

Registered number: CE012734
Charity number: 1176374

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

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RECONCILING LEADERS NETWORK

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CIO, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2020

Trustees	Mr Ken Costa (Chairman) Mrs Clare Chapman Mr Peter Chapman (resigned 14 May 2019) Canon Sarah Snyder (appointed 29 October 2019) Mrs Fatima Wesson (appointed 7 February 2020)
Company Secretary	Mrs Rebecca Stewart
Charity registered number	1176374
Registered office	Lambeth Palace Lambeth Palace Road London SE1 7JU
Accountants	Charity Accounting Services B108 Trident Business Centre 89 Bickersteth Road London SW17 9SH
Independent Examiners	Crowe U.K. LLP St. Bride's House 10 Salisbury Square London EC4Y 8EH
Bankers	Barclays 99 Hatton Gardens EC1N 8DN
Solicitors	Hunters 9 New Square Lincoln's Inn London WC2A 3QN

RECONCILING LEADERS NETWORK

(A charitable incorporated organisation)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2020

The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Directors' Report, together with the financial statements of RLN for the year ended 31 March 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is constituted as a Charitable Incorporated Organisation. Its governing document is its memorandum and articles of association.

Organisational structure

Governance: The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and a trustee induction process for new Trustees. On-going training is made available to Trustees as required.

Management and administration: RLN is administered by Rebecca Stewart (Goldstar Partners). Goldstar Partners provide charity office administration services and company secretarial duties under a contract with RLN. Charity Accounting Services provide book-keeping and accounting services to RLN.

The principal risk facing RLN is the uncertainty created by Covid-19, both operationally and financially. The pandemic has significantly changed the activity of the RLN team: face-to-face training for facilitators has been postponed and new digital delivery has been developed. There is also uncertainty regarding the level of future grants from the Lambeth Trust given the economic downturn.

ACHIEVEMENT AND PERFORMANCE

The vision of the Archbishop of Canterbury's Reconciliation Ministry is for the church to be a reconciling presence in the midst of conflict. RLN's purpose is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society, for the public benefit, both internationally and nationally.

During 2019, the Reverend Canon Flora Winfield was appointed as the Archbishop's Advisor for Reconciliation and the de facto CEO of RLN.

During this period, the RLN team have focused on developing the 'Difference' course, evaluating its effectiveness, training hosts to deliver the resource, and launching a digital platform.

1. Resource development and evaluation

After an encouraging initial pilot in early 2019, the resource was piloted with a further 15 church groups and 281 participants - comprising an ecumenically, ethnically and socio-demographically diverse selection of churches. This tested the course's applicability across different contexts.

Following this second pilot, the course material underwent an editing process and the host training resources were refined and developed. The full cohort of resources (session guides, host guide and participant guide) were professionally designed and implemented for the Autumn 2019 distribution pilot.

At each stage in our resource development, qualitative and quantitative feedback has been gathered, enabling us to review and refine our approach. Quantitative feedback has focused on analysing behavioural and attitudinal change specifically looking at how confident people feel before and after the course in putting reconciling habits into practice. Qualitative feedback evaluated testimonies from those who have run the course and the extent to which they have since been able to develop a more reconciling stance towards others.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2020

2. Training and delivery

Between September 2019 and Feb 2020, there were two key objectives for training: 1) training 100 host churches to deliver the material during the distribution pilot; and 2) raising up a cohort of trainers.

In the Autumn distribution pilot, 184 facilitators were trained over 7 regional training days, representing 130 churches, chaplaincies and missional communities. In Feb 2020, the RLN team hosted the first Train the Trainer event, training a cohort of 8 trainers to deliver training days.

In addition to the UK-focused training and delivery, the team trained 30 US leaders, via video-conferencing, to be hosts and to run international pilots of the course in Texas.

3. Difference website launch

This period saw the launch of the Difference website, www.difference.rln.global. This platform allows people to find out more about the course, to register for training events online, and to join the movement. It also includes a dashboard of downloadable resources which allow course hosts to access key materials. A monthly e-resource was also launched to equip and inspire through stories of reconciliation, written reflections and news updates.

