

Company number: 09644561
Charity Number: 1163214

Team Rubicon UK

Report and Financial Statements
For the year ended 31 March 2018

Contents

For the year ended 31 March 2018

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Reference and administrative information

For the year ended 31 March 2018

Company number 09644561

Charity number 1163214

Registered office and operational address Chilmark, Salisbury SP3 5DU

Country of registration England & Wales

Country of incorporation United Kingdom

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Sir Nick Parker	Chair
Nick Fothergill	
Sara George	
John McDonough	(retired 21 March 2018)
William McNulty	(retired 21 March 2018)
Andrew Purvis	
Mark Sedwill	
David Wiseman	
Wesley Turbeville	(retired 21 March 2018)
Kate Holt	
Stephen Hunt	(appointed 21 March 2018)
Paul Gudonis	(appointed 21 March 2018)

Honorary Company Secretary Peter Woodward

Key management personnel	Richard Sharp	Chief Executive (from 1 November 2017)
	John Leach	Chief Executive (to 16 June 2017)
	Stuart Lane	Director of Field Operations
	Becky Maynard	Director of Development (to 19 March 2018)

Bankers Barclays Bank
89 Charterhouse Street
London, EC1M 6PE

Solicitors Stone King LLP
Boundary House
91 Charterhouse St
London, EC1M 6HR

Team Rubicon UK

Reference and administrative information

For the year ended 31 March 2018

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
London, EC1Y 0TL

The trustees present their report and the audited financial statements for the year ended 31 March 2018.

Reference and administrative information set out on page one forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the Companies Act 2006 and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

Purposes and aims

Team Rubicon UK unites experienced military veterans with seasoned first responders and skilled civilians to rapidly deploy emergency response teams to disasters in the UK and overseas in order to immediately improve the quality of life of those affected.

Operations

Team Rubicon UK provides urgent and effective assistance in the aftermath of disasters, working alongside other relief agencies and local authorities. Skilled, experienced and well-equipped teams, composed in particular, but not exclusively, of former armed forces and emergency services personnel, are deployed as quickly as possible to provide humanitarian aid and disaster relief.

Sustainable Development programs allow Team Rubicon UK to return to regions affected by disaster to assist other NGO's in rebuilding communities through training and infrastructure projects.

Team Rubicon UK also advances citizenship and community development by offering volunteers opportunities to get involved in projects that meet the needs of communities in the United Kingdom. These projects are identified in cooperation with other voluntary organisations and the emergency services. In this way, Team Rubicon UK enables its volunteers to acquire and hone the necessary skills to carry out effective, practical disaster relief work.

Membership

Through continued service, Team Rubicon seeks to provide veteran volunteers with three things often lost after leaving the military: a sense of purpose through participation in disaster relief; a sense of community from serving with others; and a feeling of self-worth. Through leadership development and other opportunities, Team Rubicon UK works to empower veterans to make the transition from military to civilian life.

Training

Team Rubicon UK recruits, trains and equips volunteers so that it can deploy effective, nimble teams to areas affected by disaster. In addition, volunteers are encouraged to plan and conduct

service projects in their own communities within the UK to promote teamwork and service to others. Team Rubicon UK also conducts service projects in areas outside the UK that are at risk from, or have previously been affected by, disasters.

Team Rubicon UK raises awareness of its activities and raises funds to cover the costs of recruiting, training and deploying volunteers in line with its charitable aims.

The trustees review the aims, objectives and activities of the charity each year. This report looks at achievements and outcomes during the reporting period. The trustees report on the success of each key activity, noting how Team Rubicon UK's operations have benefitted local populations. The review helps trustees ensure the charity's aims and activities remained focused on its stated purposes.

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and when planning future activities. In particular, the trustees consider how planned activities will contribute to the objectives that have been set.

During the financial year 2017–18, Team Rubicon UK conducted, or took part in, 12 disaster relief operations, assessments or service projects. One of these was a disaster relief operation outside the UK and six were international project assessments or deliberate operations. Details are provided in the Achievements and Performance section below.

