

# **Universities & Colleges Christian Fellowship**

Company limited by guarantee and not having share capital  
Company Registration No. 387932

Registered Charity No. 306137 in England and Wales  
Scottish Charity Registration No. SC038499

## **Report and Financial Statements for the year ended 30<sup>th</sup> April 2021**

Universities and Colleges  
Christian Fellowship  
(UCCF)

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## PROFESSIONAL ADVISERS

### Main bankers

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The Clock Tower  
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### Solicitors

Anthony Collins Solicitors  
St Philips Gate  
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Birmingham  
B2 5PG

### Auditors

Mazars LLP  
Park View House  
58 The Ropewalk  
Nottingham  
NG1 5DW

### REPORT OF THE UCCF TRUST BOARD (Incorporating the Trustees' Report)

*For the year ended 30<sup>th</sup> April 2021*

The Trustees of the Universities and Colleges Christian Fellowship ("The Fellowship") present their Annual Report and the Financial Statements for the year ended 30<sup>th</sup> April 2021.

### CONSTITUTION

The Fellowship is a registered charity (No. 306137) which is a federation of evangelical Christian Unions governed by a constitution dated January 1999 and subsequently revised in 2003.

### OBJECTIVES & PRINCIPAL ACTIVITIES

The policies of The Fellowship remain those contained in its constitution. In summary this is to bear witness to Jesus Christ as Saviour, Lord and God in the student world of England, Scotland and Wales in accordance with the doctrinal basis of The Fellowship. The Fellowship is committed to evangelism, world mission, Biblical truth and spiritual growth.

The principal activities are:

- To co-ordinate the work and to unite the members of the Christian Unions ("CUs") in their witness to the Christian faith in accordance with the doctrinal basis of The Fellowship.
- To advise or assist Christian Unions in the work and to help create Christian Unions where they do not yet exist.
- To produce and circulate literature and materials designed to advance the Christian faith.
- To help CU members to apply Christian faith intelligently to their thinking and behaviour in all areas of life including their academic studies.
- To mentor key undergraduates and help them transition well to work after graduation.
- To stimulate amongst students and former students an interest and active participation in home and overseas missions and in the work of the churches.

### Public Benefit

The Trustees are mindful of the Charity Commission's guidance on "Charities and Public Benefit" and have embraced it. As stated above, UCCF's overall objective is to help students bear witness to Christ and his teaching. This includes equipping them to demonstrate the love of God in practical ways. This report seeks to give examples of that public benefit in action.

### Achievements & Performance

Key achievements during the year have included:

- In September, over 1,000 CU leaders trained at a virtual version of our national CU leaders' training conference, Forum.
- In the Spring, students attended 9 virtual Regional Forums, receiving training as they began in CU leadership roles.
- The launch of CU Impact Groups (small groups), with 800 groups set up in 120 CUs.
- A launch of a new monthly training email for CU students, with 2,276 recipients.
- Online mission events across Great Britain, with over 100 CUs continuing activities throughout three lockdowns.
- 57,732 page views per month to [bethinking.org](http://bethinking.org).

## UCCF Trustees Report and Financial Statements 2021

### Future Plans

As we emerge from the widespread disruption to our universities we shall be equipping staff and student leaders to adapt to the new and challenging landscape through national, regional and local training and mentoring.

- Develop Impact Groups in every university in Britain. Students have suffered a lot of isolation and mental health struggles during the effective closure of campus's, and these small Impact Groups will form vital, networked hubs that will impact the spiritual and emotional well-being of the members and galvanise them to impact the wider campus with the good news of the gospel of Jesus.
- The Leadership Network is pioneering a brand new stream 'Teaching Network' which (alongside all the other networks- Arts, Apologetics, Music, Politics, Science, Theology and Law) will provide first-class digital resources across the disciplines and will form a stronger partnership with the Internship (Relay) Programme enabling us to mentor and train a new generation of thought leaders within a blended format of physical and virtual meetings.
- Our National Forum will be more significantly resourced than ever as we seek to restore institutional memory across every University CU, which was diminished during the 'lockdowns'
- Creating and curating cutting edge on-line resources for Christian Unions to use as part of a creative, blended approach to Events weeks and regular lunch time dialogue events.
- Continuing to update our websites and software systems/functions to enable the core ministry to be more effectively supported. We shall be implementing a new CRM software platform to support and grow our development capacity and to serve our constituency more effectively.
- Our research department will continue to develop a niche work with key Graduates and Postgraduates in partnership with other organisations and will help to identify and mentor a new generation of emerging Christian academics.

Additionally, The Fellowship will continue the ongoing ministry of building both UK and International outreach, expanding strategic partnerships and providing support structures that are relevant to the constantly changing context of universities in Great Britain.

### FINANCIAL REVIEW

The result for the year was a net increase in funds of £1,174,296.

#### Coronavirus Job Retention Scheme

A decision to place staff on furlough with full pay was made in March 2020 when, due to lockdowns, it both became impossible to do meaningful staff work and we received early warnings that one of our biggest donors along with other supporting foundations would likely reduce giving. With our annual wage bill totalling nearly £3,200,000 we were, at the time, convinced that without enrolling staff on Coronavirus Job Retention Scheme (CJRS) we would have to lose a significant number of staff. The decision to use the furlough scheme was not taken lightly, but our Director and Chair of the Board believed it was a responsible decision. In the year £640,736 was received from the CJRS.

