

# Campus Children's Holidays (Cambridge University) Trustees' Report and Financial Statements Year ended 30<sup>th</sup> September 2020 Charity no. 252982

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### Legal and administrative information

### **Trustees**

During the year 2019 - 2020:

- H Slater-Petty (Chair) J Rummens (Treasurer)
- S Riley (Secretary)
- E Bealey
- M Croghan
- C Howell A Magee
- Z Marson
- H McLoughlin
- H Rummens
- R Stapleton
- J Whitby

At the date of the signing of the accounts:

- E Curry (Chair) H Slater-Petty (Treasurer) L Champion (Secretary)
- E Bealey C Howell
- A Magee
- Z Marson
- H McLoughlin

### Key Management Team (Executive Committee)

### During the year 2018 - 2019:

- H Petty (Chair)
- J Rummens (Treasurer) S Riley (Secretary)
- L Akrill
- E Andrews
- E Bealey
- R Buckland
- M Croghan
- S Friend
- H Hellawell
- C Howell
- J Keay
- V Kyriacou
- J Landy
- A Magee
- Z Marson
- H McLoughlin
- J Parmar
- H Rummens
- M Slater-Petty
- R Stapleton
- A Tibbles
- J Whitby

### At the date of the signing of the accounts:

- E Curry (Chair)
- H Slater-Petty (Treasurer)
  L Champion (Secretary)
- L Akrill
- E Andrews
- E Bealey
- M Croghan
- E Davis
- H Hellawell
- C Howell
- J Landy A Magee
- Z Marson
- H McLoughlin
- R Pinder
- P Quincey
- J Rummens
- M Slater-Petty
- R Stapleton
- J Whitby

### **Annual General Meeting Dates**

26th October 2019 18th October 2020

### **Executive Committee Meetings between Annual General Meetings**

Executive Committee Meeting
30<sup>th</sup> November 2019
25<sup>th</sup> January 2020
7<sup>th</sup> March 2020
19<sup>th</sup> March 2020 — Special Covid-19 meeting
18<sup>th</sup> April 2020
17<sup>th</sup> May 2020
17<sup>th</sup> May 2020
17<sup>th</sup> June 2019
13<sup>th</sup> August 2020
1<sup>st</sup> October 2020

### **Address**

PO Box 421 Cambridge CB2 1YG

### **Bankers**

CAF Bank Ltd, National Westminster Bank plc, HSBC Bank plc

### Report of the trustees for the year ended 30 September 2020

The trustees present their report along with the financial statements of the charity for the year ended 30 September 2020. The financial statements have been prepared in accordance with the accounting policies set out on pages 14 - 16.

### Constitution and objects

Campus Children's Holidays is a charitable unincorporated association, founded in 1967, and its governing document is its constitution. It is a registered charity, number 252982.

The objects of the charity are to provide or assist in the provision of holidays and holiday activities in the interests of social welfare for children whose conditions of life will thereby be improved and who have need of such holidays by reason of their poverty or social and economic circumstances.

### Organisation

The trustees who have served during the year and serve currently are set out on pages 2-3. Trustees are elected at the Annual General Meeting by the Campus membership, which consists of the volunteers on its projects. The board of trustees along with other individuals who volunteer to assist with the running of the charity (known as the Executive Committee) meet at regular intervals during the year, though there are also subgroup and working group meetings throughout the year, reporting back to the Executive Committee. Trustees communicate frequently between meetings, and conduct a large amount of work on an individual basis and in small groups.

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

### **Projects**

Naturally this has been an extraordinary year due to the coronavirus pandemic which resulted in the cancellation of all subsequent projects. We set out here what we would usually run, and will aim to run again when circumstances permit, along with notes on what we were able to run this year.

### Residential Project

This is the largest of our projects. For up to five weeks over the summer Campus takes around 28 children for a week at a time on a residential holiday, where they participate in activities such as climbing, swimming, ice skating or cycling. The children are aged between eight and thirteen, and are divided into groups of four to six children. Each group is looked after by two to three volunteers who ensure their group gets the most out of their holiday. This typically runs for 5 weeks. In 2019 a total of 150 disadvantaged children benefited from the residential project.