Achievements and Performance

The charity's main activities are described below. All its charitable activities focus on disaster relief and sustainable development projects which are undertaken to further Team Rubicon UK's charitable purposes for the public benefit.

Team Rubicon UK was registered as a UK charity on 19 August 2015 following discussions between UK volunteers and Team Rubicon Global, whose role it is to set up Team Rubicon organisations around the world. Team Rubicon UK is based on the Team Rubicon USA model, which has become a very effective organisation since its inception in 2010.

Team Rubicon UK was formed in mid 2015 and a small executive team was recruited to set up the charity's training and operational structure. Volunteers were deployed to operations and service projects both in the UK and abroad. Following successful establishment of the charity, 2017/18 has been a period of organisational transition. A new CEO was appointed in November 2017 and a restructure in January 2018 has seen the appointment of experienced individuals into key roles to drive and support further growth.

Operations

- In March and April 2017 a Team Rubicon UK team deployed to the Greek islands of Samos and Lesbos, to assist in the ongoing dental outreach work being conducted by UK based charity DentAid for the increasing numbers of refugees arriving in Greece. TRUK assisted Dentaid in establishing dental clinics in cooperation with camp authorities (run by Eurorelief). By increasing their operating efficiency DentAid were able to provide emergency dental care to over 100 patients in two weeks.
- From 7 – 28 June 2017 TRUK deployed to Sri Lanka to provide urgent assistance to affected communities following severe flooding and mudslides, including damage assessment, the provision of temporary shelter, assistance with water and sanitation and clearing and preparations for rebuilding.
During the operation TRUK specifically:
 - rebuilt a bridge, that had been destroyed by the flood, in Imbulgoda village benefitting the 500 residents. The new bridge reunited the two halves of the village, allowing children to travel safely to school and adults to work.
 - gathered situational awareness and prepared mapping on shelter, sanitation, and recovery efforts in previously inaccessible areas, utilising drone capability along with liaison and light assessments conducted on foot. The information gathered was provided to and able to be relayed on by the wider disaster response community in the area allowing more appropriate targeting and prioritisation of response efforts.
 - repaired and improved two wells in Hiniduma, tested water quality of 32 wells, springs, and other water sources supplying essential water supply to 320 people and advised local population on disease prevention where contaminated water was discovered.
 - rebuilt a house in the Akuressa area, having permanent shelter allowed the previously dispersed family to be reunited again under one roof and their daughter to resume schooling.
- From 14 June – 16 July 2017 TRUK, in partnership with Feed the Hungry and in cooperation with UNHCR, built seven fuel efficient school kitchens in the Kiryandongo Refugee settlement enabling the feeding of up to twenty thousand school children per day. The provision of school lunches is aimed at increasing school attendance rates and by providing vital nutrition, supporting the children's learning and cognitive development.
- From 21–23 July 2017 Team Rubicon UK deployed 20 volunteers to Cornwall to provide assistance after local floods by clearing kitchens and flooded homes.
- In August–September 2017 TRUK, in partnership with Serve On and Dentaid, deployed to Cebu in the Philippines to deliver a multi-faceted collaborative effort to assist the students and wider community of Umapad Elementary School. The school, publicly funded, services a slum area that had been devastated by numerous incidents from earthquakes, large fires and damage from recent typhoon activity. TRUK refurbished a school classroom that had remained damaged after being hit during Typhoon Haiyan in 2013 as well as facilitating

logistics for both Serve On and DentaId, enabling them to provide; 354 dental inspections for Umapad inhabitants, oral health lessons to 531 Umapad students, training of 2,354 students in earthquake preparedness and Urban Search and Rescue training for 38 local government and charity workers.

