



The College of St Barnabas

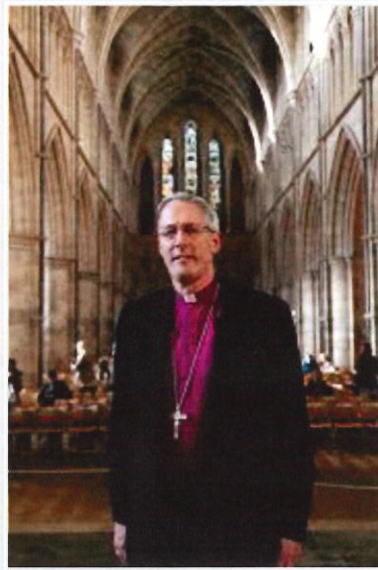


The College of St Barnabas

Report of the Council for the year ended 31 August 2024

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Back cover, Canon William Cooper, Founder of the College



One of the particular pleasures afforded me as Visitor of the College of St Barnabas is to attend quarterly for Evensong and to meet with residents and staff. The word college comes from the Latin collegium which for the ancient Romans was a society of common bonds for a mutual aim. St Barnabas was founded to allow clergy to retire after their long labours into a community which is more than board and lodging. It is as the name, St Barnabas, indicates a place of consolation and care and encouragement. It is a place of rest, prayer and study.

I pay tribute to trustees and staff that these constant aims are upheld for today's residents with good purpose as they were for clergy at the end of the nineteenth century. Matters of care and funding remain complex and at the national level are, as yet, unresolved. I express appreciation to those moving on having served so well, not least the chair, The Revd David Williams J.P. and I am delighted that The Venerable Stephen Taylor, currently Priest in Charge at St Mary, Battersea, will succeed him. I assure the whole College community of my prayers and blessing.

Christopher Southwark

The Right Reverend Christopher Chessun

The Bishop of Southwark & Visitor for the College of St Barnabas

Registered Office: The College of St Barnabas, Blackberry Lane, Lingfield, Surrey, RH7 6NJ

Company Number: 00061253 (Eng & Wales) **Charity Number:** 205220 **Phone:** 01342 870260

Who's Who (as of May 2025)

Visitor

Bishop of Southwark, the Right Reverend Christopher Chessun (*ex-officio*)

Patrons

Archbishop of Canterbury (*ex-officio, position vacant*)

Archbishop of York, The Most Reverend Stephen Cottrell (*ex-officio*)

Archbishop of Wales, The Most Reverend Andrew John (*ex-officio*)

Lord Lieutenant of Surrey, Mr Michael More-Molyneux (*ex-officio*)

Right Reverend and Right Honourable Lord Williams of Oystermouth

Reverend Les Isaac

Founder of Street Pastors

and Ecumenical Canon, Southwark Cathedral

Right Reverend Rosemarie Mallett

Bishop of Croydon

Very Reverend Mark Oakley

Dean of Southwark

Right Reverend Stephen Platten

Formerly Bishop of Wakefield

Right Reverend Martin Warner

Bishop of Chichester

Members of Council

Reverend David Williams JP, BA (Hons), MA, Dip Lib, FSA, FRSA (Chairman) *retired AGM 2025*

Venerable Stephen Taylor MBE (Chairman Designate) *From AGM 2025*

Venerable Moira Astin BA, MA (Ex-officio)

Peter Beynon BA, CEng, MICE. *Retired AGM 2025*

Richard Diggory BA (Hons)

Alexandra Durrant, FCA

Reverend W. Jane Edwards Cert. Ed. Dip Couns, BA (Hons), MA

Dr Ursula Hodges MA, PGCE, MBBS, BSc (Hons)

Reverend David Ivorson MA (Oxon)

Ruth Martin, Lay Canon, BA (Hons), MA (Treasurer)

Sally Martin BSc, SRN

Dr Eileen Phillips MD, FRCP, MBBS, BSc (Hons), Phys Educator

Reverend Ian Whitley

Secretary to the Council

Monty Erskine BA, MBA, MSc.

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Members of the Council

Reverend David Williams was Clerk to the General Synod of the Church of England and Head of the Central Secretariat of the Archbishops' Council up to his retirement from the National Church Institutions in 2011. He was subsequently Vicar of four village churches and Area Dean of the Vale of White Horse in south-west Oxfordshire until 2019 when he retired to Dorking. He has been a member/chairman of several trustee bodies, and a magistrate since 1986. *(Retired AGM 2025)*

Venerable Stephen Taylor began his ordained ministry in the Durham diocese. Latterly being the Provost of Sunderland Minster before moving to be Archdeacon of Maidstone in the Canterbury Diocese. After a brief period of being Senior Chaplain to the Bishop of Dover and local Chaplain to the Archbishop, he became Canterbury's Diocesan Secretary.

Currently he is the Interim Minister at St Mary's Battersea and later in 2025 will be offering sabbatical cover in the Truro diocese. He is a Commissioner at the Lansdowne Club in London and a trustee of a charity supporting the Diocese of the Rift Valley Tanzania. He also chairs the charity the European Christian Environmental Network.

Venerable Moira Astin is Archdeacon of Reigate. The Archdeacon is appointed by the Bishop of Southwark as an ex-officio member of the Council.

Peter Beynon is a Chartered Civil Engineer who was employed on major projects in the UK, Portugal, Upper Egypt and Mexico, and in design and construction coordination roles for the London Olympics. He is churchwarden of the church of St. Peter and St. Paul Lingfield. *(Retired AGM 2025)*

Richard Diggory spent his career in the financial services sector, the majority of it at the Bank of England. In retirement he was for ten years a Trustee at Burrswood Health and Wellbeing. His wife Sue was Vicar of Holy Trinity, Crockham Hill for seven years, and they now live in Groombridge.

Alexandra Durrant Alexandra Durrant is a chartered accountant. Until retirement she ran her practice in East Grinstead, providing audit, tax and accounting services to clients. She now focuses her time on training and consultancy. Alexandra is a member of the parochial church council of St Swithun's Church East Grinstead and in April 2023 became treasurer for the church. She is a trustee for a number of local charities.

Reverend Jane Edwards has Permission to Officiate in Rochester Diocese, where she is Bishop's Advisor for Retired Clergy, having retired herself from full-time parish ministry in 2018. She is on the Vocations Team and offers Spiritual Accompaniment. She previously worked in counselling, supervision and teaching in a variety of settings including medical and educational. She is married to a retired GP.

Dr. Ursula Hodges trained in anaesthetics and was a lecturer with the University of London. She then worked as a school leader in secondary schools with responsibilities including sixth form progression into university education and increasing female participation in and uptake of STEM courses. She is a Licensed Lay Minister at St Andrew's Church, Ham with roles on local, regional and national Church of England committees and charity trusteeships.

Reverend David Ivorson's secular career was in finance, for many years at Commercial Union, where he was Financial Controller. After taking early retirement in 2001, he was appointed Bursar of Lady Margaret School. He was ordained in 2008, and since 2011 he has been Chaplain of Whittington College.

Ruth Martin retired as the Diocesan Secretary in the Diocese of Southwark in September 2023 and currently works part time as the Bishop's Lead for Strategic Development including Property Strategy. Prior to this Ruth worked in the City in financial regulation and ethics as Managing Director of the Chartered Institute of Securities and Investment. She is a Lay Canon of Southwark Cathedral.

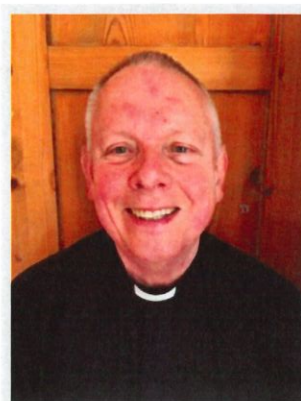
Sally Martin is a retired nurse, having worked in burns and plastics, and district and practice nursing; and was deputy, then nursing manager of Burrswood Health and Wellbeing, taking particular interest in palliative care. She is churchwarden of the church of St. Peter and St. Paul, Lingfield, and a pastoral visitor.

Dr. Eileen Phillips started personal consultant-led Gastroenterology and Endoscopy at Redhill Hospitals, 1975-2008. Elected University of London quality and training representative on Area Health Authority until 1980. Latterly Director of 13 Medical specialities at East Surrey Hospital and Regional Adviser to the Royal College of Physicians. Married Dr. John Gayford, consultant psychiatrist, who was ordained in the Church of England on retirement and is now assistant priest at St. Mary's Church East Grinstead with PTO in the Dioceses of Chichester and Southwark.

Reverend Ian Whitley was a police officer for 30 years in the Metropolitan Police Service. After retirement in 2013, he spent four years as Parish Missioner at All Saints Weston Green during which time he trained as an Ordained Pioneer at CMS and Ripon College Cuddesdon. He was ordained in 2017 and after serving his curacy at All Saints Banstead, he was appointed incumbent of the United Benefice of Lingfield and Dormansland in 2021.



Chairman's Preface



This Preface to the Annual Report, reflecting the third year of my Chairmanship, is written towards the end of my term of office, and I would like to take this opportunity of reflecting both on the year in focus and on the whole four-year period covered by my tenure. I do so on behalf of the Council and the senior staff team who have continued to give me their warm friendship, support and encouragement throughout my time, for which I am immensely grateful.

