

REGISTERED COMPANY NUMBER: 01987227 (England and Wales)  
REGISTERED CHARITY NUMBER: 517324

# Union

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024  
FOR  
UNION FOUNDATION**

MHA  
Statutory Auditor  
Elfed House  
Oak Tree Court  
Cardiff Gate Business Park  
CARDIFF  
CF23 8RS

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## UNION FOUNDATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024

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The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Union's vision is the reformation of Christ's church worldwide, and its mission is growing leaders, growing churches.

As School, Publishing, Research and Mission work together, Union provides a mission ecosystem that can accelerate healthy, sustainable church growth.

The following four strategies are employed to enable Union to realise its vision and achieve its mission:

- o **Scholars - We fortify the Church's mission through theological excellence.** Union Scholars nurtures the theologians, authors and teachers of the future to ensure the ongoing mission of the church is healthy and robust. Our community of scholars and PhD students produce the finest evangelical theology to bolster our school, publishing, and mission.
- o **School of Theology - We form men and women to grow Christ's church.** At Union School of Theology, we offer courses from pre-degree to degrees from BA to PhD, shaping our students to be theologically rigorous, biblically faithful, and Christlike. In all our academic programmes, our formation of leaders, and our training of preachers, we want to see our students delighting in God and captured by the glory of Christ.

Our ministry centre is Union's home and base for residential study. Our Learning Communities provide accessible, affordable theological education in the context of the local church.

- o **Publishing - We fuel reformation in churches and lives.** Union Publishing invests in the next generation of leaders with theology that gives them a taste for a deeper knowledge of God. From books to our free content at [www.unionpublishing.org](http://www.unionpublishing.org), we are committed to producing excellent resources that will refresh, transform and grow believers and their churches.
- o **Mission - We foster church growth through people and finances.** Union Mission facilitates the planting and revitalisation of churches and their ministries in the UK, Europe and world-wide. We work collaboratively to deploy and support church leaders and help our hubs plant churches by giving them access to potential funding.

#### **Criteria or measures the charity uses to assess success in the reporting period.**

We measure achievement according to our four strategies:

**Scholars** - Engagement with pastors, theologians and scholars, nationally and internationally; theological publishing, conferences and other high-level input to theological research; helping to nurture and realise the potential of theological scholars in the church.

**School of Theology** - Numbers of students; increasing numbers of healthy learning communities with sustained numbers of students; the quality of the students' academic achievement and the level of their spiritual growth and maturity as developing leaders; the collective increase in fee income.

**Publishing** - Engagement and consumption of Union media; magazines, books, video, articles, podcasts, conference attendance etc.; web traffic demonstrating engagement and usefulness of materials published on the [www.unionpublishing.org](http://www.unionpublishing.org) website; social media engagement. International licensing agreements.

**Mission** - Capture and publication of mission stories from Union's ecosystem; monitoring numbers of students across the School who go on to mission, resourcing church planting or church rejuvenation with finance and people; activities of learning hubs involved in mission in their local context.

## **UNION FOUNDATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024**

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#### **ACHIEVEMENT AND PERFORMANCE**

##### **Public benefit**

The organisation's trustees can confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. Union Foundation is a Christian ministry which primarily benefits the international church constituency it serves and enables healthy growth. These benefits stem from the four strategies which work together as a church growth ecosystem to ensure health and growth around the world.

Union covers a wide range of learning: from the highest academic level, our published research benefits the knowledge base of the international church and church lay leaders are equipped by the provision of free articles and inexpensive books for their personal growth. Union is keen to maximise the effectiveness of its students by seeing them strategically deployed where they can be most useful in mission. We do this by working closely with many churches, networks and agencies who offer great expertise and specific geographical knowledge. A number of new churches, which are now serving and helping local communities in the UK and in Europe, have been established with support from Union Mission.

Union's premises and facilities are made available as an ongoing resource to benefit and serve the needs of local churches and host conferences on issues of local, national and global significance.

##### **Significant charitable activities and achievements against objectives.**

###### **Union Scholars - [www.newtonhouse.ust.ac.uk](http://www.newtonhouse.ust.ac.uk)**

Newton House has been the subject of a re-focusing effort. While local interest in the Oxford site was low, international interest was strong, so Newton House has been reformed to better raise leaders and scholars effectively. It will be renamed 'Union Scholars' and invest in people rather than primarily running a centre. The new scholars programme launched with 30 participants from 15 nations.

###### **Union School of Theology - [www.ust.ac.uk](http://www.ust.ac.uk)**

Our School of Theology (UST) is validated by the Open University for its undergraduate and graduate taught programmes. UST has maintained quality assurance from the QAA for its degree programmes validated by the OU. As a result, UST is able to sponsor international students under the Tier 4 visa regulations, and our UK courses are designated for student finance. UST's research continues to build through an increasing number of new PhD students on the course validated by Vrije Universiteit Amsterdam (Free University of Amsterdam).

Student recruitment figures are extremely encouraging and resilient, with annual growth of 10% and the admission of 100 new students, the student body now reaching 300. The School's new MA programme accommodates a new international market and will improve both our reach and resilience, enrolling students from September 2025.

This year, we opened 5 new Learning Communities (both in person and online groups) which act as hubs for theological education, church planting, and healthy church growth. We currently have 30 Learning communities with 50% of students outside the UK in over 30 nations.

