

HOLLAND HOUSE CIO

England & Wales · Charity number 1179244

Details

Status Registered

Legal form CIO

Registered 2018-07-18

Register [View on the Charity Commission register](#)

Contact

Address Holland House
Main Street
Crophorne
Pershore
WR10 3NB

Phone 01386860330

Email enquiries@hollandhouse.org

Website www.hollandhouse.org

Activities

Objects: THE PROMOTION OF CHRISTIAN EDUCATION BY THE MANAGEMENT OF HOLLAND HOUSE, CROPTHORNE AS A CHRISTIAN CENTRE AND PLACE FOR INDIVIDUALS AND GROUPS TO VISIT TO DEVELOP THEIR SPIRITUALITY BY MEANS OF RETREATS AND CONFERENCES

Activities: Holland House is a Christian Centre with a beautiful chapel. It provides residential accommodation with excellent food and facilities, for courses and retreats for groups or individuals. It strongly supports and welcomes Interfaith Groups, Charitable Groups, schools (eg headteachers forums), Wellbeing in the form yoga, mediation, spiritual direction, and music and art groups.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Religious Activities, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£624,942	£555,607	£357,999	22
2023-12-31	£557,637	£501,827	£288,664	19
2022-12-31	£545,091	£502,891	£232,855	13
2021-12-31	£490,887	£416,864	-	-
2020-12-31	£284,276	£336,010	-	-

Trustees

Name	Role	Appointed
THE VENERABLE HAYWARD JOHN OSBORNE	Chair	2023-02-01
Alma Organ		2021-07-01
Derek Valentine		2021-04-01
PAUL WEST		2013-03-01
Rev Rachel Hextall		2024-08-21
Susan Mary Perry		2023-02-01
Ven. Robert Jones		2024-08-21

HOLLAND HOUSE CIO

England & Wales - Charity number 1179244

Accounts



**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2024
for
HOLLAND HOUSE CIO**



Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Persore
Worcestershire
WR10 1DP

HOLLAND HOUSE CIO

**Contents of the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2024**

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HOLLAND HOUSE CIO

Report of the Trustees FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Objects of the Charity are:

The promotion of Christian education by the management of Holland House, Crothorne as a Christian centre and place for individuals and groups to visit to develop their spirituality by means of retreats and conferences.

Public benefit: Achievement & performance

2024 has been another positive year for Holland House, as we continue to welcome a wide range of visitors – some coming with their own programmes, some joining the events we ourselves planned, some coming as individuals to step into the gentle atmosphere that this place offers.

During the year we welcomed 1,638 residential guests who between them stayed for 3,867 nights (up from 3,688 in 2023) and 1,523 day visitors (up from 1,143 in 2023). Though our Afternoon Teas are much appreciated, we were content to provide fewer this year (240, as opposed to 449) since the demands on staff were deemed to be disproportionate relative to the income gained.

The rhythm of Christian worship in the Chapel has been maintained through the year. 35% of residential guests and 44% of day visits were from diocesan or other church bookings. Our Warden, Helen Stanton, has not only offered group retreats and given time to individuals seeking spiritual accompaniment, but has been an effective ambassador to a range of churches and organisations. Notable was her leading of the retreat for Worcester ordinands and then preaching in the cathedral for their ordination service. In this mix also has been the Quiet Garden Days organised by the Friends of Holland House, who continue to give great value with their funding, volunteering, and general support.

The remaining bookings have been from a welcome variety of faiths, philosophies and interests. One noticeable category of hirers has been musicians, who have discovered that Holland House is an ideal setting for practice and performance together. We are gratified that this Christian Retreat House and Conference Centre, pledging to do all “In Harmony with Creation”, has an appeal across the religious spectrum and way beyond.

Trustees at our meetings have regularly monitored finances, staffing requirements and the level of bookings. We are concerned to keep our events affordable, and our Bursary scheme is in place to give help to those who need it. Finances are healthy, although there will be considerable expenditure required on our buildings.

For the first time the Board was strengthened by the co-option of a seventh Trustee, as allowed by our Constitution. New professional advisers were engaged in 2024 for HR, legal advice, payroll and buildings management. Policies have been updated and some staff responsibilities have been redistributed. Our staff, supported by volunteers, have been superb with their commitment, their adaptability, and the delivery of efficient and caring hospitality, leading to many appreciative comments through the year from guests.

We look forward with confidence to developing our work further in 2025, and making yet more people aware of what Holland House has to offer.

HOLLAND HOUSE CIO

Report of the Trustees FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

Financial position

During the year income exceeded expenditure by £69,335 (2023 - income exceeded expenditure by £55,810)
Interest received in the period amounted to £14,699 (2023 - £7,439).

At 31 December 2024, Unrestricted funds amounted to £341,188 (2023 - £210,969), including Designated Funds of £63,440 (2023 - £59,386). Restricted funds amounted to £16,811 (2023 - £21,885). Total resources were £357,999 (2023 - £288,664).

Principal funding sources

The Charity is primarily dependent on guests visiting the house for its funding

Investment policy and objectives

The Trustees consider that the Charity's funds should be maintained in the form of cash deposits that are readily available to meet unexpected expenditure either on repairs or to meet running costs in the event of a poor operating year. In line with this policy no stock market related investments are now held by the Charity.

Reserves policy

It is the policy of the Charity to maintain sufficient reserves within its unrestricted funds to cover around six months expenditure. It is the Trustees aim to reach this level of reserves over the period to end December 2026.

Principal risks and uncertainties

The Trustees have assessed the major strategic, business and operational risks to which the Charity is exposed, and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

FUTURE PLANS

The Charity has successfully re-established its position following the Covid pandemic. In 2025 it plans to adopt a more rigorous property maintenance plan, and will revisit its Vision Statement and Business Plan.

HOLLAND HOUSE CIO

Report of the Trustees FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Holland House CIO (the "Charity") was established on 18 July 2018, and on 18 September 2019 replaced the Registered Charity, Holland House (No. 504839) which was established on 19 December 1975. The Charity manages the building and operations of Holland House, Cropthorne which was bequeathed to Diocese of Worcester following the death of Lady Holland in 1946.

The Charity is governed by a board of seven trustees, one nominated by the Bishop of Worcester, two nominated by Worcester Diocesan Synod, three nominated by the Friends of Holland House, and currently one co-opted.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179244

Principal address

Main Street
Cropthorne
Pershore
Worcestershire
WR10 3NB

Trustees

(normally appointed for a three-year term)

Bishop's nominee	Mr Paul West	Re-appointed 21st January 2024
Diocesan Synod nominees	Mr Derek Valentine	Re-appointed 1st April 2024 <i>Hon. Treasurer</i>
	The Ven. Robert Jones	Appointed 4th November 2024
Friends of Holland House nominees	The Revd Alma Organ	Re-appointed 21st January 2024
	Mrs Sue Perry	Appointed 21st January 2023 for 2-year term
	The Ven. Hayward Osborne	Appointed 21st January 2023 <i>Chair from 1st January 2024</i>
Co-opted	The Revd Rachel Hextall	Appointed 21st August 2024

Honorary Clerk to the Trustees: Mrs Jo Rammell.

Independent Examiner

Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Pershore
Worcestershire
WR10 1DP

Approved by order of the board of trustees on 21st May 2025 and signed on its behalf by:



.....
H Osborne - Trustee

Independent Examiner's Report to the Trustees of Holland House CIO

Independent examiner's report to the trustees of Holland House CIO

I report to the charity trustees on my examination of the accounts of Holland House CIO (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust 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.



Meinir Bird ACA

Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Pershore
Worcestershire
WR10 1DP

Date: 16/6/2025

HOLLAND HOUSE CIO

**Statement of Financial Activities
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	12,887	6,182	19,069	10,932
Charitable activities					
Charitable activities	5	555,220	(2,153)	553,067	507,985
Other trading activities	3	37,819	25	37,844	31,281
Investment income	4	14,699	-	14,699	7,439
Other income		263	-	263	-
Total		620,888	4,054	624,942	557,637
EXPENDITURE ON					
Charitable activities					
Charitable activities	6	535,358	6,953	542,311	468,500
Other		13,296	-	13,296	33,327
Total		548,654	6,953	555,607	501,827
NET INCOME/(EXPENDITURE)					
Transfers between funds	14	72,234 (10,000)	(2,899) 10,000	69,335 -	55,810 -
Net movement in funds		62,234	7,101	69,335	55,810
RECONCILIATION OF FUNDS					
Total funds brought forward		278,954	9,710	288,664	232,854
TOTAL FUNDS CARRIED FORWARD		341,188	16,811	357,999	288,664

The notes form part of these financial statements

HOLLAND HOUSE CIO

**Balance Sheet
31 DECEMBER 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
FIXED ASSETS					
Tangible assets	10	2,400	-	2,400	4,866
CURRENT ASSETS					
Stocks	11	9,898	-	9,898	4,775
Debtors	12	1,247	-	1,247	8,100
Cash at bank and in hand		414,227	16,811	431,038	324,138
		425,372	16,811	442,183	337,013
CREDITORS					
Amounts falling due within one year	13	(86,584)	-	(86,584)	(53,215)
NET CURRENT ASSETS		338,788	16,811	355,599	283,798
TOTAL ASSETS LESS CURRENT LIABILITIES		341,188	16,811	357,999	288,664
NET ASSETS		341,188	16,811	357,999	288,664
FUNDS					
Unrestricted funds	14			341,188	278,954
Restricted funds				16,811	9,710
TOTAL FUNDS				357,999	288,664

The financial statements were approved by the Board of Trustees and authorised for issue on 21st May 2025 and were signed on its behalf by:



.....
H Osborne - Trustee



.....
D Valentine - Trustee

HOLLAND HOUSE CIO

Cash Flow Statement FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	<u>106,900</u>	<u>27,750</u>
Net cash provided by operating activities		<u>106,900</u>	<u>27,750</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>-</u>	<u>(2,078)</u>
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(2,078)</u>
Change in cash and cash equivalents in the reporting period		<u>106,900</u>	<u>25,672</u>
Cash and cash equivalents at the beginning of the reporting period		<u>324,138</u>	<u>298,466</u>
Cash and cash equivalents at the end of the reporting period		<u>431,038</u>	<u>324,138</u>

The notes form part of these financial statements

HOLLAND HOUSE CIO

Notes to the Cash Flow Statement FOR THE YEAR ENDED 31 DECEMBER 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.24	31.12.23
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	69,335	55,810
Adjustments for:		
Depreciation charges	2,466	2,041
(Increase)/decrease in stocks	(5,123)	2,958
Decrease/(increase) in debtors	6,853	(6,077)
Increase/(decrease) in creditors	33,369	(26,982)
	<hr/>	<hr/>
Net cash provided by operations	106,900	27,750
	<hr/> <hr/>	<hr/> <hr/>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank and in hand	324,138	106,900	431,038
	<hr/>	<hr/>	<hr/>
	324,138	106,900	431,038
	<hr/>	<hr/>	<hr/>
Total	324,138	106,900	431,038
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**Notes to the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019)

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 25% on cost
Fixtures and fittings	- 25% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES - continued

Reserves policy

It is the policy of the Charity to maintain sufficient reserves within its unrestricted funds to cover around six months expenditure. It is the Trustees aim to reach this level of reserves over the period to end December 2026.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Donations	12,888	2,495	15,383	7,055
Gift aid	-	-	-	732
Grants	(1)	3,687	3,686	3,145
	<u>12,887</u>	<u>6,182</u>	<u>19,069</u>	<u>10,932</u>

Grants received, included in the above, are as follows:

	31.12.24 £	31.12.23 £
Other grants	<u>3,686</u>	<u>3,145</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Fundraising events	259	-	259	-
Restaurant	14,089	-	14,089	7,608
Bar sales	11,096	25	11,121	11,552
Gift shop	12,375	-	12,375	12,121
	<u>37,819</u>	<u>25</u>	<u>37,844</u>	<u>31,281</u>

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Interest received	<u>14,699</u>	<u>-</u>	<u>14,699</u>	<u>7,439</u>

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024**

5. INCOME FROM CHARITABLE ACTIVITIES

		31.12.24	31.12.23
	Activity	£	£
Residential Visitors	Charitable activities	500,220	451,414
Day Visitors	Charitable activities	50,382	48,781
Room Hire	Charitable activities	2,465	7,790
		<u>553,067</u>	<u>507,985</u>

6. CHARITABLE ACTIVITIES COSTS

Charitable activities	Direct Costs £ 542,311
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7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

	31.12.24	31.12.23
	£	£
Trustees' expenses	355	340

8. STAFF COSTS

	31.12.24	31.12.23
	£	£
Wages and salaries	282,579	228,248
Social security costs	9,948	(2,614)
Other pension costs	9,892	19,831
	<u>302,419</u>	<u>245,465</u>

The average monthly number of employees during the year was as follows:

	31.12.24	31.12.23
Admin & catering staff	22	19

No employees received emoluments in excess of £60,000.

