 2024

		<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>2024</u>	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>2023</u>
	Note	£	£	£	£	£	£
INCOME & ENDOWMENTS							
Donations & legacies	2	261,235	1,432,086	1,693,321	227,365	1,654,207	1,881,572
Charitable activities	3	7,686	-	7,686	14,985	-	14,985
Investment income		16,542	-	16,542	13,535	-	13,535
Total income		285,463	1,432,086	1,717,549	255,885	1,654,207	1,910,092
EXPENDITURE							
Raising funds	4	29,358	2,119	31,477	23,731	1,539	25,270
Charitable activities:	5						
Programme development & support		281,240	1,446,461	1,727,701	306,909	1,585,488	1,892,397
Information & education		50,342	27,934	78,276	56,482	26,125	82,607
Management & administration		37,207	2,800	40,007	34,299	2,787	37,086
Total expenditure	7	398,147	1,479,314	1,877,461	421,421	1,615,939	2,037,360
Net (expenditure)/income		(112,684)	(47,228)	(159,912)	(165,536)	38,268	(127,268)
Funds brought forward		969,903	162,978	1,132,881	1,135,439	124,710	1,260,149
Funds carried forward		857,219	115,750	972,969	969,903	162,978	1,132,881

The Company had no recognised gains or losses other than those shown above for either financial year.

The notes on pages 12 to 18 form part of these financial statements.

FRONTIERS
BALANCE SHEET
At 31 December 2024

	<u>Note</u>	<u>2024</u>	<u>2023</u>
		£	£
FIXED ASSETS			
Tangible assets	9	<u>490,499</u>	<u>496,663</u>
CURRENT ASSETS			
Stock		791	621
Debtors	10	156,622	226,571
Investments	11	172,682	85,000
Cash at bank and in hand		<u>491,523</u>	<u>698,735</u>
		821,618	1,010,927
CREDITORS			
Amounts falling due within one year	12	<u>(339,148)</u>	<u>(374,709)</u>
NET CURRENT ASSETS		482,470	636,218
NET ASSETS		<u>972,969</u>	<u>1,132,881</u>
FUNDS			
Unrestricted funds:			
General fund		237,963	187,961
Designated funds	13	<u>619,256</u>	<u>781,942</u>
		857,219	969,903
Restricted funds	13	115,750	162,978
Total funds		<u>972,969</u>	<u>1,132,881</u>

The financial statements on pages 9 to 18 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. They were approved by the board of directors on 15 July 2025 and are signed on their behalf by:



K Elmitt
Director
Frontiers
Company number 2585745

FRONTIERS

CASH FLOW STATEMENT

for the year ended 31 December 2024

	<u>Note</u>	<u>2024</u> £	<u>2023</u> £
Cash (outflow)/inflow from operating activities	16	<u>(136,034)</u>	<u>303,293</u>
Cash flows from investing activities:			
Investment income		16,542	13,535
Proceeds from disposal of tangible fixed assets		382	-
Purchase of tangible fixed assets		(420)	(5,420)
Cash provided by investment activities		<u>16,504</u>	<u>8,115</u>
(Decrease)/increase in cash and cash equivalents in the year		(119,530)	311,408
Cash and cash equivalents at the beginning of the year		<u>783,735</u>	<u>472,327</u>
Cash and cash equivalents at the end of the year		<u><u>664,205</u></u>	<u><u>783,735</u></u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2024

1. ACCOUNTING POLICIES

Basis of preparation

Frontiers is a charitable company limited by guarantee, incorporated in the United Kingdom and registered in England and Wales. Legal and administrative details are set out on page 8. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102, and the Charities Statement of Recommended Practice (FRS102). The financial statements are prepared in pounds sterling rounded to the nearest pound.

The principal accounting policies, which have been applied consistently, are described below.

Fund accounting

Incoming resources for specific purposes declared by donors are held separately as restricted funds. General reserves are unrestricted funds available for use at the trustees' discretion in furtherance of the Charity's charitable objectives. Designated funds are set aside by the trustees for specific purposes.

Income

Income is recognised when entitlement is established, receipt is probable, and its amount can be quantified with reasonable accuracy.

Donated goods are included in income at their market value when received. Time donated by volunteers is not recognised in the financial statements, but their significant contribution is discussed in the trustees' report.

Individual members make contributions to the general funds of the Charity out of the gift income they receive at a rate of 5% for UK-based members and projects and 10% for members based overseas.

Expenditure

Grant payments to third parties are accrued once the recipient has been notified of the grant award and where any unfulfilled conditions attaching to the grant are outside the control of the Charity. Other expenditure is recognised once there is a legal or constructive obligation to make a payment, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and apportioned between the costs of raising funds and charitable activities. Charitable activities expenditure is further analysed between programme development & support, information & education, and management & administration, as described in notes to the accounts. Expenditure apportionment is based on an analysis of time spent.

Pensions

The Charity operates a defined contribution scheme for the benefit of employees. Contributions are charged to the income and expenditure account in the year they are payable.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful economic lives, as follows:

Building services	10 years
Furniture & other equipment	3-5 years

No depreciation is provided on freehold land and buildings. The trustees have a policy of maintaining the property to a high standard which prolongs its useful life and enhances its residual value and accordingly consider any depreciation to be insignificant and immaterial. Properties are reviewed annually by the trustees for any impairment of value.

Investments

Financial assets convertible into cash within 3-12 months are defined as short-term investments.

Debtors

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.

Cash at bank and in hand

Cash at bank and in hand includes accounts held at call with banks and cash in hand. Cash equivalents include monies available within 3 months without interest penalty.

Creditors and provisions

Creditors and provisions are recognised when the Charity has a legal or constructive financial obligation that can be reliably estimated for which payment is expected to be made.

Financial instruments

The Charity has financial assets and liabilities only of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently measured using amortised cost on the effective interest rate method.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2024

2. DONATIONS & LEGACIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>funds</u>	<u>Funds</u>	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Donations and legacies	125,668	1,432,086	1,557,754	1,749,721
Contributions from members	135,567	-	135,567	131,851
	<u>261,235</u>	<u>1,432,086</u>	<u>1,693,321</u>	<u>1,881,572</u>

3. INCOME & ENDOWMENTS FROM CHARITABLE ACTIVITIES

These comprise income from training events, book sales, a hospitality house and short-term assignments. The primary aim of these activities is to assist members preparing to go overseas and to raise understanding of the Charity's activities and opportunities for service, with charges being made to defray costs.

4. EXPENDITURE ON RAISING FUNDS

Most voluntary income is generated by members on an unpaid voluntary basis. Costs to the Charity of generating voluntary income are those incurred in seeking donations and do not include the costs of disseminating general information about the Charity's activities and opportunities.

5. CHARITABLE ACTIVITIES

Programme development & support expenditure from restricted funds comprises gifts to members and projects, in line with donors' wishes. Such expenditure from unrestricted funds comprises the costs of providing support and training to prospective and current overseas members.

Information & education expenditure comprises the costs of raising awareness of the needs and opportunities for service, through the website, video and podcast resources, literature, conferences, and other events.

6. RELATED PARTIES

Related parties are the trustees, key management personnel (considered to be the chief executives), and their close family members.

Trustees receive no remuneration for their services. Total compensation paid to the chief executives was £52,099 (2023: £52,260).

No trustee expenses were incurred (2023: Nil).

Donations received from trustees totalled £1,740 (2023: £3,150), of which £1,010 (2023: £1,660) was for restricted purposes.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

7. EXPENDITURE

	<u>Raising funds</u>	<u>Programme development & support</u>	<u>Information & education</u>	<u>Management & administration</u>	<u>Total 2024</u>	<u>Total 2023</u>
	£	£	£	£	£	£
Member support	25,355	1,476,534	58,321	19,386	1,579,596	1,762,262
Field projects	-	147,840	-	-	147,840	133,708
Office running costs	3,638	26,318	5,852	3,025	38,833	36,101
Frontiers International Office	-	29,304	-	7,510	36,814	35,174
Travel	456	14,701	2,642	740	18,539	21,359
Training & conferences	231	15,011	88	197	15,527	14,582
Website & media	1,253	2,445	8,828	-	12,526	11,455
Legal & professional fees	-	5,331	-	2,000	7,331	2,238
Governance costs: audit fee	-	-	-	5,940	5,940	5,640
House running costs	-	5,298	-	-	5,298	5,955
Other expenses	-	1,500	731	784	3,015	3,190
Depreciation	544	3,419	1,814	425	6,202	5,696
	<u>31,477</u>	<u>1,727,701</u>	<u>78,276</u>	<u>40,007</u>	<u>1,877,461</u>	<u>2,037,360</u>
<u>Comprising:</u>						
Restricted funds	2,119	1,446,461	27,934	2,800	1,479,314	1,615,939
Unrestricted funds	29,358	281,240	50,342	37,207	398,147	421,421
	<u>31,477</u>	<u>1,727,701</u>	<u>78,276</u>	<u>40,007</u>	<u>1,877,461</u>	<u>2,037,360</u>
<i>Totals in 2023</i>	<u>25,270</u>	<u>1,892,397</u>	<u>82,607</u>	<u>37,086</u>	<u>2,037,360</u>	

8. EMPLOYEES

	<u>2024</u>	<u>2023</u>
	£	£
Salaries	343,862	384,148
Employer's national insurance	21,447	23,480
Employer's pension contributions	8,037	8,654
	<u>373,346</u>	<u>416,282</u>

Average number of employees	<u>19</u>	<u>21</u>
Average number of full-time equivalent employees	<u>11</u>	<u>12</u>

No employee received benefits exceeding £60,000 in either year.

The Company operates a defined contribution pension scheme. Contributions of £2,596 (2023: £2,547) were outstanding at the year end.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2024

9. TANGIBLE FIXED ASSETS

	<u>Freehold Land & Buildings</u>	<u>Furniture & Equipment</u>	<u>Total</u>
	£	£	£
COST			
At 1 January 2024	535,525	30,683	566,208
Additions	-	420	420
Disposals	-	(1,757)	(1,757)
At 31 December 2024	<u>535,525</u>	<u>29,346</u>	<u>564,871</u>
DEPRECIATION			
At 1 January 2024	46,480	23,065	69,545
Provision for year	2,172	4,030	6,202
Disposals	-	(1,375)	(1,375)
At 31 December 2024	<u>48,652</u>	<u>25,720</u>	<u>74,372</u>
NET BOOK VALUE			
At 31 December 2024	<u>486,873</u>	<u>3,626</u>	<u>490,499</u>
At 31 December 2023	<u>489,045</u>	<u>7,618</u>	<u>496,663</u>

10. DEBTORS

	<u>2024</u>	<u>2023</u>
	£	£
Amounts falling due within one year:		
Other Frontiers offices	58,677	110,305
Accrued income	38,713	60,835
Gift Aid receivable	35,374	33,264
Prepayments and other debtors	23,858	22,167
	<u>156,622</u>	<u>226,571</u>

11. INVESTMENTS

	<u>2024</u>	<u>2023</u>
	£	£
Amounts falling due within one year:		
Deposits with financial institutions	172,682	85,000
	<u>172,682</u>	<u>85,000</u>

12. CREDITORS

	<u>2024</u>	<u>2023</u>
	£	£
Amounts falling due within one year:		
Members and projects	286,586	356,145
Other Frontiers offices	31,409	530
Other creditors	21,153	18,034
	<u>339,148</u>	<u>374,709</u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2024

13. MOVEMENT IN FUNDS

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2024</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2024</u>
	£	£	£	£	£
General fund	187,961	285,463	157,383	(392,844)	237,963
Designated funds:					
Fixed asset fund	746,663	-	(171,663)	-	575,000
Generosity fund	35,279	-	14,280	(5,303)	44,256
	781,942	-	(157,383)	(5,303)	619,256
Total unrestricted funds	969,903	285,463	-	(398,147)	857,219
Restricted funds:					
Members' support	43,707	1,340,347	-	(1,331,474)	52,580
Projects	119,271	91,739	-	(147,840)	63,170
Total restricted funds	162,978	1,432,086	-	(1,479,314)	115,750
Total funds	1,132,881	1,717,549	-	(1,877,461)	972,969

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2023</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2023</u>
	£	£	£	£	£
General fund	99,172	255,885	219,925	(387,021)	187,961
Designated funds:					
Fixed asset fund	976,939	-	(230,276)	-	746,663
Generosity fund	59,328	-	10,351	(34,400)	35,279
	1,036,267	-	(219,925)	(34,400)	781,942
Total unrestricted funds	1,135,439	255,885	-	(421,421)	969,903
Restricted funds:					
Members' support	106,416	1,414,102	-	(1,476,811)	43,707
Projects	18,294	240,105	-	(139,128)	119,271
Total restricted funds	124,710	1,654,207	-	(1,615,939)	162,978
Total funds	1,260,149	1,910,092	-	(2,037,360)	1,132,881

Designated funds have been established for the following purposes:

- The fixed asset fund represents funds required for fixed asset purchases planned for the coming year to indicate that these resources are not available for other purposes.
- The generosity fund represents funds set aside to assist projects within the Charity's objectives.

Restricted funds comprise:

- Members' support: gifts received for specific members.
- Projects: gifts for specific charitable projects, which are allocated as needs arise.

During the year, payments were made to 201 (2023 - 193) members and projects.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2024

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2024 were represented by:				
Fixed assets	-	490,499	-	490,499
Current assets	577,111	128,757	115,750	821,618
Current liabilities	(339,148)	-	-	(339,148)
Total net assets	237,963	619,256	115,750	972,969

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2023 were represented by:				
Fixed assets	-	496,663	-	496,663
Current assets	562,670	285,279	162,978	1,010,927
Current liabilities	(374,709)	-	-	(374,709)
Total net assets	187,961	781,942	162,978	1,132,881

15. SHARE CAPITAL

The Company is limited by guarantee and does not have an issued share capital. Each member of the Company undertakes to contribute to the assets of the Company (should it be wound up during membership or within one year after ceasing to be a member) for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

16. CASH FLOWS RECONCILIATION

	<u>2024</u> £	<u>2023</u> £
Net (expenditure)	(159,912)	(127,268)
Adjustments for:		
Depreciation	6,202	5,696
Investment income	(16,542)	(13,535)
(Increase)/decrease in stocks	(170)	224
Decrease in debtors	69,949	466,141
(Decrease) in creditors	(35,561)	(27,965)
Cash (outflow)/inflow from operating activities	<u>(136,034)</u>	<u>303,293</u>

Independent auditor's report to the members of Frontiers

Opinion

We have audited the financial statements of Frontiers (the 'charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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 December 2024 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.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' 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 included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risks of non-compliance with laws and regulations related to employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to payments to third parties and management override of controls.

