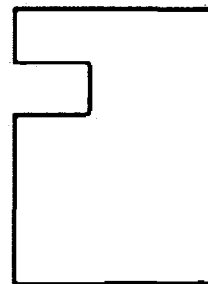


**The Queen's
Foundation**

FOR ECUMENICAL THEOLOGICAL EDUCATION



**THE QUEEN'S FOUNDATION
FOR ECUMENICAL THEOLOGICAL EDUCATION**

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

(A Company limited by guarantee not having a share capital)

Company Registration No 05511503

Charity Registration No 1111892



ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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Governors 2021-22

Nominated Governors

- The Ven. Simon Heathfield (Anglican), Archdeacon of Aston (West Midlands Bishops' nominee)
- Dr Rachel Jepson (Anglican), General Synod Representative, Birmingham Diocese.
- Professor Ken Mortimer (Methodist, nominated by the Methodist Council) (until 14 July 2022)
- The Revd Helen Kirk (Methodist), Chair of Chester and Stoke-on-Trent District (nominated by the Methodist Council)

Co-opted Governors

- The Revd Kenneth Howcroft (Methodist). Former President of the Methodist Conference President of the Governing Body until 14 July 2022. Vice President of the Governing Body from 14 July 2022
- The Rt Rev Paul Bayes, (Anglican)
Vice President of the Governing Body until 14 July 2022. President of the Governing Body from 14 July 2022
- Dr Revd Claire Maxim (Anglican), CEO Arthur Rank Centre (until May 22). Priest in Charge of North Tyne & Redesdale (from May 22)
- Dr Paul Stewart, Head of Training, Church of God of Prophecy (until 14 July 2022)
- The Revd Lucy Winkett (Anglican), Rector, St. James', Piccadilly (until 14 July 2022)
- Professor Helen Dent, (Anglican), Reader
- Mrs Mavis Jones (Wesleyan Holiness Church)
- The Revd Chris Collins (Methodist, South Worcestershire Circuit)
- The Rt Revd Sarah Bullock (Anglican) Bishop of Shrewsbury (until 14 July 2022)

Auditors

JW Hinks LLP
19 Highfield Road
Edgbaston
Birmingham B15 3BH

Bankers

Bank of Scotland
55 Temple Row
Birmingham
B2 5LS

Solicitors

Anthony Collins
134 Edmund Street
Birmingham
B3 2ES

The Queen's Foundation for Ecumenical Theological Education
Somerset Road, Edgbaston, Birmingham, B15 2QH
a company limited by guarantee, Company Registration Number 05511503
incorporating a charity administered by a Charity Commissioners Scheme
regulated by The Charity Commissioners for England and Wales
Registered Charity Number 1111892

STATEMENT OF CORPORATE GOVERNANCE

The members of the board of Governors present their report together with the financial statements of The Queen's Foundation for Ecumenical Theological Education for the year ended 31 August 2022. The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a Directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 14 to 16 and comply with the charitable company's memorandum and articles, applicable laws and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" (FRS 102).

President of Governors Introduction

2021-22 was in many ways a more buoyant year than 2020-21, though remained Covid-affected. Some adjustments back towards more face-to-face teaching were possible, although lessons had also been learned about what learning experiences could usefully remain online. The disruptions caused by new Covid variants did mean that it cannot be called a 'return to normal' (old or new), and loss of income through external bookings and conference business was still felt. The staffing changes were, however, fewer and hence more stability was possible. A particular highlight was being able – on June 11th 2022 – to hold the end-of-year celebratory Foundation Event in person, for the first time in three years.

Strategic Plan. The priorities of the (three-year) Strategic Plan agreed in 2020 remain in place: development particularly in the areas of Black Theology, Distance Learning and the capacity-building work with international research students funded by the Partnership in Theological Education (PITE). Covid interrupted in particular the PITE work due to our partners in Rwanda and Sri Lanka not being able to send their student groups to us for the expected three-month stay at Queen's. It was, though, possible to offer online workshops in order to resource the two groups and the partnerships has been able to return to its envisaged structure in September 2022. There was satisfying recruitment to the Centres for Black Theology and Discipleship and Theology although the planned increases in student numbers are expected to happen more from September 2023 as a result of a major publicity initiative from January 2023.

Bursary Funding. We were successful in securing a grant of £100k from the Don and Patricia Marsh Trust in May 2022 which will be matched by Reserves and used from January 2023 to issue a number of major initiatives – focused on a web-site re-launch – to attract new students, especially lay people needing encouragement to dip their toe into the world of theological education, or students unable to secure loan-funding due to having studied a different subject earlier in life.

Partnerships with Churches. Our two key current, formal links with the Church of England and the Methodist Church remain strong and healthy. There has been a dip in student intakes through both channels coming into 22-23 due both to a lingering impact of Covid upon those testing their vocations through the churches' selection procedures and to changes in the discernment processes of the Church of England. It is expected that there will be a higher than usual intake for 2023-4. One task in the immediate future will be explore further the conversations which had begun with Pentecostal denominations about possible formal partnerships.

Research, Publications and Broadcasts (2021-22)

Despite many pressures on their time, academic staff have been active in research and in producing publications. These include:

Dr Dave Allen, 'Paul's Use of Exodus: Appealing to the Wilderness Experience,' in *The Reception of Exodus Motifs in Jewish and Christian Literature*. Edited by Beate Kowalski and Susan Docherty. Vol. 30 of *Themes in Biblical Narrative*. Leiden: Brill, 2021, pp.287-308.