#### Income & Expenditure

Income excluding the CJRS grants decreased by 4% year on year primarily due to a big fall in conference income. All conferences and events were made free of charge to students this year as they all took place "virtually" rather than "physically" due to the Covid-19 restrictions.

Expenditure was significantly underspent to budget mainly due to lower than usual conference and travel costs as these activities were severely impacted by the Covid-19 restrictions which were in place for a large part of the financial year.

## UCCF Trustees Report and Financial Statements 2021

### UCCF Job Retention Fund

Working with students over this coming year will be more vital than ever as we come alongside and train a whole new generation of students who have not experienced regular face-to-face events such as Forum or in-person CU mission. We want to ensure that all CUs are properly supported this year and we have appointed 20 new members of staff to begin in August 2021, replacing all but one departing Staff Worker post. Each of our Staff Workers raise support towards the costs of their post. There is on average a shortfall of around £17,000 per Staff Worker which is usually balanced by UCCF central funds. We have pledged to safeguard the jobs for our 2021 new starters for the next three years (the average tenure of a Staff Worker) and to maintain the jobs of Staff Workers currently in post for the next one or two years. In order to make this possible, we are using the 2020-2021 surplus to create a 'Job Retention' fund. This fund of £1,100,000 will protect these jobs from future financial uncertainties.

### Budget 2021/22

A deficit of (£498,566) is budgeted for the next financial year. This is due in part to a known and notified reduction in income from some trusts together with the additional costs of running physical events in a Covid-19 safe environment. The budget does not include any reduction in staffing numbers and reflects our commitment to maintain them per our job retention fund.

#### Unrestricted funds:

Net incoming resources of £1,244,257 (2020 corresponding net incoming resources of £7,922.)

#### Restricted funds:

Net outgoing resources of (£69,961) (2020 corresponding net outgoing resources of (£18,351)).

The Fellowship is extremely grateful to all the individuals, churches and trusts who have made donations towards the work.

## PRINCIPAL RISKS & UNCERTAINTIES

### Risk Management

The Trustees have sought to identify the major risks to which The Fellowship is exposed and have established controls and actions to minimise potential adverse outcomes. These risks and mitigating actions are set out in a comprehensive and detailed risk register.

The strategic and operational risks are identified for each area, together with an explanation of how they are being or will be managed. The register is reviewed formally by the Trustees on an annual basis but is kept up to date with regular input from the Executive team to identify emerging or escalating risks. Risks are scored against probability and impact criteria with mitigating controls, monitoring processes and action plans considered for all risk areas.

The Trustees also review on a regular basis the major financial risks that The Fellowship faces. By maintaining free reserves at the target levels, and regularly reviewing the controls over key financial systems, The Fellowship will ensure that it has sufficient resources in the event of adverse conditions.

### Principal Risks

The principal risks are those which could affect our financial position, our fundraising capabilities or our IT systems and include:

- Ongoing impact of Covid-19 Pandemic on UCCF's ministry, staffing, income and technology.
- Risk of corruption of IT systems or data and unauthorised access to central IT systems.
- Reputational risk due to adverse publicity and fear of religious extremism.
- Risk of a targeted attack on UCCF's Christian values.
- Volatility of income received from individual donors and trusts which is difficult to predict.

## UCCF Trustees Report and Financial Statements 2021

The Trustees' assessment is that adequate control measures are in place for the identified risks and that the ongoing monitoring process and review by the senior management team is sufficient to ensure that any new risks are identified.

### STRUCTURE, GOVERNANCE & MANAGEMENT

#### Structure

UCCF exists to engage in evangelical and evangelistic Christian work in tertiary education institutions.

- The UCCF Trust Board is the primary committee within The Fellowship having fully vested powers of governance as further set out in The Fellowship's Memorandum and Articles of Association.
- The UCCF Trust Board continues to devolve certain levels and types of executive authority to The Fellowship's various operating divisions, but it retains ultimate responsibility for all the work of The Fellowship.
- The Fellowship is affiliated to the International Fellowship of Evangelical Students (IFES) and is thereby identified with other member movements around the world.

All Trustees give their time voluntarily and do not receive any personal financial benefit from The Fellowship.

#### Composition of the Board

The membership of the UCCF Trust Board at 30<sup>th</sup> April 2021 was:

1. Miss Mary Currie (Chair)
2. Rev Raymond Brown
3. Ms Jenny Brown
4. Mrs Jen Charteris
5. Prof Glynn Harrison
6. Mr David Lilley
7. Mrs Abigail Marthinet-Glover (Chair of Student Council)
8. Mr Stephen Rigby
9. Rev John Stevens
10. Dr Christopher Willmott

#### Appointments during the 1<sup>st</sup> May 2020 – 30<sup>th</sup> April 2021 period being reported

Mrs Abigail Marthinet-Glover was appointed on 1<sup>st</sup> July 2020.