In response to the risks identified we designed procedures which included, but were not limited to:

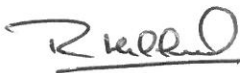
- verifying payments to third parties on a sample basis
- identifying and testing journal entries
- reviewing Trustees' meeting minutes
- evaluating the charity's internal controls

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Xeinadin Audit Limited

Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 19 SEPTEMBER 2025

FRONTIERS

England & Wales - Charity number 1012566

Accounts

FRONTIERS

ANNUAL REPORT

& ACCOUNTS

2023

CONTENTS

Annual report

What we do	2
Our impact in 2023	2
Future plans	4
Financial review	4
Structure, governance & management	5
Corporate directory	8

Annual accounts

Statement of financial activities	9
Balance sheet	10
Cash flow statement	11
Notes to the accounts	12
Independent auditor's report	19

WHAT WE DO

We help churches to identify, train, send and support members overseas:

- for the benefit of local communities,
- in teams,
- making known the love and teaching of Jesus,
- prioritising communities with least opportunity.

Our strategies to achieve this objective are:

- raising awareness in Britain of opportunities for service (through website, social media, podcast, publications, prayer news, conferences and events),
- encouraging enquirers: small groups, short visits, training and coaching,
- helping applicants to train, connect and join overseas teams,
- supporting field members, with their churches, practically and pastorally,
- supporting projects that benefit communities, according to local needs, including education, development, local businesses, relief work and healthcare.

We are part of the wider Frontiers movement – an international fellowship of 300 local teams comprising 2,000 members in over 80 countries. Each team or organisation operates independently, but with accountability, oversight and a strong commitment to our shared vision and values.

OUR IMPACT IN 2023

Long-term Harvest Workers

We thank God for 12 new long-term members in the last 18 months, and 12 applicants currently preparing to join overseas teams in 2024-25. We also thank God for four teams launched to new locations in the last two years.

We continue to work closely with a cohort of some 100 young people taking active steps towards long-term overseas service. This group meets regularly online and with quarterly face-to-face weekend training events. 31 people went on a series of short-term vision/prayer/training overseas trips last year.

Our pre-field training programme has continued well, with Candidates Weekends now increased to four times a year, including increased practical training, coaching and mentoring, and the development and appointment of new team leaders.

We continue to serve and support newer bases within the Frontiers movement in Europe and South America with financial support, mentoring, shared resources and on-site training.

Most of our UK team travelled overseas last year, meeting field workers in every region we work, for mutual encouragement, pastoral support, vision-building and personal development.

Information and Communications

In partnership with other agencies, we continue to encourage wide use by churches and small groups of the popular *MomentumYes* video and discussion groups course. This course helps small groups and local churches understand better how every believer plays a role in inviting people of every culture into life-changing relationship with their loving Creator.

Our *RAWMission* podcast, which interviews people of many different backgrounds about their joys and challenges of making God in other cultures continues to grow, with 60 episodes and 50,000 downloads in over 150 countries.

We continued producing our popular *Connected* magazine, which is also circulated and used in translation in other European countries.

Care and support for local communities

We continue to raise up and pass on funds, with appropriate supervision, to support field members and an increasing number of field projects. Some of these provide short-term relief in situations of conflict or natural disaster and/or to displaced persons. Others, supported by our long-term teams, aim towards lasting development of local communities, including training, education and medical care.

Our member care team has worked exceptionally hard, in partnership with sending churches, to support many field members experiencing stress and other challenges.

FUTURE PLANS

We are proceeding, subject to contract, with the purchase of the freehold of our support base in central High Wycombe for £1.1m, to be financed mainly by sale of our existing freehold property. This facility is supporting better our increased home team and offers greater flexibility to offer training, internships etc.

We look forward to further deepening our collaboration and partnership with overseas teams, sending churches and others of similar vision.

We are offering more opportunities for young people for practical training within the UK and overseas, including short-term trips. We are also helping and supporting churches to develop their own vision for overseas ministry.

FINANCIAL REVIEW

We thank God for total income of £1.9M in 2023, (shown on page 9). This was below last year when we received a substantial legacy. Gifts for long-term overseas members fell with several returning to the UK, but project income was higher.

Total expenditure in 2023 was £2.0M, being 5% above last year due to increased expenditure on field projects and home staff. Specific gifts are promptly applied, when needed, to support members and relief and development projects.

Net assets at the year end (shown on page 10) of £1.13M comprised:

- £163k of restricted reserves, being gifts for specific projects or members,
- £782k of designated funds, mainly for purchase of a larger base, and
- £188k in the general fund, not designated for a particular purpose.

Volunteers on our home team contributed an average of 12 days per week during the year and were engaged in all areas of activity, especially pastoral care of overseas members.

Grants from restricted funds are made in line with donors' wishes, and from unrestricted funds in line with the trustees' judgment. In all cases, grants are made

only to projects and members with clear supervision, oversight and accountability, to ensure they are used effectively to benefit local communities.

The trustees' reserves policy is to maintain the general fund at between 3 and 6 months of unrestricted expenditure. At this level, current activities could continue in the event of a significant drop in income, until remedial action becomes effective. The general fund on 31 December 2023, representing 5.4 months of unrestricted expenditure, was within this range.

The trustees' investment policy is to maintain high liquidity while ensuring maximum security, with funds invested with financial institutions protected by the government-regulated Financial Services Compensation Scheme. The Charity has no social investments.

Fundraising practices

No outside agents are engaged to approach the public on our behalf. All applications for funding are prepared in-house. No complaints have been received about our fundraising practices.

We seek to protect vulnerable people and others from unreasonable intrusion from any fundraising communications. Where vulnerable people or those acting on their behalf request no further communications, we act on their wishes immediately. We also remove recipients from our mailing list when requested. We are registered with the Fundraising Regulator and committed to the Fundraising Promise and adhere to the Code of Fundraising Practice.

STRUCTURE, GOVERNANCE & MANAGEMENT

Frontiers is a charity and a company limited by guarantee, governed under a memorandum and articles of association. Legal and administrative details are set out on page 8.

Overall responsibility lies with the board of trustees (who are directors for the purposes of company law). Trustees retire each year but are eligible for re-election. Additional trustees are appointed by the board, who seek people with relevant skills and experience, and in sympathy with the Charity's objectives and ethos. Induction and training are provided on a personal basis as appropriate. Policy and major

financial decisions are made by the trustees. Day-to-day running of the Charity and responsibility for implementing these decisions are committed to the chief executives.

Trustees give their time freely and receive no remuneration. Trustees' expense payments and other related party transactions are disclosed in Note 6 to the accounts.

Members located overseas are accountable to local team leaders and raise their own financial support. They have the backing of the Charity in raising support, including the provision of training and expertise.

Home staff are encouraged to raise their own financial support. Modest salaries are paid to some staff, including the chief executives. Remuneration of all staff is set with regards to market rates and the relevant experience of the staff member and reviewed on an annual basis to ensure pay levels are fair.

The trustees have regard to the Charity Commission's published guidance on public benefit. The Charity delivers a public benefit to many communities through services provided by overseas members, including support to communities suffering from the effects of the covid-19 pandemic, conflicts and natural disasters.

Risks and uncertainties

The trustees have reviewed the Charity's current and planned future activities in the light of major risks, and the effectiveness of systems and procedures designed to manage them.

The principal risks and uncertainties are reputational damage in the event of a high-profile complaint or legal action alleging lack of due care for staff or field members; a sharp reduction in donation income; or financial mismanagement.

Our plans to manage risks include careful assessment of applicants, risk assessments and contingency plans, a support network for overseas members, financial controls, a robust safeguarding policy, incident reporting, strong oversight and accountability of field projects, maintaining adequate financial reserves, and insurance cover.

The trustees consider adequate resources will continue to be available to fund activities for the foreseeable future, there are no material uncertainties about the Charity's ability to continue operating, and it therefore remains a going concern.

Auditor

Jacob Cavenagh & Skeet offer themselves for re-appointment as auditor in accordance with Chapter 2 of Part 16 of the Companies Act 2006.

Trustees' responsibilities in relation to the accounts

The trustees are responsible for preparing this report and financial statements in accordance with United Kingdom Generally Accepted Accounting Practice, Accounting Standards and applicable law.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the net income and expenditure of the Charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charity's transactions, to disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the Charity's assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as each trustee is aware:

- there is no relevant information of which the Charity's auditor is unaware; and
- trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report, prepared in accordance with the small companies' regime, was approved by the board on 10 July 2024.



K Elmitt (Trustee)

CORPORATE DIRECTORY

Company Registration Number	2585745
Charity Registration Number	1012566
Trustees	K Elmitt (Chair) D A Aanderud A Dimmock (retired 29 November 2023) M J Knell I M Linton P N MacInnes R Moffat (appointed 22 February 2023)
Chief Executives	P A Bancroft M D Jones
Principal Address	PO Box 1445 High Wycombe, HP12 9BU
Registered Office	5 Robin Hood Lane Sutton, SM1 2SW
Auditor	Jacob Cavenagh & Skeet Chartered Accountants 5 Robin Hood Lane Sutton, SM1 2SW
Principal Bankers	Barclays Bank pic PO Box 23 Northampton, NN1 4YD CAF Bank Limited 25 Kings Hill Avenue West Malling, ME19 4JQ

FRONTIERS

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income & expenditure account)

for the year ended 31 December 2023

		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>Funds</u>	<u>Funds</u>	<u>2022</u>
	Note	£	£	£	£	£	£
INCOME & ENDOWMENTS							
Donations & legacies	2	227,365	1,654,207	1,881,572	805,289	1,696,235	2,501,524
Charitable activities	3	14,985	-	14,985	14,182	-	14,182
Investment income		13,535	-	13,535	1,981	-	1,981
Total income		<u>255,885</u>	<u>1,654,207</u>	<u>1,910,092</u>	<u>821,452</u>	<u>1,696,235</u>	<u>2,517,687</u>
EXPENDITURE							
Raising funds	4	23,731	1,539	25,270	22,032	1,673	23,705
Charitable activities:	5						
Programme development & support		306,909	1,585,488	1,892,397	175,378	1,600,518	1,775,896
Information & education		56,482	26,125	82,607	77,397	35,364	112,761
Management & administration		34,299	2,787	37,086	32,390	2,615	35,005
Total expenditure	7	<u>421,421</u>	<u>1,615,939</u>	<u>2,037,360</u>	<u>307,197</u>	<u>1,640,170</u>	<u>1,947,367</u>
Net (expenditure)/income		(165,536)	38,268	(127,268)	514,255	56,065	570,320
Funds brought forward		<u>1,135,439</u>	<u>124,710</u>	<u>1,260,149</u>	<u>621,184</u>	<u>68,645</u>	<u>689,829</u>
Funds carried forward		<u>969,903</u>	<u>162,978</u>	<u>1,132,881</u>	<u>1,135,439</u>	<u>124,710</u>	<u>1,260,149</u>

The Company had no recognised gains or losses other than those shown above for either financial year.

The notes on pages 12 to 18 form part of these financial statements.

FRONTIERS
BALANCE SHEET
At 31 December 2023

	<u>Note</u>	<u>2023</u>	<u>2022</u>
		£	£
FIXED ASSETS			
Tangible assets	9	<u>496,663</u>	<u>496,939</u>
CURRENT ASSETS			
Stock		621	845
Debtors	10	226,571	692,712
Investments	11	85,000	—
Cash at bank and in hand		<u>698,735</u>	<u>472,327</u>
		<u>1,010,927</u>	<u>1,165,884</u>
CREDITORS			
Amounts falling due within one year	12	<u>(374,709)</u>	<u>(402,674)</u>
NET CURRENT ASSETS		<u>636,218</u>	<u>763,210</u>
NET ASSETS		<u><u>1,132,881</u></u>	<u><u>1,260,149</u></u>
FUNDS			
Unrestricted funds:			
General fund		187,961	99,172
Designated funds	13	<u>781,942</u>	<u>1,036,267</u>
		<u>969,903</u>	<u>1,135,439</u>
Restricted funds	13	<u>162,978</u>	<u>124,710</u>
Total funds		<u><u>1,132,881</u></u>	<u><u>1,260,149</u></u>

The financial statements on pages 9 to 18 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. They were approved by the board of directors on 10 July 2024 and are signed on their behalf by:


K Elmitt
Director

FRONTIERS

CASH FLOW STATEMENT

for the year ended 31 December 2023

	<u>Note</u>	<u>2023</u>	<u>2022</u>
		£	£
Cash inflow from operating activities	16	<u>218,293</u>	<u>137,150</u>
Cash flows from investing activities:			
Investment income		13,535	1,981
Purchase of tangible fixed assets		(5,420)	(27,642)
Cash inflow/(outflow) outflow from investment activities		<u>8,115</u>	<u>(25,661)</u>
Increase in cash and cash equivalents in the year		<u>226,408</u>	<u>111,489</u>
Cash and cash equivalents at the beginning of the year		472,327	360,838
Cash and cash equivalents at the end of the year		<u><u>698,735</u></u>	<u><u>472,327</u></u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2023

1. ACCOUNTING POLICIES

Basis of preparation

The Charity is a public benefit entity. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102, and the Charities Statement of Recommended Practice (FRS102). The financial statements are prepared in pounds sterling rounded to the nearest pound.

The principal accounting policies, which have been applied consistently, are described below.