- From 7 September – 24 November 2017, Team Rubicon UK launched its biggest operation to date with the deployment of around 60 volunteers to the Caribbean in the wake of Hurricane Irma. Volunteers cleared roads, assessed wrecked buildings and established communications systems in collaboration with local authorities and volunteers, and were in place in the British Virgin Islands and Turks and Caicos when a second devastating storm, Hurricane Maria, hit. Our volunteers helped residents storm-proof their weakened buildings and were on hand immediately after the second storm passed to start the clean-up. Officials have described the passage of two mammoth storms in such a short period of time – less than two weeks – as unprecedented and Team Rubicon's response was scaled up to meet the enormous needs.
- Team Rubicon UK deployed a team of volunteers to Lancashire in November 2017 to assist with the clean-up of homes after local floods.
- In December 2017 a small team of TRUK volunteers in collaboration with local UK police forces joined up to provide Christmas presents to school children in the Caribbean whose lives had been affected by the devastating hurricanes earlier in the year.

Plans for future periods

Since the end of the year TR UK has returned to the village of Lapubesi in Nepal to help with the provision of solar power to the village that has been without power since the landslides / Earthquakes in 2015.

A domestic response operation in Birmingham and Kent in May 2018 saw the teams assist in the debris-clearing of 12 homes after flooding occurred in the local areas.

TRUK will be returning to the Caribbean in July/August 2018 after having received an official invitation from the Governor of BVI to return to the islands to assist with rebuild operations in the region.

Training and membership

During the year Team Rubicon UK ran 15 Induction Courses, training 311 new volunteers and two Operational Leadership Course for 27 volunteers. The 2018/19 period has a comprehensive training plan offering a variety of courses for Domestic and International Responders and Operators

Through its critical and timely interventions at home and abroad, Team Rubicon UK provided its volunteers with meaningful and purposeful opportunities to serve others, fulfilling one of its key objectives. By the end of the financial year, 2,256 volunteers had signed up with Team Rubicon UK.

Financial Review

Team Rubicon UK was awarded a £2.5m multi-year grant from the UK Treasury in July 2015. This money has been used to establish Team Rubicon UK and will build a sustainable and self-funding organisation over a three-year period. In August 2015, an initial drawdown of £500,000 was made and used to establish the charity, recruit key permanent staff and fund disaster relief operations and service projects. A further £1m was drawn down in the FY 2016–17 and £0.5m was drawn down at the beginning of the FY 2017–18. The remaining £0.5m grant has been drawn down in financial year 2018–19

Team Rubicon UK has benefited from significant gifts in kind and pro bono work during the reporting period and since the year-end including, but not limited to, strategic consultancy; flights; an advertising campaign; operational hardware; IT equipment; software systems; training; and office space and training areas. Of particular note was a large donation of funds for the provision of a van for the transportation of TR volunteers and equipment. Several public service films were also designed and broadcast on behalf of Team Rubicon UK.

Team Rubicon UK's funding over the next 15 months is assured due to the remaining UK Treasury grant. A financial plan and pipeline is in place to build sustained fundraising capacity. Public and corporate donors as well as trusts and foundations are highlighted as planned sources of income.

Fundraising policy

We place huge value on the relationships we hold with the people and organisations who support Team Rubicon UK, and we remain committed to a fair and ethical approach to all of our fundraising practices.

We have not worked with a professional fundraising organisation or commercial participator to solicit donations and have no plans in the future to do so.

To protect our supporters from unwanted intrusion, unreasonably persistent approaches or undue pressure to make donations we limit our direct fundraising asks. In the last year we are proud to report that we have not received any complaints relating to our fundraising practices.

Principal Risks and Uncertainties

Key risks were identified and reviewed, including operational risks that could arise while teams are deployed. A Risk Register has been created and is regularly updated. Below is the list of principal risks for Team Rubicon UK as well as mitigating actions:

- Injury or serious incident involving beneficiaries, volunteers or members of staff on operations. Action: training, implementation of serious incident procedures, insurance cover and deployment reviews.