Dr Andrew Hayes, *The Meanings of Discipleship: Being Disciples Then and Now*, co-edited with Stephen Cherry. London: SCM Press 2021.

Prof. Clive Marsh, 'Doing Theology with Nontheological Resources: The *Breaking Bad* Canon, Sin, and the Practice of Cultural Theology' in David K. Goodin and George Tsakiridis (eds.) *Theology and Breaking Bad*. Lanham, Maryland: Lexington Books/Fortress Academic 2022, pp.11-26.

Prof. Nicola Slee, 'Prayer, gender and the body', in Ashley Cocksworth & John C McDowell (eds.), *T & T Clark Handbook of Christian Prayer*. London: Bloomsbury, 2021, pp.649-665.

- *AbbaAmma: Improvisations on the Lord's Prayer*. Canterbury Press, 2022.
- 'Empathy and Immersion as Theological Values' in Pete Ward and Knut Tveitereid (eds.), *The Wiley Blackwell Companion to Theology and Qualitative Research*. Wiley Blackwell, 2022, pp.131-40.

Dr Rachel Starr, 'Borderline: Reading Mark 7.24–30 as a white woman', *Practical Theology*, 15:1-2, 2022, pp.10-22.

Revd Dr Carlton Turner, "Give us Healing Balm: Decolonising Theology Through African Caribbean Eyes," *Crucible: The Journal of Social Ethics*, April 2022, pp.16-23.

- "Deepening the Postcolonial Theological Gaze: Frantz Fanon and the Psychopathology of Colonial Christianity," *Modern Believing*, 62:4, August 2021, pp.340-348.
- "Politics of Change: Independence, Neo-Colonialism, and Race Politics" in *Colorism, Classism and Racism in the Caribbean Context*, eds Mikie Roberts and Nicole Ashwod, WCC Publication (2022).
- Team member for the Research Project "Living Ministry Project of the Church of England: Qualitative Research of Global Majority Heritage/UK Minority Ethnic Clergy in the CofE" (Published as "If it Wasn't for God': A Report on the Wellbeing of Global Majority Heritage Clergy in the Church of England." London: The Archbishops' Council, October 2022).

Academic Staffing changes

Two new members of academic staff joined the team this year: Revd Dr Georgina Byrne joining the Anglican Team as a full-time staff-member in the Centre for Ministerial Formation in September 2021 and Dr Sinwoong Kim beginning a part-time role within the Centre for Research and Global Partnerships in November 2021. A new tutor for the Centre for Black Theology is currently being sought.

Administrative staff changes

Changes within the Professional Services Team included the internal move made by Katie Cooper from a Centre for Ministerial Formation administrative role to the post of Registry Manager, the shift of Nicky Tiwana from a part-time Centre for Ministerial Formation role to a full-time post in the Centre for Black Theology, and the expansion of Kate Knight's responsibilities to take on a range of central administrative tasks within the Foundation in addition to her Ministerial Formation role. We welcomed Elodie Ogoubiyi to a three-year fixed-term post of Marketing Manager in February 2022. Jonathan Bennett left his post as Business Manager in August. This led to re-adjustments in Georgina Bewley's job-role. Georgina is now Campus Manager. Kate Russon joined as Receptionist in August. Though there are still vacancies within the Professional Service Team, not least an Estates Manager to fill the element in Jonathan Bennett's which has not been reconfigured into other roles, the team is working well.

Governing Documents

The Queen's Foundation for Ecumenical Theological Education is a company limited by guarantee governed by its Articles of Association dated 30th June 2014. It is a charity, registered with the Charities Commission under a scheme dated June 2006 and for accounting purposes is unified with the Queen's Foundation for Ecumenical Theological Education, Permanent Endowment Trust, by an Order of the Commission issued on the same date. There are currently thirteen members (Governors).

Appointment of Governors

The governance of the Foundation is the responsibility of the Governors, 4 of whom are nominated and 10 of whom are co-opted. The 4 nominated Governors are nominated respectively by the General Synod of the Church of England, the Council of the Methodist Church (2 members), and the Church of England West Midlands Bishops. Existing Governors serve terms of appointment of 3 years. New appointments and reappointments are made for a term of 3 years. In July 2020 the Governing body resolved to increase its membership from 14 to 16, increasing the number of COOPTED governors from 10 to 12 to allow the governing body to reflect the widening constituency of its students. Governors will seek to recruit to these positions during 2022-3. The remaining Governors are co-opted according to appropriate skills and experience. Lists of suitable nominees are drawn up by the Governors, or a special sub committee appointed by the Governors and approached by the President of Governors to establish their willingness to serve. All appointments are subject to a vote of approval by the Governors for the time being. The Governors serve as directors of the limited company.

Trustee Training

The Foundation arranges periodic training events for Governors.

Organisation

The Governors annually appoint one of their number to act as President of Governors. The Governors have appointed an Audit Committee (formerly the Finance and General Purposes Committee) which in addition to overseeing the Foundation's financial affairs also scrutinises, evaluates and monitors academic quality and the data that is gathered and reported on to assure this. The Committee reports to governors to support them in their responsibilities in both financial and quality matters. The Audit Committee also considers any specific issues referred to it by the Governors from time to time and considers matters of policy and corporate planning, including acting as a nominations committee for Governor appointments. Other committees are appointed by the Governors from time to time to consider such specific matters as may be delegated by the Governors.