Fund accounting

Incoming resources for specific purposes declared by donors are held separately as restricted funds. General reserves are unrestricted funds available for use at the trustees' discretion in furtherance of the Charity's charitable objectives. Designated funds are set aside by the trustees for specific purposes.

Income

Income is recognised when entitlement is established, receipt is probable, and its amount can be quantified with reasonable accuracy.

Donated goods are included in income at their market value when received. Time donated by volunteers is not recognised in the financial statements, but their significant contribution is discussed in the trustees' report.

Individual members make contributions to the general funds of the Charity out of the gift income they receive at a rate of 5% for UK-based members and projects and 10% for members based overseas.

Expenditure

Grant payments to third parties are accrued once the recipient has been notified of the grant award and where any unfulfilled conditions attaching to the grant are outside the control of the Charity. Other expenditure is recognised once there is a legal or constructive obligation to make a payment, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and apportioned between the costs of raising funds and charitable activities. Charitable activities expenditure is further analysed between programme development & support, information & education, and management & administration, as described in notes to the accounts. Expenditure apportionment is based on an analysis of time spent.

Pensions

The Charity operates a defined contribution scheme for the benefit of employees. Contributions are charged to the income and expenditure account in the year they are payable.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2023

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful economic lives, as follows:

Building services	10 years
Furniture & other equipment	3-5 years

No depreciation is provided on freehold land and buildings. The trustees have a policy of maintaining the property to a high standard which prolongs its useful life and enhances its residual value and accordingly consider any depreciation to be insignificant and immaterial. Properties are reviewed annually by the trustees for any impairment of value.

Debtors

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.

Cash at bank and in hand

Cash at bank and in hand includes accounts held at call with banks and cash in hand. Cash equivalents include monies available within 3 months without interest penalty.

Creditors and provisions

Creditors and provisions are recognised when the Charity has a legal or constructive financial obligation that can be reliably estimated for which payment is expected to be made.

Financial instruments

The Charity has financial assets and liabilities only of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently measured using amortised cost on the effective interest rate method.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2023

2. DONATIONS & LEGACIES

	<u>Unrestricted</u> <u>funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> <u>2023</u> £	<u>Total</u> <u>2022</u> £
Donations and legacies	95,514	1,654,207	1,749,721	2,378,653
Contributions from members	131,851	-	131,851	122,871
	<u>227,365</u>	<u>1,654,207</u>	<u>1,881,572</u>	<u>2,501,524</u>

3. INCOME & ENDOWMENTS FROM CHARITABLE ACTIVITIES

These comprise income from training events, book sales, a hospitality house and short-term assignments. The primary aim of these activities is to assist members preparing to go overseas and to raise understanding of the Charity's activities and opportunities for service, with charges being made to defray costs.

4. EXPENDITURE ON RAISING FUNDS

Most voluntary income is generated by members on an unpaid voluntary basis. Costs to the Charity of generating voluntary income are those incurred in seeking donations and do not include the costs of disseminating general information about the Charity's activities and opportunities.

5. CHARITABLE ACTIVITIES

Programme development & support expenditure from restricted funds comprises gifts to members and projects, in line with donors' wishes. Such expenditure from unrestricted funds comprises the costs of providing support and training to prospective and current overseas members.

Information & education expenditure comprises the costs of raising awareness of the needs and opportunities for service, through the website, video and podcast resources, literature, conferences, and other events.

6. RELATED PARTIES

Related parties are the trustees, key management personnel (considered to be the chief executives) and their close family members.

The trustees receive no remuneration for their services. In 2023, total compensation paid to the chief executives was £52,260 (2022: £47,471).

In 2023, no expenses on behalf of the Charity were incurred by trustees (2022: Nil).

In 2023, total donations received from trustees were £3,150 (2022: £2,400), of which donations of £1,660 (2022: £1,800) were for restricted purposes.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2023

7. EXPENDITURE

	<u>Raising funds</u>	<u>Programme development & support</u>	<u>Information & education</u>	<u>Management & administration</u>	<u>Total 2023</u>	<u>Total 2022</u>
	£	£	£	£	£	£
Member support	20,531	1,658,841	63,279	19,611	1,762,262	1,707,293
Field projects	-	133,708	-	-	133,708	73,365
Office running costs	2,358	25,679	5,583	2,481	36,101	25,457
Frontiers International Office	-	27,994	-	7,180	35,174	40,426
Travel	376	17,528	2,183	1,272	21,359	18,380
Training & conferences	231	13,869	285	197	14,582	17,353
Website & media	1,052	-	10,403	-	11,455	41,464
House running costs	-	5,955	-	-	5,955	4,650
Governance costs: audit fee	-	-	-	5,640	5,640	5,480
Professional advisers	325	1,913	-	-	2,238	6,271
Other expenses	-	2,871	-	319	3,190	3,099
Depreciation	397	4,039	874	386	5,696	4,129
	<u>25,270</u>	<u>1,892,397</u>	<u>82,607</u>	<u>37,086</u>	<u>2,037,360</u>	<u>1,947,367</u>
<u>Comprising:</u>						
Restricted funds	1,539	1,585,488	26,125	2,787	1,615,939	1,640,170
Unrestricted funds	23,731	306,909	56,482	34,299	421,421	307,197
	<u>25,270</u>	<u>1,892,397</u>	<u>82,607</u>	<u>37,086</u>	<u>2,037,360</u>	<u>1,947,367</u>
<i>Totals in 2022</i>	<u>23,705</u>	<u>1,775,896</u>	<u>112,761</u>	<u>35,005</u>	<u>1,947,367</u>	

8. EMPLOYEES

	<u>2023</u>	<u>2022</u>
	£	£
Salaries	384,148	312,098
Employer's national insurance	23,480	16,234
Employer's pension contributions	8,654	6,312
	<u>416,282</u>	<u>334,644</u>
 Average number of employees	<u>21</u>	<u>17</u>
Average number of full-time equivalent employees	<u>12</u>	<u>12</u>

No employee received benefits exceeding £60,000 in either year.

The Company operates a defined contribution pension scheme. Contributions of £2,547 (2022: £2,557) were outstanding at the year end.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2023

9. TANGIBLE FIXED ASSETS

	<u>Freehold Land & Buildings</u>	<u>Furniture & Equipment</u>	<u>Total</u>
	£	£	£
COST			
At 1 January 2023	535,525	28,320	563,845
Additions	-	5,420	5,420
Disposals	-	(3,057)	(3,057)
At 31 December 2023	<u>535,525</u>	<u>30,683</u>	<u>566,208</u>
DEPRECIATION			
At 1 January 2023	44,308	22,598	66,906
Provision for year	2,172	3,524	5,696
Disposals	-	(3,057)	(3,057)
At 31 December 2023	<u>46,480</u>	<u>23,065</u>	<u>69,545</u>
NET BOOK VALUE			
At 31 December 2023	<u>489,045</u>	<u>7,618</u>	<u>496,663</u>
<i>At 31 December 2022</i>	<u>491,217</u>	<u>5,722</u>	<u>496,939</u>

10. DEBTORS

	<u>2023</u>	<u>2022</u>
	£	£
Amounts falling due within one year:		
Other Frontiers offices	110,305	75,290
Accrued income	60,835	571,506
Gift Aid receivable	33,264	32,917
Prepayments and other debtors	22,167	12,999
	<u>226,571</u>	<u>692,712</u>

11. INVESTMENTS

	<u>2023</u>	<u>2022</u>
	£	£
Amounts falling due within one year:		
Deposits with financial institutions	85,000	-
	<u>85,000</u>	<u>-</u>

12. CREDITORS

	<u>2023</u>	<u>2022</u>
	£	£
Amounts falling due within one year:		
Members and projects	356,145	327,198
Other Frontiers offices	530	51,763
Other creditors	18,034	23,713
	<u>374,709</u>	<u>402,674</u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2023

13. MOVEMENT IN FUNDS

	<u>At 1 January</u> <u>2023</u> £	<u>Income</u> £	<u>Transfers</u> £	<u>Expenditure</u> £	<u>At 31 December</u> <u>2023</u> £
General fund	99,172	255,885	219,925	(387,021)	187,961
Designated funds:					
Fixed asset fund	976,939	-	(230,276)	-	746,663
Generosity fund	59,328	-	10,351	(34,400)	35,279
	1,036,267	-	(219,925)	(34,400)	781,942
Total unrestricted funds	1,135,439	255,885	-	(421,421)	969,903
Restricted funds:					
Members' support	106,416	1,414,102	-	(1,476,811)	43,707
Projects	18,294	240,105	-	(139,128)	119,271
Total restricted funds	124,710	1,654,207	-	(1,615,939)	162,978
Total funds	1,260,149	1,910,092	-	(2,037,360)	1,132,881

	<u>At 1 January</u> <u>2022</u> £	<u>Income</u> £	<u>Transfers</u> £	<u>Expenditure</u> £	<u>At 31 December</u> <u>2022</u> £
General fund	139,548	821,452	(573,591)	(288,237)	99,172
Designated funds:					
Fixed asset fund	473,426	-	503,513	-	976,939
Generosity fund	8,210	-	70,078	(18,960)	59,328
	481,636	-	573,591	(18,960)	1,036,267
Total unrestricted funds	621,184	821,452	-	(307,197)	1,135,439
Restricted funds:					
Members' support	33,790	1,592,315	-	(1,519,689)	106,416
Projects	34,855	103,920	-	(120,481)	18,294
Total restricted funds	68,645	1,696,235	-	(1,640,170)	124,710
Total funds	689,829	2,517,687	-	(1,947,367)	1,260,149

Designated funds have been established for the following purposes:

- The fixed asset fund represents the book value of fixed assets plus funds required for planned fixed asset purchases in the coming year to indicate these resources are not available for other purposes.
- The generosity fund represents funds set aside to assist projects within the Charity's objectives.

Restricted funds comprise:

- Members' support: gifts received for specific members.
- Projects: gifts for specific charitable projects, which are allocated as needs arise.

During the year, payments were made to 193 (2022 - 175) members and projects.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2023

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2023 were represented by:				
Fixed assets	-	496,663	-	496,663
Current assets	562,670	285,279	162,978	1,010,927
Current liabilities	(374,709)	-	-	(374,709)
Total net assets	187,961	781,942	162,978	1,132,881

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2022 were represented by:				
Fixed assets	-	496,939	-	496,939
Current assets	501,846	539,328	124,710	1,165,884
Current liabilities	(402,674)	-	-	(402,674)
Total net assets	99,172	1,036,267	124,710	1,260,149

15. SHARE CAPITAL

The Company is limited by guarantee and does not have an issued share capital. Each member of the Company undertakes to contribute to the assets of the Company (should it be wound up during membership or within one year after ceasing to be a member) for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

16. CASH FLOWS RECONCILIATION

	<u>2023</u> £	<u>2022</u> £
Net (expenditure)/income	(127,268)	570,320
Adjustments for:		
Depreciation charge	5,696	4,129
Investment income	(13,535)	(1,981)
Decrease in stocks	224	249
Decrease/(increase) in debtors	466,141	(537,058)
(Increase) in investments	(85,000)	-
(Decrease)/increase in creditors	(27,965)	101,491
Cash provided by operating activities	218,293	137,150

Independent auditor's report to the members of Frontiers

Opinion

We have audited the financial statements of Frontiers (the 'charity') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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 December 2023 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.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' 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 included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risks of non-compliance with laws and regulations related to employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to payments to third parties and management override of controls.

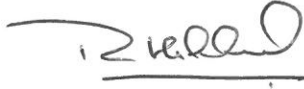
In response to the risks identified we designed procedures which included, but were not limited to:

- verifying payments to third parties on a sample basis
- identifying and testing journal entries
- reviewing Trustees' meeting minutes
- evaluating the charity's internal controls

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

20 August 2024

FRONTIERS

England & Wales - Charity number 1012566

Accounts

FRONTIERS

ANNUAL REPORT

& ACCOUNTS

2022

CONTENTS

Annual report

What we do	2
Our impact in 2022	2
Future plans	4
Financial review	4
Structure, governance & management	5
Corporate directory	8

Annual accounts

Statement of financial activities	9
Balance sheet	10
Cash flow statement	11
Notes to the accounts	12
Independent auditor's report	19

WHAT WE DO

We help churches to identify, train, send and support members overseas:

- for the benefit of local communities,
- in teams,
- making known Jesus' love and teaching,
- prioritising communities with least opportunity.

Our strategies to achieve this objective are:

- raising awareness in Britain of opportunities for service (website, social media, podcast, publications, prayer news, conferences and events),
- encouraging enquirers: small groups, short visits, training and coaching,
- helping applicants to train, connect and join over 260 overseas teams,
- supporting field members, with their churches, practically and pastorally,
- supporting projects that benefit communities, according to local needs, including development, businesses, relief work, healthcare and teaching.

We are part of the wider Frontiers movement – an international fellowship of semi-autonomous teams comprising 1,900 members in over 80 countries. Each team or organisation operates independently, but with accountability, oversight and a strong commitment to our shared vision and values.

OUR IMPACT IN 2022

Long-term Harvest Workers

We thank God for 16 new long-term members in the last 18 months, and 15 applicants currently preparing to join overseas teams in 2023-24. We also thank God for four teams launched to new locations in the last two years.

We continue to work closely with a cohort of some 60 young people taking active steps towards long-term overseas service. This group meets regularly online and with quarterly face-to-face weekend training events. With the ending of the pandemic, 33 people went on a series of short-term vision/prayer/training overseas trips.

Our pre-field training programme has continued well, with Candidates Weekends three times a year, increased personal coaching and mentoring, and the development and appointment of new team leaders.

We also had the privilege of serving several newer bases within the increasingly multicultural Frontiers movement in Europe and South America with financial support, mentoring, shared resources and on-site training.

With the re-opening of travel opportunities, most of our UK team travelled overseas last year, meeting field workers in every region we work, for mutual encouragement, pastoral support, vision-building and personal development.

