



THE INTERLINK FOUNDATION
(COMPANY LIMITED BY GUARANTEE)

**REPORT & CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2019**

THE INTERLINK FOUNDATION
4TH FLOOR OFFICES, 97 STAMFORD HILL, LONDON N16 5DN

REGISTERED CHARITY NO. 1079311

COMPANY REGISTRATION NO. 3852756

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

CONTENTS	PAGES
Members of the Board and professional advisers	3
Trustees Annual Report	4 to 13
Independent Auditor's report to the members	12 to 14
Statement of financial activities (incorporating an Income and Expenditure Account)	15
Consolidated balance sheet	16
Balance sheet	17
Consolidated statement of cash flow	18
Notes to the financial statements	19 to 30

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

Registered Charity Name	The Interlink Foundation
Charity Registration Number	1079311
Company Registration Number	3852756

Country of Registration	England & Wales
Country of Incorporation	UK
Registered Office and operational address	Fourth Floor Offices 97 Stamford Hill London N16 5DN

Trustees

Who are also directors under company law, who served during the year and up to the date of this report were as follows:	Chair	Mr J M Grosskopf
	Treasurer	Rabbi J Baumgarten
		Mr M Posen
		Mr A Schechter
		Mrs S Schmerler
		Mr NM Halpern

Chief Executive	Mrs Chaya Spitz OBE
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London Office	Manchester Office
97 Stamford Hill	400- 404 Bury New Road
London N16 5DN	Salford
Tel: 020 88022469	Manchester M7 4EY
admin@interlink-foundation.org.uk	Tel: 0161 740 1877
	office@interlinknw.org.uk

Auditors	Consultants
D Goldberg, FCA DChA	Sayer Vincent
Cohen Arnold	8 Angel Gate
New Burlington House	City Rod
1075 Finchley Road	London EC1V 2SJ
London NW11 0PU	

Solicitors	
Womble Bond Dickinson LLP	Irwin Mitchell
4 More London	Riverside East
Riverside	2 Millsands
London SE1 2AU	Sheffield S3 8DT

Bankers	
Barclays Commercial Bank	
PO Box 9359	
Leicester LE87 2AE	

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

TRUSTEES' REPORT

The trustees have pleasure in presenting their Report and Financial Statements of the Charity for the year ended 31 March 2019.

STRUCTURE, GOVERNANCE AND OBJECTS

History

The Interlink Foundation was initially founded as a charitable trust in 1993 to provide capacity building support to Orthodox Jewish community organisations. As services were developed and the charity was called upon to provide a voice for and leadership to the charities it served, trustees resolved to change to a membership structure. In 2000 a new charitable company The Interlink Foundation was established.

Our legal structure

Interlink is a registered charity and a company limited by guarantee. We are a membership organisation, with full membership open to Orthodox Jewish organisations that meet the criteria, and associate membership open to any organisation or individual that supports our goals and activities. Full members have the right to vote at general meetings and to nominate members for election to the board of trustees.

Role of our Board

Our Board of Trustees (the Board) has collective responsibility for everything we do, including legal responsibility to ensure that Interlink is properly controlled and managed. In carrying out their collective responsibility, our trustees:

- Pursue our charitable objectives and use their powers in accordance with Interlink Foundation's Memorandum and Articles of Association, other legal requirements and the principles of good governance
- Act in the best interest of the organisations and its charitable objectives
- Ensure that there are suitable financial controls and management, and that we are and will remain solvent
- Agree Interlink's strategic plans and budgets, and monitor and evaluate our progress against planned objectives and financial targets.

The Board meets regularly so that it can fulfil its role effectively.

The Board delegates responsibility for operational management to the chief executive who leads the Interlink employees ('the team'). Most of the organisation's plans, policies and processes are developed by the chief executive along with relevant team members, with the Board's advice and approval.

Branches

Interlink's member organisations are concentrated in four geographical clusters in England, mirroring the location of Britain's strictly Orthodox Jewish communities. These localities are North London (Stamford Hill/South Tottenham), Barnet (Golders Green, Hendon, Edgware), Manchester (Salford, Bury) and Gateshead. Interlink's activities are organised to serve the interests of these different communities. The main offices are on Stamford Hill, and there are two additional branches; 'Interlink, North West of England' and 'Interlink, North West London'. These branches carry out the work of the Interlink Foundation in the North West of England and North West London respectively.

