

Registered number: CE012734
Charity number: 1176374

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019

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CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 – 4
Independent examiner's report	5
Statement of financial activities	6
Balance Sheet	7
Notes to the financial statements	8 - 11

RECONCILING LEADERS NETWORK
(A charitable Incorporated organisation)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CIO, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019**

Trustees	Mr Ken Costa (Chairman) Mrs Clare Chapman Mr Peter Richard Chapman FCA MBE (resigned as a Trustee 14 May 2019)
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 PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019

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 period ended 31 March 2019.

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. The purpose of the Reconciling Leaders Network is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society.

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 fact that the core resource, 'Difference', which is a 5-session course exploring what it means to follow Jesus in the face of human conflict and difference, is still in pilot phase and not yet fully tested. The feedback from the pilot course has been positive and further pilots will take place in Autumn 2019, ahead of a national roll-out in 2020.

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. Established as a core part of that vision, the 'Reconciling Leaders Network' (RLN) aims to strengthen the ministry of reconciliation within the global Church by mobilising a generation to live out their calling as peacemakers and reconcilers, for a just and flourishing society. The activities of RLN are for the public benefit, both nationally and internationally.

During this period the RLN team have focused on developing a course, to call the church to action by exploring what it means to follow Jesus in the midst of human conflict and difference. This work has concentrated on five key areas:

- 1. Resource development**
To create the resource, the team consulted leading practitioners and academics working in the field of reconciliation to capture their expertise. External consultants were brought in to help with an extensive writing and editing process and a first version of the material went to pilot in Jan 2019. 15 churches were involved in this first pilot and it was ecumenical in approach.
- 2. Training framework for course hosts**
The course is designed to be delivered by facilitators (course hosts) and a training framework for these hosts was a key piece of work in the first half of 2019. An external consultant was brought in to write the training material and to devise a scalable and sustainable approach to selecting and supporting hosts.

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

TRUSTEES' REPORT
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019

3. Evaluation

The first pilot (UK based) was designed to evaluate the curriculum together with participants' learning journey through the course, and feedback was structured to assess the nature of changes needed. An intensive review process between February-March revised the course for a second round of UK pilots, due to start in May 2019.

4. Brand development

An external design agency has been selected to lead on brand development.

5. Team development

A full-time Programme Co-ordinator joined the team in December 2018 to manage the different aspects of the programme and to support the RLN Director.

The Trustees have had regard to the Charity Commission guidance on public benefit.

Future Plans

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

1. Strategic development

In supporting the work of the Archbishop of Canterbury, RLN aims to mobilise a generation of reconcilers. The course, as a 'call to action', is the first part of that global mobilisation. In this next year, further work on core parts of RLN's strategy will help shape how this movement grows and, correspondingly, the team's operational priorities.

2. Church Engagement: UK and global

A further stage of course expansion is planned for Autumn 2019. By March 2020, the aim is for over 100 churches to have completed the course and for the team to have assessed that the appropriate structures are in place for increased engagement and training across the whole of the UK in 2020. This includes engaging key individuals to deliver the course training across the UK in addition to paid staff.

In 2019-2020, there are also plans to pilot the course in two countries where there is an appetite for reconciliation and where little adaptation or translation of the course would be required. Alongside this, a global co-creation group will be set up to begin exploring how the course can be modified to work in contexts very different from the UK.

3. Course adaptations

Feedback from the initial pilot and consultations suggests that there would be significant engagement if the course was adapted for a youth audience and for those running the course in prison chaplaincies. Drawing together steering groups to explore this further will be a key focus of 2020.

4. Impact evaluation

As the course grows and adapts and other parts of the movement take shape, we want to ensure that we have clear processes in place to evaluate our impact. In 2019-2020, we are aiming to build a clear impact evaluation framework that benchmarks our key outputs and inputs and specifically looks at the social return on investment that this course has for its participants.

FINANCIAL REVIEW

The total income for the period was £304,362 comprising £304,362 from grants and donations.

