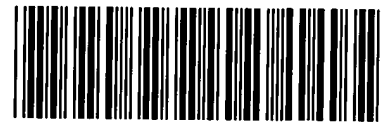


**CHARITY NUMBER     1151386**  
**COMPANY NUMBER    08255614**

**EMMAUS LEADERSHIP**  
**(A company limited by guarantee)**

**REPORT AND FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 DECEMBER 2015**

**TUESDAY**



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**COMPANIES HOUSE**

**EMMAUS LEADERSHIP**  
**(A company limited by guarantee)**

**FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 DECEMBER 2015**

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## **EMMAUS LEADERSHIP**

### **REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2015**

The Trustees present their Directors' report and financial statements for the period 1 January to 31 December 2015.

#### **Reference and Administrative Information**

Charity Name:	Emmaus Leadership
Charity registration number:	1151386
Company registration number:	08255614
Registered Office and operational address:	10 Gowan Crescent Staveley Cumbria LA8 9NF

#### **Directors & Trustees**

Mr N Addyman	Appointed 16/10/2012
Mr S Hill	Appointed 16/10/2012
Canon T Montgomery	Appointed 16/10/2012

Solicitors:	Brabners Exchange Flags Liverpool L2 3YL
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## **EMMAUS LEADERSHIP**

### **REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2015**

#### **Our Aims and Objectives:**

Our charity's purposes as set out in the objects contained in the company's memorandum of association are the advancement of education and the Christian religion, for the public benefit, in such ways as the Trustees think fit. This may include:

- the provision of training on business leadership skills to Church of England priests and those involved in ecumenical work as Church leaders; and
- the provision of training on the integration of Christian principles into business life.

#### **How our activities deliver public benefit**

This year has been dominated by our work in Liverpool Diocese. We completed work in Carlisle Diocese and are awaiting their next instructions for specific coaching work as they develop Mission Communities.

We have undertaken several C<sup>3</sup> programmes again (exploring 'Clarity', 'Capacity' and 'Courage' for leading transformational change.) These have been mainly in Liverpool Diocese and particularly with all clergy in the Wigan Deanery. This has led to specific ongoing coaching with leaders wanting further help.

In October, Ian Woods was appointed on a year's contract to support Tim Montgomery in Liverpool Diocese. Ian's focus is on the Wigan project but he has also been able to run an 'Essentials' programme with new clergy in the Diocese as well as offer some more coaching at the Cathedral and elsewhere in the Diocese. Our hope is to build on this and to persuade other Dioceses to connect with the opportunity.

Rob Funning and Jan Allon-Smith have continued work with head teachers in Kent and, following further meetings with Helen Jones (Executive Headteacher) we are developing this work into 2016.

Towards the end of the year we decided to rebrand and update our website with a much cleaner and clearer approach. Thanks are due to Dan Montgomery for undertaking this work at a very reduced rate. The new brand and website will come on stream early in 2016.

The challenges ahead are specifically in marketing especially to church leaders. These are critical times especially for the Church of England as the statistics and trends show that there are only a few years left for traditional church attendance at Sunday services. However, there are huge opportunities for developing new growth in new ways and leaders need to be clear about a new vision and radical strategy to get onto a new growth curve. Emmaus Leadership is able to offer significant help for this – but it seems to depend on if and when leaders recognize the crisis and the extreme need for a vision for transformation.

Our finances have held up well in 2015 with ongoing gifts and increased income from our coaching work. We still need to build our 'subsidy' fund to enable church leaders to access our services and this is another objective for us going forward into 2016.

Thanks are due to our Trustees for their ongoing work in the development of the charity as well as to Sally Hill for her work as our accountant. Rob Funning has continued to give good direction to us and, whilst Tim is particularly focused on the Wigan project, Rob has held the reins day to day. Our Companions have offered brilliant coaching and we are pleased to have a core group of six now working for us.

## **EMMAUS LEADERSHIP**

### **REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2015**

#### **Structure, Governance and Management**

##### Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 16 October 2012 and registered as a charity on 26 March 2013.

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. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

##### Recruitment and Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as Trustees.

Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they may be re-elected if eligible.

#### **Responsibilities of the Trustees**

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period.