Each of the branches has its own constitution, bank account, and management committee comprised of members of the Interlink Foundation based in the relevant areas. Branch activities fall under the broader governance remit of the board of trustees of Interlink, and staff responsible for the branch activities are line-managed by the chief executive.

Our subsidiary community interest company

Interlink has a wholly owned subsidiary, Interlink Community Services – 'the CIC' - registered company number 7549428. The remit of the CIC is to secure and manage consortium based contracts for services, delivered by our members. The CIC employs staff, and has contractual agreements with Interlink Foundation for any facilities or services it uses. The CIC's annual accounts are consolidated into Interlink's annual accounts.

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

COMPOSITION OF THE BOARD

Trustees are elected by Interlink's membership, with elections held each year by postal ballot prior to the Annual General Meeting. One third of the trustees retire and elections are held for the vacant places on the Board. Induction and training are provided for new trustees. None of the trustees is paid for services provided to the Charity. Trustees may be paid for expenses relating their governance role at Interlink. Expenses paid in any year to any individual trustee have not exceeded £250.

The composition of the Board during 2018/19 was as follows:

<u>Trustee</u>	<u>Nominating organisation</u>
J M Grosskopf (Chair)	Ezra Umarpeh
Rabbi J Baumgarten (Treasurer)	AOJSO
A Schechter	Beis Chinuch Lebonos Girls' School
M Posen	Agudas Israel Community Services
N M Halpern	Interlink North West of England
S Schmerler	Misgav

REVIEW OF ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

The mission of The Interlink Foundation is to strengthen the Orthodox Jewish community by:

- Upskilling and supporting community organisations
- Bringing the voice of community organisations to policy and decision makers
- Supporting the development of new services to meet community needs

2018-19 saw an intensification of activity, reflected in increased turnover. Alongside consistent demand and delivery of Interlink's core services, we also hosted the activities of Chinuch UK, representing the Orthodox Jewish school sector. Chinuch UK was established in June 2018, and subsequently the majority of Interlink's education policy work moved under the Chinuch UK umbrella. Reports on this work are included within 'Policy and public sector partnerships' within the narrative and financial sections of this report.

OUR PERFORMANCE AGAINST TARGETS FOR THE YEAR WAS AS FOLLOWS:

<u>Output targets 2018/19</u>	<u>How we performed 2018/19</u>
Engage with 150 community organisations.	Interlink had 204 active members in 2018/19.
Provide development support to 100 organisations and training to 150 organisations.	129 organisations received development support, and 272 organisations (983 individuals) participated in training.
Provide leadership to 5 consortia tenders or projects.	Over the year Interlink led 5 project consortia. Of these, 4 are successful funded programmes, with a value over the year of £219,340 (details on page 25) and services delivered by 21 community organisations. A fourth consortium applied for funds to develop maternity related services was unsuccessful in its bid.
Work with local/central government on 10 issues of importance to the Orthodox Jewish community, including education, integration, welfare and SEND.	Over the year, community advocacy and policy work was undertaken spanning a very wide range of issues, including: <u>London Boroughs of Hackney & Haringey</u> <ul style="list-style-type: none">• Safeguarding and child protection• Planning policy• Children's therapy services• Children's mental health services• SEND provision• Maternity provision

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

- Child health and immunisations
- Charedi Health Needs Assessment

London Borough of Barnet

- Family support services
- SEND provision
- Children's mental health services

National work

- Education policy
- The 'two child limit' welfare policy
- The rollout of Universal Credit

Community cohesion and integration are cross-cutting themes across our policy and advocacy work.

Facilitate 7 strategy groups to enable good communication and co-production between Orthodox Jewish voluntary sector and public sector.

We ran 9 thematic strategy groups, arranging over 30 meetings during the course of the year. Public sector and community leaders met in the following groups:

- Hackney Children and Young People's Services
- Haringey Children and Young People's Services
- Barnet Children and Family Services
- Stamford Hill Area Action Plan group
- Maternity Services (London hospitals and organisations serving Orthodox Jewish communities)
- Hackney and Haringey SEND
- Hackney Adult Services
- Universal Credit rollout national group

Provide 20 cultural training events or community tours.

We ran 22 cultural training sessions, including formal seminars, community tours and walkabouts.

Work across communities and faiths to achieve common objectives and foster good relations.

