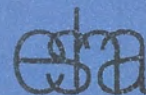


APPROVED
FINANCIAL REPORT 2022



European School
Heads Association
European School Heads Association
P.O. Box 1003
3500 BA UTRECHT
THE NETHERLANDS



European School
Heads Association

Introduction

This is ESHA

ESHA, the European School Heads Association, is a professional organization for European School Heads. Members of ESHA are national organisations for school heads and deputy school heads within (pre-) primary, secondary and vocational education. Nearly all European countries (both EU and non-EU) are represented within ESHA by one or more organisations.

ESHA is an international community in which experiences, visions and views between members are exchanged and in which new ideas are born. ESHA connects school leaders, researchers and policy makers with the collective aim to learn from each other and improve education.

About this report

This report is the financial report from the European School Heads Association and summarizes the financial results in 2022. The European School heads Association is based in Utrecht, The Netherlands and therefore, this report has been drafted in accordance with the Dutch regulations for financial reports for small associations.

In 2022, the impact of the global Covid 19 epidemic has still influenced ESHA's operations. Due to the epidemic, the ESHA Biennial conference that originally should take place in October 2020 has taken place in May 2022. The financial results were historically low because the number of visitors was staying behind on what could be expected in normal editions. Project payments and direct costs from projects have been higher than foreseen, because of overspend and payment obligations resulting from the past years on top of the regular expected costs for 2022. Liabilities are all paid, so no creditors are left at the end of 2022. During 2022 several new projects have started where ESHA is responsible for research, participations and dissemination. As a result, project incomes have increased, but also the corresponding costs. ESHA project income ended up higher than the prognosed incomes. Per 1-1-2022 ESHA has a new director. From January until December the staff of ESHA has grown in line with the (new) activities.

On 15 February 2023, after additional questions and clarifications by the director, this report has been approved by the scrutiny committee of the European School Heads Association. This report is presented for approval to the ESHA General Assembly on 25 -4-2023 and is approved.

This report is compiled for reporting purposes to partner organisations and ESHA members.

This report is drawn by Petra van Haren, Director. Utrecht, 31-12-2022 and presented at 22-2-2023 in the board meeting.

This report is signed for by Petra van Haren, Director. Utrecht , 23-2- 2023



Petra van Haren



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Content

Introduction

Page 1

Content

Page 2

Financial results 2022

Page 3

About the financial results

Page 3

Balance 31 December 2022

Page 5

Details about the financial position

Page 5

Financial results 2022

European School Heads Association Budget and Results 31-12-2022

	Actuals 2020	Budget 2021	Actuals 2021	Budget 2022	Actuals 2022
Income					
Membership fees	49534	50000	45086	48720,8	49660
Income from Interest	58	-200	0	0	0
Income ESHA Biennial conference	0	5000	0	15.000	8408
Income from Projects	213806	192000	205755,44	300000	364558
Costs					
Payments from projects	0	0	0	-265000	-291856
Direct costs from projects	-7776	-7500	-13071	-35000	-88779
Bankcosts	-257	-250	-396	-400	-457
Officecosts	-600	-500	-3753	-3750	-3165
Accountancy costs	-1868	-2000	-4059	-2000	-1610
General Assembly costs	-6860	-8000	-418	-7000	-3370
ICT costs	-3517	-4000	-1887	-2500	-3728
Legal costs				-1000	-1261
Insurrance costs				-1000	-1261
Supporting organisations Fees	-750	-750	-750	-750	-750
Expenses Office employees	-10455	-11000	-5278	-6500	-6879
Taxes	-86333	-73000	-63240	-65000	-48539
Magazine costs	-4408	-3250	-3274	-3250	-953
Expenses Boardmembers/boardmeetings	-2677	-2500	-697	-2500	-10856
Salarycosts	-137206	-125000	-139407	-160000	-177355
Regional conferences	0	-2500	0	0	0
SURPLUS/DEFECIT	-691	-6550	-14611	191929	225862
GEM received in 2022 and booked in 2021				0	-5535
R4corr. Booked in 2021					-2134
Total	0	0	0	0	0

ABOUT THE FINANCIAL RESULTS:

Surplus/Deficit

In 2022, the European School Heads Association has generated a deficit of 225.862 EUR. This is mostly caused by the high amount of project payments and the salary costs while the incomes from membership fees and the project incomes were insufficient to cover this. In the previous years project payments have not been visible in the exploitation (they mainly concern the cashflow from ESHA being coordinator receiving and transferring money on behalf of a consortium → 'going in/going out'), so this is a deviation to reporting in previous years. The project income also contains this 'going in/ going out' amounts. In 2022 the income from the (postponed) Biennial conference was half of the prognoses because of the small scale of it after Covid due to an unusually low number of participants. The deficit has been added to the financial reserves and short term expected project income is visible at the balance as debtors.