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,554	8,378	10,932
Charitable activities			
Charitable activities	507,985	-	507,985
Other trading activities	31,281	-	31,281
Investment income	7,439	-	7,439
Total	549,259	8,378	557,637
EXPENDITURE ON			
Charitable activities			
Charitable activities	447,947	20,553	468,500
Other	33,327	-	33,327
Total	481,274	20,553	501,827
NET INCOME/(EXPENDITURE)	67,985	(12,175)	55,810
RECONCILIATION OF FUNDS			
Total funds brought forward	210,969	21,885	232,854
TOTAL FUNDS CARRIED FORWARD	278,954	9,710	288,664

10. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Totals £
COST			
At 1 January 2024 and 31 December 2024	31,690	69,042	100,732
DEPRECIATION			
At 1 January 2024	29,442	66,424	95,866
Charge for year	1,048	1,418	2,466
At 31 December 2024	30,490	67,842	98,332
NET BOOK VALUE			
At 31 December 2024	1,200	1,200	2,400
At 31 December 2023	2,248	2,618	4,866

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024**

11. STOCKS

	31.12.24	31.12.23
	£	£
Food & Catering	2,995	1,213
Heating Fuel	500	1,000
Bar	1,912	1,062
Goods for Re-sale	4,491	1,500
	<u>9,898</u>	<u>4,775</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Trade debtors	<u>1,247</u>	<u>8,100</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Payments on account	73,627	60,930
Trade creditors	2,757	6,531
Taxation and social security	7,229	(19,826)
Other creditors	2,971	5,580
	<u>86,584</u>	<u>53,215</u>

14. MOVEMENT IN FUNDS

	At 1.1.24	Net movement	Transfers	At
	£	in funds	between	31.12.24
		£	funds	£
			£	
Unrestricted funds				
General fund	220,396	87,352	(30,000)	277,748
Fabric fund	58,558	(15,118)	20,000	63,440
	<u>278,954</u>	<u>72,234</u>	<u>(10,000)</u>	<u>341,188</u>
Restricted funds				
Donations	652	(39)	-	613
Prayer Hut	545	-	-	545
General Garden	168	(168)	-	-
Ashe Legacy	700	-	-	700
The Den	2,510	(2,019)	-	491
Friends of Holland House	3,135	(1,103)	10,000	12,032
Abberton Spire Fund (Chapel)	2,000	(570)	-	1,430
Lady Peel Legacy Trust	-	1,000	-	1,000
	<u>9,710</u>	<u>(2,899)</u>	<u>10,000</u>	<u>16,811</u>
TOTAL FUNDS	<u>288,664</u>	<u>69,335</u>	<u>-</u>	<u>357,999</u>

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	620,888	(533,536)	87,352
Fabric fund	-	(15,118)	(15,118)
	620,888	(548,654)	72,234
Restricted funds			
Donations	350	(389)	(39)
General Garden	-	(168)	(168)
The Den	-	(2,019)	(2,019)
Friends of Holland House	2,704	(3,807)	(1,103)
Abberton Spire Fund (Chapel)	-	(570)	(570)
Lady Peel Legacy Trust	1,000	-	1,000
	4,054	(6,953)	(2,899)
TOTAL FUNDS	624,942	(555,607)	69,335

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	151,583	80,813	(12,000)	220,396
Fabric fund	59,386	(12,828)	12,000	58,558
	210,969	67,985	-	278,954
Restricted funds				
Donations	142	510	-	652
Prayer Hut	545	-	-	545
General Garden	1,848	(1,680)	-	168
Ashe Legacy	700	-	-	700
The Den	2,510	-	-	2,510
IT	100	(100)	-	-
Friends of Holland House	40	3,095	-	3,135
Abberton Spire Fund (Chapel)	2,000	-	-	2,000
Bathrooms	14,000	(14,000)	-	-
	21,885	(12,175)	-	9,710
TOTAL FUNDS	232,854	55,810	-	288,664

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024**

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	549,259	(468,446)	80,813
Fabric fund	-	(12,828)	(12,828)
	<hr/>	<hr/>	<hr/>
	549,259	(481,274)	67,985
Restricted funds			
Donations	4,933	(4,423)	510
General Garden	-	(1,680)	(1,680)
IT	-	(100)	(100)
Friends of Holland House	3,145	(50)	3,095
Bathrooms	-	(14,000)	(14,000)
Advertising	300	(300)	-
	<hr/>	<hr/>	<hr/>
	8,378	(20,553)	(12,175)
TOTAL FUNDS	<hr/>	<hr/>	<hr/>
	557,637	(501,827)	55,810

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	151,583	168,165	(42,000)	277,748
Fabric fund	59,386	(27,946)	32,000	63,440
	<hr/>	<hr/>	<hr/>	<hr/>
	210,969	140,219	(10,000)	341,188
Restricted funds				
Donations	142	471	-	613
Prayer Hut	545	-	-	545
General Garden	1,848	(1,848)	-	-
Ashe Legacy	700	-	-	700
The Den	2,510	(2,019)	-	491
IT	100	(100)	-	-
Friends of Holland House	40	1,992	10,000	12,032
Abberton Spire Fund (Chapel)	2,000	(570)	-	1,430
Bathrooms	14,000	(14,000)	-	-
Lady Peel Legacy Trust	-	1,000	-	1,000
	<hr/>	<hr/>	<hr/>	<hr/>
	21,885	(15,074)	10,000	16,811
TOTAL FUNDS	<hr/>	<hr/>	<hr/>	<hr/>
	232,854	125,145	-----	357,999
	<hr/>	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>	<hr/>

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,170,147	(1,001,982)	168,165
Fabric fund	-	(27,946)	(27,946)
	<hr/>	<hr/>	<hr/>
	1,170,147	(1,029,928)	140,219
Restricted funds			
Donations	5,283	(4,812)	471
General Garden	-	(1,848)	(1,848)
The Den	-	(2,019)	(2,019)
IT	-	(100)	(100)
Friends of Holland House	5,849	(3,857)	1,992
Abberton Spire Fund (Chapel)	-	(570)	(570)
Bathrooms	-	(14,000)	(14,000)
Advertising	300	(300)	-
Lady Peel Legacy Trust	1,000	-	1,000
	<hr/>	<hr/>	<hr/>
	12,432	(27,506)	(15,074)
TOTAL FUNDS	<hr/>	<hr/>	<hr/>
	1,182,579	(1,057,434)	125,145

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

HOLLAND HOUSE CIO

England & Wales - Charity number 1179244

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2023
for
HOLLAND HOUSE CIO**

Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Persnore
Worcestershire
WR10 1DP

HOLLAND HOUSE CIO

**Contents of the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2023**

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HOLLAND HOUSE CIO

Report of the Trustees FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Objects of the Charity are:

The promotion of Christian education by the management of Holland House, Crothorne as a Christian centre and place for individuals and groups to visit to develop their spirituality by means of retreats and conferences.

Public benefit: Achievement & performance

Holland House has had a full and successful year serving a wide range of visitors coming either to our planned events or in groups with their own programmes, plus individuals who have sought the rest and refreshment offered by this place. In 2023 we were pleased to accommodate 3,688 residential guests and 1,143 day visitors, plus 449 who came for our popular Afternoon Teas.

Retreats and opportunities for spiritual refreshment are central to our work. Through this year the regular offering of Christian worship has been strengthened and the relationship with local churches has been re-affirmed. The Friends of Holland House have continued their provision of Quiet Garden days and other events. But we also actively invite individuals and groups of other faiths and philosophies to benefit from time spent here, and welcome groups or organisations looking for an appropriate venue which will give time and space for discussion and reflection.

We have been pleased to receive many affirming comments from visitors who have appreciated not only the programmes arranged, but also the setting of Holland House, the warmth of welcome and the excellent hospitality provided by our staff. We have been grateful also to the Friends of Holland House, whose members frequently and voluntarily supplement the work of our paid staff in offering this welcome.

In March 2023 we said farewell to the Revd Ian Spencer, who served as our Warden from July 2008. In his work he brought Interfaith experience and encounter more clearly into the Holland House mix, and made prominent our commitment to do all things "In Harmony with Creation".

We were extremely pleased in July 2023 to welcome our new Warden, Helen Stanton, a theological educator with rich experience in spiritual direction, the encouraging of faith, hospitality and engagement with a range of charities. As well as being the spiritual lead, Helen heads up the executive management of the Charity.

Trustees at our meetings have regularly monitored finances, staffing requirements and the level of bookings. We have watched over the maintenance and heating of our buildings. We have sought to balance meeting the rising running costs in a year of higher inflation with offering attractive and competitive charges to visitors. While some regular users have hesitated in the face of increased residential costs, new groups of visitors have been secured. A new bursary scheme has been introduced allowing visitors to apply discounts. This scheme is primarily offered to people on low incomes, members of under-represented groups and first time retreatants.

We were glad also to engage a new voluntary Clerk to the Trustees, Jo Rammell. And looking to the future we will seek to identify appropriate professional advisers to support us in providing quality support of staff and the best possible service to the wide range of people we welcome here.

FINANCIAL REVIEW

Financial position

During the year income exceeded expenditure by £38,310 (2022 - income exceeded expenditure by £42,200)
Interest received in the period amounted to £7,439 (2022 - £2,830).

At 31 December 2023, Unrestricted funds amounted to £261,454 (2022 - £210,969), including Designated Funds of £59,386 (2022 - £59,386). Restricted funds amounted to £9710 (2022 - £21,865). Total resources were £271,164 (2022 - £232,854).

Principal funding sources

The Charity is primarily dependent on guests visiting the house for its funding

HOLLAND HOUSE CIO

Report of the Trustees FOR THE YEAR ENDED 31 DECEMBER 2023

FINANCIAL REVIEW

Investment policy and objectives

The Trustees consider that the Charity's funds should be maintained in the form of cash deposits that are readily available to meet unexpected expenditure either on repairs or to meet running costs in the event of a poor operating year. In line with this policy no stock market related investments are now held by the Charity.

Reserves policy

It is the policy of the Charity to maintain sufficient reserves within its unrestricted funds to cover around six months expenditure. It is the Trustees aim to reach this level of reserves over the period to end December 2026.