We worked closely with other civil society organisations in the infrastructure and faith sectors, to achieve common objectives. This included:

- National collaboration with the Child Poverty Action Group and Church of England in respect of the two-child cap in tax credits and Universal Credit.
- Partnership with infrastructure organisations to build capabilities and standards among members. Examples of our partners are London Youth and Hackney Council for Voluntary Services.
- Sharing experiences and learning with other faith organisations, particularly neighbourhood groups, and organisations concerned with faith education.

Outcome targets 2018/2019

Generate at least £1 million for community organisations and services.

How we performed 2018/19

The narrow economic payback to the community of Interlink's activities over the year, excluding the value of consortium activities, is calculated at £4,278,061:

THE INTERLINK FOUNDATION COMPANY LIMITED BY GUARANTEE

- Support from Interlink's development team directly helped member charities to raise £1,632,011.
- The economic value of community advocacy and policy work is calculated at £3,156,400.

50 community organisations raise their professional standards and/or develop new services.

Our development team helped raise professional standards in 81 organisations, including compliance with charity requirements, good governance, employment and personnel matters, financial management and other regulatory matters. (This excludes the impact of Interlink training)

Generate £220,000 for members through participation in consortium tenders.

Consortium contracts generated £219,430 for 21 community charities, delivering a range of youth and physical activities to people of all ages, across England.

Policy and campaigns work leads to improved access to services and resources and more equitable policy. This will include positive change in national education policy as a result of our intervention and greater equity at local level in access to SEND services.

Community advocacy, policy, partnership and co-production work continues to strengthen working relationships between public bodies and Orthodox Jewish organisations, improving policy and services for our communities. Benefits from this work include the following:

- Working with Chinuch UK, the national voice for Orthodox Jewish schools, there were important policy gains, stabilising the position of Orthodox Jewish education. The most significant changes were:
 - a) Department for Education policy now allows primary school leaders to define how they approach relationship education and meet the requirements of the Equalities Act 2010. This means that Orthodox Jewish primary schools are able to meet the regulatory requirements.
 - b) Compliance and enforcement rules have changed so that independent schools that fail on narrow points will not face enforcement action. This means that Orthodox Jewish schools that take conscience-driven decisions that diverge from DfE policy will be allowed to continue to operate.

We have now merged our school support service (LinkEd) into Chinuch UK, and continue to host the combined service.

- In early 2019, the Secretary of State for Work and Pensions announced a u-turn on the retrospective application of the 2-child limit to children born before the policy was conceived. The turnaround has already benefitted scores of families and children in the community, along with thousands of children of all backgrounds.

We will continue to work with our colleagues from different sectors and faith communities to campaign for the policy to be scrapped altogether.

95% of users are satisfied with Interlink's services.

97% of members rated Interlink's services as good or excellent

OUR AIMS AND TARGETS FOR 2019-20

OUTPUT TARGETS

Engage with 200 community organisations.

Provide development support to 100 organisations and training to 150 organisations.

Provide leadership to 5 consortia tenders or projects.

OUTCOME TARGETS

Generate £220,000 for members through participation in consortium tenders.

Improve infrastructure supporting Orthodox Jewish schools.

Launch of strategic communications work for Interlink members.

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

Work with local/central government on 10 issues of importance to the Orthodox Jewish community, including education, safeguarding, welfare and SEND.

Policy and campaign work leads to improved access to services and resources and better policy for Interlink's members.

Scale up school support work and continue to develop community education infrastructure.

Initiate strategic communications project to tackle identified weakness within Interlink membership.

Facilitate 8 strategy groups to enable good communication and co-production between Orthodox Jewish voluntary sector and public sector.

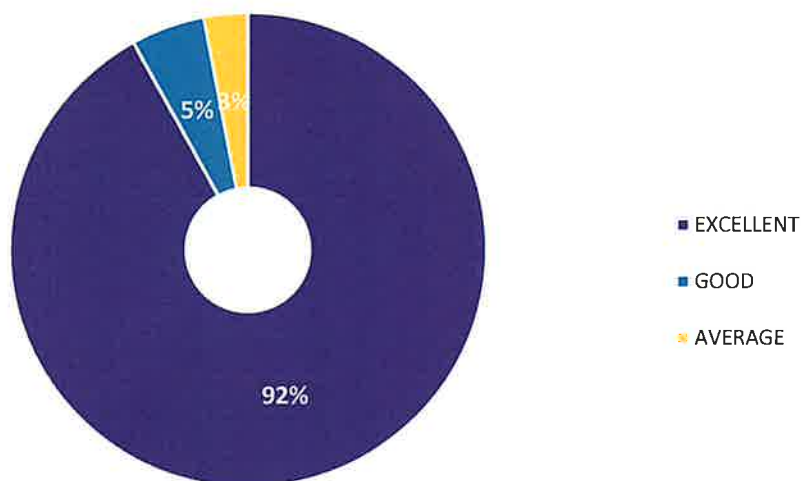
Provide 20 cultural training events or community tours.