It was not possible to run this project under the coronavirus lockdown restrictions in place in summer 2020. We are aiming to run the project again in 2021 subject to restrictions at this time.

### Hippocampus Project

This project also runs for up to five weeks during the summer and is a day project, usually based at a church hall in Liverpool. Hippocampus is aimed at younger children (6 to 10 years old), those with special needs and those aged 11 to 13 who would have not been suitable for the Residential Project. Children take part in craft activities and games, as well as organised activities such as swimming and farm visits. This project takes approximately between 10 and 20 children each week with a ratio of one volunteer for every two children, allowing all participants to benefit from the high volunteer- to-child ratio. In 2019 Hippocampus ran for 3 weeks with 51 children benefitting.

It was not possible to run this project under the coronavirus lockdown restrictions in place in summer 2020. We are aiming to run the project again in 2021 subject to restrictions at this time.

### Young Helper Project

Young Helpers are volunteers aged between 14 and 17 who attended Campus projects as children and now come back on the projects as volunteers. The Young Helper Project is designed to train and assess those teenagers who in their last years as children on the Residential Project showed evidence of the responsibility needed to be a volunteer on one of our projects. Those who complete this project successfully are invited back onto other projects in the future in the capacity of a Young Helper. We usually take 6 or 7 potential Young Helpers each year.

Young Helper Project runs over the Easter holiday, and as such was not able to run with the coronavirus restrictions in place in 2020. We are making sure we stay in touch with the prospective Young Helpers who missed out on this training. We aim to run this project again in summer 2021 subject to restrictions.

### Winter Project

Winter Project runs for up to five days after Christmas and serves as a one-day reunion for the children, as well as for volunteers, with each of the weeks of both the summer projects (Residential Project and Hippocampus) being invited to attend for a day of craft, games and organised activities. This project provides continuity for the children, and gives them a chance to meet up again with the friends they made during the summer, as well as giving their parents a break during a busy and sometimes stressful time of year.

The 2019/20 Winter Project was pre-Coronavirus so was able to run. 127 children attended this year's project (2018/19: 132).

### Activity Boxes

When it was determined that summer projects would not be possible in 2020, Campus decided to put together activity boxes to help entertain children who would normally attend a project. These included items such as a t-shirt & fabric pen, slime, books and stickers, adjusted to the age of the recipient. Children also received a link to a Campus Summer 2020 Youtube channel with videos about the activity boxes and how to bake Rocky Road and Mug Cakes. The boxes were personalised with each child's name, included a photo of Campus helpers and had a sheet signposting where families could find extra support if they were struggling.

213 activity boxes were delivered to children by a team of Campus volunteers, with a further 15-20 boxes posted out.

### How our activities deliver public benefit

The trustees have had due regard to the guidance published by the Charities Commission in compliance with its duties under Section 4 of the Charities Act 2011.

This guidance sets out two key principles:

- (1) the organisation must have an identifiable benefit; and
- (2) the benefit must be to the public or a section of the public.

Campus strives to provide enjoyable and high-quality holidays to as many children as we are able. We provide holidays to those children who would otherwise not have such an opportunity, by reason of poverty and difficult family circumstances. Where families have more than one child we will take all the children of the relevant ages on holiday wherever appropriate. This gives them a holiday together whilst also giving their parents or carers a break. Once we have taken a child on a Campus holiday we continue to invite them each year until they are 14, thus providing them with continuity and reliability. We make no requirements of the children's families and all our holidays are provided entirely free of charge. We make a particular effort to welcome and assist those children with special needs, and endeavour to offer equal opportunities to all children, unless their attendance would put them or others at risk. In 2019, 8% of children who attended our projects had an Education, Health and Care Plan (compared to 3% nationally).

We work very closely with Liverpool City Council's Children's Services department and have done so for many years. Social workers identify those children who they think would benefit from our holidays and refer these children to us. We also work with Barnardo's and Early Help, who help us identify additional children who would benefit from the holidays that we provide.