- Loss of key funding (eg UK Treasury funds). Action: develop and deliver a fundraising plan and accurate pipeline across a broad range of donors and manage cost-base to remain within available means.
- Data breach involving sensitive information. Action: use of trusted providers, data encryption and disciplined implementation of relevant policies and procedures.

Reserves Policy

The Team Rubicon UK board policy for holding reserves is to target a level of reserves that represents six to nine months' core operating expenditure. Cash reserves are monitored on a monthly basis and reported at each trustee board meeting. Should the level of cash reserves fall below the target level, trustees will be informed immediately. As of 31 March 2018 reserves stood at £476,729, this represents seven months of reserves at current monthly expenditure.

The trustees have noted that Team Rubicon Global has contingency funds that might be called upon in the event of emergency shortfalls.

Future Plans

Team Rubicon UK plans to continue its growth in 2018–19 in line with the board-led strategic plan. The four key areas of development are:

- Raising the profile of Team Rubicon within the UK
- Recruiting and training volunteers
- Leading international and domestic disaster responses
- Developing fundraising streams to ensure long-term sustainability

Since the beginning of the new financial year Team Rubicon has hosted a number of successful events. The Spring Dinner in St Paul's Cathedral in April 2018 for 240 people raised in excess of £210,000 which included a donation for our sustainable development program in Nepal. The event was sponsored by Inmarsat, a strategic industry partner.

Structure, Governance and Management

The organisation is a charitable company limited by guarantee, incorporated on 17 June 2015 and registered as a charity on 19 August 2015.

The company was established under a memorandum of association, which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 5 to the accounts.

Day-to-day operations are delegated to the Chief Executive and the Senior Management Team. Trustees meet four times a year and provide strategic direction and governance oversight.

All new trustees are provided with an induction pack, which includes the charity's Memorandum of Association, a statement of trustee roles and responsibilities, conflict of interest policy and relevant guidance from the Charity Commission. The Chair meets with each new trustee individually and a programme of support and training is available for new trustees.

Appointment of Trustees

Initially, Team Rubicon UK trustees were selected and appointed by two members of the Team Rubicon Global Board of Trustees, based on suitability and commitment. Since then, the board has selected trustees based on their skills and experience so that there is a good professional and cultural fit.

Related Parties and Relationships with other Organisations

Team Rubicon UK operates as an independent UK charity but is affiliated to Team Rubicon Global, which incubates, launches, oversees and enables Team Rubicon organisations in countries around the world. It helps them reach maturity and supports international deployments. Team Rubicon Global maintains brand control, shares stories, sets operating standards and maintains strategic international relationships.

Two of Team Rubicon UK's trustees (including the Chair) also serve as trustees on the Team Rubicon Global Board.

Team Rubicon UK made an initial payment to Team Rubicon Global for the right to use the brand and to receive toolkits, set-up training and advice. Annual payments are made to Team Rubicon Global for brand maintenance, international stakeholder management, international/multi-national deployment coordination, training and mentoring, and fundraising support.

A number of grants were awarded to Team Rubicon UK from Team Rubicon Global within the financial year. Restricted funds included grants for the Sri Lanka and Caribbean operations.

Remuneration Policy for Key Management Personnel

To be effective, Team Rubicon UK must attract and retain the right staff and reward good work. The board sets the Chief Executive's remuneration and other key management salaries are set by the Chief Executive in conjunction with the board, taking account of remuneration for similar roles within the sector. The board reviews remuneration annually as part of the annual budgeting process.

Statement of Responsibilities of the Trustees

The trustees (who are also directors of Team Rubicon UK for the purposes of company law) are responsible for preparing the trustees' annual 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 trustees to prepare financial statements for each financial year, giving a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and taking reasonable steps to prevent and detect fraud and other irregularities.

Insofar as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees as of 31 March 2018 was 9 (2017 – 9). The trustees are members of the charity but this only entitles them to voting rights. The trustees have no beneficial interest in the charity.