Income

In 2022, Income from projects has increased from 205.755 EUR in 2021 to 364.558 EUR and was near 65.000 EUR more than budgeted. In 2022 ESHA participated in 13 projects that addressed topics like inclusion, transformation of digitalisation, hybrid integration, open schools, STEAM education and professional development for school leaders. ESHA was coordinator of the European Educational Policy Network (EEPN) and is coordinator of the MicroVET project on micro credentials. Income from membership fees has increased slightly, although ESHA has written off 2030 EUR of unpaid membership fees over 2022 (these members will be disbarred). The income from the Biennial conference was 8408 EUR significant less than budgeted.

Costs

In 2022, the global Covid 19 epidemic has still significantly influenced ESHA's operations, the first half year lockdowns and measures were build down in Europe, but a lot of activities and meetings still did not take place, were digital or blended. ESHA has rebuild its staff in accordance with the ongoing projects and newly started projects. There have been extended projects where work that should have been done in 2021 was carried out in 2022. The bigger part of the income from these projects was received in the previous years. There have been significant direct costs of projects, in relation with the catching up of the (extended) projects, that was not budgeted for in 2022 and which were insufficient foreseen. On December 31st, 2022, the European School Heads Association employed 9 staff members. This was in line with the growth of projects but has led to the higher amount of salary costs.

Variances explained

In 2022, Income from projects were significantly increased in comparison with 2020 and 2021. So were the payments from projects, the direct costs from projects and the salary costs. From a financial perspective, the reported revenue is negative.

At the beginning of 2022 there was not a budget plan and a concrete prognoses for ESHA at hand, so the new director has budgeted at the best of her knowledge, but sometimes with a guess on the expected figures. This led to several deviations in the actual incomes and costs. The General Assembly costs were lower than budgeted, ICT costs, legal costs and insurance costs were higher. ESHA has updated her statues, which caused extra legal costs. Taxes were less, but there is still an amount of 11.500 EUR to be paid over 2022 in 2023 (see balance). Expenses of board meetings were higher than budgeted. A physical board meeting means 5 board members plus a secretary flying in and staying 1 night, at an average of 750 EUR per person per meeting this means that a board meeting costs about 4500 EUR. The board meetings at the expenses of ESHA were combined with the General Assembly meetings, so that caused minimal extra costs.

Almost all costs categories were forecasted correctly. The rent of the ESHA office is part of the office costs. ESHA rents her office at AVS in the Netherlands for 1000 EUR per year.

Balance

Financial position per December 31st, 2022

	Assets		Liabilities	
	January 1, 2022	December 31st, 2022	January 1, 2022	December 31st, 2022
Bank	385296	166628		
Hardware	717	0		
Debtors	4030	69445		
Reserves			89687	69675
Provisions			20361	56518
Creditors			27347	0
Prepayments			252648	109880
Total	390043	236073	390043	236073

DETAILS ABOUT THE FINANCIAL POSITION

Financial position

The financial reserve (69.675) has decreased as a result of the negative exploitation plus paying creditors, so it is the sum of the reserve at January 1th 2022+ the deficit over 2022; there are no long term liabilities and no creditors. One can conclude that the financial position of ESHA is sufficient.

Debtors

The balance includes Debtors. They are the expected payments on short term for projects that are finished and where the final reports are in processing.

Provisions

The balance includes Provisions for expected mal payments (45.000 EUR) for a not (yet) successfully concluding of a project, and expected taxes over October (4.018) and December 2022 (7.500 EUR).

Prepayments

On December 31st 2022, the European School Heads Association participated in 13 European Commission co-funded projects (some in an extended stage because of Covid 19). The prepayments is the balance of payments received by the European Commission and other European partners to finance future project expenditures. The amount of 109.880 EUR therefor represents a short term liability (2023-2024).