Consolidation of the Daniel Rowland Centre to serve Welsh language and bilingual churches, with the first Daniel Rowland Gathering held recently at the Ministry Centre. It was encouraging to see new engagement with Welsh speaking churches.

###### **Union Publishing - [www.unionpublishing.org](http://www.unionpublishing.org)**

Union Publishing has made significant progress in providing the Church with resources that inspire delight in God while fostering growth in Christ. Over the past year, the publishing house achieved financial sustainability for the first time, generating around £90,000 in sales. This is a remarkable milestone for such a young publisher, and we give thanks to God for this achievement. We released 6 new books this year with 14 books published in total. 17,000 Union books have been distributed globally since Union Publishing was established. 300,000 downloads of the Delighting in the Trinity Podcast by Michael Reeves have been accessed. Union Grow, a video course platform, was launched with a total of 30 new courses on the platform and 280 subscribers.

The partnership with Crossway remains strong, and the growth of Union Publishing's email list and licensing agreements reflects the ongoing success of the ministry in fulfilling its mission and reaching an ever-wider audience. Union Publishing books are now available in several languages, including French, German, Arabic, Portuguese and Korean.

## **UNION FOUNDATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024**

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#### **Union Mission - [www.union-mission.org](http://www.union-mission.org)**

Union Mission has been able to channel around £95000 to 25 church planting and ministry projects in Europe. 211 projects were supported in total with over £1.5 million awarded since 2017. We established close partnerships with Union Learning Communities, including 'hub-plus' in Belfast, Addis Ababa and Madagascar. The aim is to bring the whole Union ecosystem (extending to books, content and gatherings) to these locations, catalysing the reformation of leaders and churches on the ground. There will be a gathering of 150-200 pastors/planters from Ireland in Belfast in March 2025, organised by our Belfast hub-plus mentor, with UST's Provost as an invited speaker.

#### **Summary of charity's progress against its objectives.**

Union is committed to further developing its ministry ecosystem to serve healthy and sustainable church growth. This is resulting in a growing international profile in the area of theological resources, training & education, community and church mission. Union Foundation's intention is to be able to come alongside churches and be a resource to help them disciple and raise their people in the faith.

Evidence of the charity's progress, measured by the achievement of its strategic plan, demonstrates a measurable service to the church. Union Publishing continues to produce world-class resources which help Christians enjoy God and serve his church, mobilising potential leaders to be trained for ministry. We hear of pastors studying our resources for sermon preparation and friends reading articles together on Zoom. Our School of Theology has made theological education more accessible through its Learning Communities along with generous scholarships. It has secured great collaborative partners for degree validation, excellence with the Quality Assurance Agency, student finance and tier 4 student visas. This has allowed the charity to move forward and achieve its strategic objectives in a timely manner. A third of UST graduates are establishing a new church or re-establishing a dying one, either during or after their studies, with some accessing church planting funds. All are resulting in growth of churches across the Union network.

#### **FINANCIAL REVIEW**

We are grateful to report that Union's ministry grew again in 2023-24.

Income from student fees increased from £568k to £574k, Union Publishing from £39k to £90k and our Ministry Centre including the Courtyard Café & Bookshop from £31k to £59k. Income from donations reduced from £818k to £779k but overall, our total income increased from £1489m to £1549m.

We were able to reduce our total expenditure from £1,607m to £1,578m as we worked hard to manage our overheads and expenses.

Our net expenditure improved this year with a deficit of £28k against £118k last year. We continue to work towards greater financial resilience so that Union's ministry can continue to benefit the Church.

#### **Principal risks and uncertainties and summary of plans and strategies for managing the risks.**

The principal risks faced by Union as outlined in our corporate Risk Register are the challenges of a small-sized enterprise with pressure on cash flow as Union grows, with investment on online development as well as broadening its activities into research, publishing and mission. It was decided by trustees that Union should leverage its property to relieve pressure on cashflow and help create free reserves in the next two years.

#### **UST Faculty Staff Shortages**

There is a moderate risk that UST may experience staff shortages due to ill health or pandemic which could impact on the delivery of specialised modules. UST's policy enables us, in the event of staff absences, to rearrange classes at another convenient date or provide an alternative lecturer to deliver lectures. A number of modules are taught by integrated teams, and others in the team can substitute for absences of others in the staff team. Because the teaching delivered in Learning Communities is pre-recorded in advance of the academic year, there is no risk of non-delivery of this material, and Learning Communities are allowed backup copies in case there is interruption to the live online delivery. This is being further mitigated in the future with the vast majority of lectures being delivered by prerecorded video, it will completely mitigate this risk.

## **UNION FOUNDATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024**

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#### **Cash flow**

Union has undergone a huge transformation, growing three ministries from a residential seminary into a larger decentralised ministry with a vision to enable healthy church growth through investing in leaders and churches. This change in vision has meant ongoing changes to the organisation, its structure, its training model & provision and its processes. This comes with significant investment. Especially as UST is pioneering cutting edge theological education and resources.

We continue to be challenged by the increasing costs of providing theological education, including the cost burden of regulatory compliance and programme validation. However, there are a number of good developments and plans to ensure we have adequate funds to meet these challenges :

- Mortgage the property to put ourselves on a more solid financial footing and build free reserves.
- Union has established a 501 (c) (3) charitable foundation to attract tax-efficient funding from churches, trusts and individuals in the US, which is proving very successful. More developments are progressing to grow our US constituency further.
- Union's growing profile, nationally and globally, has resulted in invitations to apply for significant grant funding, particularly to help with Union's development of learning hubs and infrastructure, which we believe will become a regular source of financial support.
- Union is opening up additional sources of income through content, publishing, conferences and rentals, café and bookstore.