Principal risks and uncertainties

The Trustees have assessed the major strategic, business and operational risks to which the Charity is exposed, and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

FUTURE PLANS

The Charity continues to rebuild its position following the pandemic. It is currently assessing a property maintenance plan and developing a new 5 year strategic plan for the business.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Holland House CIO (the "Charity") was established on 18 July 2018, and on 18 September 2019 replaced the Registered Charity, Holland House (No. 504839) which was established on 19 December 1975. The Charity manages the building and operations of Holland House, Cropthorne which was bequeathed to Diocese of Worcester following the death of Lady Holland in 1946.

The Charity is governed by a board of six trustees. These comprise a nominee of Bishop of Worcester, two nominees of Worcester Diocesan Synod and three nominees of Friends of Holland House.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179244

Principal address

Main Street
Cropthorne
Pershore
Worcestershire
WR10 3NB

Trustees

Bishop's Nominee	Paul West		Re-appointed 21 January 2021;Chair 25 Feb - 31 Dec 2023.
Diocesan Synod Nominees	Derek Valentine	Hon. Treasurer	from 1 April 2021
Friends of Holland House Nominees	Duncan Cadbury		Chair,resigned 24 February 2023
	Rev'd Alma Organ		from 1 July 2021
	Sue Perry		from 21 January 2023
	Ven. Hayward Osborne		from 21 January 2023

Independent Examiner

Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Pershore
Worcestershire
WR10 1DP

HOLLAND HOUSE CIO

**Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2023**

Approved by order of the board of trustees on 15 May 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'H Osborne', written in a cursive style.

Ven. H Osborne - Trustee

**Independent Examiner's Report to the Trustees of
Holland House CIO**

Independent examiner's report to the trustees of Holland House CIO

I report to the charity trustees on my examination of the accounts of Holland House CIO (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust 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.



Meinir Bird ACA

Clifton-Crick Sharp & Co. Ltd
Chartered Accountants
40 High Street
Pershore
Worcestershire
WR10 1DP

Date:30.5.2024.....

HOLLAND HOUSE CIO

**Statement of Financial Activities
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,554	8,378	10,932	21,679
Charitable activities					
Charitable activities	5	507,985	-	507,985	485,053
Other trading activities	3	31,281	-	31,281	35,531
Investment income	4	7,439	-	7,439	2,830
Total		<u>549,259</u>	<u>8,378</u>	<u>557,637</u>	<u>545,093</u>
EXPENDITURE ON					
Charitable activities					
Charitable activities	6	447,947	20,553	468,500	487,344
Raising		<u>33,327</u>	-	<u>33,327</u>	<u>15,549</u>
Total		<u>481,274</u>	<u>20,553</u>	<u>501,827</u>	<u>502,893</u>
NET INCOME/(EXPENDITURE)		67,985	(12,175)	55,810	42,200
RECONCILIATION OF FUNDS					
Total funds brought forward		210,969	21,885	232,854	190,654
TOTAL FUNDS CARRIED FORWARD		<u>278,954</u>	<u>9,710</u>	<u>288,664</u>	<u>232,854</u>

The notes form part of these financial statements

HOLLAND HOUSE CIO

**Balance Sheet
31 DECEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
FIXED ASSETS					
Tangible assets	10	4,866	-	4,866	4,829
CURRENT ASSETS					
Stocks	11	4,775	-	4,775	7,733
Debtors	12	8,100	-	8,100	2,023
Cash at bank and in hand		<u>314,428</u>	<u>9,710</u>	<u>324,138</u>	<u>298,466</u>
		327,303	9,710	337,013	308,222
CREDITORS					
Amounts falling due within one year	13	<u>(53,215)</u>	-	<u>(53,215)</u>	<u>(80,197)</u>
NET CURRENT ASSETS		<u>274,088</u>	<u>9,710</u>	<u>283,798</u>	<u>228,025</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>278,954</u>	<u>9,710</u>	<u>288,664</u>	<u>232,854</u>
NET ASSETS		<u><u>278,954</u></u>	<u><u>9,710</u></u>	<u><u>288,664</u></u>	<u><u>232,854</u></u>
FUNDS					
Unrestricted funds	14			278,954	210,969
Restricted funds				<u>9,710</u>	<u>21,885</u>
TOTAL FUNDS				<u><u>288,664</u></u>	<u><u>232,854</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 15 May 2024 and were signed on its behalf by:



Ven. H Osborne - Trustee



D Valentine - Trustee

HOLLAND HOUSE CIO

**Cash Flow Statement
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	<u>27,750</u>	<u>72,119</u>
Net cash provided by operating activities		<u>27,750</u>	<u>72,119</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(2,078)</u>	<u>(965)</u>
Net cash used in investing activities		<u>(2,078)</u>	<u>(965)</u>
		—————	—————
Change in cash and cash equivalents in the reporting period		25,672	71,154
Cash and cash equivalents at the beginning of the reporting period		<u>298,466</u>	<u>227,312</u>
Cash and cash equivalents at the end of the reporting period		<u>324,138</u>	<u>298,466</u>

The notes form part of these financial statements

HOLLAND HOUSE CIO

Notes to the Cash Flow Statement FOR THE YEAR ENDED 31 DECEMBER 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.23 £	31.12.22 £
Net income for the reporting period (as per the Statement of Financial Activities)	55,810	42,200
Adjustments for:		
Depreciation charges	2,041	2,001
Decrease in stocks	2,958	249
(Increase)/decrease in debtors	(6,077)	2,241
(Decrease)/increase in creditors	<u>(26,982)</u>	<u>25,428</u>
Net cash provided by operations	<u>27,750</u>	<u>72,119</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank and in hand	<u>298,466</u>	<u>25,672</u>	<u>324,138</u>
	<u>298,466</u>	<u>25,672</u>	<u>324,138</u>
Total	<u>298,466</u>	<u>25,672</u>	<u>324,138</u>

**Notes to the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019)

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 25% on cost
Fixtures and fittings	- 25% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES - continued

Reserves policy

It is the policy of the Charity to maintain sufficient reserves within its unrestricted funds to cover around six months expenditure. It is the Trustees aim to reach this level of reserves over the period to end December 2026.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
Donations	1,822	5,233	7,055	19,012
Gift aid	732	-	732	-
Grants	-	3,145	3,145	2,667
	<u>2,554</u>	<u>8,378</u>	<u>10,932</u>	<u>21,679</u>

Grants received, included in the above, are as follows:

	31.12.23 £	31.12.22 £
Other grants	<u>3,145</u>	<u>2,667</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
Restaurant	7,608	-	7,608	8,980
Bar sales	11,552	-	11,552	13,277
Gift shop	12,121	-	12,121	13,274
	<u>31,281</u>	<u>-</u>	<u>31,281</u>	<u>35,531</u>

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
Interest received	<u>7,439</u>	<u>-</u>	<u>7,439</u>	<u>2,830</u>

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

5. INCOME FROM CHARITABLE ACTIVITIES

		31.12.23	31.12.22
	Activity	£	£
Residential Visitors	Charitable activities	451,414	433,719
Day Visitors	Charitable activities	48,781	46,554
Room Hire	Charitable activities	<u>7,790</u>	<u>4,780</u>
		<u>507,985</u>	<u>485,053</u>

6. CHARITABLE ACTIVITIES COSTS

Charitable activities	Direct Costs £ <u>468,500</u>
-----------------------	---

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

	31.12.23	31.12.22
	£	£
Trustees' expenses	<u>340</u>	<u>-</u>

8. STAFF COSTS

	31.12.23	31.12.22
	£	£
Wages and salaries	228,248	215,769
Social security costs	(2,614)	11,794
Other pension costs	<u>19,831</u>	<u>31,392</u>
	<u>245,465</u>	<u>258,955</u>

The average monthly number of employees during the year was as follows:

	31.12.23	31.12.22
Admin & catering staff	<u>19</u>	<u>18</u>

No employees received emoluments in excess of £60,000.

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,499	17,180	21,679
Charitable activities			
Charitable activities	485,053	-	485,053
Other trading activities	35,531	-	35,531
Investment income	<u>2,830</u>	<u>-</u>	<u>2,830</u>
Total	<u>527,913</u>	<u>17,180</u>	<u>545,093</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	480,435	6,909	487,344
Other	<u>15,549</u>	<u>-</u>	<u>15,549</u>
Total	<u>495,984</u>	<u>6,909</u>	<u>502,893</u>
NET INCOME	31,929	10,271	42,200
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>179,040</u>	<u>11,614</u>	<u>190,654</u>
TOTAL FUNDS CARRIED FORWARD	<u>210,969</u>	<u>21,885</u>	<u>232,854</u>

10. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Totals £
COST			
At 1 January 2023	30,044	68,610	98,654
Additions	<u>1,646</u>	<u>432</u>	<u>2,078</u>
At 31 December 2023	<u>31,690</u>	<u>69,042</u>	<u>100,732</u>
DEPRECIATION			
At 1 January 2023	27,705	66,120	93,825
Charge for year	<u>1,737</u>	<u>304</u>	<u>2,041</u>
At 31 December 2023	<u>29,442</u>	<u>66,424</u>	<u>95,866</u>
NET BOOK VALUE			
At 31 December 2023	<u>2,248</u>	<u>2,618</u>	<u>4,866</u>
At 31 December 2022	<u>2,339</u>	<u>2,490</u>	<u>4,829</u>

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

11. STOCKS

	31.12.23	31.12.22
	£	£
Food & Catering	1,213	1,589
Heating Fuel	1,000	1,594
Bar	1,062	1,157
Goods for Re-sale	<u>1,500</u>	<u>3,393</u>
	<u>4,775</u>	<u>7,733</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade debtors	8,100	1,655
Other debtors	-	368
	<u>8,100</u>	<u>2,023</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Payments on account	60,930	54,445
Trade creditors	6,531	15,468
Taxation and social security	(19,826)	-
Other creditors	<u>5,580</u>	<u>10,284</u>
	<u>53,215</u>	<u>80,197</u>

14. MOVEMENT IN FUNDS

	At 1.1.23	Net movement	Transfers between	At
	£	in funds	funds	31.12.23
		£	£	£
Unrestricted funds				
General fund	151,583	80,813	(12,000)	220,396
Fabric fund - designated	59,386	(12,828)	12,000	58,558
	<u>210,969</u>	<u>67,985</u>	-	<u>278,954</u>
Restricted funds				
Donations	142	510	-	652
Prayer Hut	545	-	-	545
General Garden	1,848	(1,680)	-	168
Ashe Legacy	700	-	-	700
The Den	2,510	-	-	2,510
IT	100	(100)	-	-
Bursary Fund	40	3,095	-	3,135
Hymn Books	2,000	-	-	2,000
Bathrooms	<u>14,000</u>	<u>(14,000)</u>	-	-
	<u>21,885</u>	<u>(12,175)</u>	-	<u>9,710</u>
TOTAL FUNDS	<u>232,854</u>	<u>55,810</u>	-	<u>288,664</u>

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	549,259	(468,446)	80,813
Fabric fund - designated	-	(12,828)	(12,828)
	<u>549,259</u>	<u>(481,274)</u>	<u>67,985</u>
Restricted funds			
Donations	4,933	(4,423)	510
General Garden	-	(1,680)	(1,680)
IT	-	(100)	(100)
Bursary Fund	3,145	(50)	3,095
Bathrooms	-	(14,000)	(14,000)
Advertising	300	(300)	-
	<u>8,378</u>	<u>(20,553)</u>	<u>(12,175)</u>
TOTAL FUNDS	<u>557,637</u>	<u>(501,827)</u>	<u>55,810</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	119,654	31,929	151,583
Fabric fund - designated	59,386	-	59,386
	<u>179,040</u>	<u>31,929</u>	<u>210,969</u>
Restricted funds			
Donations	142	-	142
Prayer Hut	545	-	545
General Garden	4,203	(2,355)	1,848
Ashe Legacy	700	-	700
The Den	3,884	(1,374)	2,510
IT	100	-	100
Bursary Fund	40	-	40
Hymn Books	2,000	-	2,000
Bathrooms	-	14,000	14,000
	<u>11,614</u>	<u>10,271</u>	<u>21,885</u>
TOTAL FUNDS	<u>190,654</u>	<u>42,200</u>	<u>232,854</u>