Information and Communications

In partnership with other agencies, we launched an upgraded version of the popular *MomentumYes* video and discussion groups course, which is being increasingly used among UK churches and young people. This course aims to help small groups and local churches understand better how every believer plays a role in inviting people of every culture into life-changing relationship with their loving Creator. The quality of this production has been widely acclaimed and it is now being for Chinese, Spanish and Portuguese-speaking audiences.

Our *RAWMission* podcast, which interviews people of many different backgrounds about their joys and challenges of making God in other cultures continues to grow, with 44 episodes and over 27,000 downloads to date.

We have continued producing our popular *Connected* magazine, which is also being circulated and used in translation in other European countries.

Care and support for local communities

With increasing challenges in many locations around the world, including the wide impact of the Covid-19 pandemic, conflict and natural disasters, our member care team has been working hard, in partnership with sending churches, to support many field members experiencing increased challenges and stress.

We also continue to raise and pass on funds to support field members and specific projects as they respond to numerous needs and opportunities in local communities. Projects for which we have raised funds and passed on support this year included crisis response, care for displaced people, community development and educational projects.

FUTURE PLANS

We have agreed, subject to contract, to purchase a larger support base in central High Wycombe for £1.2m, to be financed mainly by sale of our existing freehold property. This larger facility will support better our increased home team and give us greater flexibility to offer training, internships etc.

We look forward to further deepening our collaboration and partnership with over 260 overseas teams, sending churches and other agencies of similar vision.

We will be offering more opportunities for young people for practical training within the UK and overseas, including short-term trips. We will also be helping and supporting churches to develop their own vision for overseas ministry.

FINANCIAL REVIEW

We thank God for total income of £2.5M in 2022, (shown on page 9), 48% above last year, reflecting an increase support for long-term overseas members and various projects, higher donations and a substantial legacy.

Total expenditure in 2022 was £1.9M, 12% above last year. Specific gifts were promptly applied to support field members, Covid-19 relief and other projects. As the pandemic receded, we pressed ahead with increased training and travel to meet new enquirers, churches and field teams.

Net assets at the year end (shown on page 10) of £1.26M comprised:

- £125k of restricted reserves, being gifts for specific projects or members,
- £1,036k of designated funds, mainly to purchase a larger base, and
- £99k in the general fund, not designated for a particular purpose.

Volunteers on our home team contributed an average of 11 days per week during the year and were engaged in all areas of activity, especially pastoral care of overseas members.

Grants from restricted funds are made in line with donors' wishes, and from unrestricted funds in line with the trustees' judgment. In all cases, grants are made

only to members and projects with clear supervision, oversight and accountability, to ensure they are used effectively to benefit local communities.

The trustees' reserves policy is to maintain the general fund at between 3 and 6 months of unrestricted expenditure. At this level, current activities could continue in the event of a significant drop in income, until remedial action becomes effective. The general fund on 31 December 2022, representing 3.9 months of unrestricted expenditure, was within this range.

The trustees' investment policy is to maintain high liquidity while ensuring maximum security, with funds invested with financial institutions protected by the government-regulated Financial Services Compensation Scheme. The Charity has no social investments.

Fundraising practices

No outside agents are engaged to approach the public on our behalf; all applications for funds are prepared in-house; and no complaints have been received about our fundraising practices.

We seek to protect vulnerable people and others from unreasonable intrusion from any fundraising communications. Where vulnerable people or those acting on their behalf request no further communications, we act on their wishes immediately. We also remove recipients of communications from our mailing list when requested. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

STRUCTURE, GOVERNANCE & MANAGEMENT

Frontiers is a charity and a company limited by guarantee, governed under a memorandum and articles of association. Legal and administrative details are set out on page 8.

Overall responsibility lies with the board of trustees (who are also directors for the purposes of company law). Trustees retire each year but are eligible for re-election. Additional trustees are appointed by the board, who seek people with relevant skills and experience, and in sympathy with the Charity's objectives and ethos. Induction and training are provided on a personal basis as appropriate. Policy and major financial decisions are made by the trustees. Day-to-day running of the Charity and

responsibility for implementing these decisions are committed to the chief executives.

Trustees give their time freely and receive no remuneration. Trustees' expenses and other related party transactions are disclosed in Note 6 to the accounts.

Members located overseas are accountable to local team leaders and raise their own financial support. They have the backing of the Charity in raising support, including the provision of training and expertise.

Home staff are encouraged to raise their own financial support. Modest salaries are paid to some staff, including the chief executives.

The trustees have regard to the Charity Commission's published guidance on public benefit. The Charity delivers a public benefit to many communities through services provided by overseas members, including support to communities suffering from the effects of the covid-19 pandemic, conflicts and natural disasters.

Risks and uncertainties

The trustees have reviewed the Charity's current and planned future activities in the light of major risks, and the effectiveness of systems and procedures designed to manage them.

The principal risks and uncertainties are reputational damage in the event of a high-profile complaint or legal action alleging lack of due care for staff or field members; a sharp reduction in donation income; or financial mismanagement.

Our plans to manage risks include careful assessment of applicants, risk assessments and contingency plans, a support network for overseas members, a system of financial controls, a robust safeguarding policy, incident reporting, strong oversight and accountability of field projects, maintaining adequate financial reserves, and insurance cover.

The trustees consider adequate resources will continue to be available to fund activities for the foreseeable future, there are no material uncertainties about the Charity's ability to continue operating, and it therefore remains a going concern.

Auditor

Jacob Cavenagh & Skeet offer themselves for re-appointment as auditor in accordance with Chapter 2 of Part 16 of the Companies Act 2006.

Trustees' responsibilities in relation to the accounts

The trustees are responsible for preparing this report and financial statements in accordance with United Kingdom Generally Accepted Accounting Practice, Accounting Standards and applicable law.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the net income and expenditure of the Charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charity's transactions, to disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the Charity's assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as each trustee is aware:

- there is no relevant audit information of which the Charity's auditor is unaware; and
- trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the board on 5 July 2023.



A Dimmock
Trustee

CORPORATE DIRECTORY

Company Registration Number	2585745
Charity Registration Number	1012566
Trustees	A Dimmock (Chair) D A Aanderud K Elmitt M J Knell (appointed 5 July 2022) I M Linton R Moffat (appointed 22 February 2023) P N MacInnes
Chief Executives	P A Bancroft M D Jones
Principal Address	PO Box 1445 High Wycombe, HP12 9BU
Registered Office	5 Robin Hood Lane Sutton, SM1 2SW
Auditor	Jacob Cavenagh & Skeet Chartered Accountants 5 Robin Hood Lane Sutton, SM1 2SW
Principal Bankers	Barclays Bank pic PO Box 23 Northampton, NN1 4YD CAF Bank Limited 25 Kings Hill Avenue West Malling, ME19 4JQ

FRONTIERS

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income & expenditure account)

for the year ended 31 December 2022

		<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>2022</u>	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>2021</u>
	Note	£	£	£	£	£	£
INCOME & ENDOWMENTS							
Donations & legacies	2	805,289	1,696,235	2,501,524	256,540	1,440,635	1,697,175
Charitable activities	3	14,182	-	14,182	5,892	-	5,892
Investment income		1,981	-	1,981	1,411	-	1,411
Total income & endowments		<u>821,452</u>	<u>1,696,235</u>	<u>2,517,687</u>	<u>263,843</u>	<u>1,440,635</u>	<u>1,704,478</u>
EXPENDITURE							
Raising funds	4	22,032	1,673	23,705	19,523	2,238	21,761
Charitable activities:	5						
Programme development & support		175,378	1,600,518	1,775,896	229,356	1,379,102	1,608,458
Information & education		77,397	35,364	112,761	29,490	41,009	70,499
Management & administration		32,390	2,615	35,005	28,549	4,366	32,915
Total expenditure	7	<u>307,197</u>	<u>1,640,170</u>	<u>1,947,367</u>	<u>306,918</u>	<u>1,426,715</u>	<u>1,733,633</u>
Net income/(expenditure)		514,255	56,065	570,320	(43,075)	13,920	(29,155)
Total funds brought forward		<u>621,184</u>	<u>68,645</u>	<u>689,829</u>	<u>664,259</u>	<u>54,725</u>	<u>718,984</u>
Total funds carried forward		<u>1,135,439</u>	<u>124,710</u>	<u>1,260,149</u>	<u>621,184</u>	<u>68,645</u>	<u>689,829</u>

The Company had no recognised gains or losses other than those shown above for either financial year.

The notes on pages 12 to 18 form part of these financial statements.

FRONTIERS
BALANCE SHEET
At 31 December 2022

	<u>Note</u>	<u>2022</u>	<u>2021</u>
		£	£
FIXED ASSETS			
Tangible assets	9	<u>496,939</u>	<u>473,426</u>
CURRENT ASSETS			
Stock		845	1,094
Debtors	10	692,712	155,654
Cash at bank and in hand		<u>472,327</u>	<u>360,838</u>
		<u>1,165,884</u>	<u>517,586</u>
CREDITORS			
Amounts falling due within one year	11	<u>(402,674)</u>	<u>(301,183)</u>
NET CURRENT ASSETS		<u>763,210</u>	<u>216,403</u>
NET ASSETS		<u><u>1,260,149</u></u>	<u><u>689,829</u></u>
FUNDS			
Unrestricted funds:			
General fund		99,172	139,548
Designated funds	12	<u>1,036,267</u>	<u>481,636</u>
		1,135,439	621,184
Restricted funds	12	<u>124,710</u>	<u>68,645</u>
Total funds		<u><u>1,260,149</u></u>	<u><u>689,829</u></u>

The financial statements on pages 9 to 18 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. They were approved by the board of directors on 5 July 2023 and are signed on their behalf by:


A Dimmock
Director

FRONTIERS

CASH FLOW STATEMENT

for the year ended 31 December 2022

	<u>Note</u>	<u>2022</u>	<u>2021</u>
		£	£
Cash inflow)/(outflow) from operating activities	15	<u>139,131</u>	<u>(8,823)</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		(27,642)	(1,654)
Cash provided by investment activities		<u>(27,642)</u>	<u>(1,654)</u>
Increase in cash and cash equivalents in the year		111,489	(10,477)
Cash and cash equivalents at the beginning of the year		<u>360,838</u>	<u>371,315</u>
Cash and cash equivalents at the end of the year		<u><u>472,327</u></u>	<u><u>360,838</u></u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2022

1. ACCOUNTING POLICIES

Basis of preparation

The Charity is a public benefit entity. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the Charities Statement of Recommended Practice (FRS102).

The principal accounting policies, which have been applied consistently, are described below.

Fund accounting

Incoming resources for specific purposes declared by donors are held separately as restricted funds. General reserves are unrestricted funds available for use at the trustees' discretion in furtherance of the Charity's charitable objectives. Designated funds are set aside by the trustees for specific purposes.

Income

Income is recognised when entitlement is established, receipt is probable, and its amount can be quantified with reasonable accuracy.

Donated goods are included in income at their market value when received. Time donated by volunteers is not recognised in the financial statements, but their significant contribution is discussed in the trustees' report.

Individual members make contributions to the general funds of the Charity out of the financial support they receive at a rate of 5% for UK-based members and projects and 10% for members based overseas.

Expenditure

Grant payments to third parties are accrued once the recipient has been notified of the grant award and where any unfulfilled conditions attaching to the grant are outside the control of the Charity. Other expenditure is recognised once there is a legal or constructive obligation to make a payment, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and apportioned between the costs of raising funds and charitable activities. Charitable activities expenditure is further analysed between programme development & support, information & education and management & administration, as described in notes to the accounts. Expenditure apportionment is based on an analysis of time spent.

Pensions

The Charity operates a defined contribution scheme for the benefit of employees. Contributions are charged to the income and expenditure account in the year they are payable.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful economic lives, as follows:

Building services	10 years
Furniture & other equipment	3-5 years

No depreciation is provided on freehold land and buildings. The trustees have a policy of maintaining the property to a high standard which prolongs its useful life and enhances its residual value and accordingly consider any depreciation to be insignificant and immaterial. Properties are reviewed annually by the trustees for any impairment of value.

Investments

Investments are included at settlement value and include longer term highly liquid investments with a maturity exceeding three months.

Debtors

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.

Cash at bank and in hand

Cash at bank and in hand includes accounts held at call with banks and cash in hand. Cash equivalents include monies available within 3 months without interest penalty.

Creditors and provisions

Creditors and provisions are recognised when the Charity has a legal or constructive financial obligation that can be reliably estimated for which payment is expected to be made.

Financial instruments

The Charity has financial assets and liabilities only of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently measured using amortised cost on the effective interest rate method.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

2. DONATIONS & LEGACIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>funds</u>	<u>Funds</u>	<u>2022</u>	<u>2021</u>
	£	£	£	£
Donations	682,418	1,696,235	2,378,653	1,581,438
Contributions from members	122,871	-	122,871	115,737
	<u>805,289</u>	<u>1,696,235</u>	<u>2,501,524</u>	<u>1,697,175</u>

3. INCOME & ENDOWMENTS FROM CHARITABLE ACTIVITIES

These comprise income from training events, book sales and short-term assignments. The primary aims of these activities are to assist members preparing to go overseas and to raise understanding of the Company's activities and opportunities for service, with charges being made to defray costs.

4. EXPENDITURE ON RAISING FUNDS

Most voluntary income is generated by members on an unpaid voluntary basis. Costs to the Charity of generating voluntary income are those incurred in seeking donations and do not include the costs of disseminating general information about the Charity's activities and opportunities.

5. CHARITABLE ACTIVITIES

Programme development & support expenditure from restricted funds comprises gifts to members and projects, in line with donors' wishes. Such expenditure from unrestricted funds comprises the costs of providing support and training to prospective and current overseas members.

Information & education expenditure comprises the costs of raising awareness of the needs and opportunities for service, through the website, literature, conferences, meetings and other events.

6. RELATED PARTIES

Related parties are the trustees, key management personnel (considered to be the chief executives) and their close family members.

The trustees receive no remuneration for their services. In 2022, total compensation paid to the chief executives was £47,471 (2020: £60,469).