Work across communities and faiths to achieve common objectives and foster good relations.

Generate at least £1 million for community organisations and services.

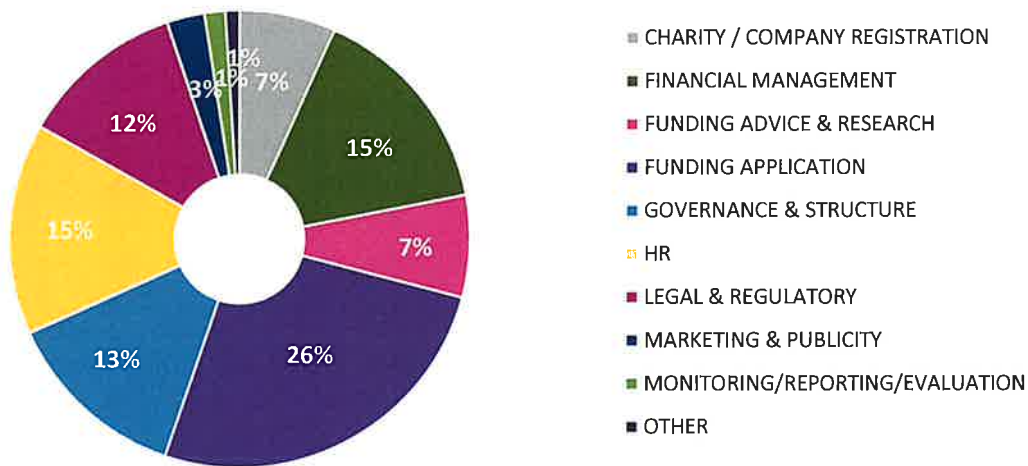
50 community organisations raise their professional standards and/or develop new services, including improved compliance with charity regulations.

2018-19 - USER SATISFACTION



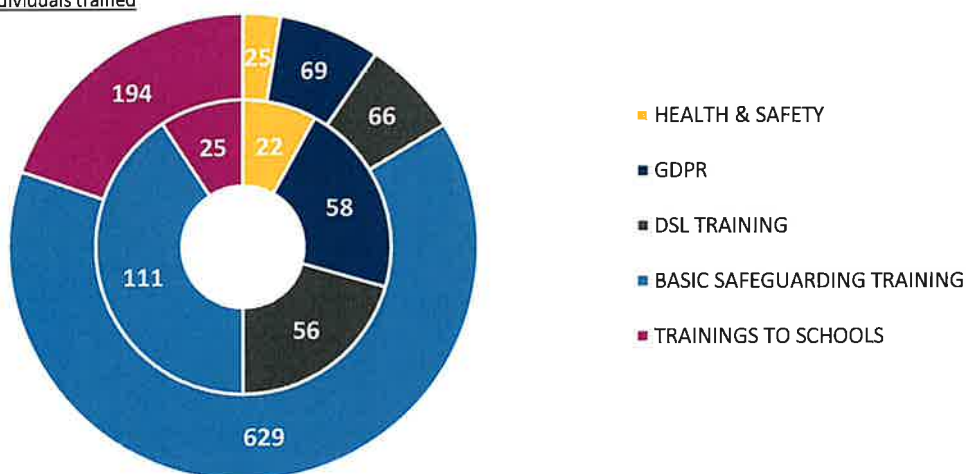
THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

2018-19 - CONSULTANCY SUPPORT PROVIDED ,BY SESSION



2018-19 - TRAININGS PROVIDED

Inner circle: organisations trained
Outer circle: individuals trained



2018-19 FINANCIAL IMPACTS



THE INTERLINK FOUNDATION COMPANY LIMITED BY GUARANTEE

FINANCIAL REVIEW

Despite the substantial activity reported above, and significant exceeding of targets, the financial climate has remained difficult. The Foundation just managed to raise sufficient funds to cover costs.