HOLLAND HOUSE CIO

**Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	527,913	(495,984)	31,929
Restricted funds			
General Garden	964	(3,319)	(2,355)
Perry Legacy	2,216	(2,216)	-
The Den	-	(1,374)	(1,374)
Bathrooms	<u>14,000</u>	<u>-</u>	<u>14,000</u>
	<u>17,180</u>	<u>(6,909)</u>	<u>10,271</u>
TOTAL FUNDS	<u><u>545,093</u></u>	<u><u>(502,893)</u></u>	<u><u>42,200</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	119,654	112,742	(12,000)	220,396
Fabric fund - designated	<u>59,386</u>	<u>(12,828)</u>	<u>12,000</u>	<u>58,558</u>
	179,040	99,914	-	278,954
Restricted funds				
Donations	142	510	-	652
Prayer Hut	545	-	-	545
General Garden	4,203	(4,035)	-	168
Ashe Legacy	700	-	-	700
The Den	3,884	(1,374)	-	2,510
IT	100	(100)	-	-
Bursary Fund	40	3,095	-	3,135
Hymn Books	<u>2,000</u>	<u>-</u>	<u>-</u>	<u>2,000</u>
	<u>11,614</u>	<u>(1,904)</u>	<u>-</u>	<u>9,710</u>
TOTAL FUNDS	<u><u>190,654</u></u>	<u><u>98,010</u></u>	<u><u>-</u></u>	<u><u>288,664</u></u>

HOLLAND HOUSE CIO

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2023

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,077,172	(964,430)	112,742
Fabric fund - designated	-	(12,828)	(12,828)
	<u>1,077,172</u>	<u>(977,258)</u>	<u>99,914</u>
Restricted funds			
Donations	4,933	(4,423)	510
General Garden	964	(4,999)	(4,035)
Perry Legacy	2,216	(2,216)	-
The Den	-	(1,374)	(1,374)
IT	-	(100)	(100)
Bursary Fund	3,145	(50)	3,095
Bathrooms	14,000	(14,000)	-
Advertising	300	(300)	-
	<u>25,558</u>	<u>(27,462)</u>	<u>(1,904)</u>
TOTAL FUNDS	<u>1,102,730</u>	<u>(1,004,720)</u>	<u>98,010</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2023.

HOLLAND HOUSE CIO

England & Wales - Charity number 1179244

Accounts



in harmony with creation

HOLLAND HOUSE CIO

(Registered Charity Number 1179244)

Financial Statements for the year ended

31 December 2022

HOLLAND HOUSE CIO

Financial Statements for the year ended

31 December 2022

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HOLLAND HOUSE CIO

REFERENCE AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER 1179244

TRUSTEES:

Bishop's Nominee	Paul West	
Diocesan Board of Finance (DBF) Nominees	Derek Valentine Duncan Cadbury	Hon. Treasurer Acting Chairman from December 2022
Friends of Holland House Nominees	Virginia Pawlyn Alma Organ Peter Knight	Chairman to November 2022

PRINCIPAL OFFICE: Holland House, Main Street, Cropthorne,
Pershore, WR10 3NB

INDEPENDENT EXAMINER: Mr David Hibbitt, 3 Jenny Wren Row,
Droitwich, WR9 7FW

BANKERS: Co-operative Bank, PO Box 250,
Skelmersdale, WN8 6WT

INVESTMENT MANAGERS CCLA Investment Management
& C.O.I.F Charities Deposit Fund
One Angel Lane
London EC4R 3AB

HOLLAND HOUSE CIO

STRUCTURE, GOVERNANCE AND MANAGEMENT

Holland House CIO (the "Charity") was established on 18 July 2018, and on 18 September 2019 replaced the Registered Charity, Holland House (No. 504839) which was established on 19 December 1975. The Charity manages the building and operations of Holland House, Cropthorne which was bequeathed to Diocese of Worcester following the death of Lady Holland in 1946.

The Charity is governed by a board of six trustees. These comprise a nominee of Bishop of Worcester, two nominees of Worcester Diocesan Board of Finance (DBF) and three nominees of Friends of Holland House.

REPORT OF THE TRUSTEES

The Trustees present their Report and Accounts for the year ended 31 December 2022.

Objects

The Objects of the Charity are:

The promotion of Christian education by the management of Holland House, Cropthorne as a Christian centre and place for individuals and groups to visit to develop their spirituality by means of retreats and conferences.

Public Benefit: Achievement & Performance

After the difficulties of keeping Holland House running through the pandemic, 2022 allowed a degree of normality to return. As a result of maintaining regular contact with guests through the pandemic, many had kindly allowed us to hold their deposits and were finally able to enjoy their visit in 2022. We were delighted also to be receiving an increasing number of new enquiries from individuals and groups. This new business came from people who were keen to take advantage of "life after the pandemic" after spending nearly two years living under its shadow of fear, sadness and isolation.

The delivery of high-quality services to this huge up-lift in visitors and residential guests, following a period of virtually no business, proved to be a challenge. In particular, staff shortages across the entire hospitality sector created a variety of problems. We had managed to retain all our extremely loyal core staff team members throughout the COVID-19 crisis. However, uncertainty caused by the pandemic had caused some other staff to retire, resign or take voluntary redundancy. This meant that our core staff needed to embrace roles and tasks not usually associated with their employment contracts - a challenge that they rose to magnificently. We also ran a recruitment campaign for some non-managerial roles. This eventually proved successful, albeit very slowly. In the interim period, we benefitted from some wonderful support from volunteers and The Friends of Holland House.

One example of this support was to help recover the gardens and grounds which had become very overgrown during lock-down and the kitchen garden in particular had become unusable. We circulated a request for support via The Friends of

Holland House, and a small group of volunteers, aided by our Gardener and our consultant Head Gardener (who redesigned the kitchen garden into more manageable "allotment" spaces) set about achieving the transformation required. The result was that our kitchen garden is now in a better condition than it has been for a long time, and our chefs are very excited about the prospect of working with home-grown fresh fruit and vegetables once again.

In addition to guests following their own timetables whilst in residence, many others were attracted by events on the Holland House programme, which again played a part in the year's financial success. The Warden created and led 22 events during the year, which were supplemented by regular Friends' Lunches (lunch and a speaker), Quiet Garden Days, and input from well-known retreat leaders such as the renowned author and scholar Esther de Waal.

Holland House continues to operate as a Christian House of Hospitality - a consciously inclusive space that welcomes all in the name and love of Christ. The House is dedicated to the well-being of everyone who works there or visits, in addition to the wonders of nature that make up its beautiful gardens and grounds. It holds together diverse groups from across the Christian tradition, as well as others who may not have the same beliefs, but none-the-less know the value of being in Harmony with Creation. The fact that so many groups and individual guests returned to Holland House in 2022 - or came for the first time - bears eloquent testimony to the on-going need for its ministry in support of visitors' physical, mental and spiritual health.

Financial Review

During the year income exceeded expenditure by £42,199 (2021 - income exceeded expenditure by £74,023)

Interest received in the period amounted to £2,830 (2021 - £51).

At 31 December 2022, Unrestricted funds amounted to £210,969 (2021 - £179,041), including Designated Funds of £59,386 (2021 - £59,386). Restricted funds amounted to £21,866 (2021 - £11,615). Total resources were £232,855 (2021 - £190,656).

Reserves policy

It is the policy of the Charity to maintain sufficient reserves within its unrestricted funds to cover around six months expenditure. It is the Trustees aim to reach this level of reserves over the period to end December 2026.

Investment policy

The Trustees consider that the Charity's funds should be maintained in the form of cash deposits that are readily available to meet unexpected expenditure either on repairs or to meet running costs in the event of a poor operating year. In line with this policy no stock market related investments are now held by the Charity.

Accounting Policies

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities Act 2011 and "Accounting

and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (as amended for accounting periods commencing from 1 January 2019)

Principal risks and uncertainties

The Trustees have assessed the major strategic, business and operational risks to which the Charity is exposed, and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

Principal sources of funding

The Charity is primarily dependent on guests visiting the house for its funding

PLANS FOR FUTURE PERIODS

The Charity continues to rebuild its position following the pandemic. Following the retirement of the current Warden at end March 2023, a new Warden is to head up the executive management of the Charity with effect from 1 July 2023.

Approved by the Trustees and signed on their behalf.

Paul West, Acting Chairman

D.R. Valentine, Hon. Treasurer

Date: 21.08.23

Independent examiner's report on the accounts

Report to the trustees of Holland House CIO
On accounts for the year ended 31 December 2022 Charity no: 1179244

Set out on pages

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 December 2022**.

As the charity's trustees, 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 Trust's accounts carried out under section 145 of the 2011 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 I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (*other than that disclosed below* *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed: 

Date: 21. 08. 2023

Name: DAVID JOHN HIBBITT

Relevant professional qualification(s) or body: ACMA BA(Hons)

Address: 3, JENNY WREN ROW, DROITWICH, WR9 7FW

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

HOLLAND HOUSE CIO**Statement of Financial Activities
for the year ended 31 December 2022**

	Note	Unrestricted			2022	Unrestricted			2021
		General Funds	Designated Funds	Restricted Funds		General Funds	Designated Funds	Restricted Funds	
		£	£	£	£	£	£	£	
INCOME FROM:									
Charitable activities									
Residential Visitors		433,719	-	-	433,719	211,890	-	-	211,890
Day Visitors		46,554	-	-	46,554	29,064	-	-	29,064
Room Hire		4,780	-	-	4,780	11,515	-	-	11,515
Other activities									
Restaurant		8,980	-	-	8,980	-	-	-	-
Bar sales		13,277	-	-	13,277	6,645	-	-	6,645
Gift Shop		13,274	-	-	13,274	5,620	-	-	5,620
Donations, grants and legacies	2	4,499	-	17,180	21,679	188,936	-	37,167	226,103
Deposit & Investment income		2,830	-	-	2,830	51	-	-	51
Total		527,911	-	17,180	545,091	453,721	-	37,167	490,888
EXPENDITURE ON:									
Charitable activities	3	441,509	-	6,909	448,417	332,374	-	41,677	374,051
Other activities	4	15,549	-	-	15,549	5,367	-	-	5,367
Governance costs	5	38,924	-	-	38,924	37,447	-	-	37,447
Total		495,982	-	6,909	502,891	375,188	-	41,677	416,865
Net income/(expenditure) being the net movement in funds		31,929	-	10,271	42,200	78,533	-	(4,510)	74,023
Total funds at 31 December 2020						41,121	59,386	16,125	116,632
Total funds at 31 December 2021		119,654	59,386	11,615	190,655	119,654	59,386	11,615	190,655
Total funds at 31 December 2022	11	151,583	59,386	21,886	232,855				

HOLLAND HOUSE CIO

Balance Sheet as at 31 December 2022

	<u>Note</u>	£ <u>2022</u>	£ <u>2021</u>
FIXED ASSETS			
Fixtures, Fittings & Equipment	6	4,829	5,866
CURRENT ASSETS			
Stock	7	7,732	7,982
Cash at Bank and In Hand	8	299,585	227,312
Debtors & Prepayments	9	2,023	4,263
		309,340	239,557
Creditors & Accruals: Amounts falling due within one year	10	(80,196)	(54,767)
NET CURRENT ASSETS		229,145	184,790
NET ASSETS		233,974	190,656
FUNDS			
Unrestricted - General	11a	151,583	119,654
Unrestricted - Designated	11b	59,386	59,386
Restricted	11c	21,886	11,615
		232,855	190,655

Approved by the Trustees on **XX YYY 2023**
and signed on their behalf by:

..... P. West, Acting Chairman

..... D.R.Valentine, Hon. Treasurer

CHARITY No. 1179244

The notes on pages 13 to 16 form part of these financial statements.