#### **Reserves policy**

The trustees aim to maintain sufficient resources to fund the running and development of the Foundation and the ownership of the buildings and other fixed assets, in accordance with the charitable objects. The aim over time would be to obviate the need to use an overdraft facility. Subject to funds being available, it is our policy is to maintain a reserve of approximately 25% of annual expenditure.

As at 31 August 2024 total reserves were £1,547,597 (2023: £1,576,089), of which £68,234 (2023: £42,961) is represented by restricted funds. At the Balance Sheet date £1,950,217 (2023: £1,965,075) has been invested in the charity's fixed assets and therefore the charity is currently left with no free reserves

#### **Funds**

Funds received for specific purposes are shown as restricted funds in the accounts. In addition, the trustees designate some of the donations received towards scholarships for students.

#### **FUTURE PLANS**

Union's strategic vision is the reformation of Christ's church worldwide. We want to help recruit, raise, deploy and support church leaders to grow the church. Union aims to have a specific impact in Europe by making grant funding available for graduates seeking to establish a new church or rejuvenate an existing one. Union is building its network of alumni, learning communities and church planting hubs as well as friends who want to connect and be equipped and encouraged through its ministry ecosystem.

We will keep innovating and investing in online infrastructure and decentralised learning. Our ministry model is to be flexible and accessible for the church, which will mean how people access Union will be robust enough to cope with any future lockdowns or travel restrictions. The Post-COVID era expects this from all Higher Education providers and Union has been in the providential position to have invested and developed in this direction for many years. The pandemic has merely accelerated what was already happening in HE. We will also keep investing in our ministry centre in Wales to enhance the experience for all who will relax, study and stay at the Ministry Centre.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

Union Foundation is a company limited by guarantee governed by its Memorandum and Articles of Association dated 7 February 1986, amended on 20 June 2003, 2 March 2006 and 27 Feb 2011, and further amended by Change of Name 19 October 2016 and again amended on 2 February 2023. It is registered as a charity with the Charity Commission. Day to day management is undertaken by the President, under authority delegated by the Board of Trustees.

### Recruitment and appointment of new trustees

Trustees are appointed to represent the global Christian community across various denominational and non-denominational groupings making up the conservative (largely Reformed) Christian constituency which the School serves. Trustees are appointed who have an appropriate range of skills and experience for the effective strategic management of the charity. They are recruited internationally to reflect the governance and structure of Union. The charity is able to benefit from trustees who bring a greater range of strategic and management expertise and experience from national and international business and charitable organisations.

### Induction and training of new trustees

New Board Members are carefully chosen for the particular skills and experience they bring to the School. Each new trustee receives a copy of the latest annual accounts, the Memorandum and Articles and the Charity Commission's advice on trustee responsibility. Most new Board Members already have considerable experience as charity trustees. The President liaises with Board Members, particularly via the Chairman, providing them with information about the activities and general operations. This facilitates decision-making by the Board with regard to strategic initiatives. Trustees are required to carry out a self-appraisal periodically, a board development plan being created from the feedback to ensure the health of the Board.

### Organisational structure

The Board of Trustees administers the charity and meets three times a year. The President was appointed by the trustees to manage the day-to-day operations of the charity and present regular reports to the trustees.

The Executive Director serves the Trustee Board as Company Secretary, and the Vice President focuses on internal leadership and management of teams and staff.

The Provost and Directors of Scholars and Union Publishing were appointed by the President to manage the day-to-day operations of UST, Publishing and Union Scholars.

### Key management remuneration

A new salary scale linked to the university sector and combined with research into other charitable companies, was adopted by the Board and formed the benchmark. Since then, Union has sought to bring salaries into line with the scale and address anomalies as necessary. The trustees also carried out a full review of key staff remuneration in 2021. A full salary review for all staff is scheduled for each January, and we typically apply a 2% pay increase to keep up with inflation in addition to a performance-related incremental increase each year. In January 2024 the annual increase was 5%.

### Related parties

Union has a strong working partnership with SaRang Church in South Korea. The leaders and congregation in Seoul have been very supportive of the partnership over a number of years. Union Foundation US was set up by Union Foundation to help Union fundraise in the US and operates as fiscal agent.

### Risk management

Union has a robust Risk Management Framework which includes a risk register co-owned by several lead staff, identifying major risks to which the charity is exposed. There is a comprehensive IT Disaster Recovery plan in place. The trustees are satisfied that the right systems are in place to meet major risks and ensure Union is prepared to tackle challenging scenarios through Union's Business Continuity Management and Plan. This has been achieved in collaboration with the Board.

The annual financial accounts are professionally audited externally, and management accounts are provided to the trustees on a monthly basis. Insurance cover is reviewed annually, informed by an independent expert. All health and safety systems are regularly scrutinised.