Key Management personnel

The day-to-day operations of the Foundation are controlled and monitored by the Leadership Team which is comprised of the Principal, the Academic Dean, the Directors of each of the five Formation and Teaching Centres, the Director of Operations and the Director of Finance. They meet very regularly to discuss current matters affecting all aspects of the Foundation.

Remuneration of academic staff

The remuneration of academic staff is based on the Lichfield scale set out by the Archbishops' Council of the Church of England and this is then subject to increments based on responsibility by individual job description. Pension contributions are made to either the church schemes to whom ordained ministers belong or to the Foundation's defined contribution scheme.

Risk Management & Internal Control

The Governors review the major risks to which the Foundation is exposed and systems have been established to manage these risks. Internal risks of control are minimised by the implementation of procedures for

authorisation and monitoring of transactions, and potential external risks to the future levels of income and the ability to deliver satisfactory tuition to students are addressed by the Leadership team and the Governors on an annual basis.

The Foundation manages risk through preparing internally a risk register which is regularly monitored and presented for review at the thrice-yearly Audit Committee. The primary objectives of the Foundation are kept in view throughout. Financial components are contained within the register..

The major risks facing the Foundation have been identified under the following headings:

- Possibility of financial misfeasance
- Loss of key academic and admin staff – including the Principal
- Withdrawal of student placements by our major Church partners
- Lack of governors with sufficient relevant expertise to sit on Board
- Ensuring satisfactory compliance with the increasingly rigorous Government and other University monitoring processes

Additional risks caused by the global pandemic were added to this list in 2020 and continue to be monitored closely. The Director of Operations keeps watch on government advice and has been attending weekly online briefings.

All these areas are regularly reviewed by the Governors and every effort is made to ensure that the appropriate action is taken to mitigate the potential damage that these risks may give rise to.

This action includes

- a review of systems annually by the auditors and the Audit Committee of the Governors, cheque signatories scrutinising back-up paperwork and segregation of duties wherever possible.
- Regular appraisal and monitoring of recruitment by the Principal, who regularly reports to the Governors, combined with frequent admin staff meetings to identify personnel issues and maintaining satisfactory recruitment levels to ensure staff are fully engaged.
- Development of the website to ensure potential students are fully able to grasp benefits of study at the Foundation combined with active participation by key staff with Methodist Connexional Committees and reviews and processes.
- President and Principal and other governors regularly review Governor constitution and actively seek to identify potential new members of the board both locally and nationwide on an ongoing basis.
- Members of the administration team are provided with suitable staff development to ensure that they are fully aware with compliance procedures and staffing levels within the registry team are regularly reviewed to ensure that the increasing complex reporting requirements are handled well. Software systems are also regularly assessed to maintain adequate reporting and data handling processes.

Objectives and activities

Under its Articles of Association the objects of the Foundation are:

- The provision of part-time and full-time training for ordination within their respective churches for members of such Christian denominations as the governors shall from time to time determine.
- The provision of such forms of theological education and training as the governors shall from time to time determine.
- The promotion of research in theology and related subjects.

The Governors are satisfied that the objectives, as stated, meet the public interest criteria of the Charities Act 2011.

Relationships with the Churches

The fees of candidates for ordained ministry are funded wholly or in part by the Church of England and the Methodist Church. Close working relationships are maintained on a formal basis through the nomination of Governors as described in a previous section of this Report and by the attendance of officers of these Churches at Governors' meetings. Informal contacts between officers of the Churches and the staff of the Foundation are maintained on a continuing basis. The Foundation's ecumenical ethos is also exemplified in the maintenance of relationships with other churches, especially through a partnership with the Wesleyan Holiness Church, relationships with many Pentecostal churches and partnerships with a number of dioceses to provide training for Readers in the Church of England and ongoing development for Methodist probationer and Anglican curates.

Financial Review

The financial statements that follow have been prepared in accordance with the accounting policies set out on page 14 to 16 and comply with the Foundation's governing documents and applicable law. Normal activities resulted in a deficit of £236,604 before changes in investment values.

Investment values fell during the year, with the year-end valuation producing an unrealised loss on investments of £79,086 (2021: profit of £415,147). This was split between unrestricted funds £72,458 and restricted funds of £6,628. There were no sales of investments during the year.

Reserves Policy

The policy of the Governors is to examine the financial situation of the Foundation at regular intervals and create such restricted and designated reserves as seem prudent at that time to meet unavoidable future liabilities. Restricted reserves also include funding donated to the Foundation under terms which require that the resources are identified separately in the institution's accounts.

The free reserves in total amount to £2,680,952 (2021: £3,072,698). Included in this free reserves total are Designated funds amounting to £1,770,664 (including a 6 month operating expense reserve), leaving undesignated free reserves of £910,288.

It is the objective of the Governors to keep free reserves at a sum equal to 6 months unrestricted operating costs of the institution. Other reserves will be used for campus investment to be undertaken, a bursary fund (to match newly found funds) and keeps a disaster fund for emergencies. The reserves will be cautiously and purposefully managed in line with these strategic aims.

The endowment fund owns the leasehold of the campus as its principal asset and both fund and asset are reduced annually in line with depreciation of the leasehold land and buildings. The expectation is that both will be fully written down by the end of the lease in 2062.

Plans for Future Periods

The business plan is reviewed by Governors throughout the year, the financial forecasting updated and further objectives defined and added within the overall scope of a balanced budget.