Notes to the Financial Statements for the year ended 31 December 2022

1. STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

The Trustees are responsible for preparing the Report of the Charity and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare accounts for each financial period which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period.

In preparing these accounts, the Trustees are required to:

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

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts Reports) Regulations 2008 and trust deed. 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 Charity's auditors are 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 auditors are aware of that information.

2. ACCOUNTING POLICIES

CHARITY INFORMATION

Holland House CIO is a Charitable Incorporated Organisation registered in England & Wales (charity number 1179244). The principal address is Holland House, Main St, Cropthorne, Pershore WR10 3NB

ACCOUNTING CONVENTION

The accounts have been prepared in accordance with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention as modified to include the revaluation of investments at market value. The principal accounting policies adopted are set out below.

GOING CONCERN

At the time of approving the accounts, 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 accounts.

HOLLAND HOUSE CIO

Notes to the Financial Statements for the year ended 31 December 2022

CHARITABLE FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

DONATIONS, GRANTS and LEGACIES

Donations, grants and legacies are included in the period in which they are receivable, which is when the Charity becomes entitled to the resource. Those items not received at the balance sheet date are included in debtors.

INVESTMENT INCOME

Income from investments is included in the Statement of Financial Activities (SOFA) in the period in which it is receivable.

RESOURCES EXPENDED

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Those items not settled at the balance sheet date are included in creditors.

Governance costs represent costs, attributable to the management of the Charity's assets, organisational administration and compliance with constitutional and statutory requirements. They are allocated to funds by relevance of the underlying expense.

TANGIBLE FIXED ASSETS

Fixed assets are shown at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life on a straight line basis. Computers 25%; Fixtures, Fittings and Other Equipment between 10% and 25%. Improvements and repairs to buildings are written off as outgoing resources in the Statement of Financial Activities.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

HOLLAND HOUSE CIO

Notes to the Financial Statements **for the period ended 31 December 2022**

1. FINANCIAL INSTRUMENTS

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price.

Derecognition of Financial Liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

HOLLAND HOUSE CIO**Notes to the Financial Statements for the period ended 31 December 2022**

2. DONATIONS AND LEGACIES	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Donations	1,832	-	17,180	19,012	8,677	-	8,140	16,817
Gift Aid on Donations	-	-	-	-	-	-	-	-
Grants	2,667	-	-	2,667	180,259	-	29,027	209,286
Legacies	-	-	-	-	-	-	-	-
Total	4,499	-	17,180	21,679	188,936	-	37,167	226,103

3. CHARITABLE ACTIVITIES	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Property Management								
Council Tax	3,017	-	-	3,017	2,570	-	-	2,570
Water	1,142	-	-	1,142	(172)	-	-	(172)
Gas & Electricity	26,248	-	-	26,248	8,676	-	-	8,676
Oil	19,573	-	-	19,573	6,927	-	-	6,927
Garden Maintenance	3,274	-	5,535	8,809	5,188	-	37	5,225
Laundry & Cleaning	9,513	-	-	9,513	5,356	-	-	5,356
Repairs & Renewals	34,084	-	1,374	35,458	70,857	-	12,613	83,470
Total	96,850	-	6,909	103,759	99,402	-	12,650	112,052
Event Expenses								
Catering & Other House Expenses	70,710	-	-	70,710	40,995	-	-	40,995
Tutor & Event Expenses	3,779	-	-	3,779	2,624	-	-	2,624
Total	74,489	-	-	74,489	43,619	-	-	43,619
Staff Costs								
Wages & Salaries	215,769	-	-	215,769	181,379	-	29,027	210,406
Social Security Costs	11,794	-	-	11,794	-	-	-	-
Pension Costs	31,392	-	-	31,392	-	-	-	-
Training & Clothing Costs	-	-	-	-	-	-	-	-
Sub total	258,954	-	-	258,954	181,379	-	29,027	210,406
Property Rental	10,800	-	-	10,800	7,650	-	-	7,650
Travel Expenses	415	-	-	415	324	-	-	324
Total	270,169	-	-	270,169	189,353	-	29,027	218,380

Total Charitable Activities Expense

	441,509	-	6,909	448,417	332,374	-	41,677	374,051
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Number of Employees

4. OTHER ACTIVITIES	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Bar Cost of Sales	7,790	-	-	7,790	3,805	-	-	3,805
Goods for Resale	7,759	-	-	7,759	1,562	-	-	1,562
Total	15,549	-	-	15,549	5,367	-	-	5,367

5. GOVERNANCE COSTS	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Trustee Expenses	-	-	-	-	-	-	-	-
Independent Examiner's Fee	300	-	-	300	250	-	-	250
Professional Fees	2,751	-	-	2,751	-	-	-	-
Interest & Charges	2,241	-	-	2,241	1,417	-	-	1,417
Subscriptions	3,641	-	-	3,641	3,733	-	-	3,733
Office Expenses	7,562	-	-	7,562	22,627	-	-	22,627
IT Project	12,000	-	-	12,000	-	-	-	-
Depreciation	2,001	-	-	2,001	1,601	-	-	1,601
Insurance	8,428	-	-	8,428	7,819	-	-	7,819
Total	38,924	-	-	38,924	37,447	-	-	37,447

6. TANGIBLE FIXED ASSETS

Fixed assets are shown at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life on a straight line basis.

Computers 25%; Fixtures, Fittings and Other Equipment between 10% and 25%

Improvements and repairs to buildings are written off as outgoing resources in the Statement of Financial Activities.

	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
Cost	£	£	£	£	£	£	£	£
At 1 January 2022	97,689	-	-	97,689	92,920	-	-	92,920
Additions for the period	965	-	-	965	4,769	-	-	4,769
Revaluation	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-
At 31 December 2022	98,654	-	-	98,654	97,689	-	-	97,689
Depreciation								
At 1 January 2022	91,823	-	-	91,823	89,393	-	-	89,393
for the period	2,002	-	-	2,002	2,430	-	-	2,430
Disposals	-	-	-	-	-	-	-	-
At 31 December 2022	93,825	-	-	93,825	91,823	-	-	91,823
Net Book Values								
At 31 December 2022	4,829	-	-	4,829	5,866	-	-	5,866

7. STOCK

Stock has been valued at the lower of cost and net realisable value.

	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Food & Catering	1,589	-	-	1,589	1,838	-	-	1,838
Heating Fuel	1,594	-	-	1,594	1,594	-	-	1,594
Bar	1,157	-	-	1,157	1,157	-	-	1,157
Goods for Re-sale	3,393	-	-	3,393	3,393	-	-	3,393
Total	7,732	-	-	7,732	7,982	-	-	7,982

8. CASH AT BANK & IN HAND

	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Cash in hand	194	-	-	194	137	-	-	137
Cash at bank	49,780	-	-	49,780	75,992	-	-	75,992
Cash at PayPal	479	-	-	479	-	-	-	-
Cash at Stripe	1,119	-	-	1,119	-	-	-	-
CBF Deposit Fund	248,013	-	-	248,013	151,183	-	-	151,183
Total	299,585	-	-	299,585	227,312	-	-	227,312

9. DEBTORS & PREPAYMENTS

	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Trade Debtors	1,655	-	-	1,655	2,172	-	-	2,172
Prepayments	-	-	-	-	-	-	-	-
Transax Receipts	-	-	-	-	2,091	-	-	2,091
Vouchers	368	-	-	368	-	-	-	-
Other Debtors	-	-	-	-	-	-	-	-
Total	2,023	-	-	2,023	4,263	-	-	4,263

10 CREDITORS & ACCRUALS

	Unrestricted			2022	Unrestricted			2021
	General	Designated	Restricted	Total	General	Designated	Restricted	Total
	£	£	£	£	£	£	£	£
Trade Creditors	15,468	-	-	15,468	3,082	-	-	3,082
Deposits received in Advance	54,445	-	-	54,445	49,163	-	-	49,163
Other Creditors	4,531	-	-	4,531	2,272	-	-	2,272
Accruals	5,752	-	-	5,752	250	-	-	250
Total	80,196	-	-	80,196	54,767	-	-	54,767

11a. GENERAL FUNDS

The General Unrestricted Funds are retained as necessary to cover working capital.

	Balance 01.01.22 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.22 c/f £	Balance 01.01.21 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.21 c/f £
General Funds Total	119,654	527,911	(495,982)	151,583	41,121	453,721	(375,188)	119,654

11b. DESIGNATED FUNDS

	Balance 01.01.22 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.22 c/f £	Balance 01.01.21 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.21 c/f £
Vine Cottage	59,386	-	-	59,386	59,386	-	-	59,386
Total	59,386	-	-	59,386	59,386	-	-	59,386

11c. RESTRICTED FUNDS

	Balance 01.01.22 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.22 c/f £	Balance 01.01.21 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.21 c/f £
Donations	142	-	-	142	142	-	-	142
JRS Grant	-	-	-	-	-	29,027	(29,027)	-
Carpet	-	-	-	-	-	5,000	(5,000)	-
Prayer Hut	545	-	-	545	545	-	-	545
Pictures	-	-	-	-	120	-	(120)	-
Garden Railings	-	-	-	-	75	-	(75)	-
General Garden	4,203	964	(3,319)	1,848	3,240	1,000	(37)	4,203
Ashe Legacy	700	-	-	700	700	-	-	700
Perry Legacy	-	2,216	(2,216)	-	-	-	-	-
Labyrinth	-	-	-	-	88	-	(88)	-
The Den	3,884	-	(1,374)	2,510	10,000	-	(6,116)	3,884
IT	100	-	-	100	-	100	-	100
Friends Bursary	40	-	-	40	-	40	-	40
Hymn Books	2,000	-	-	2,000	-	2,000	-	2,000
Bathrooms	-	14,000	-	14,000	-	-	-	-
Anniversary Appeal	-	-	-	-	1,214	-	(1,214)	-
Total	11,615	17,180	(6,909)	21,886	16,125	37,167	(41,677)	11,615

11d. TOTAL FUNDS

	Balance 01.01.22 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.22 c/f £	Balance 01.01.21 b/f £	Incoming Resources £	Resources Expended £	Balance 31.12.21 c/f £
General Funds	41,121	527,911	(495,982)	73,050	41,121	-	-	41,121
Designated Funds	59,386	-	-	59,386	59,386	-	-	59,386
Restricted Funds	11,615	17,180	(6,909)	21,886	16,125	37,167	(41,677)	11,615
Total	112,122	545,091	(502,890)	154,322	116,632	37,167	(41,677)	112,122

Future Capital Considerations

	Under Consideration but not Contracted £	Committed but not Contracted £
As at 31 December 2022	Nil	Nil

12. NET ASSETS ANALYSIS BY FUND

	31 December 2022				31 December 2021			
	General Funds	Designated Funds	Restricted Funds	Total Funds	General Funds	Designated Funds	Restricted Funds	Total Funds
Tangible Fixed Assets	4,829	-	-	4,829	5,865	-	-	5,865
Current Assets	228,068	59,386	21,886	309,340	168,557	59,386	11,615	239,558
Current Liabilities	(80,196)	-	-	(80,196)	(54,767)	-	-	(54,767)
Total	152,702	59,386	21,886	233,974	119,655	59,386	11,615	190,656

13. RELATED PARTY TRANSACTIONS

There have been no related party transactions in the financial period.

