



CROSSLANDS

*Unaudited financial statements
for the year ended 31 July 2022*

Charity number: 1167211

Crosslands

Unaudited financial statements for the year ended 31 July 2022

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Trustees' report for the year ended 31 July 2022

The trustees present their report together with the financial statements of Crosslands for the year ended 31 July 2022.

Objectives and activities

Crosslands exists to provide flexible, accessible, and trusted theological training and resources that support local churches' health, growth and mission.

Crosslands' objectives, as set out in the Constitution, are:

- to provide for the public benefit Christian training to educate and equip church leaders, mainly but not exclusively in the UK, Europe and 10:40 window, to have the knowledge and skills required to care for the spiritual, moral and welfare needs of their churches and wider communities;
- to provide for the public benefit Christian resources that educate church congregations and individuals in accordance with Christian beliefs as outlined in our Statement of Faith; and
- to advance the Christian faith for the benefit of the public in such charitable ways as the Charity Trustees think fit from time to time.

Crosslands' programmes provide leaders and other disciples with relevant and affordable resources for every stage of discipleship and leadership, through all of life. Our delivery model is designed to ensure our programmes will serve churches which have poor access to more traditionally delivered training and resources, either due to socioeconomic factors or location.

The main activities undertaken during the year in relation to these objectives were:

- Delivering and expanding an accredited **Seminary** programme for students throughout the UK and beyond (the most significant area of activity by some margin).
- Delivering a suite of flexible, accessible **Foundation** training materials to resource local church training.
- Delivering a range of short courses on cultural engagement and cultural leadership through **Crosslands Forum**.
- Designing and preparing for the launch of a new programme, '**Cultivate**' which will raise up a new cohort of biblical thought leaders able to create new resources and to train church leaders and members to engage confidently with current issues in society.
- Designing and preparing for the launch of a new **Lifelong Learning** programme to provide for the ongoing ministerial development of those with many years' experience in ministry who need refreshment or support.
- Creating and running a new annual conference, '**Theology for Life**'
- Providing expert speakers and trainers for **other organisations** to help resource local and specialist training initiatives.

Public benefit

When planning the activities, the trustees have applied the Charity Commission guidance in relation to public benefit, in particular, the guidance on the Advancement of Religion for the Public Benefit. The ways that the charity operates for the benefit of the wider public are detailed below:

- The curriculum is developed in such a way as to be contextually adaptable and appropriate. This is to equip and train Christians to intentionally invest in local communities.
- Content is accessible and relevant to a wide variety of people, including the Foundation programme, which is available to those with little or no formal education.
- The delivery model is designed to make training accessible to people in remote and dispersed locations who would not normally be able to access high-quality training.

Trustees' report for the year ended 31 July 2022 (cont.)

- The retail prices of courses and resources are set to ensure that content is available to a wide variety of students, to allow people to integrate study into their current context, and so encourage people to study in groups which we believe provide greater educational outcomes.
- Crosslands staff are made available to speak and run training courses in a wide range of communities and for a range of other organisations, regardless of their ability to pay for such services.
- Virtually all Crosslands students, course participants and alumni are utilising the benefits of this training to serve local communities both during and after their training with Crosslands. This will include leading church communities, youth and children's work, training younger leaders, providing counselling and pastoral care, and many other forms of community service, including many in very deprived areas.

Achievements and Performance

The Seminary programme remained our most significant activity by some margin, with total student numbers increasing by almost 20% during the year and the number of early withdrawals from the programme remaining very low. Enrolments for the next year (completed by the end of July 2022) were looking yet stronger again. This growth is particularly encouraging in the context of ongoing pandemic uncertainties and changes in the wider theological education landscape.

We continued to develop the diversity of our student body in terms of ethnicity, gender and international participation, with around 15% of students from BAME backgrounds and over 30% women being significantly more diverse than other similar organisations.