**UNION FOUNDATION**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
01987227 (England and Wales)

**Registered Charity number**  
517324

**Registered office**  
Bryntirion  
BRIDGEND  
Bridgend  
CF31 4DX

**Trustees**

Rev Sam Ko (Chairman)	
Rev Michael P Tindall (Vice Chairman)	
Rev Dr Douglas Birdsall	
Rev Steve Levy	
Prof Michael Joyston Fernando	- resigned 22 May 2023
Sean Shepley	- resigned 24 February 2023
Dr Daniel Shin	
Yun Lee	
Dr Gwenfair Adams	
Rev Trevor Archer	- appointed 24 February 2023
Ki Il Kim	- appointed 24 February 2023
Dr Ernest Edifor	- appointed 22 May 2023
Mrs Sung-Joo Kim	- appointed 22 MAY 2023
Dr Daniel Henderson	- appointed 15 December 2023

**Auditors**

MHA  
Statutory Auditor  
Elfed House  
Oak Tree Court  
Cardiff Gate Business Park  
CARDIFF  
County of Cardiff  
CF23 8RS

**Solicitors**

Property:  
Loosemores  
Alliance House  
18-19 High Street  
CARDIFF  
CF10 1PT

Charity Law:  
Bates Wells  
10 Queen Street Place  
LONDON  
EC4R 1BE



## UNION FOUNDATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024

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#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Senior staff

President of Union	Rev Dr Michael Reeves
Executive Director of Union	Dr Joel Morris
Vice President (Associate Director)	Dr Daniel Hames
Provost and Director of Mission	Dr Clive Bowsher
Director of Publishing	Chance Faulkner
Director of Newton House	Robert Trenckmann

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Union Foundation 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

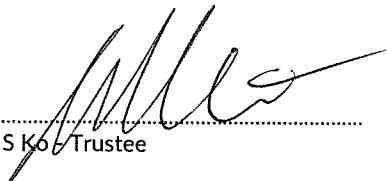
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the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

In so far as the trustees are aware:

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

Approved by order of the Board of Trustees on 21 March 2025 and signed on its behalf by:

  
.....  
S S Ko, Trustee

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF UNION FOUNDATION

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### Opinion

We have audited the financial statements of Union Foundation (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF UNION FOUNDATION

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### Responsibilities of trustees

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

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

### Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

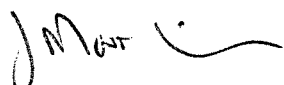
- Enquiries of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff and those charged with governance to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

### 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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Julia Mortimer FCCA (Senior Statutory Auditor)  
for and on behalf of MHA  
Statutory Auditor  
CARDIFF  
CF23 8RS

Date: 25 March 2025

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership  
in England and Wales (registered number OC312313)

**UNION FOUNDATION**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

		Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>	Notes				
Donations and legacies	3	643,317	177,183	820,500	817,703
<b>Charitable activities</b>	6				
Theological training		574,211	-	574,211	567,932
Union publishing		89,634	-	89,634	38,535
Theological services		-	-	-	25,321
Other trading activities	4	59,191	-	59,191	31,092
Investment income	5	338	-	338	281
Other income		<u>5,506</u>	<u>-</u>	<u>5,506</u>	<u>8,347</u>
<b>Total</b>		<u>1,372,197</u>	<u>177,183</u>	<u>1,549,380</u>	<u>1,489,211</u>
<b>EXPENDITURE ON</b>					
Raising funds	7	47,457	-	47,457	-
<b>Charitable activities</b>	8				
Theological training		1,162,887	151,910	1,314,797	1,386,314
Mission grants		102,952	-	102,952	115,548
Union publishing		<u>112,666</u>	<u>-</u>	<u>112,666</u>	<u>105,389</u>
<b>Total</b>		<u>1,425,962</u>	<u>151,910</u>	<u>1,577,872</u>	<u>1,607,251</u>
<b>NET INCOME/(EXPENDITURE)</b>		(53,765)	25,273	(28,492)	(118,040)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>1,533,128</u>	<u>42,961</u>	<u>1,576,089</u>	<u>1,694,129</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>1,479,363</u>	<u>68,234</u>	<u>1,547,597</u>	<u>1,576,089</u>

The notes form part of these financial statements

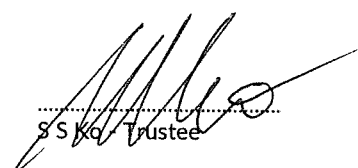
**UNION FOUNDATION**

**BALANCE SHEET  
31 AUGUST 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	15	1,950,217	-	1,950,217	1,965,079
<b>CURRENT ASSETS</b>					
Stocks	16	34,999	-	34,999	27,615
Debtors	17	79,029	5,000	84,029	61,966
Cash at bank and in hand		<u>8,343</u>	<u>63,234</u>	<u>71,577</u>	<u>408</u>
		122,371	68,234	190,605	89,989
<b>CREDITORS</b>					
Amounts falling due within one year	18	(396,085)	-	(396,085)	(274,059)
<b>NET CURRENT ASSETS</b>		<u>(273,714)</u>	<u>68,234</u>	<u>(205,480)</u>	<u>(184,070)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,676,503	68,234	1,744,737	1,781,009
<b>CREDITORS</b>					
Amounts falling due after more than one year	19	(197,140)	-	(197,140)	(204,920)
<b>NET ASSETS</b>		<u>1,479,363</u>	<u>68,234</u>	<u>1,547,597</u>	<u>1,576,089</u>
<b>FUNDS</b>	23				
Unrestricted funds				1,479,363	1,533,128
Restricted funds				<u>68,234</u>	<u>42,961</u>
<b>TOTAL FUNDS</b>				<u>1,547,597</u>	<u>1,576,089</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