HOLLAND HOUSE CIO

England & Wales - Charity number 1179244

Accounts

The Trustees of Holland House CIO

Financial Statements

For the period ended 31 December 2021

Charity Registration Number 1179244

Holland House, Cropthorne, Pershore WR10 3NB

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2021

Trustees

Mr P West (Chairman)
Mr A Glossop (resigned 31 March 2021)
Mrs Elizabeth Ross (resigned 22 January 2022)
Reverend Peter Knight
Mrs Virginia Heffernan (resigned 30 March 2021)
Mr Duncan Cadbury (appointed 1 April 2021)
Mr Derek Valentine (appointed 1 April 2021)
Reverend Alma Organ (appointed 1 July 2021)
Mrs Virginia Pawlyn (appointed 22 January 2022)

Trustees are appointed for a term of three years as follows:

- Three by the Friends of Holland House
- Two by the Worcester Diocesan Synod and
- One by the Bishop of Worcester

Each appointment, other than the one made by the bishop, is at a meeting of the appointing body.

The Trustees present their annual report and financial statements of the charity for the period ended 31 December 2021. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

Trustees Responsibilities

Charity 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 its financial activities for the period.

In preparing those financial statements, the Trustees are required to:

1. Select suitable accounting policies and then apply them consistently.
2. Make judgements and estimates that are reasonable and prudent.
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4. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping 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.

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.

Legal Status

The Charity is constituted as a charitable incorporated organisation under registered number 1179244. It is governed by a constitution dated 22nd January 1997, registered with the charity Commission on 18 July 2018 and the policies made from time to time by the Trustees.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2021

(Continued)

Objectives and Activities of the Charity

The object of the charity is the 'promotion of Christian education by the management of Holland House, Cropthorne as a Christian centre and place for individuals and groups to develop their spirituality by means of retreats and conferences'.

Retreats and conferences of this nature continued to be provided during 2021 in line with the stated object of the Charity to promote Christian education. The Trustees are satisfied that in this way a benefit has been conferred both to the persons attending and to the public generally, and that they have complied with the guidance published by the Commission on public benefit.

Organisation

The Trustees are responsible for formulating the strategies and policies of the Charity including the approval of budgets and the exercise of overall financial control. Responsibility for the day to day operations is delegated to the warden and his team.

Review of Activities

The situation regarding the hospitality sector was particularly grim at the beginning of 2021 due to the on-going pandemic, and in common with many other businesses in the sector Holland House had to take some difficult decisions. In January, in order to safeguard dwindling reserves, the Trustees placed the Warden on furlough, joining the rest of the staff and the business was ostensibly closed to guests both physically and on-line. Funds to cover the possibility of having to make the entire staff redundant were identified, and plans made to possibly sell the outlying building "The Den" as a means of raising capital to protect reserves further, pending a return to normal business.

In March 2021 the Government announced its "roadmap" out of the pandemic with the hospitality sector being scheduled to reopen in June 2021. In the event, although partial re-opening was allowed in May (with severe restrictions) the actual lifting of restrictions didn't occur until July 2021. Holland House took full advantage of the partial lifting of restrictions and opened in May 2021 following Government guidelines, however the times continued to be very challenging with increased costs, staff shortages, increased administration (following guidelines) and reduced revenue (due to restrictions).

Also in March, Holland House received the hugely welcome news that it had been successful in its application for a Round 2 grant from the Culture Recovery Fund (CRF), a government scheme administered through the National Lottery Heritage Fund on behalf of the Department for Digital, Culture, Media and Sport (DCMS). The entire grant had to be used within three months of approval (i.e., by the end of June), and required a great deal of additional administration. None-the-less the grant was very much welcomed and created opportunities to bring the business successfully out of lock-down. In the event we were able to successfully claim £162,990 of the CRF grant, including an element to boost the House's reserves, a fantastic result given the circumstances.

Although restrictions were fully lifted in July 2021, this didn't quickly translate into bookings/business. After eighteen months of pandemic, many people were still uncomfortable with meeting in groups, particularly as the vaccination programme, although well under way, was nowhere near complete. Nevertheless, Holland House continued to encourage guests to visit, building confidence by continuing to adhere to many of the covid-security measures such as wearing face coverings, hand-sanitizing, opening windows, being careful how we operated the 'restaurant' (i.e., no buffet meals, all food plated and delivered directly to each guest), and offering refunds for certain covid-related cancellations.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2021

(Continued)

Throughout the period our covid-security policy was continually checked against Government guidelines and the House's website and communications with guests updated.

We created a programme of events to encourage guests to visit, and this also helped mitigate against bookings being cancelled due to leaders being unable to come due to either their own illness or attendees testing positive for the virus, something we had no control over.

We successfully used our new technology, purchased in 2020, to run some on-line retreats, and guests began using it to enable those unable to physically attend meetings and events, perhaps due to testing positive for covid, or through shielding commitments, to attend via Zoom.

Part of the CRF grant had to be used to support "opening access", the requirement to use the funding to enable people from diverse backgrounds to access the House. Over the period we have welcomed Registered Carers, worked with the local hostel for the homeless (St Pauls, Worcester), and created a volunteer workforce of people from many backgrounds to work in the grounds. The 'opening access' work continues to play a significant part of our thinking as we prepare a business plan for the next five-year period.

Business began to increase during the latter part of 2021 as potential guests became increasingly confident, perhaps due to the success of the vaccination roll-out, with both long-established guests and new guests making bookings. The latter has been particularly encouraging in that the variety of new guests has been wide, ranging from new Church groups, choirs, training for Carers, and meditation groups.

At the end of 2021, thanks to the CRF funding we were delighted to have realised a surplus, with an initial forecast for 2022 also looking positive. Trustees are currently working on a draft business plan setting out the vision and strategy for the next five years, building on the foundations of Holland House, a House both 'in harmony with Creation' and a business that not only weathered the Covid-storm but has emerged leaner, stronger and re-vitalised for the challenges and opportunities of ministry that lie ahead.

Reserves Policy

The Trustees are mindful that it is essential to maintain sufficient financial reserves. Many of the costs of running the house and employment costs are such that any significant reduction in income could not be quickly matched by reductions in expenditure. At the 1 January 2021 unrestricted reserves were £41,121. In the period to 31 December 2021 a surplus of £78,533 was realised. Unrestricted funds at the 31 December 2021 were £119,655 (2020: £41,121), Designated funds at the 31 December 2021 were £59,386 (2020: £59,386). Restricted funds at 31 December 2021 amounted to £11,615 (2020: £16,125), representing various donations for specific projects not yet expended. The Trustees are committed to a policy of maintaining prudent levels of financial reserves. They have considered the Reserves Policy for Holland House, taking note of Charities Commission guidelines and consider it realistic that a minimum unrestricted fund to cover 6 months expenditure should be aimed for. The Trustees will continue to review this policy over the course of the financial year to ensure this goal is reached within the next 5 years.

Investment Policy

The Trustees consider that their funds should be maintained in the form of cash deposits that are readily available to meet unexpected expenditure either on repairs or to meet running costs in the event of a poor operating year. In line with this policy no stock market related investments are now held by the Trust.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2021

(Continued)

Professional Advisors

Independent Examiner Mr David Hibbitt

3 Jenny Wren Row,
Droitwich WR9 7FW

Solicitors Stallard March & Edwards
QualitySolicitors Thomson & Bancks

8 Sansome Walk, Worcester WR1 1LW
37 High Street, Pershore WR10 1AH

Bankers Co-operative Bank

PO Box 250, Skelmersdale WN8 6WT

Approved by the Trustees and signed on their behalf:

Chair
8th June 2022

Crothorne
Persnore
Worcestershire
WR10 3NB

THE TRUSTEES OF HOLLAND HOUSE CIO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report on the accounts of Holland House for the 12 months ended 31 December 2021, which are set out on pages 9 to 15.

Responsibilities and basis of report

As the charity's trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2001 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 14(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

David Hibbitt BA(Hons) ACMA
3 Jenny Wren Row
Droitwich
Worcestershire
WR9 7FW

Date – 6 June 2022

The Trustees of Holland House CIO

Statement of Financial Activities for the period ended 31 December 2021

	Unrestricted Funds 2021 £	Designated Funds 2021	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Designated Funds 2020	Restricted Funds 2020 £	Total 2020 £
Incoming Resources								
Residential Visitors	211,890			211,890	68,043			68,043
Day Visitors	29,064			29,064	27,037			27,037
Room Hire	11,515			11,515	75			75
Bar Sales	6,645			6,645	3,471			3,471
Donations	8,677		8,140	16,817	15,217		21,203	36,420
DBF Grant	0			0	0	64,025		64,025
Wychavon Grant	17,269			17,269	11,334			11,334
HMRC JRS Grant	0		29,027	29,027	0		70,185	70,185
National Heritage Grant	162,990			162,990				
Gift Shop and Other Collections	5,620			5,620	3,252			3,252
Gross Interest Receivable	51			51	434			434
Gross Resources arising in the period	453,721	0	37,167	490,887	128,863	64,025	91,388	284,276
Resources Used								
Charitable Expenditure								
Bar Cost of Sales	3,805			3,805	1,747			1,747
Goods for Resale	1,562			1,562	2,543			2,543
Council Tax	2,570			2,570	2,158			2,158
Water	-172			-172	3,491			3,491
Gas & Electricity	8,676			8,676	13,935			13,935
Oil	6,927			6,927	7,263			7,263
Property Rental	7,650			7,650	6,300			6,300
Repairs & Renewals	70,857		12,613	83,469	1,751		2,500	4,251
Boiler Project	0			0	0		14,400	14,400
IT Project	0			0	1,311	9,073	13,727	24,112
Garden Maintenance	5,188		37	5,226	1,243		500	1,743
Salaries & Staff Costs	181,379		29,027	210,406	129,395	4,639	70,185	204,219
Travel Expenses	324			324	28			28
Catering & Other House Expenses	40,995			40,995	18,634			18,634
Laundry & Cleaning	5,356			5,356	3,769			3,769
Tutor & Event Expenses	2,624			2,624	78			78
Insurance	7,819			7,819	8,641			8,641
Office Expenses	22,627			22,627	8,455			8,455
Subscriptions	3,733			3,733	3,547			3,547
Professional Fees	0			0	664			664
Independent Examiner's Fee	250			250	780			780
Depreciation	1,601			1,601	3,597			3,597
Interest & Charges	1,417			1,417	1,655			1,655
Total Resources Expended	375,187	0	41,677	416,864	220,986	13,712	101,312	336,010
Net Incoming Resources for the period	78,533	0	-4,510	74,023	-92,123	50,313	-9,924	-51,734
Total Funds at 31 December 2020	41,121	59,386	16,125	116,632	133,244	9,073	26,049	168,366
Total Funds at 31 December 2021	119,655	59,386	11,615	190,655	41,121	59,386	16,125	116,632

The Trustees of Holland House CIO

Balance Sheet for the period ended 31 December 2021

	Note	Year Ended 31.12.21 £	Year Ended 31.12.20
Fixed Assets			
Tangible Assets	2	5,865	3,457
Current Assets			
Stock	3	7,982	6,659
Debtors & Prepayments	4	2,172	1,247
Cash on CBF Deposit		151,183	91,132
Cash at bank		75,992	63,735
Cash in hand		137	574
Cash in paypal		0	100
Transax Receipts		2,091	2,091
Vouchers		0	1,220
		239,557	166,758
Current Liabilities			
Creditors & Accruals	5	54,767	53,582
Net Current Assets		184,790	113,176
Net Assets		190,655	116,633
Total Assets Less Liabilities		<u>190,655</u>	<u>116,633</u>
Funds			
Unrestricted and Designated		179,040	100,507
Restricted	9 b	11,615	16,125
		<u>190,655</u>	<u>116,632</u>

Approved by the Trustees and signed on their behalf:

Chair
8th June 2022

The Trustees of Holland House CIO

Notes to the Accounts at 31 December 2021

1a. Accounting Policies

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), issued in October 2019.