After a fall in income for two consecutive years, turnover increased in 2018-19 to £797,695. The main reason for the increase was the activity of Chinuch UK, and a new consortium grant 'Active Ageing' from Sport England, delivered by a national partnership of Interlink's members working with older people. Although grant funding for Interlink's core activities has not recovered, income generated by trading education and consultancy services has improved. Services in Salford remain substantially underfunded and this part of our provision remains under close review.

Although the financial position has improved, and the deficit of 2017-18 has been reversed, there is much further work to be done. Our financial goals for 2019-20 are to:

- Further increase earned income
- Secure grant income towards Interlink core services
- Drive up consortium income to exceed the £220,000 mark.

RESERVES POLICY

The trustees aim to hold free realisable reserves equal to at least 3 months, but no more than 12 months, running costs, in order to protect services when there are uncertainties as to whether funding will continue and to ensure adequate cashflow for the organisation's needs.

As at 31 March 2019, the organisation's reserves (net current unrestricted assets) available for ongoing core activities (excluding C.I.C. activities) were £234,720, equal to 4.8 months core running costs. The trustees are satisfied that this is a reasonable level of reserves and consistent with the reserves policy.

However, the trustees remain concerned about debtor management. Over half of net current assets are in the form of debtors, mostly committed funding income that is paid in arrears. Delays in drawing these funds may cause cash levels to dip, and the trustees wish to see improvements in debtor management.

RISK MANAGEMENT

The charity produces a risk register that sets out the operational and strategic risks to which the charity is exposed, and how these risks are managed and controlled. There is a process for internal audit which provides checks that controls are working effectively and that risk is managed in a proportionate way. Internal audit arrives at ratings for each area of risk management and identifies actions for improvement where appropriate.

PUBLIC BENEFIT

In planning activities for the year, the trustees took due heed of the Charity Commission's guidance on the requirement to provide public benefit, as well as the requirements of the Equalities Act 2010. Trustees and staff undergo periodic training in both these areas.

The trustees are confident that the focus on the Orthodox Jewish community complies with all relevant legislation and guidance. Additionally, much of the organisation's work is for the wider benefit, for example the inter-faith work and cross-community voluntary sector partnership work. Some of the charity's work is considered exemplary, and influences services to the wider public and other communities.

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also the directors 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 which give 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, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

- select suitable accounting policies and then 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 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 charitable company 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. 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.

AUDITOR

Cohen Arnold are deemed to be re-appointed under section 487(2) of the Companies Act 2006.

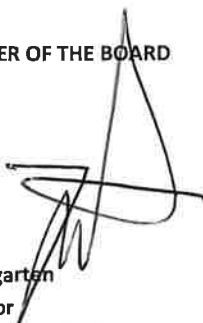
Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

BY ORDER OF THE BOARD

A handwritten signature in black ink, appearing to be 'J Baumgarten', written over a horizontal line.

**J Baumgarten
Governor**

18 December 2019

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INTERLINK FOUNDATION

FOR THE YEAR ENDED 31 MARCH 2019

OPINION

We have audited the financial statements of Interlink Foundation for the year ended 31 March 2019 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Company Balance Sheets and related notes, 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 (United Kingdom Generally Accepted Accounting Practice), including FRS102 the Financial reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the consolidated financial statements:

- give a true and fair view of the state of the group's and the parent charitable Company's affairs as at 31 March 2019 and of its incoming resources and application of resources, included 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 group 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 consolidated financial statements is not appropriate; or
- the trustees' have not disclosed in the consolidated financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent 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 consolidated financial statements are authorised for issue.

OTHER INFORMATION

The other information comprises the information included in the trustees' annual report, other than the consolidated financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the consolidated 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 consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated 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 consolidated 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.