Building on the Council's Vision

This year we have built upon the new Vision for the College, which originated at the Council's Away Day in March 2022 and was formally adopted by the Council later that year. In 2022 we extended the residency qualification at the College from communicant Anglicans to Christians of all denominations recognised by Churches Together in England, and we are now welcoming members of different Christian churches as residents. We continue to maintain our Anglican foundation, and we believe that we are enhancing this through offering ecumenical hospitality.

The Council met for a further Away Day in May 2024, to take stock of the Vision and to consider its future development, as well as helping to build the Council's communal and spiritual life, and to gain a sense of the wider context of church and society in which we seek to operate. We were inspired by a keynote talk from our new ecumenical Patron, the Reverend Les Isaac (founder of Street Pastors) who encouraged us to develop organically a diverse and outward-looking community, with a heart for inter-generational engagement with the wider community. It has indeed been a pleasure, for example, to see how local schools have already begun to interact with the College community.

Financial focus

In her Treasurer's report Ruth Martin gives a financial overview of the year in focus and a picture of the Council's financial strategy. Suffice it to say that the year in focus has been one of reasonable financial stability and enhanced financial monitoring and reporting.

Effective governance

In September 2023 the Council agreed a number of changes to its committee structure and pattern of meetings, as part of a programme of making our governance more effective and fit for purpose.

In particular, it was decided to merge the Finance and General Purposes Committee and the Fundraising and Marketing Committee to form a new Finance and Fundraising Committee. The new committee, which met for the first time in November 2023 was thus able to consider issues of financial

and fundraising strategy in a more integrated way; and it endorsed the report of a fundraising strategy review (that the Council had commissioned from the consultancy Action Planning), which re-positioned fundraising at the heart of the Council's policy making and stewardship of resources.

In 2023 the Council also re-configured the pattern and *modus operandi* of its meetings and that of its committees, so that there are now three (instead of four) meetings per annum, with the committee chairs acquiring an enhanced role in monitoring and oversight of their respective areas. Agendas for meetings have been re-structured to give them a sharper focus, and there is now a clearer distinction between trustee and management responsibilities.

In September 2023, the Council appointed Richard Diggory as Vice-Chairman; and I would like to thank Richard for the sterling support which he has given, both in this role and as convenor of the new risk reference panel (including the committee chairs) which is putting in place a new risk management regime for the College.

Our energetic and enterprising CEO Monty Erskine is continuing to reform the College's administrative and IT systems, management structure and staffing, and he describes these elsewhere in this Report. Monty has also been very effective in engaging with the residents through regular channels of communication, particularly the monthly residents' meetings in which individual Council members regularly engage.

Care and welfare

Dr. Eileen Phillips retired from the Care and Welfare Committee with effect from the 2024 AGM, although she remains a valued member of the Council. She was succeeded as Chair by the Reverend Jane Edwards, an experienced member of the Committee who also holds the particular brief on the Council for safeguarding matters.

With Jane's encouragement the Committee has focused much of its attention this year on the Care Quality Commission's key assessment criteria for residential care homes, and the trustee inspections which are an integral part of demonstrating our effective scrutiny. The high standard of care provided by the care wing staff has now been underpinned by the new and very effective LogMyCare IT system.

We have also been considering the possibility of providing domiciliary care for those residents in the cloister flats who need additional support; and we are pleased that when cloister residents are no longer able to look after themselves, they do not have to leave the College but can move home to the care wing. This is one of the distinctive and much valued features of the College of St Barnabas.

Enhanced presentation and publicity

The Standing Committee's remit has been widened to include marketing and publicity. The Committee is overseeing the implementation of the report on marketing strategy that was commissioned from the Sue Land consultancy, which has included adopting both a new logo and a new strapline for the College (*the love of Christ at the heart of retirement*), enhancing the décor and lighting of the College, introducing new signage and re-designing the website. We are now turning our attention to upgrading our access and security, and the further improvement of the College estate.

We have begun to burnish our links with kindred bodies, and Monty and I recently spent a day at Whiteley Village, discussing matters of mutual interest with the CEO and Finance Director of the Whiteley Homes Trust. We have also reached out to the local community through Heritage Open Days, which have proved very popular. Renewing links with dioceses and furthering contact with our Patrons will be our next objective.

Hail and farewell

At the AGM in May 2024, Ruth Martin succeeded Martyn Williams as Treasurer and Chair of the Finance Committee, having joined the Council (and the Finance and Fundraising Committee) the previous year. Ruth was formerly the Southwark Diocesan Secretary, and her wide-ranging experience of finance and property matters in a range of senior management roles has already been of great value to the College, especially in developing its strategic financial planning and reporting. In May 2024, Alexandra Durrant, a locally based chartered accountant who is also an almshouse trustee also joined the Council and the Finance and Fundraising Committee and has been of considerable assistance in scrutinising the detailed monthly management accounts and the annual accounts.

Peter Beynon retires from the Council at the AGM in May 2024, after eight years of much-valued service. Peter has done sterling work on the Finance and Fundraising Committee, and with his professional background in civil engineering has been of particular assistance with matters relating to the College buildings and estate and its physical infrastructure. We now welcome as a co-opted member of the Committee, Eric Williamson, a senior building surveyor who works with the Diocese of Southwark, and we are glad that he will be able to share with us his expertise on property matters.

Passing on the baton

It is now time for me to hand on the chairmanship of the Council, having served for my allotted term of three years plus a further year to help see our new Treasurer Ruth Martin well established in post. My period of office has seen both challenges (particularly with my COVID-clouded first year) but also considerable opportunities; and I am encouraged that the College is in good heart and is looking confidently and faithfully towards the future. It has been a privilege and honour to serve the church in this special place.

It is with great pleasure that we welcome as my successor Canon Stephen Taylor, who has a distinguished record of being successively Provost of Sunderland Minster, Archdeacon of Maidstone and Diocesan Secretary of Canterbury. He brings much relevant experience to the role. He has a heart for the College and a strong sense of vocation, and I am sure that he will carry forward the vision and extend the outreach of the College.

A community inspired by St Barnabas

The wider community of the College of St Barnabas encompasses residents, their family and friends, Trustees, staff, members of the Friends and other volunteers, visitors, and those who support the College in many different ways. It is a fellowship which has been richly blessed with the love of Christ at the heart of retirement for the past 135 years.

All those who form this unique community are united in a common vision, which is to honour and develop the original concept of Canon Cooper; to provide holistic care in a Christian environment; to model principles of creation care and stewardship; and to make best use of our historic buildings and estate for the welfare of all who make the College their home. At the heart of this is the spiritual life of the College, expressed in worship and prayer, and in word and sacrament.

Our patron saint is St. Barnabas, who gives us a model of Christian ministry and outreach, but above all inspires us with the gift of encouragement. May this quality always be a hallmark of our community life and our service in the name of Jesus Christ.

Rev David Williams

Chairman

The College Vision – 2025 and onwards

In the Summer of 2022, the Council confirmed its long-term vision, setting out four areas of focus that will define the College's future. Realising our vision is an exciting challenge organisationally and financially, and we are starting to transition from 'having a vision' to developing plans. The vision has four elements, each of which address a different facet of the College's life.

We will honour and develop our founder Canon Cooper's original charitable purposes, understanding that while the circumstances that he found have changed, there are similar needs among potential resident groups that our charitable mandate impels us to address.

In 2024, in the face of continuing rising pressures on personal finances we saw more potential residents whose financial resources were no longer able to support them. Getting word of the College out into the appropriate communities (dioceses, parishes, retirement teams etc) is now more important than ever as our assessment is that this need will increase in the years ahead.

The College aspires to become expert at addressing ageing issues in a Christian environment. We aim to be a centre of learning, modelling this learning through our services. We provide holistic care in a safe environment and the well-being of residents is our main concern.

In 2024 we have continued the long-term work of developing events, services and activities for College residents. As the average age of our community rises we are particularly keen to make existing and new services accessible to those with mobility issues. A focus has been on ensuring worship (in all its forms) is accessible to all, and takes place not just in the College Chapel, but in spaces that are open to those who cannot easily use the Chapel.

Creation care and stewardship are an integral part of our operation. We do this because it is the right thing to do for reasons that can be articulated in both spiritual and secular terms. The implications of this objective are appreciated by residents, staff, and stakeholders alike.

In 2024 we have launched a number of initiatives to reduce and control consumption, deal with waste and reduce our overall carbon footprint. These have included the roll-out of recycling routines covering all areas of College residential and operational life, the gradual replacement of traditional lights with LED and participation in Surrey County Council's '1.2 Million Tree' strategy.

Our estate and buildings have value and are a viable base from which to develop our services. We seek to develop and conserve what we have with innovation and creativity, ever mindful of our residents' needs.

As the four elements of the vision outlined above take shape they will feed into our plans for the buildings and estate. However, before making changes to the building, we need to confirm what's needed in order to provide the better services we have identified, and what those changes will look like if done in an environmentally responsible manner. This means that developing the building and estate comes last; however, we can begin to sound out statutory and professional bodies.

Meeting the vision, especially the buildings element, will involve a major capital fundraising campaign, and this will be a focus for the Council in 2025-6.

Please get in touch with the CEO (chiefexecutive@collegeofstbarnabas.com) if you have questions about the vision or our plans.

Fundraising

The College is a fundraising organisation but does not have an endowment. In order to be able to provide our day to day services to residents we rely on the generosity of individuals, churches and grant-making bodies. We are fortunate to have our full-time Fundraising Manager, Mike Herbert, who coordinates all of our fundraising efforts. Thank you to all those who have supported us this year; we could not have looked after our residents without your help.