In 2022, no expenses on behalf of the Charity were incurred by the trustees (2021: Nil).

In 2022, total donations received from the trustees were £2,400 (2021: £1,040), of which donations of £600 (2021: £600) were for restricted purposes.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

7. EXPENDITURE

	<u>Raising</u> <u>funds</u>	<u>Programme</u> <u>development</u> <u>& support</u>	<u>Information</u> <u>&</u> <u>education</u>	<u>Management</u> <u>&</u> <u>administration</u>	<u>Total</u> <u>2022</u>	<u>Total</u> <u>2021</u>
	£	£	£	£	£	£
Member support	17,663	1,608,171	63,203	18,256	1,707,293	1,514,060
Grants	-	71,526	1,839	-	73,365	114,794
Website & media	1,023	-	40,441	-	41,464	7,669
Frontiers International Office	-	32,174	-	8,252	40,426	32,620
Office running costs	1,693	17,683	4,582	1,499	25,457	17,520
Travel	670	14,908	1,811	991	18,380	3,238
Training & conferences	964	16,194	195	-	17,353	14,050
Professional advisers	1,425	4,846	-	-	6,271	9,149
Auditor's remuneration	-	-	-	5,480	5,480	6,400
House running costs	-	4,650	-	-	4,650	5,505
Other expenses	-	2,789	-	310	3,099	2,812
Depreciation	267	2,955	690	217	4,129	5,816
	<u>23,705</u>	<u>1,775,896</u>	<u>112,761</u>	<u>35,005</u>	<u>1,947,367</u>	<u>1,733,633</u>
<u>Comprising:</u>						
Restricted funds	1,673	1,600,518	35,364	2,615	1,640,170	1,612,557
Unrestricted funds	22,032	175,378	77,397	32,390	307,197	121,076
	<u>23,705</u>	<u>1,775,896</u>	<u>112,761</u>	<u>35,005</u>	<u>1,947,367</u>	<u>1,733,633</u>
Totals in 2021	<u>21,761</u>	<u>1,608,458</u>	<u>70,499</u>	<u>32,915</u>	<u>1,733,633</u>	

8. EMPLOYEES

	<u>2022</u> £	<u>2021</u> £
Salaries	312,098	278,309
Employer's national insurance	16,234	12,108
Employer's pension contributions	6,312	19,626
	<u>334,644</u>	<u>310,043</u>
Average number of employees	<u>17</u>	<u>17</u>
Average number of full-time equivalent employees	<u>12</u>	<u>11</u>

No employee received benefits exceeding £60,000 in either year.

The Company operates a defined contribution pension scheme. Contributions of £2,557 (2021: £1,859) were outstanding at the year end.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2022

9. TANGIBLE FIXED ASSETS

	<u>Freehold Land & Buildings</u>	<u>Furniture & Equipment</u>	<u>Total</u>
	£	£	£
COST			
At 1 January 2022	513,718	31,406	545,124
Additions	21,807	5,835	27,642
Disposals	-	(8,921)	(8,921)
At 31 December 2022	<u>535,525</u>	<u>28,320</u>	<u>563,845</u>
DEPRECIATION			
At 1 January 2022	42,625	29,073	71,698
Provision for year	1,683	2,446	4,129
Disposals	-	(8,921)	(8,921)
At 31 December 2022	<u>44,308</u>	<u>22,598</u>	<u>66,906</u>
NET BOOK VALUE			
At 31 December 2022	<u>491,217</u>	<u>5,722</u>	<u>496,939</u>
At 31 December 2021	<u>471,093</u>	<u>2,333</u>	<u>473,426</u>

10. DEBTORS

	<u>2022</u>	<u>2021</u>
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	579,513	6,053
Other Frontiers offices	75,290	116,858
Gift Aid receivable	32,917	28,499
Members	4,992	4,244
	<u>692,712</u>	<u>155,654</u>

11. CREDITORS

	<u>2022</u>	<u>2021</u>
	£	£
Amounts falling due within one year:		
Members and projects	327,198	262,773
Other Frontiers offices	51,763	25,347
Other creditors	23,713	13,063
	<u>402,674</u>	<u>301,183</u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

12. MOVEMENT IN FUNDS

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2022</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2022</u>
	£	£	£	£	£
General fund	139,548	821,452	(573,591)	(288,237)	99,172
Designated funds:					
Fixed asset fund	473,426	-	503,513	-	976,939
Generosity fund	8,210	-	70,078	(18,960)	59,328
	481,636	-	573,591	(18,960)	1,036,267
Total unrestricted funds	621,184	821,452	-	(307,197)	1,135,439
Restricted funds:					
Members' support	33,790	1,592,315	-	(1,519,689)	106,416
Projects	34,855	103,920	-	(120,481)	18,294
Total restricted funds	68,645	1,696,235	-	(1,640,170)	124,710
Total funds	689,829	2,517,687	-	(1,947,367)	1,260,149

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2021</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2021</u>
	£	£	£	£	£
General fund	172,448	263,843	(11,062)	(285,681)	139,548
Designated funds:					
Fixed asset fund	477,588	-	(4,162)	-	473,426
Member support fund	1,113	-	-	(1,113)	-
Generosity fund	13,110	-	15,224	(20,124)	8,210
	491,811	-	11,062	(21,237)	481,636
Total unrestricted funds	664,259	263,843	-	(306,918)	621,184
Restricted funds:					
Members' support	38,349	1,301,080	-	(1,305,639)	33,790
Projects	16,376	139,555	-	(121,076)	34,855
Total restricted funds	54,725	1,440,635	-	(1,426,715)	68,645
Total funds	718,984	1,704,478	-	(1,733,633)	689,829

Designated funds have been established for the following purposes:

- The fixed asset fund represents funds set aside towards the planned purchase of tangible fixed assets in the coming year to indicate these resources are not available for other purposes.
- The generosity fund represents funds set aside to assist projects within the ambit of the Charity's objectives.
- The member support fund represented funds set aside to support members.

Restricted funds comprise:

- Members' support: gifts received for specific members.
- Projects: gifts for specific charitable projects, which are allocated as needs arise.

During the year, payments were made to 175 (2021 - 179) members and projects.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2022 are represented by:				
Fixed assets	-	496,939	-	496,939
Current assets	501,846	539,328	124,710	1,165,884
Current liabilities	(402,674)	-	-	(402,674)
Total net assets	<u>99,172</u>	<u>1,036,267</u>	<u>124,710</u>	<u>1,260,149</u>

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2021 are represented by:				
Fixed assets	-	473,426	-	473,426
Current assets	440,731	8,210	68,645	517,586
Current liabilities	(301,183)	-	-	(301,183)
Total net assets	<u>139,548</u>	<u>481,636</u>	<u>68,645</u>	<u>689,829</u>

14. SHARE CAPITAL

The Company is limited by guarantee and does not have an issued share capital. Each member of the Company undertakes to contribute to the assets of the Company (should it be wound up during membership or within one year after ceasing to be a member) for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

15. CASH FLOWS RECONCILIATION

	<u>2022</u> £	<u>2021</u> £
Net income/expenditure	570,320	(29,155)
Adjustments for:		
Depreciation charge	4,129	5,816
Decrease/(increase) in stocks	249	(110)
Increase in debtors	(537,058)	(67,641)
Increase in creditors	101,491	82,267
Cash provided by operating activities	<u>139,131</u>	<u>(8,823)</u>

Independent auditor's report to the members of Frontiers

Opinion

We have audited the financial statements of Frontiers ('the Charity') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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 Charity's affairs as at 31 December 2022 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.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' 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 included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Charity, we identified that the principal risks of non-compliance with laws and regulations related to employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to payments to third parties and management override of controls.

In response to the risks identified we designed procedures which included, but were not limited to:

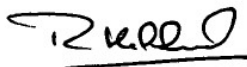
- verifying payments to third parties on a sample basis
- identifying and testing journal entries
- reviewing Trustees' meeting minutes
- evaluating the Charity's internal controls

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditors' 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 Charity and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 3 August 2022

FRONTIERS

England & Wales - Charity number 1012566

Accounts

FRONTIERS

**ANNUAL REPORT &
ACCOUNTS**

2021

CONTENTS

Annual report

What we do	2
Our impact in 2021	2
Future plans	3
Financial review	4
Structure, governance & management	5
Corporate directory	8

Annual accounts

Statement of financial activities	9
Balance sheet	10
Cash flow statement	11
Notes to the accounts	12
Independent auditor's report	19

WHAT WE DO

We help churches identify, train, send and support members overseas:

- for the benefit of local communities,
- in teams,
- making known Jesus' love and teaching,
- prioritising those with least opportunity.

Our strategies to achieve this objective are:

- raising awareness in Britain of opportunities for service (website, social media, podcast, publications, prayer news, conferences and events),
- encouraging enquirers: small groups, short visits, training and coaching,
- helping applicants connect with and join over 260 overseas teams,
- supporting members, with their churches, practically and pastorally,
- supporting projects that benefit communities, according to local needs, including development, relief work, medical and teaching.

We are part of the wider Frontiers movement – an international fellowship of semi-autonomous teams comprising 1,800 members in 80 countries. Each team or organisation operates independently, but with accountability, oversight and a commitment to the movement's vision and values.

OUR IMPACT IN 2021

Long-term Harvest Workers

Despite restricted travel and in-person meetings, we thank God for 12 new long-term members sent in the last 18 months, and 17 applicants currently preparing to join overseas teams in 2022-23.

We continued to support members sent from British churches, with finance, prayer and increased pastoral care, despite the extended effects of the pandemic on travel, finances and the local communities members serve. We continued to receive gifts and distribute grants to various overseas projects, including through a coronavirus relief appeal, which have contributed practical care, medical support, education and long-term development to many communities hit hard by the pandemic.

Information and Communications

Within Britain, we continued to develop and upgrade our communications to individuals, small groups and churches of a vision and opportunities to serve overseas. In September, we launched a podcast, *RAW Mission*, featuring interviews about the realities of living overseas, with 22 episodes and 10,000 downloads to date. In partnership with other agencies and a professional film company, we have developed a new version of the popular *MomentumYes* course, adapted for British and European young people and churches, to be launched later this year.

The Next Generation

Through increased online communications during the pandemic, we now work with a cohort of some 60 young people taking active steps towards long-term overseas service. Meeting regularly online and in small groups, we also provide quarterly face-to-face weekend training events, and opportunities for vision trips and short-term placements with overseas teams.

Our pre-field training programme has continued well, with *Candidates Weekends* three times a year, increased personal coaching and mentoring, and the appointment of new team leaders. We also help other bases within the Frontiers movement with training and communications materials.

Our short-term opportunities programme, suspended in 2020 due to the pandemic, was successfully resumed with new impetus last year.

FUTURE PLANS

We made the difficult decision in 2021 to leave our existing premises due to the need and opportunities of larger office space, including conference and meeting rooms and a studio to produce more audio and visual resources. We have agreed, subject to contract, to purchase a site in central High Wycombe for £1.2m, to be financed by sale of our existing freehold property and a long-term secured loan.

We are extending new opportunities for those pursuing long-term service, to develop their calling through short-term prayer, vision and ministry visits, and

and also one or two-year placements on teams where they can learn language and culture, and be coached and trained for future effective service.

We continue to build closer collaboration and partnerships with churches, trust funds and other agencies, who are increasingly interested in sending and supporting the work of Frontiers' 260 overseas teams.

FINANCIAL REVIEW

We thank God for total income in 2021 of £1.7M (shown on page 9), 3% above last year, reflecting an increase in long-term overseas members and further gifts for overseas and home projects.

Total expenditure in 2021 was £1.73M, also above last year, with gifts received promptly distributed to support field members, pandemic relief and other projects.

Volunteers on our home team contributed an average of 11 days per week during the year and were engaged in all areas of activity, especially pastoral care of overseas members, often in very challenging circumstances.

Net assets at the year end, shown on page 10, totalled £690k. These comprised:

- £69k of restricted reserves, being gifts for specific projects or members,
- £482k of designated funds, mainly the net book value of tangible fixed assets unavailable for other purposes, and
- £140k in the general fund, not designated for a particular purpose.

Grants from restricted funds are made in line with donors' wishes, and from unrestricted funds in line with the trustees' judgment. In all cases, grants are made only to members and projects with clear supervision, oversight and accountability, to ensure they are used effectively to benefit local communities.

The trustees' policy is to maintain a general fund reserve of between 3 and 6 months' of unrestricted expenditure. At this level, current activities could continue in the event of a significant drop in income, until remedial action

becomes effective. Despite a deficit last year, the general fund at 31 December 2021 at 5.5 months was at the upper end of this range.

The trustees' investment policy is to maintain high liquidity while ensuring maximum security. Funds invested with financial institutions are protected by the government-regulated Financial Services Compensation Scheme. The Charity has no social investments.

Fundraising practices

In 2021, no outside agents were engaged to approach the public on our behalf; all applications for funds were prepared in-house; and no complaints were received about our fundraising practices.

We seek to protect vulnerable people and others from unreasonable intrusion from any fundraising communications. Where vulnerable people or those acting on their behalf request no further communications, we act on their wishes immediately. We also remove recipients from our mailing list when requested. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

STRUCTURE, GOVERNMENT & MANAGEMENT

The Charity is a company limited by guarantee, without share capital, governed under a memorandum and articles of association and a registered charity. Legal and administrative details are set out on page 8.

Overall responsibility is in the hands of the board of trustees (who are also directors for the purposes of company law). Trustees retire each year but are eligible for re-election. Additional trustees are appointed by the board, who seek people with relevant skills and experience, and in sympathy with the Charity's objectives and ethos. Induction and training are provided on a personal basis as appropriate. Policy and major financial decisions are made by the trustees. Day-to-day running of the Charity and responsibility for implementing these decisions are committed to the chief executives.

Trustees give their time freely and receive no remuneration. Their expenses and other related party transactions are disclosed in Note 6 to the accounts. Remuneration of key management personnel is determined by the Trustees.