Dr Christopher Willmott was reappointed on 19<sup>th</sup> November 2020.

#### Retirements during the 1<sup>st</sup> May 2020 – 30<sup>th</sup> April 2021 period being reported

Mr Oliver Parker resigned on 30<sup>th</sup> June 2020.

Rev John Samuel resigned on 19<sup>th</sup> November 2020.

#### Appointments and Retirements after 30<sup>th</sup> April 2021 but prior to financial statement authorisation

None.

#### Appointment, Induction and Training of Trustees

Trustees are elected, or if agreed re-elected on a defined rotational basis and new Trustees are provided with a suitable induction into The Fellowship's objects and ways of working from a governance perspective.

The procedures and training in place for new trustees are detailed below.

The new Trustee is sent:

- *"The Essential Trustee – What you need to know"* – Charity Commission publication
- Memorandum & Articles
- The Constitution 2004
- Governance Manual 2006
- List of Trustees & Members

## UCCF Trustees Report and Financial Statements 2021

The new Trustee signs:

- Doctrinal Basis – re-signed if and when their Trusteeship is extended beyond three years.
- Statement of obligations as a Trustee.
- Declaration of Interest and then signed at every subsequent AGM.

Various members of staff also routinely attend the Trust Board ex-officio (non-voting). These particularly include the Director of Christian Unions, the Company Secretary, the Field Director and the Head of Finance.

### Statement of Trustees' Responsibilities

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

Company law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing the financial statements, giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy, the financial position of The Fellowship and which enables them to ascertain the financial position of The Fellowship and ensure that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of The Fellowship and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

UCCF has Directors and Officers insurance which covers trustees for claims first made against UCCF or a named trustee.

### RESERVES POLICY

*NOTE – in this section the term “reserves” is taken to mean unrestricted, free cash reserves that are readily available for use and thus excludes reserves taking the form of fixed assets or other restricted reserves which are funds received for specific project work.*

The Trustees recognise that reserves are essential in order to ensure that fluctuations in income do not have a detrimental knock-on effect on the work. They have adopted as a policy that a cash reserve equating to eight weeks of operating costs should be maintained, calculated on the basis of an annual budget. The Trustees believe that this balances the need to apply funds to the mission whilst ensuring that there are sufficient funds available to run the day to day activities and manage any financial risks or any short-term income volatility.

That said, the Trustees aspire to achieving a higher, maximum twelve weeks' level of cover, annualised. The Fellowship is still too dependent upon the volatility of certain types of income, notably legacy income, and the Trustees believe that a strengthened reserves strategy can help reduce The Fellowship's exposure to fluctuations outside its control.

## UCCF Trustees Report and Financial Statements 2021

At the end of the financial year, free cash reserves totalled £702,913 and represented just over 9 weeks of operating costs.

### INVESTMENT POLICY

A "Balanced Investment" portfolio seeks to generate a return above inflation over the long term, but with a level of risk that is acceptable within the volatility of the market. The portfolio is structured as capital for the long term, but none of it is illiquid, meaning it can be readily accessed should the need arise. Income generated from the capital is paid into a cash account, allowing the Trustees to decide annually on whether to spend the cash, carry it forward or increase the capital.

### REMUNERATION POLICY

UCCF seeks to be a good employer, both stewarding supporters' money and providing staff with a realistic salary so they can afford necessities such as rent, food and other living costs, as well as leisure activities. In this regard, UCCF seeks to be an attractive employer to potential candidates and to retain excellent personnel whether single, married or with a family to support.

A fellowship-wide pay increase is considered on an annual basis and is primarily dependent on UCCF's income. The pay increase is based on a range of indices such as the Retail Price Index and Consumer Price Index. Consideration of what other organisations are doing regarding salary increases is made on a semi regular basis. This % pay increase applied to all staff is recommended as part of the budget and this is then reviewed and approved by the Trustees as part of the overall budget review.

Salary benchmarking for certain roles is carried out when recommended by the Trust Board. The last review for senior staff was completed in September 2015 with the conclusion that no adjustment was required at that time.

All staff are paid above the recommended living wage and those working in London are paid an additional London allowance. In addition to salary and employee pension, UCCF provides life insurance for staff who have a financial responsibility to a family member while they are working for The Fellowship.

### CONTRIBUTION OF VOLUNTEERS

Some sixty volunteers (known as 'Relay Workers') work closely alongside our own CU Staff Workers as part of their training on the Relay scheme. Relay Workers stay with UCCF for ten months, usually joining the scheme shortly after graduating. This scheme is a significant part of the work of The Fellowship. A number of volunteer Associate Staff Workers contribute to our work locally in various ways.

### AUDITORS

A resolution to reappoint Mazars LLP as auditors to the Company and to authorise the Trustees to fix their remuneration was approved at the Annual General Meeting held on 21<sup>st</sup> November 2020.

Mazars LLP have expressed their willingness to continue in office as auditors and this will be submitted to the Annual General Meeting in November 2021.