Governors' Responsibilities

The Governors, who are also the directors of The Queens Foundation for Ecumenical Theological Education for the purpose of company law, are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Governors are required to:

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

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

The Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Provision of information to auditors

Insofar as the Governors are aware:

- there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Foundation's auditors are aware of that information.

Auditors

JW Hinks LLP were appointed auditors during the year and they will be proposed for re-appointment in accordance with section 485 of the Companies Act 2006.

In preparing this report, the governors have taken advantage of the small companies exemption provided by section 415A of the Companies Act 2006.



Rt Revd Paul Bayes
President of Governors

17 November 2022

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE QUEEN'S FOUNDATION FOR ECUMENICAL THEOLOGICAL EDUCATION (REGISTERED NUMBER: 05511503)

Opinion

We have audited the financial statements of The Queen's Foundation for Ecumenical Theological Education (the 'charitable company') for the year ended 31 August 2022 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) and the Higher Education and Research Act (HERA 2017) and the requirements of OfS.

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 2022 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.
- funds from providers for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- the requirements of the OfS's accounts direction have been met.

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 governors' 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 governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors 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 Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors 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 Governors.

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 governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- grant and fee income, as disclosed in the note to the accounts, has been materially misstated.

Responsibilities of governors

As explained more fully in the Statement of Governors' Responsibilities, the governors (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 governors 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 governors 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 governors 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements and discussed the policies and procedures regarding compliance.

Specific areas considered were as follows:

- Enquiring with management and others to gain an understanding of the organisation itself including operations, financial reporting and known fraud or error.
- Evaluating and understanding the internal control system.
- Performing analytical procedures as expected or unexpected variances in account balances or classes of transactions appear.
- Testing documentation supporting account balances or classes of transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected all irregularities including those leading to material misstatements in the financial statements or non-compliance with regulation, even though we have properly planned and performed our audit in accordance with auditing standards.

This 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 misrepresentation.

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. 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.



Peter Smith ACA (Senior Statutory Auditor)
for and on behalf of J W Hinks LLP
Chartered Accountants
and Statutory Auditors
19 Highfield Road
Edgbaston
Birmingham
B15 3BH

Date: 17 November 2022

**STATEMENT OF FINANCIAL ACTIVITIES (inc INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31st AUGUST 2022**

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2022 Total £	2021 Total £
INCOME						
Tuition Fees & Accommodation Charges	12	1,772,081	179,175	-	1,951,256	1,807,211
Investment Income	3	82,759	3,805	-	86,564	83,106
Grants and Donations	4	28,129	127,265	-	155,394	122,952
Other Income	13	3,680	30,288		33,968	34,347
TOTAL INCOME		1,886,649	340,533	-	2,227,182	2,047,616
EXPENDITURE						
Charitable activities Costs of Providing Education	14	2,156,065	215,548	92,173	2,463,786	2,153,524
TOTAL EXPENDITURE		2,156,065	215,548	92,173	2,463,786	2,153,524
NET INCOME/(EXPENDITURE) before gains/losses		(269,416)	124,985	(92,173)	(236,604)	(105,908)
Unrealised gains on investments	5	(72,458)	(6,628)	-	(79,086)	415,147
Realised gains on investments	5	-	-	-	-	-
NET INCOME/(EXPENDITURE) being net movement in funds		(341,874)	118,357	(92,173)	(315,690)	309,239
Reconciliation of funds:						
Funds brought forward at 1st September 2021		4,374,884	828,705	332,003	5,535,592	5,226,353
Funds carried forward at 31st August 2022	8,9,10	4,033,010	947,061	239,830	5,219,901	5,535,592

All income and expenditure derive from continuing activities.

BALANCE SHEET AS AT 31st AUGUST 2022
COMPANY NUMBER 05511503

	Note	2022 £	£	2021 £	£
FIXED ASSETS					
Tangible Assets	2	2,011,746		2,107,773	
Investments	5	2,912,914		2,978,731	
			4,924,660		5,086,504
CURRENT ASSETS					
Debtors	6	202,519		399,122	
Short term Deposits		5,757		5,757	
Bank and Cash in hand		233,972		175,312	
		442,248		580,191	
CREDITORS					
Amounts falling due within 1 year	7	(147,007)		(131,103)	
NET CURRENT ASSETS			295,241		449,088
TOTAL ASSETS LESS CURRENT LIABILITIES			5,219,901		5,535,592
NET ASSETS			<u>5,219,901</u>		<u>5,535,592</u>
CHARITY FUNDS					
Endowment			239,830		332,003
Restricted	8		947,061		828,705
Unrestricted (inc Designated Funds)	10		4,033,010		4,374,884
TOTAL CHARITY FUNDS			<u>5,219,901</u>		<u>5,535,592</u>

The notes on pages 14 to 29 form part of these financial statements.

These financial statements were approved by the Board of Governors on 17 November 2022 and are signed on their behalf by:



Rt Revd Paul Bayes - President of Governors

The Queen's Foundation For Ecumenical Theological Education

Statement of cashflows for year to 31 August 2022

	Note	2022 £	2021 £
Net Cashflow from operating activities	20	<u>149,992</u>	<u>(48,978)</u>
Property funds			
Payments to acquire fixed assets		(164,626)	(157,381)
Payments to acquire investments		(13,269)	(12,484)
Receipts from sales of investments		-	-
Interest received		86,564	83,106
Net cash flow from investing activities		<u>(91,331)</u>	<u>(86,759)</u>
Net increase/(decrease) in cash and cash equivalents		58,661	(135,737)
Cash and cash equivalents brought forward:		181,069	316,806
Cash and cash equivalents at year end:		<u>239,729</u>	<u>181,069</u>
Cash and cash equivalents consists of:			
Cash at bank and in hand		233,972	175,312
Short term deposits		5,757	5,757
Cash and cash equivalents:		<u>239,729</u>	<u>181,069</u>

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST AUGUST 2022

I ACCOUNTING POLICIES

a General information and basis of preparation

The Queen's Foundation For Ecumenical Theological Education is a charity limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are the provision of theological education and training and the promotion of research in theology and related subjects.