A highlight of the year saw our enterprising Activities Coordinator, David Jack, who undertook a sponsored Wing Walk (the airborne theme in keeping with the previous year's sponsored skydive) which raised £12,000 for the College, with a particular focus on the staff who look after the residents so diligently.

Another achievement was the successful fundraising for a significant community project designed to give computer training to elderly residents in the College and local community. This application has involved a significant research, planning and coordination effort by the Fundraising Manager, liaising with local Dormansland community groups. The funding arrived in 2024, and the year-long project is scheduled to begin in the Autumn of 2024. This represents a new type of initiative for the College and brings both the chance to engage better with the local community as well as a responsibility to deliver the programme.

Over the rest of the year, we ran another successful Christmas appeal, and we are grateful for the support of all those individuals who give by standing order and who responded generously to appeals during the year. Alongside individuals and churches, the College was supported by a number of trusts, listed below. Over the course of the year, we benefitted from a number of legacies, and the Fundraising Manager continues to advocate the option of legacies to our supporters.

After discussion of the Action Planning Fundraising Review in last year's Annual Report the implementation of the recommendations has been considered by the new Finance and Fundraising Committee. Progress has been informed by a cost review of the College, work that was completed in the Autumn of 2024. The Committee, CEO and Fundraising Manager are now in a position to develop a full Fundraising Strategy that incorporates the Action Planning recommendations.



We thank all those individuals, churches and grant-making trusts and bodies who have supported the College and individual residents over the year. Except for those bodies who have asked not to be listed, our grant and church donors are listed below.

Trust and PCC supporters 2023/24

The Caterham Valley Parish Hall Co Ltd	Holy Saviour West Croydon PCC
The Clergy Support Trust	Holy Trinity Crockham Hill PCC
The Fulmer Charitable Trust	Kirkby Underwood PCC
The Beatrice Laing Trust	The Royal Chapel, Windsor Great Park
The Ofenheim Charitable Trust	The United Benefice of Elland
The Loseley Christian Trust	
The Rootes Charity Trust	St. Augustine's Bolton PCC
Awards for All	St. Clement Leigh PCC
St Alban Great Ilford Trust	St. Giles Shipbourne PCC
Erica Leonard Trust	St. James Ireby PCC
The Tufton Charitable Trust	St. James Newbold de Verdun PCC
Nias Wheatley Charitable Trust	St. John the Baptist Royston PCC
PF Charitable Trust	St John w St James & St Paul Plumstead PCC
Alton Abbey	St Lawrence Willington PCC
Society of St Margaret	St. Michael's Horton PCC
The Community of the Holy Cross	St. Mary's at Latton PCC
	St. Mary the Virgin & All Saints Potters Bar PCC
All Saints' Dingley PCC	St. Mary Winterbourne Gunner PCC
All Saints Braishfield PCC	St. Michael & All Angels Bunwell PCC
All Saints Chigwell Row PCC	St. Michael & All Angels Withyham PCC
Boxford PCC	St Peter Hever PCC
Chaceley PCC	St. Peter & St. Paul Edenbridge PCC
Christ Church Chorleywood PCC	
Christ Church Waterloo PCC	
Christ Church Waltham Cross PCC	
Cublington PCC	
Hever PCC	
Higham with Merston PCC	

Review of the Year

Over the year we have concentrated on meeting the Council's objectives while dealing with constant financial headwinds. Our hard working staff team have risen to the occasion and over the course of twelve months have cared for existing residents, welcomed new ones, upgraded and refurbished large areas of the College and set up and learned to use new software and operational systems. All this has been done with a firm control of expenses that has meant, in some cases, smaller staff teams working to tighter schedules.

Outside the College, a local firm built an all-weather accessible path through the woods, funded from Robert Raikes' 2023 parachute jump; and we commissioned and installed a range of new exterior signage, starting with the main entrance sign showing our new strapline, 'The Love of Christ at the Heart of Retirement'. We also continued to redecorate the exterior cloister woodwork, and by the end of the year both cloisters had been repaired and repainted, continuing the work to improve the exterior appearance of the buildings.

Inside the building, the Estates Team worked hard to refurbish and redecorate rooms in the Cloisters and Care Wing. We have now refurbished a majority of flats including, where necessary, upgrading bathrooms. Led by the Operations Manager we have now reviewed and replaced a number of behind-the-scenes support systems (consumables, procurement, lighting) that have resulted in significant cost efficiencies.

In last year's Annual Report, we commented on our wish to develop Home Care services for supported living residents, and this is still our intention though plans were not finalised during the year. The Care and Welfare Committee are now overseeing this planning, and we expect to have made progress in 24/25.

Resident Life

With the disruptive threat of Covid behind us, we continued to rebuild the range of activities that make up daily life for residents. Over the year the staff team, the Friends, residents themselves and family and friends supported a wide range of weekly and one-off activities. These included music: fortnightly piano recitals in the Autumn and Winter of 2023, one-off harp, guitar and recorder concerts and the resident run monthly 'Music to the Ears' sessions, along with regular visits by a local church choir to support choral evensong. Once again we were delighted to welcome Dormansland School pupils to sing Carols at Christmas.

Social and community events were run regularly by the Friends of the College charity, and these included evening 'socials', regular clothes exchanges, hand-pampering sessions and more. We are very grateful to the members of the 'Friends' who provide a key support to residents across activities, visits and last but not least by underwriting the purchase of equipment used by residents. They also ran the annual Autumn Fair where the local community meet to enjoy tours of the College, stalls and refreshments.

We continued to run the normal range of monthly film, music and poetry meetings, and our fortnightly 'extend' exercise classes were assessed and expanded to offer sessions for Care Wing residents as well as supported living residents. The twice weekly taxi service was well supported, and Care Wing residents especially enjoyed their weekly visits from Rosie, our PAT dog. The College shop has continued operate each Monday supporting those residents who find getting out to the shops too difficult.

Our engagement with U3A involved teaching chess and croquet, with residents enjoying the chance to welcome members of the local community into the College and impart some of their enthusiasm and knowledge.

This year a resident and staff group attended the Dormansland Carnival, and after an absence of several years were able to spread the word of about the College to the local community. It was interesting to meet so many local residents who didn't know that the College was just across the railway from the village, and we will make sure that our participation in local events is now routine.

There were two other events that residents enjoyed. First the Summer BBQ for residents and staff and their families, put on by the College in June. Second was the Open Day that saw a great turn out of local visitors who enjoyed tours of the College, displays of vintage cycles and cars, stalls and the official opening, by Robert Raikes and the Chairman, of the woodland path.

We give thanks for the lives of the following residents who have passed away this year; Nora Cleaver, Michael Johnson, Donald Maxfield, Vi Johnson, John Trueman, Jean Lorrimer, Jean Forshaw and Frank Gough. We also said goodbye to Mary Watts who moved to the south coast to be nearer family.

Over the year we welcomed Paul Baker, Susan Campbell, Victor de Waal, Iain Forbes, Andrew Hamilton, Shiona Monfries, Sue Bailey (who later in the year moved to Andorra to be nearer family), Margaret King, Ann Treen, Diana Bolton and Trevor Crowhurst to the College.

Staff, management and operations

The year saw the development of the Senior Leadership Team consisting of the CEO, Deputy CEO (post now vacant), Registered Manager and Operations Manager. This team is designed to give more focus to the delivery of College objectives and meets weekly to assess budget and delivery issues. This grouping coincides with the arrival of the new Treasurer, Ruth Martin, and a wish to achieve a clearer focus on delivery and productivity.

At the start of the year, we welcomed Emmanuel Eyiolorunse as Senior Carer, and towards the end of the year, we welcomed Emma Kaufmann as the new College Administrator, replacing Elisabeth Gibson. A new post was developed during the year, Operations Administrator, and was filled by Angela LeRiche. The post is designed to offer the same support to the Ops Team that the College Administrator and Deputy Manager give to the Admin and Care teams respectively.

During the year we introduced a new digital phone system for the staff team throughout the building, the final piece of software development for the time being.

The Care Wing

Registered Manager Suzan Jack and her team have again delivered excellent care over the year, looking after a range of residents with differing needs, and getting to grips with the new Log My Care software. The College is finding that we are welcoming residents into the Care Wing who have, on average, a greater need for personal care, and this can mean higher staff to patient ratios and a higher workload. Our thanks to the Care Wing team for managing these changing and sometimes difficult circumstances.

The College Chaplaincy

Chaplaincy Team and Duty Chaplains

The Chaplaincy operates at the College seven days per week, with the full time Chaplain, Rev Derek Chandler on site Sunday to Thursday inclusive. In the absence of the Chaplain, a voluntary team of assistant chaplains exists among the residents. The provision of assistant chaplains means that a Duty Chaplain is available each day and night via a mobile phone number clearly displayed on the College noticeboards.

We are most grateful to those residents who have volunteered to support the Chaplain as assistants. This team depends on there being residents willing and able to volunteer, and this cohort will vary depending on the current resident population. Ideally this team will consist of both men and women, ordained and lay. Over the last two years we have found that fewer women have been available to serve, and we look forward to new arrivals redressing this imbalance.

The Chaplain meets regularly with the assistant chaplains.

Worship at the College of St Barnabas

In 2023-2024 the Chaplain continued to plan and oversee worship at the College, now on a pattern of two services a day between the two chapels, with the evening service moved to the earlier time of 5pm. This change was designed to allow Care Wing residents and staff more time to attend worship without interfering with evening meal and bedtime routines.