### CHARITY FUNDRAISING

UCCF is a Fellowship of students, staff and supporters. All three groups are needed to achieve our vision of giving every student in Great Britain an opportunity to hear and respond to the gospel of Jesus Christ. Therefore, it is important to us that we are good gospel partners and communicate well with our supporters. The Development and Communications Team support and train all staff and volunteers in fundraising best practice so that together we effectively resource this ministry through financial and prayer support. We do not use any professional fundraisers or commercial participators.

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As an organisation registered with the Fundraising Regulator we are committed to best practice and upholding the Fundraising Promise of legal, open, honest and respectful fundraising. We pay the voluntary levy and we abide by the Code of Fundraising Practice. The relevant members of the Development and Communications Team are members of the Institute of Fundraising.

In the 2020-21 financial year UCCF received 0 fundraising complaints. Policies are in place to handle and investigate fundraising complaints should they arise.

We are committed to treating our supporters well and being good gospel partners. We have signed up to receive suppressions under the Fundraising Preference Service. We have also followed guidance from both the Fundraising Regulator and the Institute of Fundraising on how to ensure we protect vulnerable people and others in connecting with our fundraising.

We recognise that some of the people that we engage with through our fundraising activity will not always have the capacity, at the point of the interaction, to fully understand the nature of the donation they are being asked to give to UCCF or the consequences of making that donation. UCCF also understands that people in vulnerable circumstances may need further support before making a decision about whether to make a donation.

We therefore have a policy which provides a foundation of awareness and knowledge which enables all UCCF fundraisers to respond appropriately to people in vulnerable circumstances, putting the needs of the individual first, above and beyond securing a donation. It applies to all UCCF staff and volunteers who undertake fundraising on behalf of UCCF, that includes the Development and Communications Team as they fundraise centrally, and Staff Workers and Relay Workers as they raise personal support.

### **THE IMPACT OF UNCERTAINTIES DUE TO COVID-19**

We have been living in a world that has felt very fragile and uncertain in this last year; future planning has been difficult and the shape of things in the new academic year is still unclear. For students, universities changed and the last academic year meant mostly online freshers' activities, virtual teaching, few opportunities to meet in person, loneliness, mental health issues, a lack of international students in the UK and for some, unsuitable home-study environments and a lack of technology.

So how did UCCF and the Christian Unions respond? Forum 2020 moved entirely online, capitalising on the opportunity to acquire a range of guest speakers from across the world. We were also able to introduce a freshers' stream to enable first years to connect and engage with their CUs. The UCCF office produced creative material to assist CUs in their mission and Impact Groups sprang up all over the country to enable groups of six to meet together, virtually, to study the Bible, encourage and support one another and present the claims of Jesus Christ together. When possible, Staff Workers met students one to one in person as well as virtually to support and disciple them. Carol services and events weeks had to be produced online and CUs were so creative in the numerous ways in which they reached out with the good news of Jesus Christ. CU committees changed over in the spring and the Regional Forums had to adapt to helping these leaders think through what future planning might look like with a real loss of institutional memory of what it has looked like in pre-pandemic times.

## UCCF Trustees Report and Financial Statements 2021

The Staff Workers and Relay Workers have worked so very hard, meeting students and supporting CUs, and the office staff have provided materials, advice, support and encouragement. It has been a difficult year for them. My particular thanks go to Richard and the senior team for their responsiveness and innovation, to friends and supporters of UCCF for their ongoing prayer and financial support, to Trust Board colleagues who have helped steer the Fellowship through some particular challenges, to Staff Workers, Relay Workers and office staff for constantly adapting and persevering and to CU leaders for their faithfulness, creativity, imagination and desire to make Jesus known.

Finally, my overwhelming thanks go to God. He is faithful, He has not changed, He is not uncertain; He is steadfast, constant, unchanging, unshakable and true to His Word. So many can testify to how He has led and guided us through various attacks. In His goodness, donations have kept coming in, new Staff and Relay Workers have been appointed and there is an air of excitement as we look forward.

Please continue to pray for the CUs and UCCF as the new academic year approaches, that a spirit of innovation will continue, that CUs will be able to make an even bigger impact on their universities in making Jesus known, that university authorities and student unions will facilitate societies' being able to meet in person, that international students will return to campuses and that the vast number of students who have struggled through these last months will be identified and supported.

### OTHER INFORMATION

The principal and registered address of The Fellowship is Blue Boar House, 5 Blue Boar Street, Oxford OX1 4EE.

This report has been prepared in accordance with the Statement of Recommended Practice and Accounting by Charities (revised 2019).

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware, and they have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information, and they have made such enquiries of their fellow Trustees and of the company's auditors for that purpose, and taken such other steps (if any) for that purpose, as were required by their duty as Trustees of the company to exercise due care, skill and diligence.

**The Trustees Report was approved by the Board on and signed on its behalf by:**

  
**Christopher Willmott**  
**CHAIR of TRUST BOARD**

**Date:** 25-11-21

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF UNIVERSITIES & COLLEGES CHRISTIAN FELLOWSHIP

### Opinion

We have audited the financial statements of Universities & Colleges Christian Fellowship (the 'charity') for the year ended 30 April 2021 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, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2021 and of 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, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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.