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, with the exception of investments which are included at market value.

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

The financial statements are prepared on a going concern basis under the historical cost convention.

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.

b Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Endowment funds represent grants, donations and legacies where the income may be used for general purposes but the capital must be retained.

c Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charitable company earns the right to consideration by its performance. Where income is received in advance of performance it is treated as deferred income and included within creditors.

d Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

e Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Land & Buildings - Leasehold	Nominal £10,000 for expiration of lease 4% on cost of major extensions and building works 10% on cost of refurbishments
Heating & plant	20% of cost
Motor vehicles	25% on cost written down to a minimum of £1
Audio visual equipment	33% on written down value or subsequent cost
Mowers & garden equipment	20% - 33% on cost
Computers	33% on cost
All other furniture & equipment	20% - 33% on written down value

f Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

g Stocks

All sundry food and materials are written off in the year of purchase.

h Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

i Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

j Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets if required. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method. Actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

k Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

l Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.



2 TANGIBLE FIXED ASSETS

Cost	Long Leasehold			Total £
	Land & Buildings £	Furniture & Equipment £	Heating & Plant £	
Balance at 1st September 2021	4,741,132	599,594	263,666	5,604,392
Additions	28,956	115,473	20,197	164,626
Disposals	-	-	-	-
Total cost at 31 August 2022	4,770,088	715,067	283,863	5,769,018
Accumulated depreciation				
Balance at 1st September 2021	2,795,068	540,284	161,265	3,496,618
Charge for the year	187,825	53,771	19,057	260,653
Disposals	-	-	-	-
Total depreciation at 31 August 2022	2,982,893	594,055	180,322	3,757,271
Net book value				
At 31st August 2022	1,787,195	121,011	103,541	2,011,746
At 31st August 2021	1,946,064	59,309	102,401	2,107,773

3 INVESTMENT INCOME

	2022 £	2021 £
Interest - Investment funds	56,300	54,246
Interest - Property funds	16,276	15,576
Interest - Fixed Interest Securities	673	753
Interest on cash deposits	46	48
Interest reinvested	13,269	12,484
	86,564	83,106

Of the above, £82,766 was unrestricted (2021: £79,403) and £3,805 was restricted (2021: £3,666).

4 GRANTS AND DONATIONS

	2022 £	2021 £
HMRC Job Retention Scheme	-	13,259
The Donald & Patricia Marsh Charitable Trust	100,000	-
Archbishops' Council	24,000	76,000
Methodist Diaconal Order	10,000	10,000
Queen's Methodist Chaplaincy Donation	8,000	8,000
St Augustine's Foundation	-	9,260
St John's College	-	3,144
Anonymous	7,408	-
St Boniface Trust (Mission)	2,786	-
Seedcorn Grant	1,750	-
United Friends of Queens	-	759
Other donations £1,000 or less	1,450	2,530
	<u>155,394</u>	<u>122,952</u>

Of the above, £28,129 was unrestricted (2021: £82,433) and £127,265 was restricted (2021: £40,519).

5 FIXED ASSET INVESTMENTS

	2022 £	2021 £
Market value brought forward	2,978,731	2,551,100
Dividends received and reinvested	13,269	12,484
Purchase of Investments	-	-
Sale of Investments	-	-
Profit on sale/redemption of investments	-	-
Net unrealised profit on revaluation	(79,086)	415,147
Closing market value	<u>2,912,914</u>	<u>2,978,731</u>
Historical cost at 31st August:	<u>1,003,229</u>	<u>1,002,444</u>

The investments comprise of a portfolio of funds managed by CCLA Investment Management Ltd.

	2022 £	2021 £
Investments at market value comprise:		
Investment fund income shares	2,503,001	2,611,199
Property funds	387,564	341,387
Fixed interest securities fund income shares	22,349	26,145
	<u>2,912,914</u>	<u>2,978,731</u>



6 DEBTORS

	2022 £	2021 £
Debtors	127,052	305,467
Other Debtors	75,467	93,655
	<u>202,519</u>	<u>399,122</u>

7 CREDITORS - AMOUNTS DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade Creditors	85,900	61,938
Other Creditors	11,271	10,207
Tax & Social Security	20,386	18,069
Accruals & deferred income	29,450	40,888
	<u>147,007</u>	<u>131,103</u>

Included within other creditors is £9,614 (2021: £6,953 held on behalf of third parties. These funds are included within investments and bank.