Members located overseas are accountable to local team leaders and raise their own financial support. They have the backing of the Charity in raising support, including the provision of training and expertise.

Home staff are encouraged to raise their own financial support. Modest salaries are paid to some staff, including the chief executives.

The trustees have regard to the Charity Commission's published guidance on public benefit. The Charity delivers a public benefit to communities through services provided by overseas members, including recent support to many communities suffering from the pandemic.

Risks and uncertainties

The trustees have reviewed the Charity's current and planned future activities in the light of major risks arising from time to time, and the effectiveness of systems and procedures designed to manage them.

The principal risks and uncertainties are considered to be: reputational damage in the event of a high profile complaint or legal action alleging lack of due care for staff or field members, a sharp reduction in donation income, or financial mismanagement.

Our plans and strategies to manage risks include: careful assessment of applicants, risk assessments and contingency plans, a support network for overseas members, a system of financial controls, incident reporting, monitoring systems, maintaining adequate financial reserves, and insurance cover.

The trustees consider that adequate resources will continue to be available to fund activities of the Charity for the foreseeable future, that there are no material uncertainties about its ability to continue operating and that the Charity therefore remains a going concern.

Auditor

Jacob Cavenagh & Skeet offer themselves for re-appointment as auditor in accordance with Chapter 2 of Part 16 of the Companies Act 2006.

Trustees' responsibilities in relation to the accounts

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

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the Company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the board on 5 July 2022.



K Elmitt

Director

DIRECTORY

Company Registration Number	2585745
Charity Registration Number	1012566
Trustees	A Dimmock (Chairman) D A Aanderud K Elmitt I M Linton P N MacInnes
Chief Executives	P A Bancroft M D Jones
Principal Address	PO Box 1445 High Wycombe, HP12 9BU
Registered Office	5 Robin Hood Lane Sutton, SM1 2SW
Auditor	Jacob Cavenagh & Skeet Chartered Accountants 5 Robin Hood Lane Sutton, SM1 2SW
Principal Bankers	Barclays Bank pic PO Box 23 Northampton, NN1 4YD CAF Bank Limited 25 Kings Hill Avenue West Malling, ME19 4JQ

FRONTIERS

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income & expenditure account)

for the year ended 31 December 2021

		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>2021</u>	<u>Funds</u>	<u>Funds</u>	<u>2020</u>
Note	£	£	£	£	£	£	£
INCOME & ENDOWMENTS							
Donations & legacies	2	256,540	1,440,635	1,697,175	303,458	1,344,393	1,647,851
Charitable activities	3	5,892	-	5,892	5,012	-	5,012
Investments		1,411	-	1,411	3,091	213	3,304
Total income & endowments		<u>263,843</u>	<u>1,440,635</u>	<u>1,704,478</u>	<u>311,561</u>	<u>1,344,606</u>	<u>1,656,167</u>
EXPENDITURE							
Raising funds	4	19,523	2,238	21,761	18,923	2,464	21,387
Charitable activities:	5						
Programme development & support		229,356	1,379,102	1,608,458	209,243	1,353,961	1,563,204
Information & education		29,490	41,009	70,499	23,782	34,585	58,367
Management & administration		28,549	4,366	32,915	26,382	4,518	30,900
Total expenditure	7	<u>306,918</u>	<u>1,426,715</u>	<u>1,733,633</u>	<u>278,330</u>	<u>1,395,528</u>	<u>1,673,858</u>
Net income/expenditure		<u>(43,075)</u>	<u>13,920</u>	<u>(29,155)</u>	<u>33,231</u>	<u>(50,922)</u>	<u>(17,691)</u>
Total funds brought forward		<u>664,259</u>	<u>54,725</u>	<u>718,984</u>	<u>631,028</u>	<u>105,647</u>	<u>736,675</u>
Total funds carried forward		<u>621,184</u>	<u>68,645</u>	<u>689,829</u>	<u>664,259</u>	<u>54,725</u>	<u>718,984</u>

The Company had no recognised gains or losses other than those shown above for either financial year.

The notes on pages 12 to 18 form part of these financial statements.

FRONTIERS

BALANCE SHEET

At 31 December 2021

	<u>Note</u>	<u>2021</u>	<u>2020</u>
		£	£
FIXED ASSETS			
Tangible assets	9	<u>473,426</u>	<u>477,588</u>
CURRENT ASSETS			
Stock		1,094	984
Debtors	10	155,654	88,013
Cash at bank and in hand		<u>360,838</u>	<u>371,315</u>
		517,586	460,312
CREDITORS			
Amounts falling due within one year	11	<u>(301,183)</u>	<u>(218,916)</u>
NET CURRENT ASSETS		216,403	241,396
NET ASSETS		<u>689,829</u>	<u>718,984</u>
FUNDS			
Unrestricted funds:			
General fund		139,548	172,448
Designated funds	12	<u>481,636</u>	<u>491,811</u>
		621,184	664,259
Restricted funds	12	<u>68,645</u>	<u>54,725</u>
Total funds		<u>689,829</u>	<u>718,984</u>

The financial statements on pages 9 to 18 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. They were approved by the board of directors on 5 July 2022 and are signed on their behalf by:



K Elmitt
Director

FRONTIERS

CASH FLOW STATEMENT

for the year ended 31 December 2021

	<u>Note</u>	<u>2021</u>	<u>2020</u>
		£	£
Cash (outflow)/inflow from operating activities	15	<u>(8,823)</u>	<u>48,398</u>
Cash flows from investing activities:			
Decrease in investments		-	117,000
Purchase of tangible fixed assets		(1,654)	(576)
Cash provided by investment activities		<u>(1,654)</u>	<u>116,424</u>
Increase in cash and cash equivalents in the year		(10,477)	164,822
Cash and cash equivalents at the beginning of the year		<u>371,315</u>	<u>206,493</u>
Cash and cash equivalents at the end of the year		<u><u>360,838</u></u>	<u><u>371,315</u></u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2021

1. ACCOUNTING POLICIES

Basis of preparation

The Charity is a public benefit entity. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the Charities Statement of Recommended Practice (FRS102). The financial statements are prepared in pounds sterling rounded to the nearest pound.

The principal accounting policies, which have been applied consistently, are described below.

Fund accounting

Incoming resources for specific purposes declared by donors are held separately as restricted funds. General reserves are unrestricted funds available for use at the trustees' discretion in furtherance of the Charity's charitable objectives. Designated funds are set aside by the trustees for specific purposes.

Income

Income is recognised when entitlement is established, receipt is probable, and its amount can be quantified with reasonable accuracy.

Donated goods are included in income at their market value when received. Time donated by volunteers is not recognised in the financial statements, but their significant contribution is discussed in the trustees' report.

Individual members make contributions to the general funds of the Charity out of the financial support they receive at a rate of 5% for UK-based members and projects and 10% for members based overseas.

Expenditure

Grant payments to third parties are accrued once the recipient has been notified of the grant award and where any unfulfilled conditions attaching to the grant are outside the control of the Charity. Other expenditure is recognised once there is a legal or constructive obligation to make a payment, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and apportioned between the costs of raising funds and charitable activities. Charitable activities expenditure is further analysed between programme development & support, information & education and management & administration, as described in notes to the accounts. Expenditure apportionment is based on an analysis of time spent.

Pensions

The Charity operates a defined contribution scheme for the benefit of employees. Contributions are charged to the income and expenditure account in the year they are payable.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2021

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful economic lives, as follows:

Building services	10 years
Furniture & other equipment	3-5 years

No depreciation is provided on freehold land and buildings. The trustees have a policy of maintaining the property to a high standard which prolongs its useful life and enhances its residual value and accordingly consider any depreciation to be insignificant and immaterial. Properties are reviewed annually by the trustees for any impairment of value.

Debtors

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.

Cash at bank and in hand

Cash at bank and in hand includes accounts held at call with banks and cash in hand. Cash equivalents include monies available within 3 months without interest penalty.

Creditors and provisions

Creditors and provisions are recognised when the Charity has a legal or constructive financial obligation that can be reliably estimated for which payment is expected to be made.

Financial instruments

The Charity has financial assets and liabilities only of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently measured using amortised cost on the effective interest rate method.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2021

2. DONATIONS & LEGACIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2021</u>	<u>2020</u>
	£	£	£	£
Donations	140,803	1,440,635	1,581,438	1,526,743
Contributions from members	115,737	-	115,737	121,108
	<u>256,540</u>	<u>1,440,635</u>	<u>1,697,175</u>	<u>1,647,851</u>

3. INCOME & ENDOWMENTS FROM CHARITABLE ACTIVITIES

These comprise income from training events, book sales and short-term assignments. The primary aims of these activities are to assist members preparing to go overseas and to raise understanding of the Charity's activities and opportunities for service, with charges being made to defray costs.

4. EXPENDITURE ON RAISING FUNDS

Most voluntary income is generated by members on an unpaid voluntary basis. Costs to the Charity of generating voluntary income are those incurred in seeking donations and do not include the costs of disseminating general information about the Charity's activities and opportunities.

5. CHARITABLE ACTIVITIES

Programme development & support expenditure from restricted funds comprises gifts to members and projects, in line with donors' wishes. Such expenditure from unrestricted funds comprises the costs of providing support and training to prospective and current overseas members.

Information & education expenditure comprises the costs of raising awareness of the needs and opportunities for service, through the website, literature, conferences, meetings and other events.

6. RELATED PARTIES

Related parties are trustees, key management personnel (considered to be the chief executives) and their close family members.

Trustees receive no remuneration for their services. In 2021, total compensation paid to the chief executives was £60,469 (2020: £42,735).

In 2021, no expenses on behalf of the Charity were incurred by trustees (2020: Nil).

In 2021, total donations received from trustees were £1,040 (2020: £905), of which donations of £600 (2020: £640) were for restricted purposes.

FRONTIERS
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2021

7. EXPENDITURE

	<u>Raising funds</u>	<u>Programme development & support</u>	<u>Information & education</u>	<u>Management & administration</u>	<u>Total 2021</u>	<u>Total 2020</u>
	£	£	£	£	£	£
Unrestricted Funds						
Member support	16,212	161,125	14,491	16,593	208,421	163,736
Frontiers International Office	-	25,406	3,607	3,607	32,620	34,253
Office running costs	1,220	11,981	3,229	1,090	17,520	16,184
Specialist assistance	500	8,649	-	-	9,149	15,171
Training & conferences	424	7,190	154	-	7,768	6,095
Website, literature & displays	767	36	6,866	-	7,669	9,413
Auditor's remuneration	-	-	-	6,400	6,400	2,760
House running costs	-	5,505	-	-	5,505	4,625
Travel	77	2,509	341	311	3,238	5,001
Other expenses	-	2,531	-	281	2,812	9,291
Project support	-	-	-	-	-	5,600
Depreciation	323	4,424	802	267	5,816	6,201
	<u>19,523</u>	<u>229,356</u>	<u>29,490</u>	<u>28,549</u>	<u>306,918</u>	<u>278,330</u>
Restricted Funds						
Member support	2,238	1,258,026	41,009	4,366	1,305,639	1,231,860
Project support	-	121,076	-	-	121,076	163,668
	<u>2,238</u>	<u>1,379,102</u>	<u>41,009</u>	<u>4,366</u>	<u>1,426,715</u>	<u>1,395,528</u>
Totals	<u>21,761</u>	<u>1,608,458</u>	<u>70,499</u>	<u>32,915</u>	<u>1,733,633</u>	<u>1,673,858</u>
Totals in 2020	<u>21,387</u>	<u>1,563,204</u>	<u>58,367</u>	<u>30,900</u>	<u>1,673,858</u>	

8. EMPLOYEES

	<u>2021</u>	<u>2020</u>
	£	£
Salaries	278,309	236,252
Employer's national insurance	12,108	11,182
Employer's pension contributions	19,626	5,458
	<u>310,043</u>	<u>252,892</u>
 Average number of employees	 <u>17</u>	 <u>16</u>
Average number of full-time equivalent employees	<u>11</u>	<u>10</u>

No employee received benefits exceeding £60,000 in either year.

The Company operates a defined contribution pension scheme. Contributions of £1,859 (2020: £1,476) were outstanding at the year end.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

9. TANGIBLE FIXED ASSETS

	<u>Freehold Land & Buildings</u>	<u>Furniture & Equipment</u>	<u>Total</u>
	£	£	£
COST			
At 1 January 2021	513,718	30,352	544,070
Additions	-	1,654	1,654
Disposals	-	(600)	(600)
At 31 December 2021	<u>513,718</u>	<u>31,406</u>	<u>545,124</u>
DEPRECIATION			
At 1 January 2021	38,838	27,644	66,482
Provision for year	3,787	2,028	5,816
Disposals	-	(600)	(600)
At 31 December 2021	<u>42,625</u>	<u>29,073</u>	<u>71,698</u>
NET BOOK VALUE			
At 31 December 2021	<u>471,093</u>	<u>2,333</u>	<u>473,426</u>
At 31 December 2020	<u>474,880</u>	<u>2,708</u>	<u>477,588</u>

10. DEBTORS

	<u>2021</u>	<u>2020</u>
	£	£
Amounts falling due within one year:		
Other Frontiers offices	116,858	50,070
Gift Aid receivable	28,499	29,208
Members	4,244	3,666
Prepayments and accrued income	6,053	5,069
	<u>155,654</u>	<u>88,013</u>

11. CREDITORS

	<u>2021</u>	<u>2020</u>
	£	£
Amounts falling due within one year		
Members and projects	262,773	184,727
Other Frontiers offices	25,347	18,375
Other creditors	13,063	15,815
	<u>301,183</u>	<u>218,916</u>

FRONTIERS
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2021

12. MOVEMENT IN FUNDS

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2021</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2021</u>
	£	£	£	£	£
General fund	172,448	263,843	(11,062)	(285,681)	139,548
Designated funds:					
Fixed asset fund	477,588	-	(4,162)	-	473,426
Member support fund	1,113	-	-	(1,113)	-
Generosity fund	13,110	-	15,224	(20,124)	8,210
	491,811	-	11,062	(21,237)	481,636
Total unrestricted funds	664,259	263,843	-	(306,918)	621,184
Restricted funds:					
Members' support funds	38,349	1,301,080	-	(1,305,639)	33,790
Project funds	16,376	139,555	-	(121,076)	34,855
Total restricted funds	54,725	1,440,635	-	(1,426,715)	68,645
Total funds	718,984	1,704,478	-	(1,733,633)	689,829

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2020</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2020</u>
	£	£	£	£	£
General fund	132,917	309,561	(11,880)	(258,150)	172,448
Designated funds:					
Fixed asset fund	483,213	-	(5,625)	-	477,588
Member support fund	6,693	2,000	-	(7,580)	1,113
Generosity fund	8,205	-	17,505	(12,600)	13,110
	498,111	2,000	11,880	(20,180)	491,811
Total unrestricted funds	631,028	311,561	-	(278,330)	664,259
Restricted funds:					
Members' support funds	46,279	1,223,930	-	(1,231,860)	38,349
Project funds	59,368	120,676	-	(163,668)	16,376
Total restricted funds	105,647	1,344,606	-	(1,395,528)	54,725
Total funds	736,675	1,656,167	-	(1,673,858)	718,984

Designated funds have been established for the following purposes:

- The fixed asset fund represents the net book value of the Company's tangible fixed assets to indicate these resources are not available for other purposes.
- The generosity fund represents funds set aside to assist projects within the ambit of the Charity's objectives.
- The member support fund represented funds set aside to support members.