These two services run alongside a schedule of prayer meetings, Songs of Praise and festival services. We have also been pleased to welcome Bishop Christopher to evensong four times a year.

Alongside weekly worship routines, the Chaplain has continued to consider and develop ideas for worship, thinking about how we serve a community of residents who are increasingly less able to access the chapel, how we will serve residents who come from a non-Anglican background, how we develop a standard College liturgy and how we will develop forms of worship that might take place in other parts of the building. These ideas have been run past residents at monthly meetings.

The Chaplain and Assistant Chaplains have also been responsible for delivering spiritual care and pastoral support to residents, and for encouraging those residents who seek to maintain their ministry within the confines of the College.

The Chaplain also serves as the Croydon Episcopal Area Clergy Retirement Officer, and as well as providing a service to the Diocese this role allows the Chaplain, and so the College, to understand the needs of retiring clergy.

Programmes for Residents

During the year the Chaplain has continued to source and develop courses and programmes in direct support of our aim to provide our Christian residents with an engaging and thought-provoking environment.

These have included programmes under the heading of 'The Theology of Ageing', as well as Lent Creation Care courses.

Structure, Governance and Management

Function and Constitution

The College of St Barnabas was incorporated on 10th March 1899 as a company limited by guarantee not having a share capital. The liability of the Members of the Association on winding up is limited to £10. The Company is governed by its Memorandum of Association, which was last amended by Special Resolution on the April 25th, 2022, and its Articles of Association.

The objects of the Charity are to provide a permanent home for clergy of the Church of England and of Churches in full communion with it, clergy spouses, licensed Church Workers and members of all churches which are members of Churches Together in England. In accordance with these objects there are sheltered flats for up to 8 couples and 21 single or widowed people, and 27 care rooms which are registered with the Care Quality Commission.

The activities of the Company are directed by the Council, the members of which, apart from its ex officio and delegate members, are elected by the Members of the Association.

Applications for membership of the Association are approved at its Annual General Meeting; membership is limited to 100. The Annual General Meeting is also the forum for the election and re-election of members of Council. Candidates must be members of the Association. One third of the elected members of the Council retire each year but they are eligible for re-election.

At Annual General Meetings, five members constitute a quorum. Questions at meetings of the Association are decided by a majority of votes with the Chairman having a casting vote.

The Council has authority to delegate any of its powers and duties to individual members or to any committee or sub-committee of members and to set the quorum necessary for the transaction of business.

Members of Council may not receive remuneration other than professional fees, which are subject to the restrictions contained in Clause 5 of the Memorandum, and reasonable out of pocket expenses.

Governance and Oversight

The Council meets regularly three times a year and at other times as required. It has oversight across all aspects of the College's operation and exercises strategic direction of policy and resources. In 2023-24, it met four* times.

** The start of this period covers the planned transition from a cycle of four sets of governance meetings per year to a cycle of three sets of governance meetings per year. The College Council, for example, met for a final time in September 2023 under the old quarterly cycle of meetings before moving onto the new termly cycle of meetings in December/April/August.*

The Council delegates elements of oversight and decision-making to committees, accountable to Council. Members of the committees are appointed by Council. They each meet three times a year and at other times when necessary (apart from the Remuneration Committee which meets annually) and they report regularly to all meetings of the Council. The Council may from time to time establish ad hoc working groups to oversee major projects, which may be accountable to the Council directly or through its committees.

In 2023 – 2024 the committees comprised the Standing Committee, the Finance and Fundraising Committee, the Care and Welfare Committee and the Remuneration Committee.

The Standing Committee has enhanced co-ordination between the Finance and Fundraising Committee and the Care and Welfare Committee. It considers over-arching issues concerning governance and effective preparation for meetings of the Council. It consists of the Chairmen of the committees and the Chairman and Vice-Chairman of the Council, with the CEO in attendance.

The Finance and Fundraising Committee was created in 2023 as a merger between the Finance and General Purposes Committee and the Fundraising and Marketing Committee. The new Committee has responsibility for all matters relating to finance, fundraising and marketing, property, facilities and general administration. It ensures that a suitable system of internal financial control is in place, and it prepares the budget, monitors income and expenditure and sets levels of authorisation. It also has oversight of the fundraising strategy and marketing plan, which includes ensuring we have a sound strategy to raise funds for specific appeals and encouraging regular giving to the work of the College. A specific focus is to ensure we can assist those who live in the College on limited means, where there is a shortfall between social funding and the full cost of residence. The marketing function aims to attract new residents, through delivery of the College Marketing Plan.

The Care and Welfare Committee has overseen matters relating to the care and welfare of residents, ensuring that appropriate policies and procedures are in place and that the standards of care satisfy the expectations of the Care Quality Commission for residential Care Homes; it has sought to enable and maintain the best possible care for all residents.

The Remuneration Committee meets annually to consider the general level of salary increase appropriate to all staff, and the specific remuneration of each member of the Senior Management Team. Its recommendations are submitted to the Council for approval.

Council members carry out Trustee Inspections, a random monthly inspection of one area of care and welfare using the Care Quality Commission fundamental standards as a guide. This process was reviewed and revised in 2023/4 to allow a better focus on our standards of compliance and service delivery. They involve private interviews with three residents of the Care Wing, Cloisters or staff, seeking their views on standards of care and working practices. The inspection process also checks levels of compliance via the care, health and safety and staffing frameworks that we have in place.

Council members also attend the regular monthly Residents' Meetings chaired by the CEO. These are an important opportunity to communicate and interact with residents, and also for residents to meet and air concerns with Trustees. In 2025/26 we will ensure that residents are aware of all the times that trustees will be in the building so that there are ample opportunities to interact.

Senior Personnel and management

The CEO is responsible for the oversight of all day-to-day activities of the Charity and for ensuring that the objectives approved by the Council are followed. The CEO is supported by the Senior Leadership Team, consisting of the CEO, Registered Manager Suzan Jack and Operations Manager Eifion Davies. This group meets weekly and focuses on delivery of the College Vision and Objectives.

A staff management team consisting of Department Heads and Operational and Support Team meets weekly to oversee day to day operations in the College. This group consists of the Senior Leadership Team plus the Chaplain Reverend Derek Chandler, Fundraising Manager Mike Herbert, Finance Manager Bernadette Jenkins, HR Administrator Amy Stolton and others as required.

The CEO attends all meetings of the Council and each of the committees, and members of staff attend meetings of the Council and the committees as appropriate.

Risk Management

The Council is responsible for the management of strategic, financial and operational risks faced by the College. During the year, led by the Vice Chairman Richard Diggory, work was put in hand to develop and implement a new risk management framework based around CQC standards. This framework builds on the College's existing risk management practice, through the staff team's responsibility for managing operational risks, overseen by the Standing Committee and other Committees, and now reinforced by a newly created Risk Reference Panel responsible for ensuring consistency of risk measurement and evaluation across all aspects of the College.

Particular areas of risk are identified under categories expressed in the Regulations for Service Providers and Managers under the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, and the Care Quality Commission (Registration) Regulations 2009.

Care and Welfare

The Council membership includes those with expertise and experience in the care sector who exercise effective oversight, underpinned by robust policies, procedures and monitoring. Through the Care and Welfare Committee the Council ensures that policy and practice comply with the high standards of care expected by the Care Quality Commission.

Safeguarding

The trustees are aware of the need to maintain the highest systems and standards with regard to safeguarding. The College Safeguarding Policy is clearly sign-posted both online and around the building and is backed by procedures including training for all staff. Amy Stolton is our designated Safeguarding lead, and the Reverend Jane Edwards is the trustee with responsibility for oversight of Safeguarding.

Professional Advisors

Investment Manager

Charles Stanley and Co Ltd. Investments are overseen by the Finance and General Purposes Committee. The investment summary for year to 31st August 2024 is available below.

Auditors

Xeinadin Audit, Chartered Accountants and Statutory Auditors, Nightingale House, 46 – 48 East Street, Epsom, Surrey, United Kingdom, KT17 1HQ

Bankers

Barclays Bank, 17/21 High Street, East Grinstead RH19 3AH

Capital Expenditure

The Council ensures that capital expenditure is pre-authorised within prescribed limits; and that capital investment is predominantly resourced from funds which are designated or otherwise raised for particular projects. General funds may only be used for capital projects when reserves leave sufficient funds to provide cover for cash-flow and other contingencies.

Public Benefit

The Council confirms that in carrying out its responsibilities as the College's Trustee body, it has regard to public benefit guidance issued by the Charity Commission. Although the College was initially established as a community of retired Anglican priests, the now broader criteria for eligibility mean that, in addition to those who have worked for and within the Anglican Church, any communicant member of a Church affiliated to Churches Together in England can apply to benefit from the accommodation and service that the College provides.

The principal source of public benefit that the College delivers is that where its residents are unable to meet the full economic costs of the services provided to them from their own resources and/or from grants they are eligible to receive, the shortfall in their contributions is covered by the College, drawing for this purpose on its charitable income from various fundraising activities. The College's charitable income also helps to meet the substantial costs of maintaining its Grade 2 listed building.

In the year to 31 August 2024 the total subsidy provided by the College in this way to supported living residents amounted to approximately £10,000 each month, equivalent, to over 15% of the total residents' contributions. The College does not currently set a limit to the number of residents who can benefit from this support.

In addition, the College seeks to engage in local community events and always looks at ways of making its facilities more widely available, subject to the primary function of the College.