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

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' report for financial year for which the consolidated financial statements are prepared is consistent with the consolidated financial statements; and
- the trustees' 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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 by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's consolidated 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.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the trustees' annual report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the consolidated financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE**

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the consolidated 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 consolidated 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 consolidated 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 group'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 group's or the parent company'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 consolidated 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 group or the parent company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the consolidated financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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 group's trustees, 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 group's trustees 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 group and the group's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



DAVID GOLDBERG

(Senior Statutory Auditor)

For and on behalf of

COHEN ARNOLD

Chartered Accountants & Statutory Auditor

New Burlington House

1075 Finchley Road

LONDON NW11 0PU

18 December 2019

Cohen Arnold is eligible to act as an Auditor in terms of Section 1212 of the Companies Act 2006

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

**CONSOLIDATED STATEMENT OF FINANCIAL
ACTIVITIES**

FOR THE YEAR ENDED 31 MARCH 2019

(incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
INCOME FROM							
Donations & Legacies	2	25,118		25,118	84,068		84,068
Charitable Activities	3						
Support to organisations		153,121	33,030	186,151	139,619	83,891	223,510
Policy and public sector partnership		21,550	297,500	319,050	9,250	117,598	126,848
School Support Project		22,700	25,000	47,700	11,915	25,000	36,915
Grants programme				-		1,800	1,800
Interlink Community Services C.I.C.		110,267	109,073	219,340	12,571	150,918	163,489
Investments	4	336		336	281		281
Total income		333,092	464,603	797,695	257,704	379,207	636,911
EXPENDITURE ON							
Raising Funds	5	9,327		9,327	9,813		9,813
Charitable activities							
Support to organisations		175,148	33,030	208,178	215,933	83,891	299,824
Policy and public sector partnership		27,792	297,500	325,292	28,616	121,332	149,948
School Support Project		14,587	25,000	39,587	30,573	25,000	55,573
Grants programme				-	200	1,800	2,000
Interlink Community Services C.I.C.		104,764	109,073	213,837	402	150,918	151,320
Total expenditure		331,618	464,603	796,221	285,537	382,941	668,478
Net income before transfer		1474	0	1,474	(27,833)	(3,734)	(31,567)
Transfer between funds							
Net income for year	6	1474	0	1,474	(27,833)	(3,734)	(31,567)
Reconciliation of funds							
Total funds brought forward		332,309	0	332,309	360,142	3,734	363,876
Total funds carried forward		333,783	0	333,783	332,309	0	332,309

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.
Movement in funds are disclosed in Note 14 to the financial statements.

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2019

		2019	2019	2018	2018
	Notes	£	£	£	£
FIXED ASSETS	10				
Tangible assets			90,529		92,444
CURRENT ASSETS					
Debtors	11	222,272		174,324	
Cash at bank and in hand		125,706		153,529	
		347,978		327,853	
LIABILITIES					
Creditors: amounts falling due within one year	12	(104,724)		(87,988)	
Net current assets			243,254		239,865
Total assets less current liabilities			333,783		332,309
Net Assets	13A		333,783		332,309
FUNDS	14A				
Restricted income funds					
Unrestricted income funds			333,783		332,309
Total Charity Funds			333,783		332,309

These financial statements were approved by the members of the committee on the 18 December 2019 and are signed on their behalf by:


J Baumgarten

Governors


JM Grosskopf

Company Registration Number: 3852756

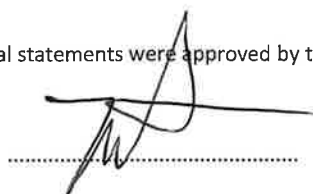
THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

AS AT 31 MARCH 2019

	Notes	2019 £	2019 £	2018 £	2018 £
FIXED ASSETS					
Tangible assets	10		90,529		92,444
CURRENT ASSETS					
Debtors	11	219,272		143,821	
Cash at bank and in hand		102,859		139,023	
		322,131		282,844	
LIABILITIES					
Creditors: amounts falling due within one year	12	(87,411)		(55,148)	
Net current assets			234,720		227,696
Total assets less current liabilities	13a		325,249		320,140
Net Assets			325,249		320,140
FUNDS					
Restricted income funds	14a				
Unrestricted income funds			325,249		320,140
Total Charity Funds			325,249		320,140

These financial statements were approved by the members of the committee on the 18 December 2019 and are signed on their behalf by:



.....

J Baumgarten

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THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2019

	2019	2018
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income	1,474	(31,567)
<i>Adjustments for:</i>		
Bank Interest receivable	(336)	(281)
Depreciation	16,798	17,146
<i>Changes in:</i>		
Trade and other debtors	(47,948)	(34,403)
Trade and other creditors	16,736	7,870
Cash generated from operations	(13,276)	(41,235)
Interest received	336	281
Net cash from operating activities	(12,940)	(40,954)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Fixed Assets	(14,883)	(5,639)
Net cash from investing activities	(14,883)	(5,639)
NET INCREASE IN CASH AND CASH EQUIVALENTS	(27,823)	(46,593)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	153,529	200,122
CASH AND CASH EQUIVALENTS AT END OF YEAR	125,706	153,529

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

BASIS OF ACCOUNTING

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) 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.