8 RESTRICTED FUNDS

	Balance	Movement in Funds		Transfers In	Balance
	01/09/21	Incoming	(Expenditure)	/ (Out)	31/08/22
	£	Resources	& Gains		£
		£	£		
Consolidated Fund	142,838	3,805	(6,628)	-	140,015
Methodist Building Grants:					
Library Extension	218,333	-	(22,118)	-	196,215
New Building Refurbishment	81,600	-	(6,800)	-	74,800
Heating overhaul	173,650	-	(24,807)	-	148,843
Mission Centre Fund	57,530	-	-	-	57,530
Principals Discretionary Fund	4,300	-	(10)	-	4,290
OFS	-	30,288	(30,288)	-	-
MEET	27,118	-	(12,005)	-	15,113
P'ship in Theological Education	114,075	179,175	(83,945)	-	209,305
HMRC JRS	-	-	-	-	-
Methodist Chaplaincy	-	8,000	(8,000)	-	-
St Augustine's Fdn	9,260	-	(9,260)	-	-
Seedcorn	-	1,750	(800)	-	950
The Donald & Patricia Marsh	-	100,000	-	-	100,000
Charitable Trust	-	-	-	-	-
Methodist Diaconal Order	-	10,000	(10,000)	-	-
Other	-	7,515	(7,515)	-	-
	<u>828,705</u>	<u>340,533</u>	<u>(222,176)</u>	<u>-</u>	<u>947,061</u>

The Consolidated Fund is an amount held in investments which is available at the joint discretion of the Principal and Director of Finance to secure student protection.

The Methodist Library Fund provided for the extension of the existing library to house the book collection of the Selly Oak Centre for Mission Studies.

The New Building grant represents part cost of the refurbishment of living accommodation for international mission students.

The Mission Centre Fund comprises a share of the funds released by the winding up of the Selly Oak Colleges Endowment Fund and are available for appropriate projects.

The Principal's Discretionary Fund consists of a deposit and bank accounts set aside to support the living costs of needy students.

	COMPARATIVE FOR RESTRICTED FUNDS				
	Balance	Movement in Funds			Balance
	01/09/20	Incoming	(Expenditure)	Transfers	31/08/21
	£	Resources	& Gains	In / (Out)	£
Consolidated Fund	140,221	3,666	21,438	(22,487)	142,838
Methodist Building Grants:					
Library Extension	240,451	-	(22,118)	-	218,333
New Building Refurbishment	88,400	-	(6,800)	-	81,600
Heating overhaul	198,457	-	(24,807)	-	173,650
Mission Centre Fund	57,530	-	-	-	57,530
Principals Discretionary Fund	4,594	6	(300)	-	4,300
OFS	-	31,660	(31,660)	-	-
MEET	27,368	-	(250)	-	27,118
P'ship in Theological Education	40,237	132,575	(58,737)	-	114,075
HMRC JRS	-	13,259	(13,259)	-	-
Methodist Chaplaincy	-	8,000	(8,000)	-	-
St Augustine's Fdn	-	9,260	-	-	9,260
Methodist Diaconal Order	-	10,000	(10,000)	-	-
	<u>797,258</u>	<u>208,426</u>	<u>(154,493)</u>	<u>(22,487)</u>	<u>828,705</u>

9 ANALYSIS OF NET ASSETS BETWEEN FUNDS YEAR ENDED 31 AUG 2022

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	1,352,058	419,858	239,830	2,011,746
Investments	2,772,899	140,015	-	2,912,914
Current Assets	55,060	387,188	-	442,248
Creditors - Within one year	(147,007)	-	-	(147,007)
	<u>4,033,010</u>	<u>947,061</u>	<u>239,830</u>	<u>5,219,901</u>

NOTE : The Endowment Fund includes grants repayable on the dissolution of the College to :

The Central Board of Finance of the Church of England	129,230
The Trustees for Methodist Church Purposes	110,600
	<u>239,830</u>

The Restricted Fund includes grants repayable on the dissolution of the College to :

The Trustees for Methodist Church Purposes	<u>497,450</u>
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COMPARATIVE FOR ANALYSIS OF NET ASSETS BETWEEN FUNDS 2020-2021

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Tangible Fixed Assets	1,302,187	473,583	332,003	2,107,773
Investments	2,835,893	142,838	-	2,978,731
Current Assets	367,908	212,283	-	580,191
Creditors - Within one year	(131,103)	-	-	(131,103)
- After one year	-	-	-	-
	4,374,885	828,705	332,003	5,535,592

10 UNRESTRICTED FUNDS

Designated Funds

	Balance 01/09/21 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/22 £
AD 2062 Stephen Lloyd Fund	670,897	13,269	-	-	-	684,166
Research Fund	86,498	-	-	-	-	86,498
Operating expense reserve	1,000,000	-	-	-	-	1,000,000
	1,757,395	13,269	-	-	-	1,770,664

The AD2062 Stephen Lloyd Fund was set up to provide resources for the renewal of the lease in 2062.

The Operating Expense Reserve was created following the Governors review of reserves policy in 2020/21 to set aside reserves to cover approx 6 months operating expenses in line with recommended practise.

The Research Fund was set up when the assets of the Research Fellowship Trust were transferred to the Foundation and is created to support the objectives of research and research fellowships.