A complete redevelopment and launch of a new suite of Foundation courses was achieved during the year, with excellent core material further enhanced by the application of specialist learning design expertise for the first time. The courses were all created on an improved learning platform which adds to accessibility and flexibility, and they include resources designed to support different learning styles and abilities.

Our core staff team has expanded from four at the start of the year to nine by the end of the year giving us much greater depth and resilience. The number of contracted contributors (tutors and other specialist teaching and content producers) increased to 17, bringing the total to 26.

New faculty included the appointment of a new director to launch Crosslands Forum, starting in September 2021. In the first one hundred days of Crosslands Forum we directly engaged over 300 participants in events and short courses, and reached several thousand people through podcasts, radio interviews and publications.

A key goal was to diversify sources of funding for new programmes. During the year further funding was secured to move Crosslands Forum beyond the initial start up phase and new funding was secured for the Cultivate programme, enabling Crosslands to continue to deliver a range of specialist courses on cultural engagement and biblical ethics, and to move ahead into detailed planning, faculty recruitment and launch of new programmes for the start of the following year. Plans were created for the establishment of a new level of smaller partnerships which will continue to broaden out that funding base into the following year.

By the end of 2021-22 Crosslands had achieved all the key financial and growth goals in its original strategic plan (first set out in 2017), and at least one other more recently identified strategic goal (the creation of Crosslands Forum) despite having navigated the pandemic and other significant challenges in that period. This achievement demonstrates that Crosslands is effectively meeting important needs for those we exist to serve; it also brings with it a level of reputational, financial and institutional health that enables us to continue to pursue our longer-term objectives with confidence.

Trustees' report for the year ended 31 July 2022 (cont.)

Financial review

The results for the year and the financial position of the charity are shown on pages 8 to 20.

We are pleased to report continued financial health and growth.

During the year income increased by £175,565, to £636,740, and expenditure increased by £255,399, to £569,838. It is worthy of note that the previous year's expenditure included some substantial cost savings due to online working during covid. As a result, the surplus for the year decreased by £79,834 to £66,902 and the charity's net assets increased by the same amount, to £327,734. Net current assets increased by £66,189 to £320,738.

Principal risks

The trustees maintain a strategic risk register which is reviewed at least annually and also when new risks are identified or changes to risks become known.

Any damage to key strategic relationships that enable the delivery and accreditation of our seminary programme is recognised as a risk for ongoing operations and we therefore actively manage our relationships with those key partners.

Loss or shortage of key staff has the potential to impact our ability to deliver key programmes, whether operationally or academically. This risk has become significantly lower over the past year with our larger staff team, and is further reduced by maintaining a wide base of contractors and associate staff who are able to contribute to programme development and delivery. Codification of course content and improvements to the integration and automation of business processes further mitigates this risk.

Sustaining income and a healthy cash flow has been a strength of the organisation thus far but will become more challenging as costs increase. Appropriate fee increases, continued careful management of costs, and the development of new sources of funding are all helping to limit the impact of cost increases.

Reserves policy

The trustees have considered the charity's requirement for reserves in light of the main risks to the organisation. The Operating Reserve Policy for Crosslands aims to ensure the stability of the organisation's mission, programs, employment, and ongoing operations. The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The reserve may also be used for one-time, nonrecurring expenses that will build long-term capacity, such as staff development, research and development, or investment in infrastructure. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of Crosslands for Operating Reserves to be used and replenished within a reasonably short period of time. The Operating Reserve Policy will be implemented in concert with the other governance and financial policies of Crosslands and is intended to support the goals and strategies contained in these related policies and strategic and operational plans.

The Trustees have set a target level of reserves equal to four months of average operating costs. Currently the charity holds unrestricted net current assets of £236,485 (2021: £192,992) and is complying with its reserves policy.

The trustees have not identified any significant events that have had a material effect on the financial performance or position of the organisation.

Trustees' report for the year ended 31 July 2022 (cont.)