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

  
S S KQ, Trustee

The notes form part of these financial statements

**UNION FOUNDATION**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	107,496	(81,595)
Interest paid		<u>(28,036)</u>	<u>(18,758)</u>
Net cash provided by/(used in) operating activities		<u>79,460</u>	<u>(100,353)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(30,821)	(6,785)
Interest received		<u>338</u>	<u>281</u>
Net cash used in investing activities		<u>(30,483)</u>	<u>(6,504)</u>
<b>Cash flows from financing activities</b>			
New loans in year		-	46,195
Loan repayments in year		<u>(44,028)</u>	<u>(14,157)</u>
Net cash (used in)/provided by financing activities		<u>(44,028)</u>	<u>32,038</u>
Change in cash and cash equivalents in the reporting period		4,949	(74,819)
Cash and cash equivalents at the beginning of the reporting period	2	<u>(12,596)</u>	<u>62,223</u>
Cash and cash equivalents at the end of the reporting period	2	<u><u>(7,647)</u></u>	<u><u>(12,596)</u></u>

The notes form part of these financial statements

UNION FOUNDATION

NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024

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

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(28,492)	(118,040)
Adjustments for:		
Depreciation charges	44,806	51,844
Loss on disposal of fixed assets	877	-
Interest received	(338)	(281)
Interest paid	28,036	18,758
Increase in stocks	(7,384)	(14,462)
(Increase)/decrease in debtors	(22,063)	4,779
Increase/(decrease) in creditors	92,054	(24,193)
Net cash provided by/(used in) operations	<u>107,496</u>	<u>(81,595)</u>

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 £	2023 £
Cash in hand	1,906	408
Notice deposits (less than 3 months)	69,671	-
Overdrafts included in bank loans and overdrafts falling due within one year	<u>(79,224)</u>	<u>(13,004)</u>
Total cash and cash equivalents	<u>(7,647)</u>	<u>(12,596)</u>

3. ANALYSIS OF CHANGES IN NET DEBT

	At 1/9/23 £	Cash flow £	At 31/8/24 £
<b>Net cash</b>			
Cash at bank and in hand	408	71,169	71,577
Bank overdraft	<u>(13,004)</u>	<u>(66,220)</u>	<u>(79,224)</u>
	<u>(12,596)</u>	<u>4,949</u>	<u>(7,647)</u>
<b>Debt</b>			
Debts falling due within 1 year	(27,352)	5,053	(22,299)
Debts falling due after 1 year	<u>(185,620)</u>	<u>5,780</u>	<u>(179,840)</u>
	<u>(212,972)</u>	<u>10,833</u>	<u>(202,139)</u>
<b>Total</b>	<u>(225,568)</u>	<u>15,782</u>	<u>(209,786)</u>

The notes form part of these financial statements

**1. STATUTORY INFORMATION**

Union Foundation is a company limited by guarantee, incorporated in Wales within the United Kingdom. The registered office is Bryntirion, Bridgend CF31 4DX.

The financial statements are prepared in Sterling (£), the company's functional currency, and rounded to the nearest pound.

The principal activities and nature of the charity's operations is to provide rigorous biblical and accessible education, training and resources for church leaders and church members to enable their personal and corporate growth in Christ.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**2. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Going concern**

At 31 August 2024 there were net current liabilities of £205,480. Union is continuing to grow its international network through Learning Communities, students, alumni, and partner churches. Union is continuing to experience growth in student numbers at 10% a year. Union Foundation US has proved very important in raising additional financial support from the USA. A number of plans are in hand to develop courses and extend our reach into USA, as well as new partnerships with ministries and high net worth givers, which will each bring a significant financial benefit to the organisation. Friends of Union donor programme has been very successful and is continuing to grow rapidly, already bringing in a steady income from regular monthly donors. It is taking longer than expected to deal with the growing liabilities, but we have been successful in securing a large loan on the property to reset our financial position and create a structured way to secure free reserves within two or three years. Taking these factors into account, and with the ongoing support of SaRang Church, the trustees consider the going concern basis adopted for the preparation of the financial statements to be appropriate

**Income**

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

This includes capital grants.

**Donations and legacies income**

Donations and legacies income includes donations, gifts and grants that provide core funding or are of a general nature and are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

**Income from charitable activities**

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions. This income is recognised as the related services are provided and there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Income is deferred when the amounts received are in advance of the performance of the service or event to which they relate.

**Income from other trading activities**

Income from other trading activities includes income received under contract. This income is recognised as the related services are provided and there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Income is deferred when the amounts received are in advance of the performance of the service or event to which they relate.



2. ACCOUNTING POLICIES - continued

**Investment income**

Investment income is recognised on a receivable basis.

**Basis of recognition of liabilities**

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

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs that, whilst necessary to deliver an activity, do not themselves produce or constitute the output of the charitable activity. This includes governance costs which are those costs associated with meeting the constitutional and statutory requirements of the charity and include the accountancy fees and costs linked to the strategic management of the charity as well as a proportion of salaries based on an approximation of time spent in this area.

**Allocation and apportionment of costs**

All costs are allocated between the expenditure categories on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis. Allocation of expenses has occurred between direct expenditure and support costs for some wages and salaries and related costs based on an estimate of time spent in those areas. A similar allocation has occurred for the premises and related costs based on an estimate of the areas used.