FUTURE PLANS

The next financial year will focus on the following two areas of development and growth:

1. Raise the profile and extend the reach

The development of RLN's social media presence through a comprehensive strategy, building on the regular monthly e-resource, webinars and networks of church leaders to grow a movement of reconcilers.

2. Equip the movement and resource interest

The development of an online training programme for course facilitators, leveraging both live (e.g. webinars) and static (e.g. recorded tutorials) methods. Due to Covid-19, this project has been prioritised earlier than planned, enabling delivery of the course in a restricted environment and training to the trainers. The course will be reviewed to consider modifications and applicability for online groups. The aim is to deliver a substantive training season in Autumn 2020. The course will be adapted for specific audiences, such as prison chaplaincies and youth groups.

A small number of international pilot courses will be run, working with the Anglican Communion and ecumenical networks. The team will develop resources for regions that require low-technology solutions. An internal international learning review will take place towards the end of the year to determine how to scale internationally and prepare for the postponed Lambeth Conference.

FINANCIAL REVIEW

The total income for the period was £414,384 comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. The total funds of Reconciling Leaders Network at 31 March 2020 were £141,926.

Reserves policy

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the funds at 31 March 2020 of £141,926 meets these objectives.

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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2020**

Going Concern

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 1.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

This report was approved by the Trustees, and signed on their behalf by:


Mr Ken Costa
Chairman

Date:

RECONCILING LEADERS NETWORK

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INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2020

Independent Examiner's Report to the Trustees of Reconciling Leaders Network ("RLN")

I report to the charity Trustees on my examination of the accounts of RLN for the year ended 31 March 2020.

This report is made solely to RLN's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to RLN's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than RLN, RLN's members as a body, and RLN's Trustees as a body, for my work or for this report.

Responsibilities and Basis of Report

As the Trustees of RLN you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

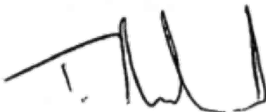
I report in respect of my examination of RLN's accounts carried out under section 145 of the Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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



Tim Redwood FCA
Crowe U.K. LLP
St. Bride's House,
10 Salisbury Square
London
EC4Y 8EH

7 September 2020

RECONCILING LEADERS NETWORK

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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020**

	Note	Total 2020 £	Total 2019 £
Income from:			
Donations	2	414,384	304,362
Total income		<u>414,384</u>	<u>304,362</u>
Expenditure on:			
Charitable activities	3	339,237	237,583
Total expenditure		<u>339,237</u>	<u>237,583</u>
Net income before other recognised gains and losses		75,147	66,779
Net movement in funds		75,147	66,779
Reconciliation of funds:			
Total funds brought forward		66,779	-
Total funds carried forward		<u>141,926</u>	<u>66,779</u>

All income and expenditure is unrestricted.

RECONCILING LEADERS NETWORK

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REGISTERED NUMBER: CE012734

**BALANCE SHEET
AS AT 31 MARCH 2020**

		2020 £	2019 £
	Note		
<u>Fixed assets</u>			
Tangible assets	7	1,647	785
<u>Current assets</u>			
Debtors	8	482	779
Cash at bank and in hand		164,718	96,709
		165,200	97,488
Creditors: amounts falling due within one year	9	(24,921)	(31,494)
Net current assets		140,279	65,994
Net assets		141,926	66,779
<u>Charity funds</u>			
Unrestricted funds	10	141,926	66,779
Total funds		141,926	66,779

The financial statements were approved and authorised for issue by the Trustees on 1 July 2020 and signed on their behalf, by:



Mrs Clare Chapman



Mr Ken Costa

RECONCILING LEADERS NETWORK
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

1. Accounting Policies

Reconciling Leaders Network is a charitable incorporated organisation limited by guarantee (registered number CE012734) which is incorporated and domiciled in the UK and meets the definition of a public benefit entity under FRS102. The address of the registered office is Lambeth Palace, London, SE1 7JU.