This year has been a tough year as coronavirus restrictions have severely limited what we have been able to do. We were able to run our Winter Project before the pandemic, but all other projects this year had to be cancelled. We have endeavoured to assist the families we support in what way we can, by providing activity boxes to entertain children and show that Campus had not forgotten about them.

We know that the projects we run are much valued by the children and their families and aim to resume running full projects as soon as we can safely do so.

Of the parents and carers who responded to our 2019 survey:

- 100% agreed that their child enjoyed their Campus holiday
- 96% reported that family benefited from the break provided by Campus
- 100% indicated that they would like their child to attend future Campus projects

The trustees consider that for these reasons the charity meets the public benefit requirement.

### Financial review

### Income

Campus relies upon grant-making organisations, fundraising events and donations from individuals, groups, companies and Cambridge University colleges for its income.

In 2019/20 total income was £46,210, compared to £51,358 the previous year. While the total amount is broadly similar, this disguises shifts within different income sources.

The breakdown is as follows (£):

	2019-20	2018-19
From individuals	25,482	16,200
From organisations	3,126	3,024
From trusts and grant-giving bodies	10,718	22,904
Fundraising events	2,293	1,094
Oxfizz volunteering <sup>1</sup>	1,780	4,950
Reclaimed tax	2,576	2,958
Other income <sup>2</sup>	236	229
Total Incoming resources	4 <del>6</del> ,210	51,358

Individual donations show a large increase, which reflects a legacy of £10,000, without which, individual donation income is in line with last year.

This counterbalanced a large drop in grant income. A number of grant-giving bodies froze applications in the light of the coronavirus pandemic. Campus also chose not to pursue applications as it became apparent that it was unlikely we would be able to run projects in summer 2020, and with an awareness of our high level of reserves to see us through.

A number of volunteers undertook sponsored challenges to fundraise for Campus. We also received income from Oxfizz, though this declined this year as both fewer volunteers gave their time to Oxfizz and the rate received for hours decreased.

Overall, this year's income is in line with what we require to run a usual summer. While this includes a one off legacy which is not a reliable funding source, it also reflects the unusual circumstances of the coronavirus pandemic.

### **Expenses**

As we were unable to run Young Helper Project, Hippocampus or Residential Project, expenditure this year was very low - £15,812 compared to £55,176 in 2018/19.

This £15,812 covers Winter Project (£2,331), activity boxes (£2,263), minibus hire and maintenance (£963), plus the fixed expenses of insurance (£3,276), administration (£2,228) and the depreciation of the minibus (£4,751).

As a result, Campus has a significant surplus this year.

### Reserves policy

Campus aims to hold at the start of the financial year (1st October) unrestricted reserves equal to between 80% and 100% of the following year's forecast total expenditure. Based on 'normal' recent years, we would expect annual expenditure of around £55,000, although 2020/21 expenses may be different reflecting what type of project is possible and what is necessary to run a covid safe project.

If there are any restricted funds that are allocated to operational expenditure on particular projects in the coming year and within the forecast expenditure for those projects then they are considered as unrestricted for the purpose of assessing the above target. This policy is kept under review in order to ensure that the financial risks to which Campus is exposed are mitigated as far as is possible.

At the end of the year 2019/20 the amount held in unrestricted free reserves is £124,289. This unusually high level of reserves is due to large one-off donations received in 2017/18, and our inability to run

<sup>&</sup>lt;sup>1</sup> Oxfizz is a social enterprise which offers mock Oxbridge interviews. When individuals volunteer to run interviews for Oxfizz, an hourly rate for their time is donated to a charity of their choice.

Other income includes bank interest, sale of merchandise (t-shirts), and income from expired cheques

projects this year. This is well above our targeted level of reserves, and under normal circumstances we would consider it excessive.

However, there is a great deal of uncertainty at present. As we write this in June 2021, we are aiming to run a summer project, but this looks to be much more expensive per child as we have greater requirements around the sites we can run the project from, and have been unable to plan as far in advance as usual.