CONSOLIDATION

The consolidated financial statements incorporate the financial statements of the charity and of Interlink Community Services CIC, a company limited by guarantee of which Interlink Foundation has full control. Their financial statements are made up to the same date as this charity 31 March 2019.

PUBLIC BENEFIT ENTITY

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

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.

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.

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.

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 the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

THE INTERLINK FOUNDATION COMPANY LIMITED BY GUARANTEE

EXPENDITURE

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 charity in inducing 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 activities and services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

ALLOCATION OF SUPPORT COSTS

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function (support costs), is apportioned on the following basis which are an estimate, based on the use by each activity of staff time or other overhead costs, of the amount attributable to each activity.

• Support to organisations	33%
• Policy and public sector partnerships	25%
• School Support project	11%
• Support costs	30%
• Governance costs	1%

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

• Support to organisations	52%
• Policy and public sector partnerships	37%
• School support project	11%

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. A detailed breakdown of support costs and their allocation to each activity is provided in Note 5.

OPERATING LEASES

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

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.

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. Cash balances exclude any funds held on behalf of service users.

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.

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

FINANCIAL INSTRUMENTS

With the exception of the listed investments described above only use here if have investments, otherwise delete start to sentence 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. INCOME FROM DONATIONS & LEGACIES

	Unrestricted Funds	Restricted Funds	2019	2018
	£	£	£	£
VOLUNTARY INCOME				
London				
Pears Foundation			-	15,000
Sam and Bella Sebba Charitable Trust			-	25,000
Shoresh Charitable Trust	9,983		9,983	13,000
Aberdeen Foundation	14,400		14,400	9,600
JAPH			-	5,000
Other donations	533		533	11,266
Manchester				
Other donations	202		202	202
North West London				
BEST			-	5,000
	25,118		25,118	84,068

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
SUPPORT TO ORGANISATIONS				
Community building				
London				
Rent & SC income	18,217		18,217	19,786
Manchester				
CST	9,107		9,107	8,995
Rent & SC income	32,556		32,556	34,442
Reimbursement from insurers			-	1,930
OTHER SUPPORT TO ORGANISATIONS				
London				
City Bridge Trust			-	20,000
LB Hackney		3,030	3,030	13,030
Sport England - Active Ageing		18,000	18,000	-
Children's Aid Committee		9,500	9,500	3,000
Membership fees	5,272		5,272	4,906
Education & Training	9,208		9,208	6,126
Consultancy	55,372		55,372	41,640
Manchester				
Big Lottery Fund – Reaching Communities			-	51,391
Fayre Share Foundation		2,500	2,500	2,500
Membership fees	1,419		1,419	1,445
Education & Training	8,407		8,407	11,378
Consultancy	6,029		6,029	661
North West London				
Consultancy	7,534		7,534	2,280
	153,121	33,030	186,151	223,510
POLICY & PUBLIC SECTOR PARTNERSHIP				
London				
Maurice Wohl Charitable Foundation		50,000	50,000	60,000
LB Hackney		50,000	50,000	35,000
Hackney Learning Trust		3,000	3,000	8,000
Awards for All			-	9,150
Children Ahead (SEND Consortium)		38,000	38,000	-
JUMP (Mother's Health Support Project)		1,500	1,500	
LB Haringey	10,000		10,000	
HCVS			-	500
Education & Training	1,350		1,350	750
Other		15,000	15,000	-

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

Chinuch UK				
Delapage Ltd		40,000	40,000	-
Achisomoch		55,000	55,000	-
Bondcare		5,000	5,000	-
Investream CT		5,000	5,000	-
The AH CT		5,000	5,000	-
G Dunner		5,000	5,000	-
Ezer V'hatzala	9,500		9,500	-
Manchester				
Safeguarding Consultancy		15,000	15,000	-
Little Pot of Health			-	600
Big Lottery Fund – Reaching Communities			-	12,848
Education & Training	700		700	-
North West London				
LB Barnet		10,000	10,000	-
	21,550	297,500	319,050	126,848