In preparing those financial statements, the Trustees should follow best practice and:

- a) select suitable accounting policies and then apply them consistently;
- b) make judgements and estimates that are reasonable and prudent; and
- c) prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985.

The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

##### Trustees

The Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

**EMMAUS LEADERSHIP**

**REPORT OF THE TRUSTEES  
FOR THE PERIOD ENDED 31 DECEMBER 2015**

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Trustees at the Annual Meeting held on 3 May, 2016 and signed on its behalf by:

A handwritten signature in black ink, consisting of a stylized 'R' followed by a horizontal line.

Canon TR Montgomery

# EMMAUS LEADERSHIP

## Statement of Financial Activities (including Income and Expenditure Account) For the period ended 31 December 2015

	Year ended 31/12/2015 £	Period ended 31/12/2014 £
<b>Incoming resources</b>		
Donations	30,364.00	27,728.46
Book sales	12.36	708.75
Fees	23,323.94	8,239.25
<b>Total incoming resources</b>	<u>53,700.30</u>	<u>36,676.46</u>
<b>Resources expended</b>		
<b>Costs of generating funds</b>		
Fundraising trading:		
Book publishing - cost of goods sold	397.46	654.50
Governance costs:		
Website costs	2,510.00	-
Printing, postage & stationery	-	1,874.91
Advertising & Promotion	-	799.58
Legal Fees (Brabners)	590.20	878.80
Accountancy (TKA)	525.00	475.00
Media	-	-
Travel & subsistence & entertaining	4,447.57	4,115.84
Consultancy fees	28,274.61	29,077.41
Computer	462.00	816.98
Sundry expenses	- 200.00	200.00
Bank charges		12.00
<b>Total resources expended</b>	<u>- 37,006.84</u>	<u>- 38,905.03</u>
<b>Net income for the period/ Net movement in funds</b>	<u>16,693.46</u>	<u>- 2,228.57</u>
<b>Reconciliation of funds</b>		
Total funds brought forward	2,574.06	4,802.63
<b>Total funds carried forward</b>	<u><u>19,267.52</u></u>	<u><u>2,574.06</u></u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

# EMMAUS LEADERSHIP

## Balance Sheet as at 31 December 2015

		31/12/2015		31/12/2014
	£	£	£	£
<b>Current Assets</b>				
Stock	654.50		1,051.96	
Debtors	9,448.47		-	
Bank and cash	<u>10,678.90</u>		<u>3,311.45</u>	
		20,781.87		4,363.41
<b>Current Liabilities</b>				
Accrued expenses		- 1,514.35		- 1,789.35
<b>Total Net Assets</b>		<u>19,267.52</u>		<u>2,574.06</u>
<b>Total Funds</b>		<u>19,267.52</u>		<u>2,574.06</u>

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

For the financial period ended 31 December 2015 the company was entitled to exemption from audit under section 477 of the Companies Act 2006; and no notice has been deposited under section 476.

The directors acknowledges their responsibility for ensuring that the company keeps accounting records which comply with s.386 of the Companies Act 2006 and for preparing accounts which give a true and fair view of the state of affairs of the company at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

Approved by the trustees on 03 May, 2016 and signed on its behalf by:

Canon TR Montgomery





## **EMMAUS LEADERSHIP**

### **Notes forming part of the Financial Statements for the period ended 31 December 2015**

#### **1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

##### **(a) Basis of accounting**

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 1985 and the Statement of Recommended Practice : Accounting and Reporting by Charities issued in March 2005.

##### **(b) Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to, and virtually certain to receive, the income and the amount can be quantified with reasonable accuracy. The following policies are applied to particular categories of income:

i) Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable.

ii) Incoming resources from charitable trading activity are accounted for when earned.

##### **(c) Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

i) Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes represented by the book publishing project.

ii) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

iii) Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of the charity.

iv) All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

## **EMMAUS LEADERSHIP**

**Notes forming part of the Financial Statements for the period ended 31 December 2015**

### **2. Trustee Remuneration & Related Party Transactions**

No members of the management committee received any remuneration during the year.

Travel costs amounting to £709 (2014 - £2,567) were reimbursed to trustees.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year .

### **3. Taxation**

As a charity, Emmaus Leadership is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

No tax charges have arisen in the Charity.