Statement of Trustees' Responsibilities

The Trustees (who are also the directors of the College of St. Barnabas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

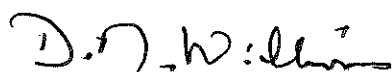
Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that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

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charity SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis until it is inappropriate to presume that the charitable company will continue in business.

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

- The Trustees confirm that, in the case of each person who was a Trustee at the time when this report was approved, the following applies:
- So far as each Trustee is aware, there is no relevant audit information needed by the charitable company's auditors in connection with preparing their report of which the auditors are unaware and.
- Each Trustee has taken all the steps that he or she ought to have taken as a Trustee/Director in order to become aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the Board of Trustees on 7th April 2025 and signed on its behalf by:



Reverend David Williams JP, BA (Hons), MA, Dip Lib, FSA, FRSA
Chairman

Financial Review

Summary.

The resilient financial result for the college in the year reflects the close attention to cash of the CEO and his team during a financial year in which the broader financial environment was buffeted by a general election and the financial priorities of the respective governments especially in respect of the remit of the Care Quality Commission Regulator.

At St Barnabas costs rose during the year in the care department in particular - greater than income could - and towards the end of the financial year a significant cost review was undertaken. This demonstrated the substantial variations in the cost of the different levels of service, support and care provided by the College to our residents. Whilst the number of staff has fallen, the overall costs of staff had risen, reflecting also the amounts of overtime and numbers of contract personnel, which in 2024 also became part of the cost review. This has spurred on the team to focus more on the funding to be gained from Tandridge and Surrey Councils for individual residents and the means to obtain it, work that started in this financial year and is continuing. In addition, it has given us some direction regarding priorities to focus on in our fund-raising

During the year the CEO also successfully developed his senior team to take greater responsibility for the management of their departmental budgets and this generated some innovative ideas for cost control and a greater understanding of the connections between operational activities and costs. This lays the foundation for continued good financial monitoring and management across the college.

Financial Results Summary.

Total incoming resources were £2,404,000 (2023 £2,140,000), an increase of £264,000. This includes the committed donation of £84,000 from the Clergy Support Trust, which was larger than in 2023 (£66,000). In addition, a one off receipt of £91,000 was received for the lease of the mast which was agreed during the year and enabled us to avoid drawing on investments.

Total expenditure was £2,490,000 (2023 - £2,198,000) and is mostly the costs of employing our dedicated and professional staff providing the levels of service, support and care for which St Barnabas is recognised by the family and friends of our residents as well as our residents themselves.

Contributions from residents were £1,833,000 (2023 - £1,662,000). Donations, Gifts and Legacies were broadly equivalent to 2023 with 2024 at £412,000 (2023 - £407,000.)

The balance sheet is broadly stable, notwithstanding aged debtors had increased which resulted in some of our cash reserves having to be used.

During the year capital spending was £42,000 of which £37,000 was used to upgrade computers and improve our IT systems and infrastructure.

Investments and Reserves.

Cash was drawn down from our investments to ensure the smooth running of the College through some challenging months when a number of our residents passed on and when unusually we had a very small waiting list at the time. The cash balance consequently fell to £56,000 by year end. We continue to manage our reserves.

Our investments are managed by Charles Stanley & Co Ltd under delegated authority from the Council. The current policy is to maximise total return. Our reserves position aims to have a holding of three months operational costs in reserve.

Fundraising.

We continue to be enormously grateful for the generous donations given to the college, and for those donors willing to commit over a significant time frame. Donations and legacies at £412,000 are highly valued and work began discerning the areas of college life that our principal donors are most interested in supporting financially, initiated though a dinner to thank them and talk through ideas for fundraising.

We are particularly grateful to our enterprising Activities Coordinator, David Jack, who undertook a sponsored Wing Walk, (the airborne theme in keeping with the previous year's sponsored skydive), which raised £12,000 for the College, with a particular focus on the staff who look after the residents so diligently.

Fund raising is one of the most promising means by which income can be raised for charities and inviting donors to share their giving preferences was part of the preparations to launch the fund raising strategy. It was not possible to launch the new website, pending the conclusion of the cost review and discerning the most valuable direction of our marketing.

Future Plans and Challenges.

Having reviewed costs assiduously during 2024, future plans will focus on College Objectives:

1. to invest in our new and agreed fundraising strategy which includes marketing and launching the new website.
2. building up our cash reserves and investments, this will include an appraisal of options on the future of the Lodge.
3. building significant network of organisations with similar challenges in relation to the CQC and working to maximise financial benefits due from public authorities for individual residents.
4. preparing to review audit provision for the financial year beginning September 2026, including a wide sweep of potential auditors with substantial experience in the CQC and hotel sector as well as charity expertise.
5. continuing the necessary improvements to external and internal decoration, internal and external signage

There is no doubt that the current, broader economic context is increasingly challenging for the college and the strong grasp on costs is a prerequisite to being able to raise funds to invest in our future, enabling us to provide high quality support, service and care, in an environment where government policy will continue to have a growing and significant impact.



Ruth Martin, Lay Canon, BA (Hons), MA (Treasurer)

Honorary Treasurer

Independent Auditor's Report to the Members of the College of St Barnabas

Opinion

We have audited the financial statements of The College of St Barnabas (the 'College') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice). In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the Council with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Council are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we must report that fact. We have nothing to report in this regard.

Independent Auditor's Report to the Members of the College of St Barnabas

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Council members report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Council members report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Council members report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Council members report and from the requirement to prepare a strategic report.

Responsibilities of Council

As explained more fully in the statement of Council members responsibilities, the Council, who are also the directors of the College for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Registered Office: The College of St Barnabas, Blackberry Lane, Lingfield, Surrey, RH7 6NJ

Company Number: 00061253 (Eng & Wales) **Charity Number:** 205220 **Phone:** 01342 870260



Independent Auditor's Report to the Members of the College of St Barnabas

- Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and the related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention, in our auditor's report, to the related disclosure in the financial statements or if such disclosures are inadequate to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report.

However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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



Hazel Day BSc (Hons) FCA DChA (Senior Statutory Auditor)

For and on behalf of Xeinadin Audit Limited, Statutory Auditor
Chartered Accountants
46-48 Esat Street
Epsom, Surrey
KT17 1HQ
United Kingdom

Date: 29th May 2025

Registered Office: The College of St Barnabas, Blackberry Lane, Lingfield, Surrey, RH7 6NJ

Company Number: 00061253 (Eng & Wales) **Charity Number:** 205220 **Phone:** 01342 870260



**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024**

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	376,647	35,427	412,074	393,693	13,350	407,043
<u>Charitable activities</u>							
Contributions by Residents for accommodation and care	4	1,832,919	-	1,832,919	1,662,142	-	1,662,142
Other trading activities	5	150,207	-	150,207	61,510	-	61,510
Investments	6	8,689	-	8,689	10,790	-	10,790
Total income		<u>2,368,462</u>	<u>35,427</u>	<u>2,403,889</u>	<u>2,128,135</u>	<u>13,350</u>	<u>2,141,485</u>
Expenditure on:							
Raising funds	7	75,970	7,033	83,003	69,590	13,350	82,940
<u>Charitable activities</u>							
Residential care costs	8	1,070,305	6,795	1,077,100	854,604	-	854,604
Collegiate	8	1,324,351	6,197	1,330,548	1,260,575	-	1,260,575
Total charitable expenditure		<u>2,394,656</u>	<u>12,992</u>	<u>2,407,648</u>	<u>2,115,179</u>	<u>-</u>	<u>2,115,179</u>
Total expenditure		<u>2,470,626</u>	<u>20,025</u>	<u>2,490,651</u>	<u>2,184,769</u>	<u>13,350</u>	<u>2,198,119</u>
Net gains/(losses) on investments	13	<u>21,567</u>	<u>-</u>	<u>21,567</u>	<u>(9,527)</u>	<u>-</u>	<u>(9,527)</u>
Net income/(expenditure)		<u>(80,597)</u>	<u>15,402</u>	<u>(65,195)</u>	<u>(66,161)</u>	<u>-</u>	<u>(66,161)</u>
Transfers between funds		<u>136,833</u>	<u>(136,833)</u>	<u>-</u>	<u>121,833</u>	<u>(121,833)</u>	<u>-</u>
Net movement in funds	10	<u>56,236</u>	<u>(121,431)</u>	<u>(65,195)</u>	<u>55,672</u>	<u>(121,833)</u>	<u>(66,161)</u>
Reconciliation of funds:							
Fund balances at 1 Sept 23		2,408,564	136,166	2,544,730	2,352,892	257,999	2,610,891
Fund balances at 31 Aug 24		<u>2,464,800</u>	<u>14,735</u>	<u>2,479,535</u>	<u>2,408,564</u>	<u>136,166</u>	<u>2,544,730</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 29 to 44 form part of these financial statements.

BALANCE SHEET **AS AT 31 AUGUST**

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	15		2,209,770		2,273,829
Investments	16		259,498		240,346
			<u>2,469,268</u>		<u>2,514,175</u>
Current assets					
Stocks	17	7,679		14,372	
Debtors	18	103,971		54,226	
Cash at bank and in hand		55,730		121,459	
			<u>167,380</u>		<u>190,057</u>
Creditors: amounts falling due within one year	20	<u>(146,363)</u>		<u>(138,252)</u>	
Net current assets			<u>21,017</u>		<u>51,805</u>
Total assets less current liabilities			<u>2,490,285</u>		<u>2,565,980</u>
Creditors: amounts falling due after more than one year	21		(10,750)		(21,250)
Net assets			<u>2,479,535</u>		<u>2,544,730</u>
The funds of the College					
Restricted income funds	23		14,735		136,166
Unrestricted funds	24		2,464,800		2,408,564
			<u>2,479,535</u>		<u>2,544,730</u>

The financial statements were approved by the Council on April 7th 2025
and were signed on its behalf by:

Rev David Williams, Trustee.....