1b. Tangible Fixed Assets

Fixed assets are shown at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life on a straight line basis.

Computers 25%; Fixtures, Fittings and Other Equipment between 10% and 25%

Improvements and repairs to buildings are written off as outgoing resources in the Statement of Financial Activities.

1c. Stocks

Stock has been valued at the lower of cost and net realisable value.

2. Tangible Fixed Assets

	Fixtures Fittings & Equipment 2021 £	2020 £
Cost		
At 1 January 2021	92,920	104,346
Additions for the period	4,769	2,974
2019 Adjustment		-14,400
Disposals	0	0
At 31 December 2021	97,689	92,920
Depreciation		
At 1 January 2021	89,393	85,866
for the period	2,430	3,527
Disposals		
At 31 December 2021	91,823	89,393
Net Book Values		
At 31 December 2021	5,865	3,527

3. Stock	2021	2020
	£	£
Food & Catering	1,838	614
Heating Fuel	1,594	1,594
Bar	1,157	1,059
Goods for Re-sale	3,393	3,393
	7,982	6,659
4. Debtors and Prepayments		
	£	£
Trade Debtors	2,172	1,247
Prepayments	0	0
Other Debtors	0	0
	2,172	1,247
5. Creditors & Accruals		
Trade Creditors	3,082	1,408
Deposits received in Advance	49,163	50,204
Other Creditors	2,272	1,232
Accruals	250	738
	54,767	53,582

7. Trustees

No remuneration or expenses were paid to the Trustees in the period.

8. Staff Costs

	£	2020 £
Wages & Salaries	166,610	163,563
Social Security Costs	9,298	9,341
Pension Costs	34,337	31,302
Training & Clothing Costs	0	12
	210,246	204,219
Average number of employees in the period	11	11

There were no employees with emoluments above £60,000

9. Designated and Restricted Funds Movement in the period

a. Designated

	At 1 January 2021	Income	Expended	At 31 December 2021
Transferred from Holland House unincorporated				
Vine Cottage	59,386			59,386
Total	59,386	0	0	59,386

b. Restricted

	At 1 January 2021	Income	Expended	At 31 December 2021
Donations	142			142
Carpet	0	5,000	-5,000	0
Prayer Hut	545			545
Pictures	120		-120	0
Garden Railings	75		-75	0
General Garden	3,240	1,000	-37	4,203
Ashe Legacy	700			700
Labyrinth	88		-88	0
The Den	10,000		-6,116	3,884
IT	0	100		100
Friends Bursary	0	40		40
Hymn Books	0	2,000		2,000
Anniversary Appeal	1,214		-1,214	0
Total	16,123	8,140	-12,650	11,615

Future Capital Considerations

	Under Consideration but not Contracted	Committed but not Contracted
As at 31 December 2021	Nil	Nil

10. Net Assets Analysis by Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
Tangible Fixed Assets	5,865			5,865
Current Assets	168,557	59,386	11,615	239,557
Current Liabilities	-54,767			-54,767
	119,655	59,386	11,615	190,655

11. Related Party Transactions

There have been no related party transactions in the financial period.

HOLLAND HOUSE CIO

England & Wales - Charity number 1179244

Accounts

The Trustees of Holland House CIO

Financial Statements

For the period ended 31 December 2020

Charity Registration Number 1179244

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The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2020

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The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2020

(Continued)

Objectives and Activities of the Charity

The object of the charity is the 'promotion of Christian education by the management of Holland House, Cropthorne as a Christian centre and place for individuals and groups to develop their spirituality by means of retreats and conferences'.

Retreats and conferences of this nature continued to be provided during 2020 in line with the stated object of the Charity to promote Christian education. The Trustees are satisfied that in this way a benefit has been conferred both to the persons attending and to the public generally, and that they have complied with the guidance published by the Commission on public benefit.

Organisation

The Trustees are responsible for formulating the strategies and policies of the Charity including the approval of budgets and the exercise of overall financial control. Responsibility for the day to day operations is delegated to the warden and his team.

Review of Activities

Holland House has enjoyed a very successful financial performance over the last decade and the Trust has achieved operating surpluses every year since 2012. In no small measure, this has been due to the focus and clear structure provided our most recent five-year Strategic Plan ('Towards 2020'), which included "establishing strong and sustainable finances for the House" as one its guiding principles. The financial strategy underpinning the plan aimed to increase unrestricted reserves to between three and six months' operating costs to cater for unexpected eventualities, and to grow the Trust's turnover by 6% year on year.

Prior to the impact of the coronavirus pandemic, the House's financial performance was such that the Trust had built up unrestricted reserves of £133,244 by the end of 2019. This was achieved despite having a contractual commitment to pay a total of £43,338 towards a national Pension Fund Scheme deficit during that period.

In March 2020, in common with all hospitality and heritage organisations, Holland House was forced to close due to the pandemic, resulting in its operational income ceasing overnight. The Trustees immediately took advantage of all available COVID-19 government support funding including a business grant of £10,000 and the Coronavirus Job Retention Scheme. Every member of staff apart from the Warden (the House manager) was furloughed for all or part of the remainder of 2020.

As government restrictions began to be lifted in the summer of 2020, the Trustees opened the House for day events in August and for residential guests in September, but during that time were obliged to operate with a greatly reduced capacity because of the requirements of social distancing.

Sadly, due to rapidly dwindling unrestricted reserves the Trustees had to undertake a process of redundancy consultation in October that led to the departure of four valued members of staff through a combination of retirement, resignation and voluntary redundancy. These four individuals had a combined total of almost 70 years of service at the House. As can be imagined, in a very small, closely-knit staff and Trustee team, this had a major impact upon everyone associated with the House but was considered essential if the Trust's future was to be preserved.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2020

(Continued)

In the autumn of 2020 we also undertook a programme of cutting our fixed core costs through a range of efficiency savings (by as much as 40%, wherever possible) to match anticipated income.

Even taking account these mitigating factors the stark reality is that, following a decade of sustained growth and successful trading, and having achieved an annual average turnover of £483,424 in 2018 and 2019, the Trust's trading income (excluding a total of £80,184 of government support received in the form of £70,184 furlough payments and a £10,000 business grant) fell to just £108,658 in 2020, a real terms reduction of 77.5%.

Despite the many challenges faced, we could gain some encouragement from the many supportive comments we received from our supporters. For example, this message from a guest, who was not able to be physically present at the House during the year, but with whom we kept in regular contact:

You have done so well, faithfully keeping things going within the strictures of these troubling times. May God guide and guard you, your staff and family in the coming months too. Blessings and ongoing prayers for you all.

Here are just some of the operational responses we made to the challenges of 2020:

Offering on-line retreats and talks:

We very quickly realised the potential of Zoom video conferencing and began offering services and retreats online. During the first months of the pandemic the Warden held two Evening Prayer services each week until the first lock-down was eased, and also held an all-night vigil outside on Easter Eve (Saturday evening), setting up the means for people to join in via Zoom throughout the night until Sunday morning dawned.

Throughout the pandemic Zoom video conferencing was used to keep guests in touch with the House and also to create a modest income stream as tickets for these have been put on sale via our On-Line shop (part of the website). International Retreat Leaders and authors such as Diarmuid O'Murchu and Dr Bonnie Thurston hosted several well attended Zoom retreats from their homes in Ireland and the USA.

The Trustees of Holland House used Zoom effectively to maintain a pattern of regular – at times weekly - meetings that were required to help support the House in response to quickly changing circumstances.

Purchase of IT

In September the Trustees invested in the purchase of high-quality video-conferencing equipment to support the business during the pandemic and beyond. This equipment enabled the House to hold a weekend retreat just before the second lockdown, that combined people being in the house (socially distanced) and others attending on-line. This blended retreat enabled more people to attend than would otherwise have been possible and was a great success. Going forward, this form of blended retreat will be further developed, along with online only retreats, as well as recordings being made of talks and events, uploaded onto the bespoke Holland House YouTube channel, which was especially created for the purpose.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2020

(Continued)

Use of Mailchimp technology to maintain contact with 600+ supporters

Holland House has a database of over 600+ supporters, all of which we kept in touch with via regular emailed letters. Divided into two distinct parts, the "Comfort in Crisis" series provided spiritual encouragement with reflections written by the Warden, and the "Visit us to Keep us" letters provided information about opportunities to engage with a variety of online offerings, or indeed pointing to Retreats being planned for later in 2020.

It was in response to one of these circulars that the above comments were made.

There's no doubt that these regular communications have played a significant part in keeping the House in contact with supporters, with a good deal of mutual encouragement flowing in between.

National Conference for Retreat Houses

Holland House played an important role during the pandemic of supporting Retreat Houses both nationally and internationally by holding two online Conferences. These were hosted and Chaired by the Warden (via Zoom) with the support of Bishop Alison White (Hull) and the Retreat House Association.

The conferences were used to gauge the effect of the pandemic on a wide variety of Retreat Houses (both large and small, UK-based or based abroad), with information being shared on how the Houses were coping and what strategies they were employing to maintain some form of income.

Sponsored Row

Each year for several years Holland House has held a sponsored row to help raise funds. The House owns a small rowing boat which is kept on the River Avon, which flows past the gardens of the House. On September 18th another row was undertaken, this time a 24mile stretch of the River Avon from Stratford Upon Avon back to Holland House. With only two rowers, the Warden and a member of staff, the journey took a considerable amount of time and the journey was completed in the dark. More than £5000 was raised through the generosity of our supporters.

Day Retreats and Residential during the summer of 2020

The House created a detailed Risk Assessment Plan to comply with COVID-19 secure guidelines and successfully registered with the Visit England "Good to Go" scheme. Rooms were redesigned to create social spacing, along with one-way systems to avoid pinch-points, hand-sanitising stations, new cleaning regimes, face-coverings, and the Government Contact Tracing process enabled. We were then able to open for trading during the short period of time between August and October when Hospitality was permitted, albeit with strict measures in place, which had the effect of severely limiting our ability to create income.

Nevertheless, these events were well received and a modest income was generated.

In summary, 2020 was a traumatic year for Holland House, in common with most other businesses in the Hospitality sector. However, Trustees and Staff have worked very hard to keep Holland House in business, and our hundreds of supporters have expressed gratitude, love and support for our work. As this report is being written (June 2021), the signs are increasingly encouraging as guests begin once again to book both residential and day retreats for the latter part of 2021 and into 2022.

Reserves Policy

The Trustees are mindful that it is essential to maintain sufficient financial reserves. Many of the costs of running the house and employment costs are such that any significant reduction in income could not be quickly matched by reductions in expenditure. At the 1 January 2020 unrestricted reserves were £133,244. In the period to 31 December 2020 a deficit of £92,123 was realised.

The Trustees of Holland House CIO

Trustees' report for the period ended 31 December 2020

(Continued)

Unrestricted funds at the 31 December 2020 were £41,121 (2019: £133,244), Designated funds at the 31 December 2020 were £59,386 (2019: £9,073). Restricted funds at 31 December 2020 amounted to £16,125 (2019: £26,049), representing various donations for specific projects not yet expended. The Trustees are committed to a policy of maintaining prudent levels of financial reserves. They have considered the Reserves Policy for Holland House, taking note of Charities Commission guidelines and consider it realistic that a minimum unrestricted fund to cover 6 months expenditure should be aimed for. The Trustees will continue to review this policy over the course of the financial year to ensure this goal is reached within the next 5 years.