**Tangible fixed assets**

All fixed assets are initially recorded at cost. The charity has taken advantage of the option available on transition to FRS 102 to treat revalued assets as recorded at deemed cost.

**Depreciation**

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures, furniture and equipment	20% straight line
Property	2% straight line
Website	20% straight line
Land	Nil

**Stocks**

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

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Debtors**

Trade debtors and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

**2. ACCOUNTING POLICIES - continued****Foreign currencies**

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

**Hire purchase and leasing commitments**

Assets obtained under hire purchase contracts or finance leases are capitalised in the Balance Sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is shorter.

The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme, and it contributes to employees' individual personal pension plans. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

**Fund accounting**

Unrestricted funds are those which may be used for general charitable purposes at the discretion of the trustees.

Restricted funds have been received with specific stipulations from the donor as to their use and may only be used for such purposes.

Transfers are made from restricted to unrestricted funds once the conditions for the restriction have been met.

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

**3. DONATIONS AND LEGACIES**

	2024	2023
	£	£
Gifts	786,500	817,703
Legacies	<u>34,000</u>	<u>-</u>
	<u>820,500</u>	<u>817,703</u>

**4. OTHER TRADING ACTIVITIES**

	2024	2023
	£	£
Ministry income	-	3,488
Cafe and bookshops sales	23,811	-
Rental income	<u>35,380</u>	<u>27,604</u>
	<u>59,191</u>	<u>31,092</u>

UNION FOUNDATION

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

<b>5. INVESTMENT INCOME</b>			
		2024	2023
		£	£
Bank interest receivable		<u>338</u>	<u>281</u>
<b>6. INCOME FROM CHARITABLE ACTIVITIES</b>			
		2024	2023
		£	£
Income from college fees	Activity	574,211	567,932
Union publishing	Theological training	89,634	38,535
Theological services	Union publishing	-	25,321
	Theological services	<u>663,845</u>	<u>631,788</u>
<b>7. RAISING FUNDS</b>			
<b>Other trading activities</b>			
		2024	2023
		£	£
Café purchases		<u>47,457</u>	<u>-</u>
<b>8. CHARITABLE ACTIVITIES COSTS</b>			
	Direct	Support	
	Costs (see	costs (see	
	note 9)	note 10)	Totals
	£	£	£
Theological training	973,521	341,276	1,314,797
Mission grants	95,197	7,755	102,952
Union publishing	<u>73,884</u>	<u>38,782</u>	<u>112,666</u>
	<u>1,142,602</u>	<u>387,813</u>	<u>1,530,415</u>
<b>9. DIRECT COSTS OF CHARITABLE ACTIVITIES</b>			
	2024	2023	
	£	£	
Staff costs	541,975	527,344	
DIS life assurance cover	5,595	3,169	
Rates and water	20,142	20,583	
Insurance	9,124	8,949	
Light and heat	32,609	20,187	
Telephone	9,772	12,467	
Postage and stationery	8,146	7,453	
Bursary donations	41,198	27,453	
Visiting lecturers' expenses	34,387	21,326	
Library	7,112	35,510	
University invigilation fees	53,943	62,003	
IT	25,546	47,118	
Repairs and maintenance	15,081	25,880	
Service contracts	1,368	437	
Cleaning	10,884	18,461	
Provisions/Catering	458	52,715	
Staff expenses	15,700	5,288	
Miscellaneous expenses	4,107	4,342	
Provision for bad debts	2,400	11,257	
UST support systems	39,818	-	
Grants to Church Planting projects	95,197	91,752	
Learning Hubs, studio & editing	<u>8,550</u>	<u>11,283</u>	
Carried forward	983,112	1,014,977	

# UNION FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2024

### 9. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued

	2024	2023
	£	£
Brought forward	983,112	1,014,977
Theological services	-	15,591
Union publishing	73,884	64,349
Newton House expenses	38,067	26,359
Graduation expenses	2,545	1,361
Student hardship payment	896	1,680
Reformation fellowship	37	27,566
Daniel Rowland Centre	501	409
Depreciation	42,683	49,015
Loss on sale of assets	877	-
	<u>1,142,602</u>	<u>1,201,307</u>

### 10. SUPPORT COSTS

	Staff costs	Depreciation	Other	Governance costs	Totals
	£	£	£	£	£
Theological training	165,513	1,869	159,755	14,139	341,276
Mission grants	3,762	42	3,630	321	7,755
Union publishing	<u>18,808</u>	<u>212</u>	<u>18,155</u>	<u>1,607</u>	<u>38,782</u>
	<u>188,083</u>	<u>2,123</u>	<u>181,540</u>	<u>16,067</u>	<u>387,813</u>

### 11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	5,856	5,850
Depreciation - owned assets	44,806	51,844
Hire of plant and machinery	5,595	3,169
Deficit on disposal of fixed assets	<u>877</u>	<u>-</u>

### 12. TRUSTEES' REMUNERATION AND BENEFITS

There was no trustees' remuneration or other benefits for the year ended 31 August 2024 or for the year ended 31 August 2023.

#### Trustees' expenses

Expenses totalling £686 (2023 - £148) were paid on behalf of 1 (2023 - 1) trustee during the year for travel and accommodation costs. No further amounts were paid to trustees.