There is also uncertainty in the fundraising outlook so we appreciate having an additional buffer to allow us to withstand any downtum resulting from the economic fallout of the pandemic. We feel that the unprecedented current circumstances make these reserves a reasonable safety precaution. We expect these to run down over the next few years.

In addition to the unrestricted reserves, Campus continues to benefit from an endowment fund containing £51,447. This money is held for the purpose of generating income for the charity in the form of interest or, exceptionally, to provide capital for new or additional charitable activities within Campus' objectives as agreed by the trustees. Use of the endowment fund to provide capital for new projects can only take place if confirmed by the Campus membership by a resolution of a general meeting.

### Investment policy

Campus' unrestricted reserves should be held in an account (or accounts) that offer free, easy and secure access to the funds. It is considered that a current account (or accounts) offers the best ability to achieve this, in particular due to considerations such as ease of withdrawing cash for projects and ease and security of spending money both online and by cheque. As such the interest rate of such an account is of the lowest importance when choosing an account (or accounts).

Campus' endowment fund and any other investment funds should be held in such a way to maximise return on the investment relative to the financial loss incurred for needing access to the funds and the risk of that access being needed.

This will continue to be reviewed annually.

### Risk management

The major risks to which the charity is exposed, as identified by the trustees, have been reviewed in the year and systems have been established to mitigate those risks in particular our insurance and management policies.

The Finance Officer and Treasurer report at least three times a year to the Executive Committee on the financial stability of the charity and all major decisions made are made in light of the risk posed by the charity's financial situation.

The Trustee Indemnity Insurance Policy is reviewed annually to ensure it is sufficient for the needs to the charity.

Naturally, coronavirus has raised new risks which must be considered on projects. We have performed a covid risk assessment which sets out what restrictions are to be implemented to allow projects to run safely. This will be reassessed as circumstances and official guidance evolves.

### **Future plans**

Campus is planning to run both Residential and Hippo summer projects again in 2021. There will also be a Yong Helper Project run during the summer to enable us to train prospective young helpers who should have attended YHP during the 2020 Easter holidays. All projects will be slightly different to usual given the continuing threat of coronavirus.

Project procedures will evolve in line with government guidance but involves measures such as wearing masks, a preference for outdoor activities, encouraging handwashing, additional regular cleaning of site and requiring volunteers to provide evidence of a negative lateral flow test.

The trustees will also act on a number of mandates from the 2020 AGM including:

- Recruit the first board of trustees and complete legal process for governance structure change (and review the EC election process as part of this)
- Implement feedback for experienced helpers on project
- Review process for young helpers becoming adult helpers
- Implement investment plan

- Review Campus' safeguarding processes in response to the different nature of its interaction with children, parents and carers (including specific guidance and risk assessment about conducting phone calls with children)
- Retain focus on recruitment of new helpers and retention of existing helpers

Approved by the trustees and signed on their behalf by:

Charlie Howell

Trustee and Finance Officer

Date: 29/07/2021

### Independent Examiner's Report to the Trustees of Campus Children's Holidays (Cambridge University)

I report on the trustees on my examinations of the accounts of Campus Children's Holidays ("the Trust") for the year ended 30 September 2020.

### Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

### Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

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

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

Signed: AMKENTON

Date: 28/07/2021 Name: ANNA KENTON

Relevant professional qualification or membership of professional bodies (if any):