Plans for future periods

Our key aims for the next two years are:

To continue the growth and maturation of the Crosslands Seminary programme, including the establishment of new partnerships that will expand the reach of the programme outside of UK and Europe.

To extend the reach of our Foundation resources into new markets, enabling us both to serve a wider constituency of churches and to benefit from a return on the investment made in this programme over the past year.

To create a new programme that bridges our Foundation and Seminary programmes, providing an accessible route into more advanced theological education for those without prior tertiary education.

To launch the first cohort of the new Cultivate programme and see new resources being generated by programme participants, thus extending the scope and reach of Crosslands Forum into new subject areas and reaching new audiences.

To extend the new Lifelong and Forum short course offerings in both scope and number.

To extend the application of specialist learning design input (including learning needs support) into more of our courses.

To invest in the streamlining, integration and automation of key business processes to help us maintain high standards of service for learners at an affordable cost.

Structure, Governance and Management

The organisation is a Charitable Incorporated Organisation, incorporated and registered as a charity on 19th May 2016. The charity is established under a constitution, which contains the objects and powers of the organisation. The constitution was updated on 6th May 2021 to reflect a change in the involvement of the two founding charities.

Responsibility for setting policy and for determining the parameters within which the charity should operate rests with the trustees who meet regularly to monitor the activities of the charity. The trustees have a duty to identify and review the risks to which the charity is exposed, be they operational, financial or reputational, and ensure appropriate controls are in place to provide reasonable assurance against fraud or error. Responsibility for the day-to-day operation of the charity has been delegated to a senior management team led by Jen Charteris.

Recruitment and appointment of new trustees

At any time there must be a minimum of four trustees. The board of trustees is responsible for the appointment of new trustees. Every trustee must be appointed for a term of up to three years by a resolution passed at a properly convened meeting of the Charity Trustees. All trustees appointed fully support the charity's aims and objectives.

All trustees work voluntarily and receive no salary from the charity. Any expenses reclaimed or royalties paid from the charity are described in note 7 of the accounts.

Most trustees bring prior experience of governance. Upon appointment, they are provided with key documents and participate in at least two conversations with other trustees. Essential information on how governance works in practice at Crosslands is provided in the form of a governance manual. The trustees conduct a board effectiveness evaluation approximately once every two years.

Trustees' report for the year ended 31 July 2022 (cont.)

Organisational structure

The board of trustees governs Crosslands and meets at least three times a year (usually four). The trustees appoint the directors and delegate the day-to-day running of the charity to them. Directors report to the board jointly and participate in an annual review with trustee representatives individually.

The Head of Finance also serves as company secretary and is a member of the executive leadership team.

Pay and remuneration

The trustees adopted a salary scale linked to higher education pay scales in 2020. The trustees set and review pay for directors according to this benchmark. Directors in turn set staff salaries accordingly.

Reference and administrative details

<i>Charity name:</i>	Crosslands
<i>Key Management:</i>	Mrs J Charteris (Executive Director) Dr D Strange (Director of Crosslands Forum) Mrs C Carvel (Head of Finance & Company Secretary)
<i>Trustees:</i>	Mr R Cunnington Mrs M Hendry (appointed 8 February 2023) Mr S McKay (appointed 6 June 2022) Mr P Moore (resigned 29 November 2022) Mr I Roberts Dr D Strange (resigned 14 September 2021) Mr D Steel Mrs R McLaughlin (appointed 5 May 2022)
<i>Charity registration number:</i>	1167211
<i>Registered office:</i>	MEA House, Newcastle upon Tyne, NE1 8XS
<i>Professional advisors</i>	Stewardship Services (UKET) Limited (Independent Examiners) CAF Bank Ltd (Banker) Wise (Banker)

Trustees' Responsibilities

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

Charity law requires us as trustees to prepare financial statements for each financial period that give a true and fair view of the state of the affairs of the charity, as at the balance sheet date, and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, they will:

- select suitable accounting policies and apply them consistently;
- observe methods and principles in the applicable Charity SORP;
- make judgements and estimates that are reasonable and prudent;



Trustees' report for the year ended 31 July 2022 (cont.)