### 13. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	631,431	639,093
Social security costs	55,860	55,149
Other pension costs	<u>42,767</u>	<u>38,308</u>
	<u>730,058</u>	<u>732,550</u>

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

2024	2023
<u>23</u>	<u>22</u>

**UNION FOUNDATION****NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2024****13. STAFF COSTS - continued**

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

The total key management personnel remuneration benefits paid during the year was £329,908 (2023 - £183,597).

**14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	724,238	93,465	817,703
<b>Charitable activities</b>			
Theological training	567,932	-	567,932
Union publishing	38,535	-	38,535
Theological services	25,321	-	25,321
Other trading activities	31,092	-	31,092
Investment income	281	-	281
Other income	8,347	-	8,347
<b>Total</b>	<u>1,395,746</u>	<u>93,465</u>	<u>1,489,211</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Theological training	1,364,563	21,751	1,386,314
Mission grants	23,797	91,751	115,548
Union publishing	105,389	-	105,389
<b>Total</b>	<u>1,493,749</u>	<u>113,502</u>	<u>1,607,251</u>
<b>NET INCOME/(EXPENDITURE)</b>	(98,003)	(20,037)	(118,040)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	1,631,131	62,998	1,694,129
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>1,533,128</u>	<u>42,961</u>	<u>1,576,089</u>

UNION FOUNDATION

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

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures, furniture and equipment £	Website £	Totals £
<b>COST</b>				
At 1 September 2023	2,389,151	304,282	85,446	2,778,879
Additions	-	30,821	-	30,821
Disposals	-	(106,464)	(42,246)	(148,710)
At 31 August 2024	<u>2,389,151</u>	<u>228,639</u>	<u>43,200</u>	<u>2,660,990</u>
<b>DEPRECIATION</b>				
At 1 September 2023	467,249	272,727	73,824	813,800
Charge for year	26,183	13,583	5,040	44,806
Eliminated on disposal	-	(105,587)	(42,246)	(147,833)
At 31 August 2024	<u>493,432</u>	<u>180,723</u>	<u>36,618</u>	<u>710,773</u>
<b>NET BOOK VALUE</b>				
At 31 August 2024	<u>1,895,719</u>	<u>47,916</u>	<u>6,582</u>	<u>1,950,217</u>
At 31 August 2023	<u>1,921,902</u>	<u>31,555</u>	<u>11,622</u>	<u>1,965,079</u>

Included in freehold property is land recorded at deemed cost of £1,080,000 which is not depreciated.

16. STOCKS

	2024 £	2023 £
Stocks	<u>34,999</u>	<u>27,615</u>

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	18,173	14,837
Other debtors	1,499	680
Prepayments and accrued income	<u>64,357</u>	<u>46,449</u>
	<u>84,029</u>	<u>61,966</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Bank loans and overdrafts (see note 20)	101,523	40,356
Trade creditors	114,497	98,752
Social security and other taxes	15,638	14,034
Other creditors	10,559	10,274
Interest free loans	16,000	47,195
Accruals and deferred income	<u>137,868</u>	<u>63,448</u>
	<u>396,085</u>	<u>274,059</u>

**UNION FOUNDATION**

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

**18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued**

Included in Accruals and deferred income is:

	2024	2023
	£	£
Deferred income brought forward	61,739	130,745
Fees received in advance	124,538	61,739
Released to fees	(61,739)	(130,745)
	<u>124,538</u>	<u>61,739</u>
Deferred income carried forward	<u>124,538</u>	<u>61,739</u>

**19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2024	2023
	£	£
Bank loans (see note 20)	179,840	185,620
Interest free loans	<u>17,300</u>	<u>19,300</u>
	<u>197,140</u>	<u>204,920</u>

Amounts falling due in more than 5 years:

Bank loans payable by instalments	<u>104,541</u>	<u>129,177</u>
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**20. LOANS**

An analysis of the maturity of loans is given below:

	2024	2023
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	21,597	13,004
Bank loans	<u>22,299</u>	<u>27,352</u>
	<u>43,896</u>	<u>40,356</u>

Amounts falling between one and two years:

Bank loans	<u>22,299</u>	<u>27,352</u>
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Amounts falling due between two and five years:

Bank loans	<u>87,275</u>	<u>87,275</u>
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Amounts falling due in more than five years:

Repayable by instalments:		
Bank loans	70,266	70,993

**21. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	6,600	7,890
Between one and five years	<u>8,250</u>	<u>14,850</u>
	<u>14,850</u>	<u>22,740</u>

UNION FOUNDATION

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

22. SECURED DEBTS

The following secured debts are included within creditors:

	2024	2023
	£	£
Bank overdrafts	21,597	13,004
Bank loans	<u>202,139</u>	<u>212,972</u>
	<u>223,736</u>	<u>225,976</u>

The bank borrowings are secured by a first legal charge over the property.