## UCCF Trustees Report and Financial Statements 2021

### Other information

The other information comprises the information included in the Report of the Trust Board, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

### Opinion 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 Trustees' Report which includes the the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' Report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 7, the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005, and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the 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. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to use of restricted funds, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

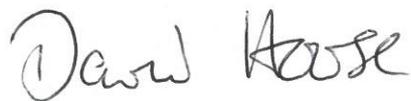
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A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description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

### Use of the audit report

This report is made solely to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's trustees, as a body in accordance with Section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



**David Hoose (Senior Statutory Auditor)**  
for and on behalf of Mazars LLP  
Chartered Accountants and Statutory Auditor  
Park View House, 58 The Ropewalk, Nottingham, NG1 5DW  
Date: 3/12/21

## Statement of Financial Activities

For the year ended 30<sup>th</sup> April 2021 (incorporating an income and expenditure account)

		Unrestricted Funds	Restricted Funds	2021 Total Funds	Unrestricted Funds	Restricted Funds	2020 Total Funds
		£	£	£	£	£	£
<b>INCOME from:</b>	<b>Note</b>						
Donations		3,272,553	328,541	<b>3,601,094</b>	3,240,098	337,076	<b>3,577,174</b>
Legacies		447,364	-	<b>447,364</b>	311,305	-	<b>311,305</b>
Grant Income		640,736	-	<b>640,736</b>	174,339	-	<b>174,339</b>
Charitable Activities		66,484	27,041	<b>93,525</b>	387,297	21,022	<b>408,319</b>
Other Trading Activities		-	-	-	-	-	-
Investments		1,494	-	<b>1,494</b>	7,295	-	<b>7,295</b>
Other		214	-	<b>214</b>	25,705	-	<b>25,705</b>
<b>Total Income</b>		<b>4,428,845</b>	<b>355,582</b>	<b>4,784,427</b>	<b>4,146,039</b>	<b>358,098</b>	<b>4,504,137</b>
<b>EXPENDITURE on:</b>							
Raising Funds		282,791	1,666	<b>284,457</b>	282,863	1,796	<b>284,658</b>
Charitable Activities	2,3	3,103,105	438,649	<b>3,541,754</b>	3,792,440	378,561	<b>4,171,002</b>
<b>Total Expenditure</b>		<b>3,385,896</b>	<b>440,315</b>	<b>3,826,211</b>	<b>4,075,303</b>	<b>380,357</b>	<b>4,455,660</b>
<b>Net Income/(Expenditure) Before Gain/(Loss) on Investment</b>		<b>1,042,949</b>	<b>(84,733)</b>	<b>958,216</b>	<b>70,736</b>	<b>(22,259)</b>	<b>48,477</b>
Net gain/(losses) on Investment		216,080	-	<b>216,080</b>	(58,905)	-	<b>(58,905)</b>
<b>Net Income/(Expenditure)</b>		<b>1,259,029</b>	<b>(84,733)</b>	<b>1,174,296</b>	<b>11,831</b>	<b>(22,259)</b>	<b>(10,428)</b>
Transfers Between Funds		(14,772)	14,772	-	(3,909)	3,909	-
<b>Net Movement in Funds</b>		<b>1,244,257</b>	<b>(69,961)</b>	<b>1,174,296</b>	<b>7,922</b>	<b>(18,351)</b>	<b>(10,428)</b>
<b>RECONCILIATION of Funds:</b>							
Total Funds Brought Forward		1,501,810	1,828,935	<b>3,330,745</b>	1,493,888	1,847,285	<b>3,341,173</b>
Total Funds Carried Forward		2,746,067	1,758,974	<b>4,505,041</b>	1,501,810	1,828,935	<b>3,330,745</b>

The Notes on pages 18 to 26 form part of these financial statements.

## Balance Sheet

As at 30<sup>th</sup> April 2021

Company Registration No. 387932

		2021		2020	
		£	£	£	£
<b>Fixed Assets</b>	<b>Note</b>				
Tangible Assets	6	1,548,944		1,568,341	
Investments	7	2,087,493		1,171,412	
		<u>3,636,437</u>		<u>2,739,753</u>	
<b>Current Assets</b>					
Debtors	8	312,806		142,951	
Cash at bank and in hand		983,932		837,509	
		<u>1,296,738</u>		<u>980,460</u>	
<b>Creditors</b>					
Amounts falling due within 1 year	9	(428,134)		(389,468)	
		<u>(428,134)</u>		<u>(389,468)</u>	
<b>Net Current Assets</b>			<u>868,604</u>		<u>590,992</u>
<b>TOTAL NET ASSETS</b>			<u>4,505,041</u>		<u>3,330,745</u>
<b>Funds of the charity</b>					
Restricted	11	1,758,974		1,828,935	
Designated	13	1,238,660		94,778	
General		1,507,407		1,407,032	
<b>TOTAL FUNDS</b>			<u>4,505,041</u>		<u>3,330,745</u>

The Notes on pages 18 to 26 form part of these financial statements

The Financial Statements were approved by the Trustees on 25-11-2021 and signed on its behalf by Christopher Willmott (Chair and Trustee)