- State whether the applicable account standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will not continue on that basis.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Account and Reports) Regulations, and the provision of the Constitution.

The trustees 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. The trustees confirm that the accounts comply with current statutory requirements and those of the organisation's governing document.

Approval

This report was approved by the trustees and signed on their behalf by:

Mr I Roberts (Trustee)

12 May 2023

Independent Examiner's report to the Trustees of Crosslands for the year ended 31 July 2022

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 July 2022 on pages 8 to 20 following, which have been prepared on the basis of the accounting policies set out on pages 11 to 13.

Responsibilities and basis of the report

As the charity's trustees of the Charitable Incorporated Organisation, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act, and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Lourens du Plessis ACA CA (SA)
Member of the Institute of Chartered Accountants in England and Wales

19 May 2023

Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Statement of financial activities for the year ended 31 July 2022

		Unrestricted Funds Year ended 31 Jul '22 £	Restricted funds Year ended 31 Jul '22 £	Total funds Year ended 31 Jul '22 £	Unrestricted Funds Year ended 31 Jul '21 £	Restricted funds Year ended 31 Jul '21 £	Total funds Year ended 31 Jul '21 £
Description by activity	Note						
Incoming resources							
<i>Income & endowments from:</i>							
Donations & legacies	3	46,519	123,492	170,011	57,840	72,850	130,690
Charitable activities	4	466,730	0	466,730	330,485	0	330,485
Total		513,249	123,492	636,740	388,325	72,850	461,175
Resources expended							
<i>Expenditure on:</i>							
Raising funds	5	10,019	377	10,396	970	3,850	4,819
Charitable activities	5	404,713	154,728	559,442	295,700	13,920	309,619
Total		414,733	155,105	569,838	296,669	17,769	314,439
Net income/expenditure		98,516	(31,614)	66,902	91,656	55,081	146,736
Transfer between funds		(53,509)	53,509	0	0	0	0
Net movement in funds		45,007	21,895	66,902	91,656	55,081	146,736
Reconciliation of funds:							
Total funds brought forward	14	196,941	63,891	260,832	105,285	8,810	114,095
Total funds carried forward		241,948	85,786	327,734	196,941	63,891	260,832

There were no other recognised gains other than those noted above.

The notes on pages 11 to 20 form part of these accounts.

Balance Sheet as at 31 July 2022

		Unrestricted Funds 31 Jul '22 £	Restricted funds 31 Jul '22 £	Total funds 31 Jul '22 £	Unrestricted Funds 31 Jul '21 £	Restricted funds 31 Jul '21 £	Total funds 31 Jul '21 £
	Note						
Non-current assets							
Intangible assets	8	1,533	1,533	3,067	2,333	2,333	4,667
Tangible assets	9	3,930	0	3,930	1,616	0	1,616
Total non-current assets		5,463	1,533	6,996	3,950	2,333	6,283
Current assets							
Stock		210	0	210	0	0	0
Debtors	10	27,586	0	27,586	16,578	0	16,578
Cash at bank and in hand		254,523	85,375	339,898	249,794	64,549	314,342
Total current assets		282,319	85,375	367,694	266,371	64,549	330,920
Creditors: amounts falling due within one year	11	(45,834)	(1,122)	(46,956)	(73,380)	(2,991)	(76,371)
Net current assets		236,485	84,253	320,738	192,991	61,558	254,549
Total assets less current liabilities		241,948	85,786	327,734	196,941	63,981	260,832
Total net assets		241,948	85,786	327,734	196,941	63,891	260,832
Fund Balances							
Restricted income funds	14	0	85,786	85,786	0	63,891	63,891
Unrestricted funds	14	241,948	0	241,948	196,941	0	196,941
Total funds		241,948	85,786	327,734	196,941	63,891	260,832

The notes on pages 8 to 20 form part of the accounts.