Team Rubicon UK

Trustees' annual report

For the year ended 31 March 2018

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue to act in that capacity.

The trustees' annual report was approved by the trustees on 27 June 2018 and signed on their behalf by

Sir Nick Parker
Chair

Opinion

We have audited the financial statements of Team Rubicon UK (the 'charitable company') for the year ended 31 March 2018 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2018 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
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for

Independent auditor's report

To the members of

Team Rubicon UK

the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report 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 trustees' annual report.

We have nothing to report in respect of the following matters in relation to which 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 trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (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 trustees determine

Independent auditor's report

To the members of

Team Rubicon UK

is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Independent auditor's report

To the members of

Team Rubicon UK

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.



Joanna Pittman (Senior statutory auditor)

16 August 2018

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2018

	Note	Unrestricted £	Restricted £	2018 Total £	2017 Total £
Income from:					
Donations	2	783,787	333,703	1,117,490	1,142,386
Other trading activities		19,385	–	19,385	1,924
Investments		171	–	171	34
Total income		803,343	333,703	1,137,046	1,144,344
Expenditure on:					
Raising funds	3	191,161	–	191,161	178,748
Charitable activities					
Operations	3	316,192	322,309	638,501	374,435
Volunteer training	3	186,966	–	186,966	178,288
Membership	3	130,883	11,394	142,277	120,895
Total expenditure		825,202	333,703	1,158,905	852,366
Net (expenditure)/income before other recognised gains and losses	4	(21,859)	–	(21,859)	291,978
Net (losses)/gains on investments		(1,535)	–	(1,535)	4,360
Foreign exchange losses		(11,664)	–	(11,664)	(9,281)
Net movement in funds		(35,058)	–	(35,058)	287,057
Reconciliation of funds:					
Total funds brought forward		511,787	–	511,787	224,730
Total funds carried forward		476,729	–	476,729	511,787

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. All movements in funds are disclosed in note 12.

Team Rubicon UK

Balance sheet

Company no. 09644561

As at 31 March 2018

	Note	£	2018 £	£	2017 £
Fixed assets:					
Tangible assets	9		53,955		37,028
			53,955		37,028
Current assets:					
Debtors	10	123,601		42,466	
Current asset investments		302,128		154,114	
Cash at bank and in hand		159,776		382,322	
			585,505	578,902	
Liabilities:					
Creditors: amounts falling due within one year	11	(162,731)		(104,143)	
Net current assets			422,774		474,759
Total net assets			476,729		511,787
The funds of the charity:					
Total unrestricted funds			476,729		511,787
Total charity funds	12		476,729		511,787

Approved by the trustees on 27 June 2018 and signed on their behalf by

Sir Nick Parker
Chair

Statement of cash flows

For the year ended 31 March 2018

	Note	2018 £	£	2017 £	£
Cash flows from operating activities					
Net cash provided by operating activities	a.	(30,503)		296,160	
Cash flows from investing activities:					
Proceeds from the sale of fixed assets		1,100		-	
Dividends and interest		171		4,394	
Transferred into current asset investments		(149,549)		(154,114)	
Purchase of fixed assets		(32,101)		(35,030)	
Net cash used in investing activities		(180,379)		(184,750)	
Change in cash and cash equivalents in the period		(210,882)		111,410	
Cash and cash equivalents at the beginning of the period		382,322		280,193	
Change in cash and cash equivalents due to exchange rate movements		(11,664)		(9,281)	
Cash and cash equivalents at the end of the period		159,776		382,322	

a. Reconciliation of net income to net cash flow from operating activities

	2018 £	2017 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(21,859)	291,978
Depreciation charges	12,861	6,036
Loss on disposal of fixed assets	1,213	-
Dividends and interest	(171)	(34)
Increase in debtors	(81,135)	(30,222)
Increase in creditors	58,588	28,402
Net cash provided by operating activities	(30,503)	296,160

1 Accounting policies

a) Statutory information

Team Rubicon UK is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Chilmark, Salisbury SP3 5DU.

b) Basis of preparation

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) (September 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised; more information on their contribution is contained in the trustees' annual report.