Address: 101 WARWICK AVENUE, LONDON, W9 2PP

# **Statement of Financial Activities**

Statement of financial activities								
		2019-2020	20			2018-2019	019	
	Anniversary fund	Residential Unrestricted funds	Inrestricted funds	ricted Year to funds 30 Sep 20	Anniversary fund	Residential fund	Unrest	ricted Year to funds 30 Sep 19
Funds brought forward	51,447		93,892	145,339	51,447	3,000	94,711	149,157
INCOMING RESOURCES								
Donations and Legacies		8,718	33,183	41,901		20,904	24,182	45,086
Income from Charitable Activities	1		1,780	1,780		,	4,950	4,950
Income from other trading activities	ı		2,293	2,293			1,094	1,094
Income from sale of merchandise			35	35			10	10
Investment income			84	84			96	96
Other income			117	117	•		123	123
Total Incoming resources		8,718	37,492	46,210		20,904	30,454	51,358
RESOURCE EXPENDED  Costs of raising funds								
Cost of running fundraising events	Ī	•	227	227			127	127
Expenditure on Charitable Activities								
Residential Project	,	,			•	23,904	6,343	30,247
Hippocampus Project	1		1		,		5,218	5,218
Young Helper Project	,				•		1,247	1,247
Winter Project			2,331	2,331	•		2,377	2,377
Activity Boxes	,		2,263	2,263				
Minibus hire and maintenance			963	963	•	ŧ	6,316	6,316
Other								
Depreciation	•		4,751	4,751		1	4,751	4,751
Insurance	•		3,276	3,276		•	3,422	3,422
Administration, volunteers and other	•	1	2,001	2,001		•	1,473	1,473
Total Expenditure		•	15,812	15,812	•	23,904	31,272	55,176
		8,718	21,680	30,397				
Net income/(outgoing) resources		8,718	21,680	30,397		(3,000)	(817)	(3,817)
Transfers between funds	•				•	•	•	•
Net movement in funds		8,718	21,680	30,397		(3,000)	(817)	(3,817)
Funds brought forward	61.447	•	93.892	145.339	51,447	3.000	94.710	149.157
Funds carried forward	51,447	8,718	115,571	175,736	51,447	ı	93,892	145,339

### **Balance Sheet**

Balance sheet		
	As at 30 Sep 20	As at 30 Sep 19
Fixed assets		
Minibus	23,754	23,754
Bouncy castle	1,465	1,465
•	25,219	25,219
Accumulated depreciation	(15,717)	(10,967)
Net book value of fixed assets	9,502	14,252
Current assets		
Cash	150,018	122,292
Debtors	17,311	8,649
Prepayments	1,704_	<u>1,503_</u>
	169,033	132,445
Provisions	(201)	-
Creditors	(2,594)	(1,314)
Net current assets	166,238	131,089
NET ASSETS	175,739	145,341
REPRESENTED BY		
Fixed assets fund	_	-
Hippocampus Fund	_	-
Residential Fund	8,718	-
Restricted funds	8,718	
Unrestricted funds	115,575	93,894
RESERVES	124,292	93,894
Anniversary fund	51,447	51,447
Endowments	51,447	51,447
TOTAL FUNDS	175,739	145,341

# Notes forming part of the financial statements for the year ended 30 September 2020

### 1. Principal accounting policies

Campus Children's Holidays is a public benefit entity under FRS 102. The Financial Statements have been prepared in accordance with the applicable accounting standards, the Charities Act 2011 and the Charity Commission's revised Statement of Recommended Practice issued in Charities SORP 2015 (FRS 102). The Financial Statements have been prepared under the historical cost convention.

### a) Accounting convention

The financial statements are prepared under the historical cost convention, and in preparing the financial statements the charity follows best practice as laid down in FRS 102.

### b) Funds

General purpose funds represent those funds of Campus Children's Holidays that are not subject to any restrictions regarding their use and which are available for application to the general purposes of Campus Children's Holidays. Funds designated for a particular purpose by Campus Children's Holidays are also unrestricted.

The financial statements include all transactions, assets and liabilities for which Campus Children's Holidays are responsible in law.

### c) Voluntary income and capital sources

Collections are recognised when received by or on behalf of Campus Children's Holidays.

Planned giving receivable under Gift Aid etc. is recognised only when received.

Income Tax recoverable on covenants or Gift Aid donations is recognised when the income is probable.

Grants and legacies Campus Children's Holidays are accounted for as soon as Campus Children's Holidays is notified of its legal entitlement and the amount due.

Receipts from fundraising events are accounted for gross.

### d) Resources expended

Expenditure is included on an accruals basis.

"Administration, volunteers and other" costs comprise expenses such as postage, telephone calls, and transport for project site assessment visits. The charity has no salary or wage expense.

### e) Tangible fixed assets and depreciation

Fixed assets are depreciated on a straight-line basis. A useful life of five years is assumed for motor vehicles and three years for other equipment. Assets are depreciated for a full year in the year of acquisition, and are not depreciated in the year of disposal.