Restricted funds comprise:

- Members' support funds are gifts to support specific members. These are generally forwarded on a monthly basis.
- Project funds are gifts to support specific charitable projects. These are drawn down to meet expenditure as needs

During the year, payments were made to 179 (2020 - 175) members and projects.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2021 are represented by:				
Fixed assets	-	473,426	-	473,426
Current assets	440,731	8,210	68,645	517,586
Current liabilities	(301,183)	-	-	(301,183)
Total net assets	<u>139,548</u>	<u>481,636</u>	<u>68,645</u>	<u>689,829</u>

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2020 are represented by:				
Fixed assets	-	477,588	-	477,588
Current assets	391,364	14,223	54,725	460,312
Current liabilities	(218,916)	-	-	(218,916)
Total net assets	<u>172,448</u>	<u>491,811</u>	<u>54,725</u>	<u>718,984</u>

14. SHARE CAPITAL

The Company is limited by guarantee and does not have an issued share capital. Each member of the Company undertakes to contribute to the assets of the Company (should it be wound up during membership or within one year after ceasing to be a member) for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

15. CASH FLOWS RECONCILIATION

	<u>2021</u> £	<u>2020</u> £
Net expenditure	(29,155)	(17,691)
Adjustments for:		
Depreciation charge	5,816	6,201
Increase in stocks	(110)	475
Increase in debtors	(67,641)	48,497
Increase in creditors	82,267	10,916
Cash provided by operating activities	<u>(8,823)</u>	<u>48,398</u>

Independent auditor's report to the members of Frontiers

Opinion

We have audited the financial statements of Frontiers (the 'charity') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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 December 2021 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.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' 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 included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risks of non-compliance with laws and regulations related to employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to payments to third parties and management override of controls.

In response to the risks identified we designed procedures which included, but were not limited to:

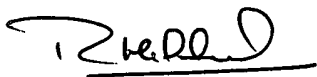
- verifying payments to third parties on a sample basis
- identifying and testing journal entries
- reviewing Trustees' meeting minutes
- evaluating the charity's internal controls

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 6 July 2022

FRONTIERS

England & Wales - Charity number 1012566

Accounts

FRONTIERS

**ANNUAL REPORT &
ACCOUNTS**

2020

CONTENTS

Annual report

What we do	2
Our impact in 2020	2
Future plans	3
Financial review	4
Structure, governance & management	5
Corporate directory	8

Annual accounts

Statement of financial activities	9
Balance sheet	10
Cash flow statement	11
Notes to the accounts	12
Independent auditor's report	20

WHAT WE DO

We help churches identify, train and support members sent overseas:

- for benefit of local communities,
- in teams,
- making known Jesus' love and teaching,
- prioritising those with least opportunity.

Our strategies to achieve this objective are:

- raising awareness in Britain of the needs and opportunities for service (website, publications, prayer news, conferences and events),
- encouraging enquirers: small groups, short visits, training and coaching,
- helping applicants connect and join over 250 overseas teams,
- supporting members, with their churches, practically and pastorally,
- supporting projects that benefit communities, according to local needs, including development, relief work, teaching, medical and more.

We are part of the wider Frontiers movement – an international fellowship of semi-autonomous teams comprising 1,800 members in 80 countries. Each team or organisation operates independently, but with accountability, oversight and strongly committed to the movement's vision and values.

OUR IMPACT IN 2020

Long-term Harvest Workers

Despite restricted in-person meetings, we thank God for 12 new long-term members sent out by their local churches in the last 18 months, and 19 applicants currently preparing to join overseas teams in 2021-22.

MomentumYes (a 6-week on-line course in cross-cultural mission) has been widely welcomed by young people and increasingly in churches. From this has emerged a growing community of individuals taking intentional steps towards future overseas ministry. They meet monthly, use WhatsApp and other online resources, and attended a virtual missions conference in December. We pray many in future will go overseas.

Our *Candidates Weekends* continued three times a year, on one occasion online, and have been supplemented by monthly online meetings of those heading overseas, for further training and mutual encouragement. Our programme of short-term opportunities was suspended due to the pandemic, but we hope to resume these later this year.

Ministry Training Scheme

Last autumn two young men joined our team as Ministry Trainees. As well as receiving training, their social media skills are helping our communications. They plan to go overseas long term, and we hope to extend this scheme later this year.

Coronavirus Response

We praise God that through generous donations and working with local teams and Frontiers' Rapid Intervention Network, we helped to fund 45 projects last year through 34 teams and many local leaders in all regions where Frontiers works.

- Over 16,000 families were served (most with food distribution), and 6 million reached through media education.
- New opportunities have opened and many local people have been empowered to serve their own communities.

FUTURE PLANS

We're increasingly using social media and develop videos and a podcast to communicate more effectively, especially among young people.

We're developing, in partnership with several other agencies, a UK version of the popular MomentumYes course, to encourage its greater use and effectiveness.

We're encouraging continuing creativity among a developing community taking active steps towards long-term future overseas service.

We're strengthening our training and member care skills and capacity to support better new members and those continuing in long-term work in challenging locations, in partnership with their sending churches.

FINANCIAL REVIEW

Total income for 2020 at £1.66M (as shown on page 9) was 10% above last year, reflecting an increase in long-term overseas members and gifts to support projects to relieve the impact of the pandemic on overseas communities. Unrestricted income also rose, thanks to generous support from individuals and churches, bringing greater financial stability.

Total expenditure in 2020 was £1.67M, also above last year, as gifts received were promptly distributed to support field members, pandemic relief and other projects.

Volunteers on our home team contributed an average of 11 days per week during the year and were engaged in all areas of activity, especially pastoral care of overseas members, often in very challenging circumstances.

Net assets at the year end, shown on page 10, totalled £719k. These comprised:

- £55k of restricted reserves, being gifts for specific projects or members,
- £492k of designated funds, mainly the net book value of tangible fixed assets unavailable for other purposes, and
- £172k in the general fund, not designated for a particular purpose.

Grants are made from restricted funds in line with donors' wishes, and from unrestricted funds in line with the trustees' judgment. In all cases, these are made only to members and projects with clear supervision, oversight and accountability, to ensure they are used effectively for the benefit of local communities.

The trustees' policy is to maintain general fund reserves at between 3 and 6 months' of unrestricted expenditure. At this level, current activities could continue in the event of a significant drop in income, until remedial action becomes effective. The general fund at 31 December 2020 was slightly above the upper end of this range.

The trustees' investment policy is to maintain high liquidity while ensuring maximum security. Funds invested with financial institutions are protected by

the government-regulated Financial Services Compensation Scheme. The Charity has no social investments.

Fundraising practices

In 2020, no outside agents were engaged to approach the public on our behalf; all applications for funds were prepared in-house; and no complaints were received about our fundraising practices.

We seek to protect vulnerable people and others from unreasonable intrusion from any fundraising communications. Where vulnerable people or those acting on their behalf request no further communications, we act on their wishes immediately. We also remove recipients from our mailing list when requested. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

STRUCTURE, GOVERNMENT & MANAGEMENT

The Charity is a company limited by guarantee, without share capital, governed under a memorandum and articles of association and a registered charity. Legal and administrative details are set out on page 8.

Overall responsibility is in the hands of the board of trustees (who are also directors for the purposes of company law). Trustees retire each year but are eligible for re-election. Additional trustees are appointed by the board who seek people with relevant skills and experience and in sympathy with the Charity's objectives and ethos. Induction and training are provided on a personal basis as appropriate. Policy and major financial decisions are made by the trustees. Day-to-day running of the Charity and responsibility for implementing these decisions are committed to the chief executives.

Trustees give their time freely and receive no remuneration. Trustees' expenses and other related party transactions are disclosed in Note 6 to the accounts.

Members located overseas are accountable to local team leaders and raise their own financial support. They have the backing of the Charity in raising support, including the provision of training and expertise.

Home staff are encouraged to raise their own financial support. Modest salaries, reviewed annually, are paid to some home staff, including the chief executives.

The trustees have regard to the Charity Commission's published guidance on public benefit. The Charity delivers a public benefit to communities through services provided by overseas members, including recent support to many communities suffering from the pandemic.

Risks and uncertainties

The trustees have reviewed the Charity's current and planned future activities in the light of major risks arising from time to time, and the effectiveness of systems and procedures designed to manage them.

The principal risks and uncertainties are considered to be: reputational damage in the event of a high profile complaint or legal action alleging lack of due care for staff or field members; a sharp reduction in donation income; or financial mismanagement.

Our plans and strategies to manage risks include: careful assessment of applicants, risk assessments and contingency plans, a support network for overseas members, a system of financial controls, incident reporting, monitoring systems, maintaining an adequate level of financial reserves, and insurance cover.

The trustees consider adequate resources will continue to be available to fund activities for the foreseeable future, there are no material uncertainties about its ability to continue operating and that the Charity therefore remains a going concern.

Auditor

Jacob Cavenagh & Skeet offer themselves for re-appointment as auditor in accordance with Chapter 2 of Part 16 of the Companies Act 2006.

Trustees' responsibilities in relation to the accounts

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

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

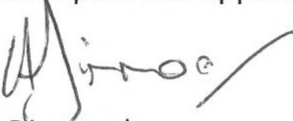
- select suitable accounting policies and apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgments and estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures explained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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the Company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the board on 20 July 2021.


A Dimmock
Trustee

DIRECTORY

Company Registration Number	2585745
Charity Registration Number	1012566
Trustees	A Dimmock (Chairman) D A Aanderud K Elmitt I M Linton P N MacInnes
Chief Executives	P A Bancroft M D Jones
Principal Address	PO Box 1445 High Wycombe, HP12 9BU
Registered Office	5 Robin Hood Lane Sutton, SM1 2SW
Auditor	Jacob Cavenagh & Skeet Chartered Accountants 5 Robin Hood Lane Sutton, SM1 2SW
Principal Bankers	Barclays Bank pic PO Box 23 Northampton, NN1 4YD CAF Bank Limited 25 Kings Hill Avenue West Malling, ME19 4JQ

FRONTIERS

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an income & expenditure account)

for the year ended 31 December 2020

		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>2020</u>	<u>Funds</u>	<u>Funds</u>	<u>2019</u>
	Note	£	£	£	£	£	£
INCOME & ENDOWMENTS							
Donations & legacies	2	303,458	1,344,393	1,647,851	260,580	1,235,207	1,495,787
Charitable activities	3	5,012	-	5,012	9,476	-	9,476
Investments		3,091	213	3,304	3,892	544	4,436
Total income & endowments		<u>311,561</u>	<u>1,344,606</u>	<u>1,656,167</u>	<u>273,948</u>	<u>1,235,751</u>	<u>1,509,699</u>
EXPENDITURE							
Raising funds	4	18,923	2,464	21,387	20,831	2,481	23,312
Charitable activities:	5						
Programme development & support		209,243	1,353,961	1,563,204	205,922	1,242,225	1,448,147
Information & education		23,782	34,585	58,367	28,986	26,327	55,313
Management & administration		26,382	4,518	30,900	25,815	4,897	30,712
Total expenditure	7	<u>278,330</u>	<u>1,395,528</u>	<u>1,673,858</u>	<u>281,554</u>	<u>1,275,930</u>	<u>1,557,484</u>
Net income/expenditure		<u>33,231</u>	<u>(50,922)</u>	<u>(17,691)</u>	<u>(7,606)</u>	<u>(40,179)</u>	<u>(47,785)</u>
Total funds brought forward		<u>631,028</u>	<u>105,647</u>	<u>736,675</u>	<u>638,634</u>	<u>145,826</u>	<u>784,460</u>
Total funds carried forward		<u>664,259</u>	<u>54,725</u>	<u>718,984</u>	<u>631,028</u>	<u>105,647</u>	<u>736,675</u>

The Company had no recognised gains or losses other than those shown above for either financial year.

The notes on pages 12 to 19 form part of these financial statements.