## Cash Flow Statement

For the year ended 30<sup>th</sup> April 2021

	Note	2021		2020	
		£	£	£	£
<b>Cash Flows from operating activities</b>					
Net income /expenditure for the period		1,174,296		(10,428)	
adjustments for:					
Depreciation charges		55,485		60,041	
(Increase)/decrease in debtors		(169,855)		130,660	
Increase/(decrease) in creditors		38,666		(32,492)	
Unrealised (Gain)/Loss on investments		(216,080)		58,905	
Investment income and interest		(1,494)		(7,295)	
(Profit)/loss on disposal of fixed assets		(125)		(263)	
<b>Net Cash provided by operating activities</b>		<b>880,893</b>		<b>199,128</b>	
<b>Cash Flows from investing activities</b>					
Income from investments		1,494		7,295	
Tangible assets: additions		(36,089)		(33,677)	
Tangible assets: sale proceeds		125		263	
Investments: additions		(700,000)		-	
Investments: sale proceeds		-		18,464	
<b>Net Cash provided by investing activities</b>		<b>(734,470)</b>		<b>(7,655)</b>	
<b>Movement in cash and cash equivalents in the reporting period</b>		<b>146,423</b>		<b>191,473</b>	
Cash and cash equivalents at 1st May		837,509		646,036	
<b>Cash and cash equivalents at 30th April</b>		<b>983,932</b>		<b>837,509</b>	
<b>Analysis of cash and cash equivalents</b>					
<b>Cash at bank and in hand</b>		<b>983,932</b>		<b>837,509</b>	

The Notes on pages 18 to 26 form part of these financial statements

## NOTES to the Financial Statements

For the year ended 30<sup>th</sup> April 2021

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### 1. ACCOUNTING POLICIES

#### Basis of accounting

These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1<sup>st</sup> January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

UCCF meets the definition of a public benefit entity under FRS 102.

#### Going Concern

The financial statements have been prepared on a going concern basis as the Trustees believe that there are no material uncertainties about The Fellowship's ability to continue as a going concern. The Trustees have considered the level of funds held and the expected level of income and expenditure for the next 12 months and the budgeted income and expenditure is sufficient with the level of reserves for The Fellowship to be able to continue as a going concern.

#### Funds Accounting

The Fellowship's reserves are classified in the following three ways:

*General Funds* – These are unrestricted funds available for use at the discretion of the Trustees to use in the normal activity of The Fellowship in furtherance of its general charitable objectives and which have not been designated for other purposes.

*Designated Funds* – These are unrestricted funds that have been set aside by the Trustees for a particular purpose.

*Restricted Funds* – These are funds that are to be used in accordance with specific restrictions imposed by donors or which have been raised by The Fellowship for particular purposes. The costs of raising and administering these restricted funds are charged against the specific fund.

Income and expenditure relating to restricted and/or designated purposes are reflected in the Statement of Financial Activities ("SOFA"), with the resultant net incoming/(outgoing) resources thereon being appropriated each year to separate funds in the balance sheet.

#### Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost, including any incidental expenses of acquisition to bring the asset into working condition for its intended use.

Assets are reviewed for impairment by the Trustees if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation of leasehold property is provided at a rate calculated to write off the cost over not longer than the remaining period of the lease.

Realised gains and losses are shown in the appropriate section of the SOFA.

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

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Depreciation is provided at rates calculated to write off the cost of those assets on a straight-line basis over their expected useful lives.

*The principal annual rates used are:*

Freehold buildings	2.0%
Computer and other shorter life equipment	33.0%
Fixtures and fittings	12.5%

### Stock and work in progress

Stock and work in progress is stated at the lower of cost and net realisable value.

### Investments

Investments and loans held as fixed assets include listed investments. Listed investments are held at market value with any gain or loss being taken to the SOFA.

### Income

Income is included in the SOFA when The Fellowship is entitled to the income after any performance conditions attached to the income have been met, the amounts can be measured reliably, and it is probable that the income will be received.

*Donations* - Donations are recognised when the receipts have been deposited into the bank. The tax recoverable under Gift Aid is recognised as income when it becomes receivable.

*Legacies* - Legacies are recognised when probate is given and there is sufficient information to value them.

*Grants* – Grants are recognised using the accrual model and are recognised in the accounts once all criteria for grant has been met.

### Expenditure

All expenditure is accounted on an accruals basis. Expenditure is recognised when there is a legal or constructive obligation committing The Fellowship to the expenditure. Costs reported under each heading in the SOFA reflect the allocations of activities directly attributable to that heading together with an apportionment of support and governance costs (see below).

*Raising Funds* represent the expenditure incurred on generating funds from all the possible sources of income.

*Charitable activities* represent the expenditure incurred on student ministry.

*Support costs* include expenditure on office costs, governance, payroll administration, information technology, human resources and financing. Together with governance costs they are allocated between the cost of raising funds and charitable activities as shown in note 3.

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

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### Foreign currency

Transactions in foreign currencies are translated into sterling at rates of exchange ruling at the date on which transactions occur.

All foreign currency balances are translated at the rate ruling at the balance sheet date.

### Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

### Taxation

As a registered charity and in accordance with Section 505 ICTA 1988 there is no taxation charge arising from the result for the year.

Irrecoverable VAT is treated as a cost to The Fellowship and is included within the relevant expense.