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

TRUSTEES' REPORT
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019

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 2019 were £66,779.

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 2019 meets these objectives.

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 and to 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 preventing 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. With this in mind, it has been decided that a number of new Trustees will be appointed in the latter part of 2019 who will complement the skills and experiences of the existing board members.

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


Mr Ken Costa
Chairman

Date:

5.11.2019

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019**

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 period 17 December 2017 to 31 March 2019.

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").

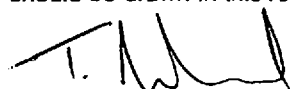
I report in respect of my examination of RLN's accounts carried out under section 145 of the Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

14 November 2019

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD 19 DECEMBER 2017 TO 31 MARCH 2019**

	Note	Unrestricted funds 2019 £	Total funds 2019 £
Income from:			
Donations	2	<u>304,362</u>	<u>304,362</u>
Total income		<u>304,362</u>	<u>304,362</u>
Expenditure on:			
Charitable Activities	3	<u>237,583</u>	<u>237,583</u>
Total expenditure		<u>237,583</u>	<u>237,583</u>
Net income before other recognised gains and losses		66,779	66,779
Net movement in funds		66,779	66,779
Reconciliation of funds:			
Total funds brought forward		-	-
Total funds carried forward		<u>66,779</u>	<u>66,779</u>

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)
REGISTERED NUMBER: CE012734

BALANCE SHEET
AS AT 31 MARCH 2019

	Note	£	2019 £
Fixed assets			
Tangible assets	7		785
Current assets			
Debtors	8	779	
Cash at bank and in hand		<u>96,709</u>	
		97,488	
Creditors: amounts falling due within one year	9	<u>(31,494)</u>	
Net current assets			<u>65,994</u>
Net assets			<u>66,779</u>
Charity Funds			
Unrestricted funds	10	<u>66,779</u>	
Total funds			<u>66,779</u>

The financial statements were approved and authorised for issue by the Trustees on 5.11.2019 and signed on their behalf, by:


Mr Ken Costa


Mrs Clare Chapman

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2019**

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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RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2019**

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. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

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

	Unrestricted funds	Total funds
	2019	2019
	£	£
Grants	304,362	304,362
Total donations	<u>304,362</u>	<u>304,362</u>

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2019**

3. Analysis of Expenditure

	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

	2019 £
Promotion and publicity	1,490
Networking events	3,685
Travel and meetings	379
Accounting and bookkeeping	8,310
Trust Executive	28,800
Miscellaneous costs	350
Depreciation	393
	<u>43,407</u>
Governance	
Independent examiner's fee	4,800
Total	<u>48,207</u>

5. Net income/(expenditure)

This is stated after charging:

	2019 £
Depreciation of tangible fixed assets:	
- owned by the charity	393
Independent examiner fees	<u>4,800</u>

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

6. Staff costs

Staff costs were as follows:

	2019 £
Wages and salaries	129,541
Social security costs	11,607
Other pension costs	989
	<u>142,137</u>

The total employee benefits of key management personnel of RLN were £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 2. The staff team comprises the RLN Director, Rapid Response Director and RLN Co-ordinator.

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2019**

7. Tangible fixed assets

	Office equipment £
Cost	
Additions	1,179
At 31 March 2019	<u>1,179</u>
Depreciation	
Charge for the period	393
At 31 March 2019	<u>393</u>
Net book value	
At 31 March 2019	<u>786</u>

8. Debtors

	2019 £
Other debtors	<u>779</u>

9. Creditors: Amounts falling due within one year

	2019 £
Trade creditors	15,750
Other taxation and social security	4,363
Other creditors	251
Accruals and deferred income	11,129
	<u>31,494</u>

10. Statement of funds

Statement of funds - current 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

In the period from 19 December 2017 to 31 March 2018, RLN received a grant from Lambeth Trust of £275,591. Lambeth Trust is a related party as they share three Trustees of RLN, Mr Peter Chapman, Mr Ken Costa and Mrs Clare Chapman.