Approved by the Trustees for issue on 12 May 2023

Mr I Roberts (Trustee)

Charity registration number 1167211

Cash flow Statement as at 31 July 2022

	Note	Year ended 31 Jul '22 £	Year ended 31 Jul '21 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	15	29,597	186,140
Cash flows from investing activities:			
Purchase of property, plant and equipment		(4,042)	(6,955)
Net cash provided by (used in) investing activities		(4,042)	(6,955)
Cash flows from financing activities:			
Net cash provided by (used in) financing activities	16	0	0
Change in cash and equivalents in the reporting period		25,555	179,185
Cash and equivalents at the beginning of the year		314,342	135,157
Cash and cash equivalents at the end of the year		339,897	314,342

Analysis of change in net debt:

	At start of year £	Cash-flows £	At end of year £
Cash	314,342	25,555	339,897
Total net funds/ (debt)	314,342	25,555	339,897

Notes to the financial statements for the year ended 31 July 2022

1. Basis of preparation

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value. These financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011 and UK Generally Accepted Practice as it applies from January 2015.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective since 2005 which has since been withdrawn.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and the possible implications should projected income or expenditure vary unexpectedly. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity, therefore, continues to adopt the going concern basis in preparing its financial statements.

The charity constitutes a public benefit entity as defined by FRS 102.

There have been no changes in the accounting policies in the reporting year. No changes to accounting estimates have occurred in the reporting year. No material prior-year errors have been identified in the reporting year.

2. Accounting policies

Recognition of income

Income is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part, income is generally recognised when it is received. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations includes donated facilities, services, and goods. Facilities, services, and goods donated for the charity's own use are recognised as income when receivable at their value to the charity.

When donated goods, services and facilities are distributed or consumed, an expense in respect of those items is included in the Statement of Financial Activities. At the year-end any goods that have not been distributed or consumed are recognised as stock; donated fixed assets are capitalised.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes income from seminary fees and other events and courses.

Notes to the financial statements for the year ended 31 July 2022 (cont.)

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

The charity has taken the view that it has only one charitable activity, namely the advancement of the Christian faith, and all income from donations, legacies and charitable activities is in respect of this one activity.

Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on raising funds comprises the costs incurred on fundraising.

The Charities SORP requires charities with income over £500,000 to allocate costs to the various activities undertaken by the charity. The nature of the work of the charity is considered to be so integrated that the core charitable activity costs are considered to be for the one activity.

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the strategic management of the charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

Intangible fixed assets

The cost of software is capitalised and amortised on a straight-line basis over its expected useful life, which is expected to be three years.

Tangible fixed assets

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £1,000 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Equipment: 3 years

The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

Stocks

Stocks of goods purchased for re-sale are stated at the lower of cost and net realisable value

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Notes to the financial statements for the year ended 31 July 2022 (cont.)

Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

Taxation

The charity has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

Financial instruments

The charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined by FRS102. Creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

Foreign currency translation

These financial statements are presented in sterling, which is the charity's functional currency.

- Income and expenditure denominated in a foreign currency are translated into sterling at the exchange rate prevailing on the date of the transaction.
- Monetary assets and liabilities denominated in a foreign currency are re-translated at the exchange rate prevailing at the balance sheet date.
- Non-monetary assets are measured at historic cost at the rate of exchange prevailing on the date of the transaction and are not subsequently re-translated.

All differences arising from the application of the above policy are charged (or credited) to the Statement of Financial Activities.

Critical accounting estimates and areas of judgement

The trustees do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

Notes to the financial statements for the year ended 31 July 2022 (cont.)