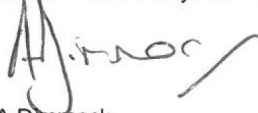
FRONTIERS

BALANCE SHEET

At 31 December 2020

	<u>Note</u>	<u>2020</u>	<u>2019</u>
		£	£
FIXED ASSETS			
Tangible assets	9	477,588	483,213
Investments	10	-	-
		<u>477,588</u>	<u>483,213</u>
CURRENT ASSETS			
Stock		984	1,459
Debtors	11	88,013	136,510
Investments	10	-	117,000
Cash at bank and in hand		<u>371,315</u>	<u>206,493</u>
		<u>460,312</u>	<u>461,462</u>
CREDITORS			
Amounts falling due within one year	12	<u>(218,916)</u>	<u>(208,000)</u>
NET CURRENT ASSETS		<u>241,396</u>	<u>253,462</u>
NET ASSETS		<u><u>718,984</u></u>	<u><u>736,675</u></u>
FUNDS			
Unrestricted funds:			
General fund		172,448	132,917
Designated funds	13	<u>491,811</u>	<u>498,111</u>
		664,259	631,028
Restricted funds	13	<u>54,725</u>	<u>105,647</u>
Total funds		<u><u>718,984</u></u>	<u><u>736,675</u></u>

The financial statements on pages 9 to 19 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. They were approved by the board of directors on 20 July 2021 and are signed on their behalf by:


A Dimmock
Trustee

FRONTIERS

CASH FLOW STATEMENT

for the year ended 31 December 2020

	<u>Note</u>	<u>2020</u>	<u>2019</u>
		£	£
Cash outflow from operating activities	16	<u>48,398</u>	<u>(14,638)</u>
Cash flows from investing activities:			
Decrease in investments		117,000	32,000
Purchase of tangible fixed assets		(576)	(2,956)
Proceeds of sale of tangible fixed assets		<u>-</u>	<u>-</u>
Cash provided by investment activities		116,424	29,044
 Increase in cash and cash equivalents in the year		164,822	14,406
Cash and cash equivalents at the beginning of the year		<u>206,493</u>	<u>192,087</u>
Cash and cash equivalents at the end of the year		<u><u>371,315</u></u>	<u><u>206,493</u></u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

1. ACCOUNTING POLICIES

Basis of preparation

The Charity is a public benefit entity. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the Charities Statement of Recommended Practice (FRS102).

The principal accounting policies, which have been applied consistently, are described below.

Fund accounting

Incoming resources for specific purposes declared by donors are held separately as restricted funds. General reserves are unrestricted funds available for use at the trustees' discretion in furtherance of the Charity's charitable objectives. Designated funds are set aside by the trustees for specific purposes.

Income

Income is recognised when entitlement is established, receipt is probable, and its amount can be quantified with reasonable accuracy.

Donated goods are included in income at their market value when received. Time donated by volunteers is not recognised in the financial statements, but their significant contribution is discussed in the trustees' report.

Individual members make contributions to the general funds of the Charity out of the financial support they receive at a rate of 5% for UK-based members and projects and 10% for members based overseas.

Expenditure

Grant payments to third parties are accrued once the recipient has been notified of the grant award and where any unfulfilled conditions attaching to the grant are outside the control of the Charity. Other expenditure is recognised once there is a legal or constructive obligation to make a payment, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and apportioned between the costs of raising funds and charitable activities. Charitable activities expenditure is further analysed between programme development & support, information & education and management & administration, as described in notes to the accounts. Expenditure apportionment is based on an analysis of time spent.

Pensions

The Charity operates a defined contribution scheme for the benefit of employees. Contributions are charged to the income and expenditure account in the year they are payable.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful economic lives, as follows:

Building services	10 years
Furniture & other equipment	3-5 years

No depreciation is provided on freehold land and buildings. The trustees have a policy of maintaining the property to a high standard which prolongs its useful life and enhances its residual value and accordingly consider any depreciation to be insignificant and immaterial. Properties are reviewed annually by the trustees for any impairment of value.

Investments

Investments are included at settlement value and include longer term highly liquid investments with a maturity exceeding three months.

Debtors

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.

Cash at bank and in hand

Cash at bank and in hand includes accounts held at call with banks and cash in hand. Cash equivalents include monies available within 3 months without interest penalty.

Creditors and provisions

Creditors and provisions are recognised when the Charity has a legal or constructive financial obligation that can be reliably estimated for which payment is expected to be made.

Financial instruments

The Charity has financial assets and liabilities only of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently measured using amortised cost on the effective interest rate method.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

2. DONATIONS & LEGACIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2020</u>	<u>2019</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Donations	182,350	1,344,393	1,526,743	1,378,082
Contributions from members	121,108	-	121,108	117,705
	<u>303,458</u>	<u>1,344,393</u>	<u>1,647,851</u>	<u>1,495,787</u>

3. INCOME & ENDOWMENTS FROM CHARITABLE ACTIVITIES

These comprise income from training events, book sales and short-term assignments. The primary aims of these activities are to assist members preparing to go overseas and to raise understanding of the Charity's activities and opportunities for service, with charges being made to defray costs.

4. EXPENDITURE ON RAISING FUNDS

Most voluntary income is generated by members on an unpaid voluntary basis. Costs to the Charity of generating voluntary income are those incurred in seeking donations and do not include the costs of disseminating general information about the Charity's activities and opportunities.

5. CHARITABLE ACTIVITIES

Programme development & support expenditure from restricted funds comprises gifts to members and projects, in line with donors' wishes. Such expenditure from unrestricted funds comprises the costs of providing support and training to prospective and current overseas members.

Information & education expenditure comprises the costs of raising awareness of the needs and opportunities for service, through the website, literature, conferences, meetings and other events.

6. RELATED PARTIES

Related parties are the trustees, key management personnel (considered to be the chief executives) and their close family members.

The trustees receive no remuneration for their services. In 2020, total compensation paid to the chief executives was £42,735 (2019: £44,318).

In 2020, the trustees received no expenses for work on behalf of the Charity (2019: £32).

In 2020, total donations received from the trustees were £905 (2019: £942), of which £640 (2019: £600) was for restricted purposes.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

7. EXPENDITURE

	<u>Raising funds</u>	<u>Programme development & support</u>	<u>Information & education</u>	<u>Management & administration</u>	<u>Total 2020</u>	<u>Total 2019</u>
	£	£	£	£	£	£
<u>Unrestricted Funds</u>						
Member support	15,011	122,805	10,819	15,101	163,736	166,100
Travel	207	3,602	638	554	5,001	14,169
Office running costs	1,183	11,610	1,546	1,845	16,184	17,316
Training & conferences	234	5,728	79	54	6,095	10,861
Website, literature & displays	941	561	7,911	-	9,413	13,971
Specialist assistance	975	11,357	-	2,839	15,171	4,881
House running costs	-	4,625	-	-	4,625	3,988
Project support	-	5,600	-	-	5,600	5,500
Auditor's remuneration	-	-	-	2,760	2,760	2,760
Other expenses	-	9,044	-	247	9,291	2,455
Frontiers International Office	-	29,429	2,412	2,412	34,253	32,844
Depreciation	372	4,882	377	570	6,201	6,709
	<u>18,923</u>	<u>209,243</u>	<u>23,782</u>	<u>26,382</u>	<u>278,330</u>	<u>281,554</u>
<u>Restricted Funds</u>						
Member support	2,464	1,190,293	34,585	4,518	1,231,860	1,234,969
Project support	-	163,668	-	-	163,668	40,961
	<u>2,464</u>	<u>1,353,961</u>	<u>34,585</u>	<u>4,518</u>	<u>1,395,528</u>	<u>1,275,930</u>
Totals	<u>21,387</u>	<u>1,563,204</u>	<u>58,367</u>	<u>30,900</u>	<u>1,673,858</u>	<u>1,557,484</u>
Totals in 2019	<u>23,312</u>	<u>1,448,147</u>	<u>55,313</u>	<u>30,712</u>	<u>1,557,484</u>	

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

8. EMPLOYEES

	<u>2020</u>	<u>2019</u>
	£	£
Salaries	236,252	220,416
Employer's national insurance	11,182	11,538
Employer's pension contributions	<u>5,458</u>	<u>5,293</u>
	<u>252,892</u>	<u>237,247</u>
Average number of employees	<u>16</u>	<u>15</u>
Average number of full-time equivalent employees	<u>10</u>	<u>10</u>

No employee received benefits exceeding £60,000 in either year.

The Company operates a defined contribution pension scheme. Contributions of £1,476 (2019: £1,271) were outstanding at the year end.

9. TANGIBLE FIXED ASSETS

	<u>Freehold Land & Buildings</u>	<u>Furniture & Equipment</u>	<u>Total</u>
	£	£	£
COST			
At 1 January 2020	513,718	37,978	551,696
Additions	-	576	576
Disposals	<u>-</u>	<u>(8,202)</u>	<u>(8,202)</u>
At 31 December 2020	<u>513,718</u>	<u>30,352</u>	<u>544,070</u>
DEPRECIATION			
At 1 January 2020	34,560	33,923	68,483
Provision for year	4,278	1,923	6,201
Disposals	<u>-</u>	<u>(8,202)</u>	<u>(8,202)</u>
At 31 December 2020	<u>38,838</u>	<u>27,644</u>	<u>66,482</u>
NET BOOK VALUE			
At 31 December 2020	<u>474,880</u>	<u>2,708</u>	<u>477,588</u>
At 31 December 2019	<u>479,158</u>	<u>4,055</u>	<u>483,213</u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

10. INVESTMENTS

	<u>2020</u>	<u>2019</u>
Amounts falling due within one year:	£	£
Loan to another Frontiers office	-	32,000
Deposits with financial institutions	-	85,000
	<u>-</u>	<u>117,000</u>

11. DEBTORS

	<u>2020</u>	<u>2019</u>
Amounts falling due within one year	£	£
Other Frontiers offices	50,070	101,674
Gift Aid receivable	29,208	25,429
Members	3,666	4,840
Prepayments and accrued income	5,069	4,567
	<u>88,013</u>	<u>136,510</u>

12. CREDITORS

	<u>2020</u>	<u>2019</u>
Amounts falling due within one year	£	£
Members and projects	184,727	160,838
Other Frontiers offices	18,375	37,739
Other creditors	15,815	9,423
	<u>218,916</u>	<u>208,000</u>

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2020

13. MOVEMENT IN FUNDS

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2020</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2020</u>
	£	£	£	£	£
General fund	132,917	309,561	(11,880)	(258,150)	172,448
Designated funds:					
Fixed asset fund	483,213	-	(5,625)	-	477,588
Member support fund	6,693	2,000	-	(7,580)	1,113
Generosity fund	8,205	-	17,505	(12,600)	13,110
	498,111	2,000	11,880	(20,180)	491,811
Total unrestricted funds	631,028	311,561	-	(278,330)	664,259
Restricted funds:					
Members' support funds	46,279	1,223,930	-	(1,231,860)	38,349
Project funds	59,368	120,676	-	(163,668)	16,376
Total restricted funds	105,647	1,344,606	-	(1,395,528)	54,725
Total funds	736,675	1,656,167	-	(1,673,858)	718,984

	<u>At 1 January</u>				<u>At 31 December</u>
	<u>2019</u>	<u>Income</u>	<u>Transfers</u>	<u>Expenditure</u>	<u>2019</u>
	£	£	£	£	£
General fund	135,697	272,448	(9,524)	(265,704)	132,917
Designated funds:					
Fixed asset fund	486,966	-	(3,753)	-	483,213
Member support fund	5,193	1,500	-	-	6,693
Generosity fund	10,778	-	13,277	(15,850)	8,205
	502,937	1,500	9,524	(15,850)	498,111
Total unrestricted funds	638,634	273,948	-	(281,554)	631,028
Restricted funds:					
Members' support funds	107,856	1,173,392	-	(1,234,969)	46,279
Project funds	37,970	62,359	-	(40,961)	59,368
Total restricted funds	145,826	1,235,751	-	(1,275,930)	105,647
Total funds	784,460	1,509,699	-	(1,557,484)	736,675

Designated funds have been established for the following purposes:

- The fixed asset fund represents the net book value of the Company's tangible fixed assets to indicate these resources are not available for other purposes.
- The generosity fund represents funds set aside to assist projects within the ambit of the Charity's objectives.
- The member support fund represents funds set aside to support members.

Restricted funds comprise:

- Members' support funds, being gifts to support specific members. These are generally forwarded on a monthly basis, but some members prefer to allow funds to accumulate and be forwarded when needed.
- Project funds, being gifts to support specific charitable projects, are expended as needs arise.

During the year, payments were made to 175 (2019 - 158) members and projects.

FRONTIERS

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2020 are represented by:				
Fixed assets	-	477,588	-	477,588
Current assets	391,364	14,223	54,725	460,312
Current liabilities	(218,916)	-	-	(218,916)
Total net assets	<u>172,448</u>	<u>491,811</u>	<u>54,725</u>	<u>718,984</u>

	<u>General</u> <u>Fund</u> £	<u>Designated</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> £
Fund balances at 31 December 2019 are represented by:				
Fixed assets	-	483,213	-	483,213
Current assets	340,917	14,898	105,647	461,462
Current liabilities	(208,000)	-	-	(208,000)
Total net assets	<u>132,917</u>	<u>498,111</u>	<u>105,647</u>	<u>736,675</u>

15. SHARE CAPITAL

The Company is limited by guarantee and does not have an issued share capital. Each member of the Company undertakes to contribute to the assets of the Company (should it be wound up during membership or within one year after ceasing to be a member) for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

16. CASH FLOWS RECONCILIATION

	<u>2020</u> £	<u>2019</u> £
Net expenditure	(17,691)	(47,785)
Adjustments for:		
Depreciation charge	6,201	6,709
Decrease in stocks	475	(95)
Decrease in debtors	48,497	(18,705)
Increase in creditors	10,916	45,238
Cash provided by operating activities	<u>48,398</u>	<u>(14,638)</u>

Independent auditor's report to the members of Frontiers

Opinion

We have audited the financial statements of Frontiers (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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 December 2020 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.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' 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 included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risks of non-compliance with laws and regulations related to employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to government assistance – furlough income, management override of controls and payments to third parties.

In response to the risks identified we designed procedures which included, but were not limited to:

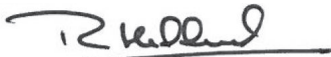
- testing the calculation of claims made under the Coronavirus Job Retention Scheme
- identifying and testing journal entries
- reviewing Trustees meeting minutes
- evaluating the charity's internal controls
- verifying payments to third parties on a sample basis

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA(Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet
Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 20 August 2011