D. Williams

Ruth Martin, Trustee.....

Ruth Martin

The notes on pages 29 to 44 form part of these financial statements.

Registered Office: The College of St Barnabas, Blackberry Lane, Lingfield, Surrey, RH7 6NJ

Company Number: 00061253 (Eng & Wales) **Charity Number:** 205220 **Phone:** 01342 870260

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	27		(10,518)		3,027
Interest paid			(3,195)		(3,424)
Investing activities					
Purchase of tangible fixed assets		(41,780)		(27,163)	
Proceeds from disposal of investments		-		95,000	
Interest received		264		599	
Net cash (used in)/generated from investing activities			(41,516)		68,436
Financing activities					
Repayment of bank loans		(10,500)		(10,500)	
Net cash used in financing activities			(10,500)		(10,500)
Net (decrease)/increase in cash and cash equivalents			(65,729)		57,539
Cash and cash equivalents at beginning of year			121,459		63,920
Cash and cash equivalents at end of year			55,730		121,459

The notes on pages 29 to 44 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Charity information

The College of St Barnabas is a private company limited by guarantee incorporated in England and Wales. The registered office is Blackberry Lane, Lingfield, Surrey, RH7 6NJ, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the College's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The College is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of investments. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Council in furtherance of their charitable objectives.

When resources are received by the College for a donor specified purpose or as a result of an appeal for particular project funding, the income is shown in the statement of financial activities as restricted income and attributed to a specific restricted fund. Application of those resources in accordance with the donors' wishes is shown as restricted fund expenditure with the balance of unexpended resources shown as restricted funds on the balance sheet. Fixed assets purchased from restricted funding are capitalised and depreciated over their expected useful lives. The depreciation applicable to the funding provided from the restricted fund is charged to that fund. The net book value of such assets is held within restricted funds. Where such funds are raised or donated to be held as capital assets by the College, these are shown as restricted funds whilst the income from the appeal continues.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the College.

1.4 Income

Income is recognised when the College is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the College has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the College has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(continued)

Income from events is recognised when the event takes place.

Income from rental is recognised for the period the rental relates to.

Income from Residents is recognised in the Statement of Financial Activities based on the dates of occupancy.

Events income is recognised once the Event has taken place unless the income is non-returnable.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Direct costs are allocated based on the nature of the cost. Any costs relating to more than one charitable activity are split equally between the activities as this is believed to best represent the nature of these costs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold property	1% on cost
Refurbishments	25% on cost and 5% on cost
Equipment	17.5% on cost
Computers	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in the statement of financial activities.

In the opinion of the Council, the net realisable value of the property is not materially in excess of its carrying value in the accounts and therefore no impairment has taken place.

Depreciation would not normally be provided on land; however, the original cost of the land is unknown although it is believed to be immaterial to the total carrying cost of land and buildings. The land element in that cost has therefore been ignored for depreciation purposes.

Assets costing less than £500 are not capitalised but are expensed through the Statement of Financial Activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1.8 Impairment of fixed assets

At each reporting end date, the College reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The College 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 in the College's balance sheet when the College becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, 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 debtors 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 unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments, discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the College is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the College's accounting policies, the Council are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Depreciation

Assets are written down over their estimated useful lives. The actual lives of the assets may differ from these estimates. The lives of the assets are kept under review and adjusted as appropriate.

Allocation of costs between activities

As a small charity many costs incurred, including staff time, cover more than one activity. These costs are allocated to activities based on an equal split which is based on the best estimate of the usage of the costs.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	266,173	-	266,173	393,693	13,350	407,043
Legacies	80,967	-	80,967	-	-	-
Grants	29,507	35,427	64,934	-	-	-
	<u>376,647</u>	<u>35,427</u>	<u>412,074</u>	<u>393,693</u>	<u>13,350</u>	<u>407,043</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Contributions by Residents for accommodation and care	<u>1,832,919</u>	<u>1,662,142</u>

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	-	392
Telephone mast income	90,849	8,090
Staff rental income	22,100	15,067
Lodge rental	37,258	37,961
Other trading activities	<u>150,207</u>	<u>61,510</u>

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from listed investments	8,361	10,156
Interest receivable	328	634
	<u>8,689</u>	<u>10,790</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Other fundraising costs	13,125	-	13,125	1,401	13,350	14,751
Staff costs	60,368	7,033	67,401	64,142	-	64,142
	<u>73,493</u>	<u>7,033</u>	<u>80,526</u>	<u>65,543</u>	<u>13,350</u>	<u>78,893</u>
Investment management	2,477	-	2,477	4,047	-	4,047
Total costs	<u>75,970</u>	<u>7,033</u>	<u>83,003</u>	<u>69,590</u>	<u>13,350</u>	<u>82,940</u>

8 Expenditure on charitable activities

	Residential Care costs 2024 £	Collegiate 2024 £	Total 2024 £	Residential Care costs 2023 £	Collegiate 2023 £	Total 2023 £
Direct costs						
Staff costs	672,486	602,802	1,275,288	588,508	519,560	1,108,068
Depreciation and impairment	52,920	52,920	105,840	(62,649)	150,010	87,361
Other care costs	137,842	-	137,842	138,977	-	138,977
Premises costs	598	296,321	296,919	-	254,765	254,765
Housekeeping costs	-	164,765	164,765	-	138,415	138,415
Sundry	-	486	486	-	8,057	8,057
	<u>863,846</u>	<u>1,117,294</u>	<u>1,981,140</u>	<u>664,836</u>	<u>1,070,807</u>	<u>1,735,643</u>
Share of support and governance costs (see note 9)						
Support	196,271	196,271	392,542	171,301	171,301	342,602
Governance	16,983	16,983	33,966	18,467	18,467	36,934
	<u>1,077,100</u>	<u>1,330,548</u>	<u>2,407,648</u>	<u>854,604</u>	<u>1,260,575</u>	<u>2,115,179</u>
Analysis by fund						
Unrestricted funds	1,070,305	1,324,351	2,394,656	854,604	1,260,575	2,115,179
Restricted funds	6,795	6,197	12,992	-	-	-
	<u>1,077,100</u>	<u>1,330,548</u>	<u>2,407,648</u>	<u>854,604</u>	<u>1,260,575</u>	<u>2,115,179</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9 Support costs allocated to activities

	2024 £	2023 £
Staff costs	288,606	236,890
Advertising	8,214	20,692
Bank loan interest	500	500
Bank charges	3,195	3,424
Training	4,113	-
Bad debts	(1,795)	-
Recruitment	1,702	-
Office costs	88,007	81,096
Governance costs	33,966	36,934
	<u>426,508</u>	<u>379,536</u>
Analysed between:		
Residential Care costs	213,254	189,768
Collegiate	213,254	189,768
	<u>426,508</u>	<u>379,536</u>

10 Net movement in funds

	2024	2023
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	8,090	7,000
Depreciation of owned tangible fixed assets	<u>105,840</u>	<u>87,361</u>

11 Council

None of the Council (or any persons connected with them) received any remuneration or benefits from the College during the year.

12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Staff directly involved in delivering services	72	105
Fundraising	1	1
CEO	1	1
Administration	6	6
Total	<u>80</u>	<u>113</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	1,453,756	1,253,002
Social security costs	129,682	105,740
Other pension costs	47,855	50,358
	<u>1,631,293</u>	<u>1,409,100</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
60,000-70,000	<u>1</u>	<u>1</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>350,364</u>	<u>244,928</u>

13 Gains and losses on investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gains/(losses) arising on:		
Revaluation of investments	15,065	(5,488)
Sale of investments	6,502	(4,039)
	<u>21,567</u>	<u>(9,527)</u>

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

15 Tangible fixed assets

	Freehold property £	Refurbish- ments £	Equipment £	Computers £	Total £
Cost					
At 1 September 2023	1,834,761	1,297,039	764,990	-	3,896,790
Additions	-	3,195	1,515	37,070	41,780
At 31 August 2024	<u>1,834,761</u>	<u>1,300,234</u>	<u>766,505</u>	<u>37,070</u>	<u>3,938,570</u>
Depreciation and impairment					
At 1 September 2023	519,804	388,882	714,274	-	1,622,960
Depreciation charged in the year	18,347	64,958	20,331	2,204	105,840
At 31 August 2024	<u>538,151</u>	<u>453,840</u>	<u>734,605</u>	<u>2,204</u>	<u>1,728,800</u>
Carrying amount					
At 31 August 2024	<u>1,296,610</u>	<u>846,394</u>	<u>31,900</u>	<u>34,866</u>	<u>2,209,770</u>
At 31 August 2023	<u>1,314,956</u>	<u>908,157</u>	<u>50,716</u>	<u>-</u>	<u>2,273,829</u>