### Pensions

The Fellowship uses a defined contribution pension scheme run by The People Pension (TPP).

Employer contributions into the scheme and contributions payable to the pension scheme are charged to the SOFA in the period to which they relate.

### Financial instruments

The Fellowship only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

*Financial assets* – trade, other debtors, accrued legacy income and gift aid recoverable are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 8. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 9. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### Critical Estimates and Areas of Judgement

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

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

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

The trustees do not consider that there are any estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

### 2. EXPENDITURE

	Staff Costs	Support Costs	Other Costs	Deprn	TOTAL 2021	TOTAL 2020
	£	£	£	£	£	£
Expenditure on Raising Funds	175,987	30,658	75,495	2,317	284,457	284,658
Charitable Activities	2,691,898	425,190	399,079	25,587	3,541,754	4,171,002
<b>Total Expenditure</b>	<b>2,867,885</b>	<b>455,848</b>	<b>474,574</b>	<b>27,904</b>	<b>3,826,211</b>	<b>4,455,660</b>

### 3. SUPPORT COSTS

	Facilities & HR	Finance	IT	Gov'nce	TOTAL 2021	TOTAL 2020
	£	£	£	£	£	£
Raising Funds	14,060	11,269	4,068	1,260	30,658	35,270
Student Ministry	195,001	156,290	56,419	17,480	425,190	451,176
<b>Total Support costs</b>	<b>209,061</b>	<b>167,559</b>	<b>60,487</b>	<b>18,741</b>	<b>455,848</b>	<b>486,446</b>

Depreciation costs of £27,581 and staff costs of £252,797 are included within support costs. Support Costs are allocated to activities on the basis of headcount.

### 4. NET INCOME/(EXPENDITURE)

	2021	2020
	£	£
This is stated after charging:		
Auditors' remuneration	(8,750)	(8,500)
Depreciation	(55,485)	(60,041)
Gift Aid (income)	236,718	229,829

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

### 5. EMPLOYEES and TRUSTEES

#### a) EMPLOYEES

Staff costs	2021	2020
	£	£
Salaries	2,751,210	2,832,560
Social security costs	248,168	250,256
Pension Contributions	121,305	120,944
<b>Total</b>	<b>3,120,682</b>	<b>3,203,759</b>

The staff costs shown above differ from those shown in note 2 by the amount of staff costs included as support costs.

Average staff numbers by division	2021	2020
Student Ministry	113	115
<b>Total</b>	<b>113</b>	<b>115</b>

Number of employees whose total remuneration (excl pensions contribution & NI) falls between the following range	2021	2020
£60,000 - £69,999	1	1

#### Key management personnel remuneration

The key management personnel of the charity comprise of the Student Ministry Leadership Team. The Student Ministry Leadership Team is the Director, the Field Director, the Director of Creative Evangelism, 5 Office Team Leaders, 11 Field Team Leaders (incl Co-ordinator for Leadership Network and Relay) and the EA to the director.

Total remuneration (incl pension contribution)	2021	2020
	£	£
Student Ministry	915,630	924,422

In 2021 there were 0 Student Ministry Leadership Team vacancies.

#### b) TRUSTEES

No Trustee received remuneration from the charity during the year (2020; £ nil).

Trustees are reimbursed for out of pocket travel and subsistence expenses.

	2021	2020
Trustees receiving re-imburement	1	6
Total amount of reimbursement	£169	£350

Total donations received from trustees and key management personnel during the year was £2,750.

#### c) RELATED PARTY TRANSACTIONS

There were no related part transactions during the year (2020; none).

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

### 6. TANGIBLE FIXED ASSETS

	Leasehold Property	Computer, Fixtures & Fittings	Total
<b>Cost</b>	<b>£</b>	<b>£</b>	<b>£</b>
At 1st May 2020	1,735,010	309,921	2,044,931
Additions	-	36,089	36,089
Disposals	-	(10,135)	(10,135)
<b>At 30th April 2021</b>	<b>1,735,010</b>	<b>335,875</b>	<b>2,070,885</b>
<b>Depreciation</b>	<b>£</b>	<b>£</b>	<b>£</b>
At 1st May 2020	210,519	266,072	476,590
Charge for year	24,768	30,717	55,485
On disposals	-	(10,135)	(10,135)
<b>At 30th April 2021</b>	<b>235,287</b>	<b>286,654</b>	<b>521,941</b>
<b>Net Book Value</b>	<b>£</b>	<b>£</b>	<b>£</b>
At 30th April 2020	1,524,491	43,849	1,568,341
<b>At 30th April 2021</b>	<b>1,499,723</b>	<b>49,221</b>	<b>1,548,944</b>

### 7. INVESTMENTS

Cost/Market Value	2021	2020
	<b>£</b>	<b>£</b>
Market value at start of year	1,171,412	1,248,781
Additions at cost	700,000	-
Disposals at carrying value	-	(18,464)
Change in market value	216,081	(58,905)
<b>Market value at end of year</b>	<b>2,087,493</b>	<b>1,171,412</b>
Historical cost at 30th April	1,664,939	964,939
<b>Investment Comprises:</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Cash	437,624	183,756
Listed Investments	1,649,869	987,656
<b>Total</b>	<b>2,087,493</b>	<b>1,171,412</b>