Where recognised, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inviting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of conducting operations, training military veterans and other membership activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on the ratio of direct costs attributable to each activity

● Cost of raising funds	22%
● Operations	41%
● Volunteer training	22%
● Membership	15%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Tangible fixed assets

Items of equipment with an expected life of more than one year are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Computer equipment	4 years
● Motor Vehicles	4 years
● Fixtures and Fittings	4 years

1 Accounting policies (continued)

l) Debtors

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

m) Cash at bank and in hand

Cash at bank and cash 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.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The charity only 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 their settlement value.

p) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

q) Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2018 Total £	2017 Total £
Grant from HM Treasury	500,000	–	500,000	1,000,000
Other grants	20,000	165,156	185,156	85,941
Big Lottery Fund	–	–	–	9,120
Individual donations	263,787	168,547	432,334	47,325
	<u>783,787</u>	<u>333,703</u>	<u>1,117,490</u>	<u>1,142,386</u>

Notes to the financial statements

For the year ended 31 March 2018

3 Analysis of expenditure

	Cost of raising funds £	Charitable activities				2018 Total £	2017 Total £
		Operations £	Volunteer training £	Membership £	Governance costs £		
Staff costs (Note 5)	140,981	163,165	85,051	85,419	13,914	488,530	400,465
Other staff costs	1,085	8,983	1,724	2,722	100	14,614	7,028
Payment to Team Rubicon Global	-	39,060	-	-	-	39,060	54,230
Project costs	-	100,093	13,184	14,837	703	128,817	78,534
Direct fundraising costs	9,170	-	-	-	-	9,170	28,022
Consultancy	6,990	24,746	5,536	8,455	200	45,927	19,501
Depreciation	1,803	8,939	1,156	950	13	12,861	6,035
Insurance	3,577	16,852	5,583	2,615	580	29,207	20,489
Legal and professional fees	5,835	29,468	6,491	5,280	1,208	48,282	26,500
Office costs	13,034	50,482	61,357	18,483	273	143,629	119,445
Travel	5,613	186,447	3,878	1,229	1,641	198,808	92,117
	188,088	628,235	183,960	139,990	18,632	1,158,905	852,366
Governance costs	3,073	10,266	3,006	2,287	(18,632)	-	-
Total expenditure 2018	191,161	638,501	186,966	142,277	-	1,158,905	852,366
Total expenditure 2017	178,748	374,435	178,288	120,895	-	-	-

Notes to the financial statements

For the year ended 31 March 2018

4 Net expenditure for the year

This is stated after charging:

	2018 £	2017 £
Loss on disposal	(1,213)	-
Depreciation	12,861	6,036
Auditors' remuneration (excluding VAT):		
Audit	7,650	7,500
Other services	-	500
	<u>12,861</u>	<u>6,036</u>

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2018 £	2017 £
Salaries and wages	404,281	340,525
Social security costs	44,511	34,816
Contractors	-	5,847
Redundancy and termination payments	13,750	-
Employer's contribution to defined contribution pension schemes	25,988	19,277
	<u>488,530</u>	<u>400,465</u>

One employee earned between £70,000 – £80,000 during the year (2017 – one).

The total employee benefits including pension contributions of the key management personnel were £198,121 (2017: £178,549).

The charity trustees were not paid and did not receive any other employment benefits from the charity in the year. No charity trustee received payment for professional or other services supplied to the charity.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £1,521 (2017: £891) incurred by 1 (2017: one) trustee relating to carrying out charity business as well as attendance at meetings of the trustees.