16 Fixed asset investments

	Listed investments £	Cash in portfolio £	Total £
Cost or valuation			
At 1 September 2023	230,062	10,284	240,346
Additions	107,080	124,588	231,668
Valuation changes	21,567	-	21,567
Disposals	(124,524)	(109,559)	(234,083)
At 31 August 2024	<u>234,185</u>	<u>25,313</u>	<u>259,498</u>
Carrying amount			
At 31 August 2024	<u>234,185</u>	<u>25,313</u>	<u>259,498</u>
At 31 August 2023	<u>230,062</u>	<u>10,284</u>	<u>240,346</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

(Continued)

Fixed asset investments

	2024	2023
Liontrust Investments Ltd Monthly Income bond	7,785	7,194
Smith(DS) Ord GBP0.10	-	7,673
3I Infrastructure Ord NPV	9,976	8,984
Roche Holdings AG Genusscheine NPV	6,695	13,953
The Renewables Infrastructure GRP Ord NPV	8,671	9,141
Tesco Ord GBP0.05	-	11,566
Microsoft Corp Com USD0.00000625	11,422	9,312
Pennon Group Ord GBP0.407	-	9,378
Astrazeneca Ord USD0.25	7,433	11,941
Texas Instruments Inc Com USD1.00	6,523	11,669
Rentokil Initial Odg GBP0.01	10,042	12,511
Siemens AG Npv(Regd)	6,312	10,576
Wellington Mgmt Funds (Ireland) Global High Yield BD	8,249	7,765
Toyota Motor Corp NPV	5,148	10,866
Amazon Com Inc	9,235	15,246
Greencoat UK Wind PLC	10,484	10,484
Invesco Global Investments	-	11,249
Schroeder Inv FD	11,777	11,147
Gresham House Energy Ord GBO0.01	-	9,004
Shin-Etsu Chemical NPV	-	13,890
RELX PLC GBP0.1444	5,769	9,075
UK (Govt of) 5% SNR 07/03/2025 GBP1000	7,450	7,436
First Sentier Invrs (UK) FDS Ltd First Sentier	6,685	-
Unilever PLC Ord GBP0.031111	7,751	-
OTIS WORLDWIDE CORP COM USD0.01	7,921	-
COPART INC COM USD0.0001	6,286	-
INDITEX (IND.DE DISENO TEXTIL SA) EUR0.03	7,674	-
Segro PLC Ord GBP0.10	6,133	-
Apple Inc Com USD0.00001	7,140	-
UNITED KINGDOM(GOVERNMENT OF) 4.25%	5,871	-
UNITED KINGDOM(GOVERNMENT OF) 4%	6,366	-
Xylem Inc Com USD	6,488	-
Alphabet Inc Capital Stock USD0.001	6,585	-
Experian Plc Ord USD0.10	6,926	-
Mastercard Incorporated Com USD	6,249	-
Novo Nordisk A/S SER'B	6,687	-
United Kingdom Gov of 4.125%	6,449	-

17 Stocks

	2024	2023
	£	£
Finished goods and goods for resale	<u>7,679</u>	<u>14,372</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

18 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	10,301	44,754
Other debtors	3,897	3,331
Prepayments and accrued income	89,773	6,141
	<u>103,971</u>	<u>54,226</u>

19 Loans and overdrafts

	2024	2023
	£	£
Bank loans	21,250	31,750
	<u>21,250</u>	<u>31,750</u>
Payable within one year	10,500	10,500
Payable after one year	10,750	21,250
	<u>21,250</u>	<u>31,750</u>

The loan relates to a loan taken out in the year ended 31st August 2017 for a term of 10 years from the National Almshouse Association which is secured on the Freehold premises. The loan attracts an equivalent interest rates of 1% p.a.

20 Creditors: amounts falling due within one year

	2024	2023
	£	£
	Notes	
Bank loans	19	10,500
Other taxation and social security		32,795
Trade creditors		28,899
Other creditors		6,097
Accruals and deferred income		68,072
		<u>146,363</u>
		<u>138,252</u>

21 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
	Notes	
Bank loans	19	10,750
		<u>21,250</u>

22 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	47,855	50,358
	<u>47,855</u>	<u>50,358</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(Continued)

Retirement benefit schemes

The Charity has no funded pension scheme, but employees are members of either the Pension Builder Scheme section of the Church Worker Pension Fund or the NEST auto enrolment scheme.

Members who either joined the scheme prior to 1st July 2014 or are members of the senior management team are members of the Church Worker Pension Fund. The College contributes at the rate of 10% of members' salaries for those who joined before 1st September 2000. The College contributes 8% of members' salaries for members of the Church Workers Pension Fund who joined after 1st September 2000 and make employees contributions of 4%.

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 means it is not possible to attribute the Pension Builders 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 in the year are contributions payable.

A valuation of the scheme is carried out every three years. The most recent scheme valuation completed was carried out as at 31st December 2022. This revealed, on the ongoing assumptions used, the fund is showing a surplus of assets over liabilities. There is therefore no requirement for deficit payments at the current time. The legal structure of the scheme is such that, if another Responsible Body fails, College of St Barnabas could become responsible for paying a share of that Responsible Body's pension liabilities.

Employees who are not part of the senior management team and join a pension scheme after 1st July 2014 are enrolled into the NEST scheme with the College making contributions of 3% of the members' salary and the employee contributing a minimum of 5%.

At 31 August 2024 amounts owing to the schemes and included within other creditors amounted to £653 (2023: £6,772). Total contributions paid in the year to defined contribution schemes amounted to £44,208 (2023 £43,701).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

23 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2024 £
Walsingham Pilgrimage	3,284	-	-	-	3,284
Nursing wing laundry	3,094	-	-	-	3,094
Underfunded contributions	121,833	-	-	(121,833)	-
Chapel Lighting fund	2,305	-	-	-	2,305
Future boiler replacement	1,750	-	-	-	1,750
Green agenda	900	-	-	-	900
Prayer Pavillion	3,000	-	-	-	3,000
Confident Community					
Computing	-	19,427	(19,427)	-	-
Staff laptops	-	15,000	-	(15,000)	-
Deafguard fire alarm project	-	1,000	(598)	-	402
	<u>136,166</u>	<u>35,427</u>	<u>(20,025)</u>	<u>(136,833)</u>	<u>14,735</u>

Previous year:	At 1 September 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2023 £
Walsingham Pilgrimage	3,284	-	-	-	3,284
Care Wing laundry	3,094	-	-	-	3,094
Underfunded contributions	243,666	-	-	(121,833)	121,833
Chapel Lighting Fund	2,305	-	-	-	2,305
Future Boiler replacement	1,750	-	-	-	1,750
Green Agenda	900	-	-	-	900
Prayer Pavilion	3,000	-	-	-	3,000
IT Project	-	2,000	(2,000)	-	-
Opera	-	2,400	(2,400)	-	-
Care Wing Fund	-	1,000	(1,000)	-	-
Stair Lift Fund	-	7,950	(7,950)	-	-
	<u>257,999</u>	<u>13,350</u>	<u>(13,350)</u>	<u>(121,833)</u>	<u>136,166</u>

Transfers between funds represent:

- Transfer between unrestricted General and Tangible Fixed Assets Fund, to equate the balance on the Fixed Assets Fund to the related fixed assets, less associated loans, at 31st August 2023.
- Transfer from individual restricted funds of a capital nature to General unrestricted fund, being essentially capital expenditure in the year on specific projects.
- Transfer from restricted Underfunded Contribution fund to the unrestricted general fund. This represents the shortfall in the year between amounts received in the year from Government funding state-supported Residents and the equivalent amount receivable at normal contribution rates.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(Continued)

Designated Funds

The Tangible Fixed Assets fund has been created to cover the value of those assets.

Underfunded Contributions The Council approved the establishment of an additional designated Underfunded Contributions Fund towards the shortfall of contributions in respect of residents who are state funded. During the year the trustees decided this was no longer appropriate and released these funds to the unrestricted fund.

Restricted Funds:

Walsingham Pilgrimage comprises money specifically for the annual trip to Walsingham.

Care Wing laundry comprises of funds received towards the maintenance of the washing machine to provide clean linens to tenants

Underfunded contributions comprises funds received towards the shortfall of contributions in respect of residents who are state funded.

Chapel Lighting Fund comprises money received towards work required on the Lighting in the Chapel.

Future Boiler Replacement comprises money towards replacing the boilers in the future.

Green Agenda comprises money received for the College's Creation Care Vision

Prayer Pavilion comprises money received to create an outdoor pavilion to enable the grounds to be better utilised and be more accessible all year round.

Confident Community Computing comprises funds for delivery of a year-long community computing course at the College, aimed at older members of the local community.

Staff Laptops comprises funds towards the purchase of new laptops for the staff

Deafguard Fire alarm project comprises money raised to provide specialist fire alarm systems in flats and rooms occupied by those with impaired hearing.