3. Donations

	Unrestricted Funds <i>Year ended</i> 31 Jul '22 £	Restricted funds <i>Year ended</i> 31 Jul '22 £	Total funds <i>Year ended</i> 31 Jul '22 £	Unrestricted Funds <i>Year ended</i> 31 Jul '21 £	Restricted funds <i>Year ended</i> 31 Jul '21 £	Total funds <i>Year ended</i> 31 Jul '21 £
Donations of cash & similar	4,201	34,051	38,253	600	29,850	30,450
Donations in kind	1,103	0	1,103	1,654	0	1,654
Other grants receivable	41,215	89,440	130,655	55,586	43,000	98,586
Total donations	46,519	123,492	170,011	57,840	72,850	130,690

Donations in kind comprise of donated facilities, namely an office that was made available rent-free between May 2022 and September 2022 for administrative activities.

£123,492 of donations received were restricted in nature (2021: £72,850). £49,000 and £40,440 were given to be used to help launch and run Crosslands Forum and the Cultivate programme respectively (2021: £68,000/£0). £34,000 was given to fund salaries associated with Partnership development (2021: £0). A further £51 was received to supplement the fees of any student who suffers financial hardship (2021: £4,850).

4. Income from charitable activities

	Unrestricted Funds <i>Year ended</i> 31 Jul '22 £	Restricted funds <i>Year ended</i> 31 Jul '22 £	Total funds <i>Year ended</i> 31 Jul '22 £	Unrestricted Funds <i>Year ended</i> 31 Jul '21 £	Restricted funds <i>Year ended</i> 31 Jul '21 £	Total funds <i>Year ended</i> 31 Jul '21 £
Fee income	458,597	0	458,597	311,126	0	315,127
Online sales	2,651	0	2,651	16,682	0	16,682
Other	5,481	0	5,481	2,676	0	2,676
Total charitable activities	466,730	0	466,730	330,485	0	330,485

Notes to the financial statements for the year ended 31 July 2022 (cont.)

5. Analysis of expenditure

	Unrestricted Funds Year ended 31 Jul '22 £	Restricted funds Year ended 31 Jul '22 £	Total funds Year ended 31 Jul '22 £	Unrestricted Funds Year ended 31 Jul '21 £	Restricted funds Year ended 31 Jul '21 £	Total funds Year ended 31 Jul '21 £
Expenditure on raising funds:						
Advertising, marketing & publicity	10,019	377	10,396	970	3,850	4,819
Total expenditure on raising funds	10,019	377	10,396	970	3,850	4,819
Expenditure on charitable activities:						
Course delivery	164,506	0	164,506	98,954	0	98,954
Course development	7,940	0	7,940	8,884	0	8,884
Consumable equipment	11,042	898	11,940	2,974	0	2,974
Royalties	2,365	0	2,365	1,143	0	1,143
Translation costs	0	0	0	3,542	0	3,542
Employment costs	199,478	139,993	339,471	161,811	12,520	174,331
Staff training	535	376	911	1,177	0	1,177
Office rental and utilities	4,385	3,081	7,466	2,152	91	2,243
Travel and subsistence	4,368	3,283	7,651	811	113	925
Governance costs	0	0	0	409	34	443
Administrative costs	10,095	7,097	17,192	13,845	1,161	15,006
Total expenditure on charitable activities	404,713	154,728	559,442	295,700	13,920	309,619
Total expenditure	414,733	155,105	569,838	296,669	17,769	314,439

All restricted expenditure in the year related to Crosslands Forum, with the exception of £898 of consumable equipment which was purchased or use on the Cultivate programme. In the prior year all expenditure that was restricted in nature related to Crosslands Forum.

6. Fees for examination or audit of the accounts

Fees of £2,820 were paid in relation to the independent examiner's fees for reporting on the accounts (2021: £2,100). In addition, the charity paid £945 (2021: £702) to Stewardship for payroll bureau services.

Notes to the financial statements for the year ended 31 July 2022 (cont.)