6 Staff numbers

The number of staff employed at the end of the year was 6 (2017: 9). The average number of employees (head count based on number of staff employed) during the year was 8.5 (2017: 8.3)

7 Related party transactions

Team Rubicon Global is considered to be a related party as two of Team Rubicon UK's Trustees also sit as Trustees on the Team Rubicon Global Board

As disclosed in note 3 to the accounts, Team Rubicon UK made an initial payment to Team Rubicon Global for the right to use the brand and to receive toolkits, set-up training, and advice. Annual payments are made to Team Rubicon Global for brand maintenance, international stakeholder management, international/multi-national deployment coordination, training and mentoring, and support to fundraising.

During the year, Team Rubicon UK also received grant payments from Team Rubicon Global totalling £165,156 that were restricted towards operations expenses.

One of the trustees is a director of The Military Mutual, that provides the charity with its trustee liability insurance. This insurance is provided on arms length basis.

There are no other donations from related parties which are outside the normal course of business and no other restricted donations from related parties.

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Plant & Machinery £	Motor Vehicles £	Fixtures & Fittings £	Computer equipment £	Total £
Cost or valuation					
At the start of the year	-	9,370	260	34,183	43,813
Additions in year	4,108	13,805	4,642	9,546	32,101
Disposals in year		(2,770)	-	-	(2,770)
At the end of the year	4,108	20,405	4,902	43,729	73,144
Depreciation					
At the start of the year	-	754	33	5,998	6,785
Charge for the year	576	1,863	620	9,802	12,861
Eliminated on disposal	-	(457)	-	-	(457)
At the end of the year	576	2,160	653	15,800	19,189
Net book value					
At the end of the year	3,532	18,245	4,249	27,929	53,955
At the start of the year	-	8,616	227	28,185	37,028

All of the above assets are used for charitable purposes.

10 Debtors

	2018 £	2017 £
Other debtors	65,432	15,500
Prepayments	58,169	26,966
	<u>123,601</u>	<u>42,466</u>

11 Creditors: amounts falling due within one year

	2018 £	2017 £
Trade creditors	41,196	14,974
Taxation and social security	17,993	12,326
Other creditors	3,263	6,415
Accruals	100,279	70,428
	<u>162,731</u>	<u>104,143</u>

12a Movements in funds (current year)

	At 1 April 2017 £	Income & gains £	Expenditure & losses £	At 31 March 2018 £
Restricted funds:				
Operations	-	333,703	(333,703)	-
Total restricted funds	<u>-</u>	<u>333,703</u>	<u>(333,703)</u>	<u>-</u>
Unrestricted general funds	511,787	803,343	(838,401)	476,729
Total funds	<u>511,787</u>	<u>1,137,046</u>	<u>(1,172,104)</u>	<u>476,729</u>

12b Movements in funds (prior year)

	At 1 April 2017 £	Income & gains £	Expenditure & losses £	At 31 March 2018 £
Restricted funds:				
Awards for All (Big Lottery Fund)	-	9,120	(9,120)	-
Operations	-	63,724	(63,724)	-
Total restricted funds	<u>-</u>	<u>72,844</u>	<u>(72,844)</u>	<u>-</u>
Unrestricted general funds	224,730	1,075,860	(788,803)	511,787
Total funds	<u>224,730</u>	<u>1,148,704</u>	<u>(861,647)</u>	<u>511,787</u>

12 Movements in funds

Purposes of restricted funds

Team Rubicon UK received restricted funds from several sources during the financial year:

SSE – Recruitment and training kit to support local communities resilient fund in Scotland and to provide response to disasters such as flooding.

A+E Networks – Vantastic challenge to purchase a vehicle for training and Operations

Operations:

- Team Rubicon Global – For Disaster Response Operations in the British Virgin Islands (BVI)
- Royal British Legion – For the coordination and deployment of veterans to disaster zones
- Army Benevolent Fund – For the training of veterans to enable deployment to disaster zones

13 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property	
	2018	2017
	£	£
Less than one year	55,000	55,000
One to five years	165,000	220,000
	<u>220,000</u>	<u>275,000</u>

14 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.