23. MOVEMENT IN FUNDS

	At 1/9/23 £	Net movement in funds £	Transfers between funds £	At 31/8/24 £
<b>Unrestricted funds</b>				
General fund	1,533,128	(53,765)	-	1,479,363
<b>Restricted funds</b>				
Bursary gifts	-	(19,036)	19,036	-
Welsh publications	1,290	-	-	1,290
SaRang scholarship fund	-	22,160	(19,036)	3,124
SaRang projects fund	13,327	12,455	-	25,782
Building and roofing fund	-	10,019	-	10,019
Chairman's expenses fund	2,273	-	-	2,273
Language Prize Fund	2,300	-	-	2,300
Video Publishing Project	10,693	(10,693)	-	-
Student Hardship Fund	3,253	2,354	-	5,607
Daniel Rowland Centre	9,825	6,843	-	16,668
Strategic Development	-	1,171	-	1,171
	<u>42,961</u>	<u>25,273</u>	<u>-</u>	<u>68,234</u>
<b>TOTAL FUNDS</b>	<u>1,576,089</u>	<u>(28,492)</u>	<u>-</u>	<u>1,547,597</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,372,197	(1,425,962)	(53,765)
<b>Restricted funds</b>			
Bursary gifts	3,496	(22,532)	(19,036)
SaRang scholarship fund	33,348	(11,188)	22,160
SaRang projects fund	107,652	(95,197)	12,455
Building and roofing fund	10,019	-	10,019
Video Publishing Project	-	(10,693)	(10,693)
Student Hardship Fund	3,250	(896)	2,354
Daniel Rowland Centre	17,809	(10,966)	6,843
Strategic Development	1,609	(438)	1,171
	<u>177,183</u>	<u>(151,910)</u>	<u>25,273</u>
<b>TOTAL FUNDS</b>	<u>1,549,380</u>	<u>(1,577,872)</u>	<u>(28,492)</u>



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

**23. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1/9/22 £	Net movement in funds £	At 31/8/23 £
<b>Unrestricted funds</b>			
General fund	858,007	(98,003)	760,004
Revaluation reserve	<u>773,124</u>	<u>-</u>	<u>773,124</u>
	1,631,131	(98,003)	1,533,128
<b>Restricted funds</b>			
Welsh publications	1,290	-	1,290
SaRang projects fund	22,129	(8,802)	13,327
Chairman's expenses fund	2,273	-	2,273
Language Prize Fund	2,500	(200)	2,300
Video Publishing Project	22,893	(12,200)	10,693
Student Hardship Fund	1,913	1,340	3,253
Daniel Rowland Centre	<u>10,000</u>	<u>(175)</u>	<u>9,825</u>
	<u>62,998</u>	<u>(20,037)</u>	<u>42,961</u>
<b>TOTAL FUNDS</b>	<u><u>1,694,129</u></u>	<u><u>(118,040)</u></u>	<u><u>1,576,089</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,395,746	(1,493,749)	(98,003)
<b>Restricted funds</b>			
Bursary gifts	1,336	(1,336)	-
SaRang scholarship fund	940	(940)	-
SaRang projects fund	82,949	(91,751)	(8,802)
Language Prize Fund	-	(200)	(200)
Video Publishing Project	-	(12,200)	(12,200)
Student Hardship Fund	3,020	(1,680)	1,340
Daniel Rowland Centre	<u>5,220</u>	<u>(5,395)</u>	<u>(175)</u>
	<u>93,465</u>	<u>(113,502)</u>	<u>(20,037)</u>
<b>TOTAL FUNDS</b>	<u><u>1,489,211</u></u>	<u><u>(1,607,251)</u></u>	<u><u>(118,040)</u></u>

Bursary gifts are donations made towards the fees of students at the college.

The Welsh Publications fund represents a donation received for the purpose of funding the publication of books in the Welsh language.

The SaRang scholarships fund consists of donations received from the SaRang Community Church to provide assistance for students towards their fees.

The SaRang projects fund is for the purpose of supporting mission projects, mainly in the UK and Europe. These are, generally, either the planting of new churches or the revitalization of existing churches.

The Chairman's expenses fund represents donations received from SaRang Community Church to cover the travel expenses of the Chairman and sundry other costs at his discretion.

**23. MOVEMENT IN FUNDS - continued**

Language Prize - In accordance with the donor's wishes, a fund has been created to help support and encourage training in the biblical languages. The fund will be used to award prizes to the best performing students in Greek and Hebrew, as decided by the Programme Leaders.

Video Publishing fund

This fund comprises donations given to support the production of videos and other similar learning resources for use by students and for publication and sale through Union Publishing.

Student Hardship fund

This fund is mainly the accumulation of voluntary contributions by staff through Give As You Earn. The money raised is used to assist students in particular financial difficulties. Decisions on which students can be helped are made by a staff.

Daniel Rowland Centre

This is a partnership between Union and those sharing the gospel in Welsh-speaking and bilingual settings in Wales. Donations received are used to support the salary and expenses of the Network Coordinator.

Building fund

From time to time we receive donations for the repair or development of the buildings at Bryntirion House.

Strategic Development fund

This fund comprises donations which have been given to contribute towards expenses incurred in pursuing Union's strategic development through networking and conferences.

**24. EMPLOYEE BENEFIT OBLIGATIONS**

The company operates a defined contribution pension scheme and contributes to employees' personal pension plans. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge represents contributions paid by the company and amounted to £42,767 (2023 - £38,308). At the year end there were contributions of £6,721 (2023 - £5,632) outstanding.

**25. RELATED PARTY DISCLOSURES**

Union Foundation and SaRang Church have a formal agreement to work together. During the year SaRang donated a total of £334,269 (2023 - £472,187).

Union Foundation received donations of £211,159 (2023 - £215,560) from Union Foundation US (a not-for-profit organisation incorporated in the United States). Joel Morris and Mike Reeves, key management personnel with Union Foundation are directors of Union Foundation US.

Union Foundation received donations from trustees totalling £5,019 during the year and repaid interest free loans totalling £7,803 to trustees.