7. Analysis of staff costs, the cost of key management personnel and trustee remuneration and expenses

	<i>Year ended 31 Jul '22</i>	<i>Year ended 31 Jul '21</i>
Wages and salaries	285,673	158,476
Social security costs	25,815	9,806
Other pension costs	22,056	5,275
	333,544	173,557

The average monthly number of employees during the year was eight (2021: four).

<i>Employee's emoluments exceeding £60,000 (including pension contribution)</i>	<i>Year ended 31 Jul '22</i>	<i>Year ended 31 Jul '21</i>
£70,000 - £80,000	1	0
£60,000 - £70,000	1	1

The key management personnel of the charity comprise the trustees named on page 6, the Executive Director of Crosslands, the Director of Crosslands Forum and the Head of Finance.

During the year, key management received employee benefits totalling £169,396 (2021: £65,000).

No expenses were paid to trustees in the current year (2021: none).

8. Intangible fixed assets

	<i>Website £</i>	<i>Total £</i>
Cost		
At 1 August 2021	4,800	4,800
Additions	0	0
At 31 July 2022	4,800	4,800
Amortisation		
At 1 August 2021	133	133
Charge for the year	1,600	1,600
At 31 July 2022	1,733	1,733
Net book value		
At 31 July 2022	3,067	3,067
At 31 July 2021	4,667	4,667

Notes to the financial statements for the year ended 31 July 2022 (cont.)

9. Tangible fixed assets

	Computer Equipment £	Total £
Cost		
At 1 August 2021	2,155	2,155
Additions	4,042	4,042
At 31 July 2022	6,197	6,197
Accumulated depreciation		
At 1 August 2021	539	539
Charge for the year	1,729	1,729
At 31 July 2022	2,268	2,268
Net book value		
At 31 July 2022	3,930	3,930
At 31 July 2021	1,616	1,616

10. Debtors

	31 July 2022 £	31 July 2021 £
Trade debtors	4,714	0
Other debtors	2,759	0
Prepayments and accrued income	20,113	16,578
	27,586	16,578

11. Creditors: amounts falling due within one year

	31 July 2022 £	31 July 2021 £
Trade creditors	8,263	6,810
Accruals	11,571	26,680
Deferred income (note 12)	27,121	42,880
	46,956	76,371

Notes to the financial statements for the year ended 31 July 2022 (cont.)

12. Deferred Income

	31 July 2022 £	31 July 2021 £
Balance at the beginning of the reporting period	42,880	22,201
Amount released to income	(39,130)	(22,201)
Amount deferred in year	23,371	42,880
Balance at the end of the reporting period	27,121	42,880

All deferred income related to student fees paid in advance for the following academic year. The income deferred at the period end will be released to income over the following periods:

	31 July 2022 £	31 July 2021 £
Within one year	27,121	39,130
After one year	0	3,750
	27,121	42,880

13. Pension commitments

During the year employer's pension contributions totalling £22,056 (2021: £5,275) were payable to defined contribution personal pension schemes. No pension contributions were owing at the balance sheet date (2021: £nil).

14. Charity funds

During the year the movements in the charity's funds were as follows:

<i>Fund name</i>	1 Aug '21 £	Income £	Expenditure £	Transfers £	31 July '22 £
Restricted - Turkish translation project	1,074	0	0	0	1,074
Restricted - Polish translation project	954	0	0	0	954
Restricted - Russian translation project	6,782	0	0	0	6,782
Restricted - Seminary bursary	4,850	51	(1)	(3,000)	1,900
Restricted - Crosslands Forum	50,231	49,000	(154,206)	56,509	1,533
Restricted - Cultivate	0	40,440	(898)	0	39,542
Restricted - Partnership	0	34,000	0	0	34,000
Unrestricted funds	196,941	513,249	(414,733)	(53,509)	241,948
	260,832	636,740	(569,838)	0	327,734

The restricted funds represent funds made available for:

- the translation of foundation material from English into Russian, Polish and Turkish;
- costs incurred in relation to setting up and running Crosslands Forum;
- costs incurred in relation to setting up and running the Cultivate programme;
- employment costs associated with the development of Partnerships and fundraising; and
- a student bursary to supplement the fees of any student who suffers financial hardship in order to allow them to continue on the seminary programme.