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

### 8. DEBTORS: Amounts falling due within one year

	2021	2020
	£	£
Trade debtors	-	1,258
Accrued legacy Income	150,542	61,850
Prepayments	52,780	18,488
Gift Aid recoverable	49,142	23,728
Other debtors	60,341	37,627
<b>Total</b>	<b>312,806</b>	<b>142,951</b>

### 9. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	25,885	26,593
Accruals	158,953	143,046
Taxation and social security	-	506
Deferred Income	178,816	43,176
Other creditors and accruals	64,480	176,148
<b>Total</b>	<b>428,134</b>	<b>389,468</b>

#### Deferred Income

Conference/Summer Team income received in advance	155,666	14,164
Relay training fees & deposits received in advance	14,990	17,092
Donations for new staff post received in advance	8,160	11,920
<b>Total</b>	<b>178,816</b>	<b>43,176</b>

### 10. ANALYSIS of NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	£	£	£	£
Tangible fixed assets	49,221	1,499,723	1,548,944	1,568,341
Investments	2,087,493	-	2,087,493	1,171,412
Current assets	1,001,148	295,590	1,296,738	980,461
Current liabilities	(391,795)	(36,339)	(428,134)	(389,468)
<b>Total funds</b>	<b>2,746,067</b>	<b>1,758,974</b>	<b>4,505,041</b>	<b>3,330,745</b>

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

### 11. RESTRICTED FUNDS

Restricted funds are funds donated or allocated for restricted purposes.

	Balance at 1st May 2020	Income	Expenditure	Transfers	Balance at 30th Apr 2021
	£	£	£	£	£
New Building Fund	1,659,222	-	(24,768)	-	1,634,454
Vardy NE CUSW Fund	5,333	-	-	-	5,333
RW Assistance Fund	40,005	5,395	(2,150)	-	43,250
Exeter Uni CU Fund	3,177	-	-	-	3,177
Gospel Project	-	31,141	(31,141)	-	-
Leadership Network	121,197	319,046	(382,256)	14,772	72,760
<b>Total</b>	<b>1,828,935</b>	<b>355,582</b>	<b>(440,315)</b>	<b>14,772</b>	<b>1,758,974</b>

The total transfer between unrestricted and restricted funds of £14,772 in the year relates to income transferred from General Funds to the Leadership Network project to cover the direct costs incurred in the year. The balance represents a grant which was received at the end of April to cover project activity in 2021/22.

### 12. UNRESTRICTED FUNDS

	Balance at 1st May 2020	Income	Expenditure	Transfers	Balance at 30th Apr 2021
	£	£	£	£	£
General Funds	1,407,032	4,514,795	(3,274,201)	(1,140,219)	1,507,407
Designated Funds	94,778	130,131	(111,696)	1,125,447	1,238,660
<b>Total</b>	<b>1,501,810</b>	<b>4,644,926</b>	<b>(3,385,897)</b>	<b>(14,772)</b>	<b>2,746,067</b>

## NOTES to the Financial Statements (continued)

For the year ended 30<sup>th</sup> April 2021

### 13. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds for specific purposes:

	Balance at 1st May 2020	Income	Expenditure	Transfers	Balance at 30th Apr 2021
	£	£	£	£	£
Job Retention Fund	-	-	-	1,100,000	1,100,000
Staff Worker Posts	77,724	71,902	(61,122)	9,219	97,723
Strategic Research	(28,123)	54,924	(49,054)	16,228	(6,025)
SE CU Big Weekend	375	-	(375)	-	-
Summer Teams	-	3,305	(1,145)	-	2,160
London Mission & Training	3,000	-	-	-	3,000
Hardship Fund	4,302	-	-	-	4,302
Reserve Fund	37,500	-	-	-	37,500
<b>Total</b>	<b>94,778</b>	<b>130,131</b>	<b>(111,696)</b>	<b>1,125,447</b>	<b>1,238,660</b>

### 14. UNDISCLOSED INCOME & EXPENDITURE

The Fellowship historically operated a number of holding accounts to enable our Relay Scheme volunteers to operate. None of this income or expenditure was controllable or owned by The Fellowship. These holding accounts were closed on 31st July 2019 as they are now administered by a third party on behalf of our relay volunteers

	2021	2020
	£	£
Undisclosed incoming resources	0	59,615

### 15. PENSIONS

The Fellowship operates a workplace pension scheme whose assets are held separately from those of The Fellowship in an independently administered fund. All eligible staff are auto-enrolled into the scheme. The Fellowship makes contributions into their scheme of 3%, 5% or 7.5%. At 30th April 2021, there were contributions totalling £0 which were outstanding to the scheme. (2020; £64,430)

### 16. CAPITAL COMMITMENTS

At 30th April 2021 there was no contracted or authorised capital expenditure (2020; £ nil)

### 17. FINANCIAL COMMITMENTS

At 30th April 2021 The Fellowship had no commitments for payments under non-cancellable operating leases in the year to 30th April 2021. (2020; £ nil)