24 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 Sept 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 August 2024 £
General funds	2,408,564	2,368,462	(2,470,626)	136,833	21,567	2,464,800
Previous year:	At 1 Sept 2022 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 August 2023 £
Tangible Fixed Assets	2,291,779	1	(87,359)	37,662	-	2,242,083
General funds	61,113	2,128,134	(2,097,410)	84,171	(9,527)	166,481
	2,352,892	2,128,135	(2,184,769)	121,833	(9,527)	2,408,564

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

25 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 August 2024:			
Tangible assets	2,209,770	-	2,209,770
Investments	259,498	-	259,498
Current assets/(liabilities)	6,282	14,735	21,017
Long term liabilities	(10,750)	-	(10,750)
	<u>2,464,800</u>	<u>14,735</u>	<u>2,479,535</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 August 2023:			
Tangible assets	2,273,829	-	2,273,829
Investments	240,346	-	240,346
Current assets/(liabilities)	(84,361)	136,166	51,805
Long term liabilities	(21,250)	-	(21,250)
	<u>2,408,564</u>	<u>136,166</u>	<u>2,544,730</u>

26 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

27 Cash (absorbed by)/generated from operations

	2024 £	2023 £
Deficit for the year	(65,196)	(66,161)
Adjustments for:		
(Gain)/loss on disposal of investments	(6,502)	4,039
Fair value gains and losses on investments	(15,065)	5,488
Depreciation and impairment of tangible fixed assets	105,840	87,360
Interest received	(328)	(634)
Interest paid	3,195	3,424
Investment managers fees deducted from portfolio	2,477	4,047
Movements in working capital:		
Decrease/(increase) in stocks	6,693	(144)
(Increase) in debtors	(49,744)	(36,954)
Increase in creditors	8,112	2,562
Cash (absorbed by)/generated from operations	<u>(10,518)</u>	<u>3,027</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

28 Analysis of changes in net funds

	At 1 September 2023	Cash flows	At 31 August 2024
	£	£	£
Cash at bank and in hand	121,459	(65,729)	55,730
Loans falling due within one year	(10,500)	-	(10,500)
Loans falling due after more than one year	(21,250)	10,500	(10,750)
	<u>89,709</u>	<u>(55,229)</u>	<u>34,480</u>

Your portfolio summary

1 September 2023 - 31 August 2024
COLLEGE OF ST BARNABAS
ACCOUNT: 0328486

Valuation

Value
£260,435

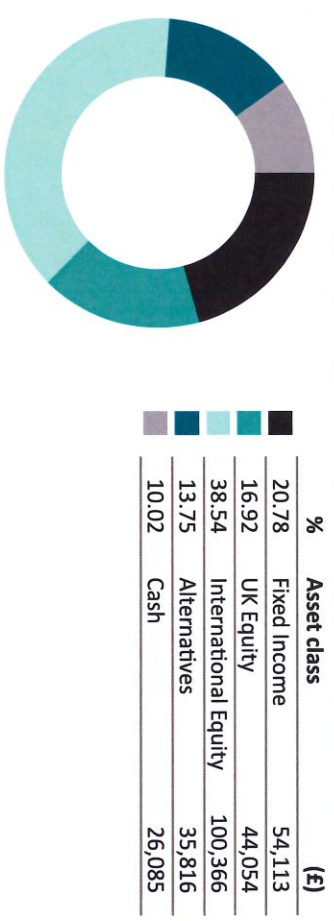
Estimated gross annual income
£6,981

Estimated gross yield (excluding cash)
2.98%

Performance

Portfolio total return
11.71%

Asset allocation



Portfolio profile

Service level

Discretionary

Risk category

LowerMedium LowMedium HighHigher

Investment objective

GrowthIncomeBalanced

Medium Low risk investing implies a lower level of investment in non-equity securities and investors would take a modest degree of risk with greater exposure to the more volatile asset classes, particularly equities, in search of potentially improved returns from investments. Overall risk would be deemed moderately low.

This objective is to produce a balance between capital growth and income. The income requirement should not erode the potential to maintain the capital value of the portfolio in real terms. The investment decisions will usually have an equity bias, but fixed interest stocks may be included to meet any income requirement.

Portfolio returns shown are net of fees.

Your contact: A F King T: 020 7739 8200
Charles Stanley, Ropemaker Place, 25 Ropemaker Street, London EC2Y 9LY

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Registered in England No. 1903304. Registered office: Ropemaker Place, 25 Ropemaker Street, London EC2Y 9LY. VAT number: GB 524732945

Date issued 23/10/24
E & O E.
Page 1 of 25

Your portfolio performance

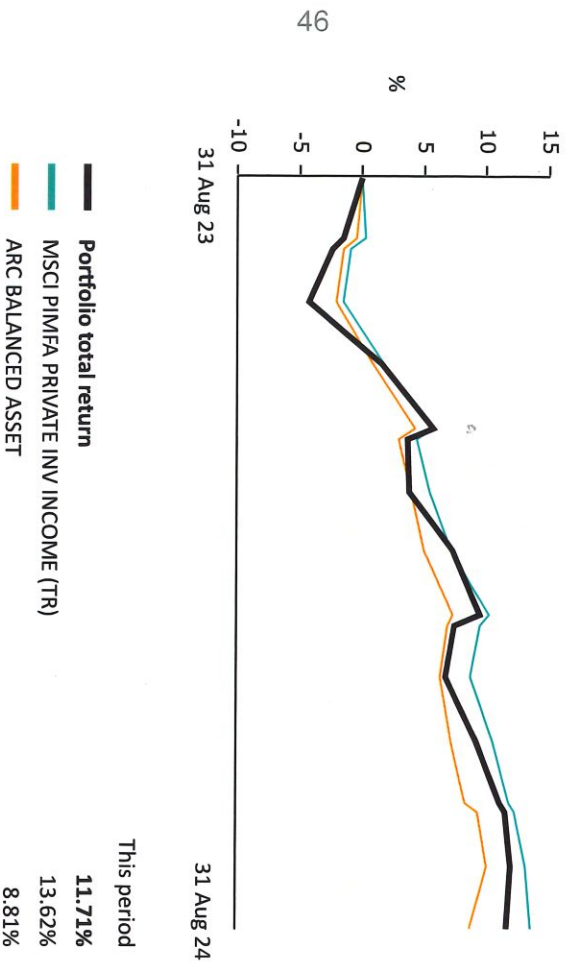
1 September 2023 - 31 August 2024

COLLEGE OF ST BARNABAS

ACCOUNT: 0328486



Return



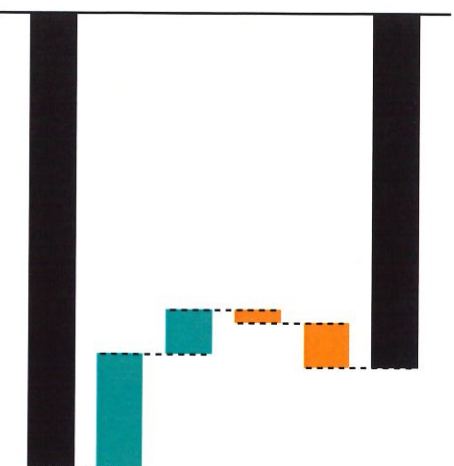
ARC indices reflect their daily estimates, so recent data may be subject to change
Portfolio returns shown are net of fees.

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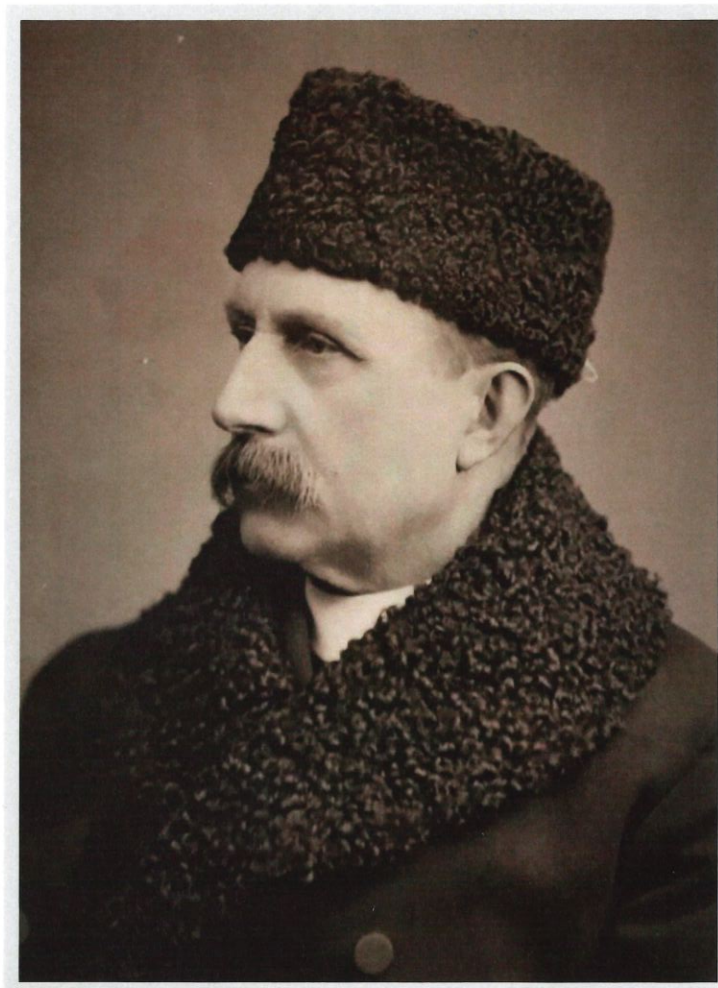
Summary

Start value
£241,180.80
Net adjustments
-£8,430.12
Fees and charges
-£2,477.71
Income received
£8,388.08
Market movement
£21,773.82
End value
£260,434.87



Net adjustments - this is the net result of any additional cash or stock added to or removed from the portfolio during the performance period.

This chart is not to scale.



Canon William Henry Cooper
Founder of the College

Registered Office: The College of St Barnabas, Blackberry Lane, Lingfield, Surrey, RH7 6NJ

Company Number: 00061253 (Eng & Wales) **Charity Number:** 205220 **Phone:** 01342 870260