Notes to the financial statements for the year ended 31 July 2022 (cont.)

£3,000 of the Restricted - Seminary Bursary fund was utilised in the year. The corresponding transfer relates to the movement of funds to accommodate this. The transfer of £56,590 from Unrestricted funds to Restricted - Crosslands Forum is to offset the deficit in the fund as a result of a deficit in the fund at the year-end.

Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	Unrestricted funds	Restricted Partnership	Restricted Cultivate	Restricted Forum	Restricted Bursary	Restricted Translation	Total
	£	£	£	£	£	£	£
Intangible fixed assets	1,533	0	0	1,533	0	0	3,067
Tangible fixed assets	3,930	0	0	0	0	0	3,930
Stock	210	0	0	0	0	0	210
Debtors	27,586	0	0	0	0	0	27,586
Cash at bank and in hand	254,523	34,000	39,542	1,122	1,900	8,810	339,897
Creditors due within 1 year	(45,834)	0	0	(1,122)	0	0	(46,956)
	241,948	34,000	39,542	1,533	1,900	8,810	327,324

In the previous year the movements in the charity's funds were as follows:

<i>Fund name</i>	1 Aug '20	Income	Expenditure	Transfers	31 July '21
	£	£	£	£	£
Restricted - Turkish translation project	1,074	0	0	0	1,074
Restricted - Polish translation project	954	0	0	0	954
Restricted - Russian translation project	6,782	0	0	0	6,782
Restricted - Seminary bursary	0	4,850	0	0	4,850
Restricted - Crosslands Forum	0	68,000	(17,769)	0	50,231
Unrestricted funds	105,285	388,325	(296,669)	0	196,941
	114,095	461,175	(314,439)	0	260,832

Analysis of net assets by fund

In the previous year the assets and liabilities of the various funds were as follows:

	Unrestricted funds	Restricted Forum	Restricted bursary	Restricted translation	Total
	£	£	£	£	£
Intangible fixed assets	2,333	2,333	0	0	4,666
Tangible fixed assets	1,616	0	0	0	1,616
Debtors	16,578	0	0	0	16,578
Cash at bank and in hand	249,794	50,889	4,850	8,810	314,343
Creditors falling due within one year	(73,380)	(2,991)	0	0	(76,371)
	196,941	50,231	4,850	8,810	260,832

Notes to the financial statements for the year ended 31 July 2022 (cont.)

15. Reconciliation of net income to net cash flow from operating activities

	31 July 2022	31 July 2021
	£	£
Net income for the reporting period	66,902	146,736
<i>Adjustments for:</i>		
Depreciation charges and provisions for impairment	3,329	672
(Increase)/decrease in stocks	(210)	0
(Increase)/decrease in debtors	(11,008)	(7,917)
Increase/(decrease) in creditors	(29,415)	46,649
Net cash provided by (used in) operating activities	29,597	186,140

16. Analysis of cash and cash equivalents

	31 July 2022	31 July 2021
	£	£
Cash at bank with immediate access	339,897	314,342
Total cash and cash equivalents	339,897	314,342

17. Related party disclosures

Related parties are defined as trustees, key management and their connected persons.

A trustee, Mr I Roberts, although not a trustee of Oak Hill, is a member of the Oak Hill Council and is regarded as senior management. During the period, the charity made payments to Oak Hill totalling £0 (2021: 18,072) for reimbursement of salary costs relating to the secondment of faculty member Dr T Ward.

Except as disclosed in note 7 'Analysis of staff costs', there have been no other transactions with related parties during the year.