Investment Policy

The Trustees consider that their funds should be maintained in the form of cash deposits that are readily available to meet unexpected expenditure either on repairs or to meet running costs in the event of a poor operating year. In line with this policy no stock market related investments are now held by the Trust.

Professional Advisors

Independent Examiner	Mr David Hibbitt	3 Jenny Wren Row, Droitwich WR9 7FW
Solicitors	Stallard March & Edwards QualitySolicitors Thomson & Bancks	8 Sansome Walk, Worcester WR1 1LW 37 High Street, Pershore WR10 1AH
Bankers	Co-operative Bank	PO Box 250, Skelmersdale WN8 6WT

Approved by the Trustees and signed on their behalf:

Trustee
27th August 2021

Crothorne
Persnore
Worcestershire
WR10 3NB

THE TRUSTEES OF HOLLAND HOUSE CIO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report on the accounts of Holland House for the 12 months ended 31 December 2020, which are set out on pages 9 to 16.

Responsibilities and basis of report

As the charity's trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2001 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 14(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.



David Hibbitt BA(Hons) ACMA
3 Jenny Wren Row
Droitwich
Worcestershire
WR9 7FW

Date July 2021

The Trustees of Holland House CIO

Statement of Financial Activities for the period ended 31 December 2020

	2020			Period 1 March 2018 - 31 December 2019					
	Unrestricted Funds	Designated Funds	Restricted Funds	Total	Unrestricted Funds	Designated Funds	Restricted Funds	Total	
	2020	2020	2020	2020	2019	2019	2019	2019	
	£		£	£	£		£	£	
Incoming Resources									
Residential Visitors	68,043			68,043	324,245			324,245	
Day Visitors	27,037			27,037	49,849			49,849	
Room Hire	75			75	7,085			7,085	
Bar Sales	3,471			3,471	11,047			11,047	
Donations	15,217		21,203	36,420	940		18,791	19,731	
DBF Grant	0	64,025		64,025				0	
Wychavon Grant	11,334			11,334				0	
HMRC JRS Grant	0		70,185	70,185				0	
Gift Shop and Other Collections	3,252			3,252	21,602			21,602	
Gross Interest Receivable	434			434	697			697	
Gross Resources arising in the period	128,863	64,025	91,388	284,276	415,465	0	18,791	434,256	
Resources Used									
Charitable Expenditure									
Bar Cost of Sales	1,747			1,747	5,469			5,469	
Goods for Resale	2,543			2,543	9,691			9,691	
Council Tax	2,158			2,158	3,433			3,433	
Water	3,491			3,491	3,085			3,085	
Gas & Electricity	13,935			13,935	15,542			15,542	
Oil	7,263			7,263	16,562			16,562	
Property Rental	6,300			6,300	9,000			9,000	
Repairs & Renewals	1,751		2,500	4,251	13,869	504	6,245	20,618	
Boiler Project	0		14,400	14,400				0	
IT Project	1,311	9,073	13,727	24,112				0	
Garden Maintenance	1,243		500	1,743	1,196			1,196	
Salaries & Staff Costs	129,395	4,639	70,185	204,219	219,464			219,464	
Travel Expenses	28			28	479			479	
Catering & Other House Expenses	18,634			18,634	54,903		1,225	56,128	
Laundry & Cleaning	3,769			3,769	6,217			6,217	
Tutor Fees	78			78	5,273			5,273	
Insurance	8,641			8,641	6,806			6,806	
Office Expenses	8,455			8,455	8,379			8,379	
Subscriptions	3,547			3,547	3,318			3,318	
Professional Fees	664			664	1,774			1,774	
Independent Examiner's Fee	780			780	762			762	
Depreciation	3,597			3,597	2,496			2,496	
Interest & Charges	1,655			1,655	2,148			2,148	
Total Resources Expended	220,986	13,712	101,312	336,010	389,866	504	7,470	397,840	
Net Incoming Resources for the period	-92,123	50,313	-9,924	-51,734	25,599	-504	11,321	36,416	
Total Funds at 31 December 2019	133,244	9,073	26,049	168,366	107,645	9,577	14,728	131,950	
Total Funds at 31 December 2020	41,121	59,386	16,125	116,632	133,244	9,073	26,049	168,366	

The Trustees of Holland House CIO

Balance Sheet for the period ended 31 December 2020

	Note	£	10 months Period ended 31.12.19
Fixed Assets			
Tangible Assets	2	3,457	18,480
Current Assets			
Stock	3	6,659	5,145
Debtors & Prepayments	4	1,247	22,602
Cash on CBF Deposit		91,132	120,699
Cash at bank		63,735	73,516
Cash in hand		574	813
Cash in paypal		100	557
Transax Receipts		2,091	0
Vouchers		1,220	1,246
		166,758	224,578
Current Liabilities			
Creditors & Accruals	5	53,582	74,693
Net Current Assets		113,176	149,886
Net Assets		116,633	168,366
Total Assets Less Liabilities		<u>116,633</u>	<u>168,366</u>
Funds			
Unrestricted and Designated		100,507	142,317
Restricted	9 b	16,125	26,049
		<u>116,632</u>	<u>168,366</u>

Approved by the Trustees and signed on their behalf:

Trustee

Trustee

27th August 2021

The Trustees of Holland House CIO

Notes to the Accounts at 31 December 2020

1a. Accounting Policies

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), issued in October 2019.

1b. Tangible Fixed Assets

Fixed assets are shown at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life on a straight line basis.

Computers 25%; Fixtures, Fittings and Other Equipment between 10% and 25%

Improvements and repairs to buildings are written off as outgoing resources in the Statement of Financial Activities.

1c. Stocks

Stock has been valued at the lower of cost and net realisable value.

2. Tangible Fixed Assets

	Fixtures Fittings & Equipment £	2019 £
Cost		
At 1 January 2020	104,346	88,435
Additions for the period	2,974	15,911
2019 Adjustment	-14,400	
Disposals	0	0
At 31 December 2020	92,920	104,346
Depreciation		
At 1 January 2020	85,866	83,370
for the period	3,597	2,496
Disposals		
At 31 December 2020	89,463	85,866
Net Book Values		
At 31 December 2020	3,457	18,480

3. Stock

	£	2019 £
Food & Catering	614	765
Heating Fuel	1,594	683
Bar	1,059	305
Goods for Re-sale	3,393	3,392
	6,659	5,145

4. Debtors and Prepayments

	£	£
Trade Debtors	1,247	22,602
Prepayments	0	0
Other Debtors	0	0
	1,247	22,602

5. Creditors & Accruals

Trade Creditors	1,408	28,289
Deposits received in Advance	50,204	41,158
Other Creditors	1,232	4,508
Accruals	738	738
	53,582	74,693

6. Pension Schemes

- a. Worcester DBF (scheme 2042) participates in the Church of England Funded Pensions Scheme for stipendiary clergy. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies. Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA contributions payable towards benefits and expenses accrued in that period amounting to £9879 (10 months 2019: £8057).
- b. Holland House (DBS scheme 3135) participates in the Defined Benefits Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers. The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014. The Defined Benefits Scheme ("DBS") section of the Church Workers Pension Fund provides benefits for lay staff based on final pensionable salaries. For funding purposes, the DBS is divided into sub-pools in respect of each participating employer as well as a further sub-pool, known as the Life Risk Pool. The Life Risk Pool exists to share certain risks between employers, including those relating to mortality and post-retirement investment returns. The division of the DBS into sub-pools is notional and is for the purpose of calculating ongoing contributions. They do not alter the fact that the assets of the DBS are held as a single trust fund out of which all the benefits are to be provided. From time to time, a notional premium is transferred from employers' sub-pools to the Life Risk Pool and all pensions and death benefits are paid from the Life Risk Pool. It is not possible to attribute the scheme's assets and liabilities to specific employers, since each employer, through the Life Risk Pool, is exposed to actuarial risks associated with the current and former employees of other entities participating in the DBS. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102 and as such contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA contributions are payable towards benefits and expenses accrued in that period and amount to £9192 (2019: £8576), plus any impact of deficit contributions, giving a total charge of £14129 (2019 : £14127). If, following an actuarial valuation of the Life Risk Pool, there is a surplus or deficit in the pool and the Actuary so recommends, further transfers may be made from the Life Risk Pool to the employers' sub-pools, or vice versa. The amounts to be transferred (and their allocation between the sub-pools) will be settled by the Church of England Pensions Board on the advice of the Actuary. A valuation of the DBS is carried out once every three years, the most recent having been carried out as at 31 December 2016. In this valuation, the Life Risk Section was shown to be in deficit by £2.6m and £2.6m was notionally transferred from the employers' sub-pools to the Life Risk Pool. This increased the Employer contributions that would otherwise have been payable. The overall deficit in the DBS was £26.2m. Following the valuation, the Employer has entered into an agreement with the Church Workers Pension Fund to pay a contribution rate of 21% of pensionable salary and expenses of £2,000 per year. In addition, deficit payments of £7931 per year have been agreed for 7 years from 1 April 2018 in respect of the shortfall in the Employer sub-pool. This obligation has been recognised as a liability within the Employer's financial statements.

c. Holland House (PB 2014- scheme 4135) participates in the Pension Builder Scheme section of Church Works Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board (CofEPB), which holds the assets of the schemes separately from those of the Employer and the other participating employers. The CWPF has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic (PBC) and a cash balance section known as PB2014. The Pension Builder Scheme of the CWPF is made up of two sections, PBC and PB 2014, both of which are classed as defined benefit schemes. PBC provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the CofEPB from time to time. Bonuses may also be declared, depending upon the investment returns and other factors. Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age. There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA are contributions payable and amount to £7294 (2019: £8283). A valuation of the scheme is carried out once every three years. The most recent scheme valuation was carried out as at 31 December 2019.

7. Trustees

No remuneration or expenses were paid to the Trustees in the period.

8. Staff Costs

	£	2019 £
Wages & Salaries	163,563	178,737
Social Security Costs	9,341	10,033
Pension Costs	31,302	30,467
Training & Clothing Costs	12	227
	204,219	219,464
Average number of employees in the period	11	14

There were no employees with emoluments above £60,000

9. Designated and Restricted Funds Movement in the period

a. Designated

	At 1 January 2020	Income	Expended	At 31 December 2020
Transferred from Holland House unincorporated				
Legacy	9,073		9,073	0
Vine Cottage	0	64,025	4,639	59,386
Total	9,073	64,025	13,712	59,387

b. Restricted

	At 1 January 2020	Income	Expended	At 31 December 2020
Building Fund	142	2,500	-2,500	142
Prayer Hut	545			545
Pictures	120			120
Garden Railings	75			75
General Garden	3,240			3,240
Ashe Legacy	700			700
Labyrinth	88			88
Fountain	400		-400	0
The Den	0	10,000		10,000
Anniversary Appeal	20,738	2,815	-22,339	1,214
IT System	0	5,888	-5,888	0
HMRC JRS Grant	0	70,185	-70,185	0
Total	26,047	91,388	-101,312	16,123

Future Capital Considerations

	Under Consideration but not Contracted	Committed but not Contracted
As at 31 December 2019	Nil	Nil

10. Net Assets Analysis by Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
Tangible Fixed Assets	3,457			3,457
Current Assets	91,247	59,386	16,125	166,758
Current Liabilities	-53,582			-53,582
	41,123	59,386	16,125	116,633

11. Related Party Transactions

There have been no related party transactions in the financial period.