Unrestricted Funds

	Balance 01/09/21 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/22 £
Designated funds	1,757,395	13,269	-	-	-	1,770,664
Unrestricted funds	2,617,489	1,873,380	(2,156,065)	(72,458)	-	2,262,346
	4,374,884	1,886,649	(2,156,065)	(72,458)	-	4,033,010

Comparatives for Designated Funds

	Balance 01/09/20 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/21 £
AD 2062 Stephen Lloyd Fund	658,413	12,484	-	-	-	670,897
Research Fund	86,498	-	-	-	-	86,498
Operating expense reserve	-	-	-	-	1,000,000	1,000,000
Church Workers' Pension Fund Liability	195,531	-	-	-	(195,531)	-
	940,442	12,484	-	-	804,469	1,757,395

Comparatives for Unrestricted Funds

	Balance 01/09/20 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/21 £
Designated funds	940,442	12,484	-	-	804,469	1,757,395
Unrestricted funds	3,064,384	1,826,706	(1,885,328)	393,709	(781,982)	2,617,489
	4,004,826	1,839,190	(1,885,328)	393,709	22,487	4,374,884

11 A CURRENT YEAR 12 MONTHS AND PRIOR YEAR 12 MONTHS COMBINED POSITION IS AS FOLLOWS:

	Movement in Funds				Balance 31/08/22 £
	Balance 01/09/20 £	Incoming Resources £	(Expenditure) & Gains £	Transfers In / (Out) £	
Consolidated Fund	140,221	7,471	14,810	(22,487)	140,015
Methodist Building Grants:					
- Library Extension	240,451	-	(44,236)	-	196,215
- New Building Refurbishment	88,400	-	(13,600)	-	74,800
- Heating overhaul	198,457	-	(49,614)	-	148,843
Mission Centre Fund	57,530	-	-	-	57,530
Principals Discretionary Fund	4,594	6	(310)	-	4,290
OFS	-	61,948	(61,948)	-	-
MEET	27,368	-	(12,255)	-	15,113
Partnership in Theological Education	40,237	311,750	(142,682)	-	209,305
HMRC JRS	-	13,259	(13,259)	-	-
Methodist Chaplaincy Donation	-	16,000	(16,000)	-	-
St Augustine's Foundation	-	9,260	(9,260)	-	-
Seedcorn	-	1,750	(800)	-	950
The Donald & Patricia Marsh Charitable Trust	-	100,000	-	-	100,000
Methodist Diaconal Order	-	20,000	(20,000)	-	-
	797,258	541,444	(369,154)	(22,487)	947,061



UNRESTRICTED FUNDS

Designated Funds

	Balance 01/09/20 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/22 £
AD 2062 Stephen Lloyd Fund	658,413	25,753	-	-	-	684,166
Research Fund	86,498	-	-	-	-	86,498
Six months operating expenses	-	-	-	-	1,000,000	1,000,000
Church Workers' Pension Fund Liability	195,531	-	-	-	(195,531)	-
	<u>940,442</u>	<u>25,753</u>	<u>-</u>	<u>-</u>	<u>804,469</u>	<u>1,770,664</u>

Unrestricted Funds

	Balance 01/09/20 £	Incoming Resources £	Resources Expended £	Gains, (Losses) & Allocations £	Transfers £	Balance 31/08/22 £
Designated funds	940,442	25,753	-	-	804,469	1,770,664
Unrestricted Funds	3,064,384	3,700,087	(4,041,393)	321,251	(781,982)	2,262,346
	<u>4,004,826</u>	<u>3,725,840</u>	<u>(4,041,393)</u>	<u>321,251</u>	<u>22,487</u>	<u>4,033,010</u>

12 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2022 £	2021 £
Student Fees		
Centre for Ministerial Formation	841,517	910,573
Centre for Black Theology	76,803	57,997
Centre for Discipleship Theology	98,670	110,165
Centre for Continuing Ministerial Education	69,220	52,413
Partnership in Theological Education	179,175	132,575
Research	82,432	35,033
	<u>1,347,817</u>	<u>1,298,756</u>
Accommodation Charges		
Accommodation	485,459	482,950
External Rents in	19,139	24,703
Conferences, guests etc.	98,841	801
	<u>603,439</u>	<u>508,455</u>
Total Fees & Accommodation Charges	<u>1,951,256</u>	<u>1,807,211</u>



13 OTHER INCOME

	2022 £	2021 £
OFS Income	30,288	31,660
Sundry Income		
Teaching & Learning	-	350
Campus Sundry Income	3,680	2,337
	<u>33,968</u>	<u>34,347</u>

14 ANALYSIS OF CHARITABLE EXPENDITURE

	2022 £	2021 £
Academic & Library Costs	1,103,768	1,046,339
Disabled Student Expenditure (Reimbursed)	4,145	13,691
Administrative Costs (excluding Governance)	454,898	410,099
Catering Costs	197,357	100,091
Domestic Costs	67,875	43,969
Premises Costs	611,605	517,677
Governance Costs	24,139	21,657
	<u>2,463,786</u>	<u>2,153,524</u>

15 GOVERNANCE COSTS

	2022 £	2021 £
Salaries - operational staff	17,539	15,217
Audit fee	6,600	6,440
Auditors non audit fees	-	-
	<u>24,139</u>	<u>21,657</u>

16 STAFF EMOLUMENTS

	2022 £	2021 £
Salary Costs	990,831	933,597
National Insurance	74,917	70,902
Pension Costs	119,966	109,292
	<u>1,185,714</u>	<u>1,113,792</u>

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2022 FTE	2022 Number	2021 FTE	2021 Number
Academic and Library	20.2	24.1	17.7	24.8
Administrative and Others	9.1	13.0	8.7	12.8
	<u>29.3</u>	<u>37.1</u>	<u>26.4</u>	<u>37.6</u>

The total amount of employee benefits received by key management personnel is £199,535 (2021: £178,912).

	2022	2021
Number of staff receiving basic salary per annum between £100,000 - £104,999	-	-

PRINCIPAL'S SALARY

All figures below are for the Principal, Clive Marsh.