1.1 Basis of preparation of financial statements

The 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 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Legal status

Reconciling Leaders Network is a charitable incorporated organisation limited by guarantee (registered number CE012734).

1.3 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

1.4 Income

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

1.5 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment	-	33%
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1.7 Debtors

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

1.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charitable incorporated organisation anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.10 Financial instruments

Reconciling Leaders Network has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash and bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

1.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable incorporated organisation and which have not been designated for other purposes.

2. Income from donations

	Total 2020 £	Total 2019 £
Grants	414,384	304,362
Total donations	<u>414,384</u>	<u>304,362</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

3. Analysis of expenditure

	Staff costs	Other direct costs	Support costs (see note 4)	Total 2020
	£	£	£	£
Expenditure on charitable activities	<u>186,432</u>	<u>108,591</u>	<u>44,214</u>	<u>339,237</u>

	Staff costs	Other direct costs	Support costs (see note 4)	Total 2019
	£	£	£	£
Expenditure on charitable activities	<u>142,137</u>	<u>47,239</u>	<u>48,207</u>	<u>237,583</u>

4. Support costs

	2020 £	2019 £
Office costs	1,487	5,175
Travel and meetings	-	379
Accounting and bookkeeping	6,888	8,310
Trust Executive	28,800	28,800
Miscellaneous costs	977	350
Depreciation	566	393
	<u>38,718</u>	<u>43,407</u>
Governance		
Independent examiner's fee	4,800	4,800
Legal fees	696	-
	<u>5,496</u>	<u>4,800</u>
Total	<u>44,214</u>	<u>48,207</u>

5. Net income/(expenditure)

This is stated after charging:

	2020 £	2019 £
Depreciation	566	393
Independent examiner fees	4,800	4,800

During the period, no Trustees received any remuneration or reimbursement of expenses.

RECONCILING LEADERS NETWORK**(A charitable incorporated organisation)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

6. Staff costs

Staff costs were as follows:

	2020	2019
	£	£
Wages and salaries	166,861	129,541
Social security costs	16,473	11,607
Other pension costs	3,098	989
	<u>186,432</u>	<u>142,137</u>

The total employee benefits of key management personnel of RLN were £149,890 (2019: £142,137). No employee received remuneration amounting to more than £60,000 in the period. The average number of persons employed by RLN during the period was 4 (2019: 2).

7. Tangible fixed assets

	Office equipment £
Cost	
At 1 April 2019	1,179
Additions	<u>1,428</u>
At 31 March 2020	<u>2,607</u>
Depreciation	
At 1 April 2019	394
Charge for the period	<u>566</u>
At 31 March 2020	<u>960</u>
Net book value	
At 31 March 2020	<u>1,647</u>
At 31 March 2019	<u>785</u>

8. Debtors

	2020	2019
	£	£
Other debtors	<u>482</u>	<u>779</u>

9. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	4,250	15,750
Other taxation and social security	4,171	4,363
Other creditors	279	251
Accruals and deferred income	<u>16,221</u>	<u>11,128</u>
	<u>24,921</u>	<u>31,493</u>

RECONCILING LEADERS NETWORK

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

10. Statement of funds

Statement of funds - current period

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
General funds	<u>66,779</u>	<u>414,384</u>	<u>(339,237)</u>	<u>141,926</u>

Statement of funds - prior period

	Balance at 19 December 2017 £	Income £	Expenditure £	Balance at 31 March 2019 £
Unrestricted funds				
General funds	<u>-</u>	<u>304,362</u>	<u>(237,583)</u>	<u>66,779</u>

11. Related party transactions

During the year RLN received a grant from Lambeth Trust of £371,881 (period from 19 December 2017 to 31 March 2019: £275,591). Lambeth Trust is a related party as they share two Trustees of RLN, Mr Ken Costa and Mrs Clare Chapman.