### f) Debtors

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

### g) Creditors and Provisions

Creditors and provisions are recognised where the charity has a recent 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.

### h) Current Assets

Amounts owing to Campus Children's Holidays at 30 September in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove non-collectible.

### i) Cash and bank

Cash at bank and cash in hand is recognised based on the balances at 30 September.

### 2. Volunteers, trustees and related parties remuneration

Volunteers, trustees and key management personnel received no remuneration or expenses during this year or the previous year. There are no employees. No amounts were paid to third parties for trustees. Related party donations are described in note 8.

### 3. Tangible fixed assets

A minibus and bouncy castle are carried in the fixed assets fund. The minibus was purchased in 2017/18 when the previous minibus was scrapped.

### Tangible fixed assets

_		2020			2019	
	Minibus	Bouncy	Total	Minibus	Bouncy	Total
Cost						
B/F	23,754	1,465	25,219	23,754	1,465	25,219
Acquisitions	-	-	-	-	-	-
Disposals			-	<del>-</del>		
Y/E	23,754	1,465	25,219	23,754	1,465	25,219
Depreciation						
B/F	9,502	1, <b>46</b> 5	10,967	<b>4</b> ,751	1, <b>4</b> 65	6,216
Charge for the year	4,751	-	4,751	4,751	-	4,751
Disposals	-			_		
Y/E	14,252	1,465	15,717	9,502	1,465	10,967
Net book value						
B/F	14,252	-	14,252	19,003	-	19,003
Y/E	9,502	-	9,502	14,252	-	14,252

### 4. Debtors

	2020	2019
Accrued income	17,311	8,649

Accrued income primarily consists of Gift Aid to be reclaimed from HM Revenue & Customs and amounts donated to Campus in the period through Virgin Money Giving which were not paid to Campus as at 30 September 2019.

There is also an accrued donation where Campus was informed of a legacy of £10,000 on 09/05/2020 but has not yet received payment.

### 5. Prepayments

	2020	2019
Public liability insurance	597	596
Vehicle insurance	717	718
Trustee Indemnity Insurance	182	182
YHP Site Deposit	200	
Other Prepayments	8	8
Total Prepayments	1933	1500

When YHP was cancelled, it was agreed that the deposit for renting the site would roll over to the next time we use the site.

Other prepayments represent a prepayment in respect of the annual fee payable to the Information Commissioner.

### 6. Creditors

2020

2019

Other creditors and accruals

2.594

1,314

All creditors are due within one year.

### 7. Funds

Unrestricted funds comprise those funds that the trustees are free to use in accordance with the charitable objects.

Restricted funds are funds which have been given for particular purposes and projects within the charitable objects of the charity. The Restricted Residential fund consists of all donations from grant giving bodies and other organisations including colleges, where the proposal/ application to them was specific about the use being for the Residential Project 2020. As this project was not able to run, we contacted donors and received permission to allocate these funds towards the next residential project.

The Anniversary Fund is an expendable endowment fund. This fund is held for the purpose of generating income for the charity, but the trustees have the power to convert all or part of the fund into income funds that can be spent under certain conditions. The fund was established in 2006-07 and no withdrawals have yet been made. The trustees have approved the following conditions on the fund:

The Anniversary Fund, shall be used:

- (a) to provide predictable unrestricted income to Campus in the form of interest;
- (b) exceptionally, to provide capital for new or additional charitable activities within Campus' objects as agreed by the trustees, such use only taking place if confirmed by the Campus membership by a resolution of a general meeting.

### 8. Income from Trustees and Related Parties

 Income
 2018-19

 Donated
 £630

 Raised by sponsorship
 £2268

Nine trustees or key management personnel made donations to the charity in 2019-20, totalling £630. £2268 was raised by sponsorship by trustees. There is some overlap between these amounts.

All trustees, key personnel and volunteers give of their time freely. No trustees or Key Management Personnel received expenses or remuneration. No amounts were paid to third parties for trustees or Key Members.