The head of the Foundation is the highest paid member of staff and receives the following amount, as set by the "Lichfield Scale" national Academic Staff and Benefit Scale:

	2022 £	2021 £
Basic Salary	32,304	32,196
Payments in lieu of pension contributions	-	-
Dividends	-	-
Performance Related Pay	-	-
Pension Contributions	4,505	4,468
Salary Sacrifice Arrangements	-	-
Compensation for loss of Office	-	-
Any other pension scheme costs	-	-
Other taxable benefits:		
Book Allowance	776	768
Travel Allowance	2,043	2,043
Governors' Discretionary Payment	7,500	7,500
Responsibility Point Payment (based on the number of staff in addition to the Principal)	3,167	3,167
Other non-taxable benefits:		
On-site Accommodation	9,427	9,427
Other remuneration:		
Eg sabbatical payments	-	-

The total remuneration package for the Principal is in line with that offered to all principals of Anglican Training institutions and in line with national pay scales for Anglican clergy.

The head of the providers basic salary is 1.1 times (2021: 1.2x) the median pay of all staff, where the median pay is calculated on a full-time equivalence basis for the salaries paid by the provider to its staff.

The head of the providers total remuneration is 1.6 times (2021: 1.9x) the median total remuneration of staff where the median pay is calculated on a full-time equivalence basis for the salaries paid by the provider to its staff.

The total amount paid across the provider for 2021-22 for loss of office is £8,000 (2021: £nil). The number of people for whom this is applied is: 1 (2021: 0).

17 AUDITORS REMUNERATION

	2022 £	2021 £
The auditors remuneration is comprised of: -		
Audit Fees	6,600	6,440
Other Services	-	-
	6,600	6,440

18 TRUSTEES REMUNERATION

Trustees received £298 for the reimbursement of travelling expenses during the year (2021: £nil)

No trustee received any remuneration during the year (2021: £nil).

19 FINANCIAL COMMITMENTS

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than one year	12,602	12,844
Later than one and not later than five years	29,366	4,212
Later than five years	-	-

20 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income/(expenditure) for the year	(315,690)	309,239
Interest receivable	(86,564)	(83,106)
Depreciation and impairment of tangible fixed assets	260,653	280,798
(Gains) on investments	79,086	(415,147)
(Increase) / decrease in debtors	196,603	(80,998)
Increase / (decrease) in creditors	15,904	(59,765)
Net cash flow from operating activities	149,992	(48,978)

21 PENSION COSTS

The Foundation contributes to non-contributory defined benefit schemes operated by the Church of England for ordained clergy (CEFPS) and non ordained employees (CWPF). Where appropriate the Foundation also contributes to the Methodist Ministers Pension Fund (MMPF), which is also a defined benefit scheme. For staff not covered in the above arrangements a stakeholder (defined contribution) pension scheme is operated with Aviva.

During the year the Foundation's contributions were:

	2022 £	2021 £
CEFPS	43,819	29,472
CWPF	12,958	21,019
MMPF	-	-
Aviva	63,188	57,650
	119,965	108,141

All three of the defined benefit schemes in place are accounted for as defined contribution schemes because sufficient information is not available to use defined benefit accounting.

CEFPS

The Foundation participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies.

Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year (2021/22: £43 819, 2020/21: £29,472).

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out at as 31 December 2018. The 2018 valuation revealed a deficit of £50m, based on assets of £1,818m and a funding target of £1,868m, assessed using the following assumption

- An average discount rate of 3.2% p.a.;
- RPI inflation of 3.4% p.a. (and pension increases consistent with this);
- Increase in pensionable stipends of 3.4% p.a.;
- Mortality in accordance with 95% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2018 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter" of 7 and an initial addition to mortality improvements of 0.5% pa.

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below.

% of pensionable stipends	January 2018 to December 2020	January 2021 to December 2022
Deficit repair contributions	11.9%	7.1%

As at 31 December 2019, 31 December 2020 and 31 December 2021 the deficit recovery contributions under the recovery plan in force were as set out in the above table.

For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

The legal structure of the scheme is such that if another Responsible Body fails, Queen's College Birmingham could become responsible for paying a share of that Responsible Body's pension liabilities.

At the latest valuation on 31 December 2021, contributions were changed to a rate equivalent to 28% of stipends.

CWPF

The Foundation participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014.

Pension Builder Scheme:

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2022: £12,958, 2020: £21,019).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the Foundation could become responsible for paying a share of the failed employer's pension liabilities.

MMPF

Queen's staff who were members of the MMPF scheme were transferred out of Queen's payroll in the year ending 31 Aug 2020 and so no payments are made into the MMPF this year or are expected in future years.

22 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member liability is limited to a maximum of £1.

As at 31st August 2022 there were 6 members of the charitable company (2021: 9)

23 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 August 2022.

24 POST BALANCE SHEET EVENTS

These financial statements have been prepared on a going concern basis, the validity of which is dependent upon the Charity being able to continue to operate if further Covid style events take place. At the present time there are still many unknown variables which makes forecasting the future results and impact on the Charity challenging. The trustees recognise that the current situation is uncertain but they have considered the position of the Charity both at present and for the next 12 months given the current information available.

The Charity has a strong balance sheet and forecasts have been prepared and reviewed for the next 12 months which consider the trading and cashflow impacts of possible implications from the current situation.

We are in regular communication with our stakeholders to understand their position and this information has been used in preparing and reviewing the forecasts. We have implemented plans to reduce costs where necessary and maximise appropriate income opportunities.