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
SCHOOL SUPPORT PROJECT				
Maurice Wohl Charitable Foundation		25,000	25,000	25,000
Membership Fees	5,083		5,083	1,735
Education & Training	14,895		14,895	7,830
Consultancy	2,049		2,049	2,350
Fees for Policies	673		673	
	22,700	25,000	47,700	36,915

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
GRANTS PROGRAMME				
London				
Special Appeals			-	1,800
			0	1,800

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
INTERLINK COMMUNITY SERVICES				
Hackney Learning Trust - Adult Learning Contract	7,724		7,724	9,766
LB Hackney - Young Hackney Contract	100,000		100,000	110,000
Sport England – Community Sport Activation Fund Barnet		20,617	20,617	40,918
Sport England - Active Ageing		88,456	88,456	-
Reimbursement of expenses	2,543		2,543	2,805
	110,267	109,073	219,340	163,489

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

4. INCOME FROM INVESTMENTS

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
Bank interest			336	281

5. ANALYSIS OF EXPENDITURE

25 | Page

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

Raising Funds	Support to organisations		Policy & public sector partnership	School Support Project	Grants programme		Interlink Community Services CIC		Governance		Support costs		2019		2018	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Support Costs																
Salaries & NI	14,136	28,271		428							(42,835)					
Other staff costs	3,422	6,844		104							(10,370)					
Premises costs	5,915	11,831		179							(17,925)					
Office costs	3,900	7,801		118							(11,819)					
Depreciation	339	678		10							(1,027)					
Website Development	1,173	2,346		36							(3,555)					
Legal & professional	1,983	3,966		60							(6,009)					
Other costs	1,856	3,711		56							(5,623)					
Governance Costs	3,498	6,996		106						(10,600)						
Total Support & Governance Costs	36,222	72,444		1,098									109,763			
Total expenditure 2019 (including support costs)	9,327	208,178	325,292	39,587	0	213,837	2,000	151,320	668,478							
Total expenditure 2018	9,813	299,824	149,948	55,573	2,000	151,320	668,478									

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

6.NET INCOME FOR THE YEAR

	2019	2018
	£	£
This is stated after charging:		
Depreciation	16,797	17,288
Auditors' remuneration (excluding VAT)	10,333	7,800
Operating lease rental on building	43,750	43,750
Pension (er)	2,169	

7. ANALYSIS OF STAFF COSTS, STAFF NUMBERS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2019	2018
	£	£
Total staff costs were as follows:		
Salaries & wages	284,455	278,392
NI (er)	15,637	16,333
Pension (er)	2,169	
	302,261	294,725

Staff numbers

The average number of employees during the year were as follows:

(head count based on number of staff employed)

	2019	2018
	no.	no.
Full time staff	2	2
Part time staff	23	23
Total number of staff	25	25

No employee received remuneration of more than £60,000 during the year (2018 - £nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £64,410 (2018 - £72,674).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2018 - £nil). No charity trustee received payment for professional or other services supplied to the charity (2018 - £nil).

None of the trustees were reimbursed for any expenses during the year (2018-£nil)

8. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2019 (2018 - £nil).

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

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

9. TAXATION

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

10. TANGIBLE FIXED ASSETS

Consolidated and charity

COST	Equipment and Furniture
At 1 April 2018	256,327
Additions	14,883
At 31 March 2019	271,210
DEPRECIATION	
At 1 April 2018	163,883
Charge for the year	16,798
At 31 March 2019	180,681
NET BOOK VALUE	
At 31 March 2019	90,529
At 31 March 2018	92,444

All of the above assets are used for charitable purposes.

11. DEBTORS

Consolidated

	2019	2018
	£	£
Fees or grants receivable	100,201	153,547
Prepayments	552	4,608
Accrued income	121,519	16,169
	222,272	174,324

	2019	2018
	£	£
Charity		
Fees or grants receivable	97,201	125,645
Prepayments	552	4,608
Accrued income	121,519	13,568
	219,272	143,821

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Consolidated	2019	2018
	£	£
Deferred income	3,432	-
Accruals	39,248	57,203
Accounts payable	24,859	
Payroll liabilities	3,321	
Sinking Fund Deposit	33,864	30,785
	104,724	87,988
Charity	2019	2018
	£	£
Deferred income	432	-
Accruals	29,435	24,363
Accounts payable	20,359	
Payroll liabilities	3,321	
Sinking Fund Deposit	33,864	30,785
	87,411	55,148

13a. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CURRENT YEAR)

Consolidated	General unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	90,529		90,529
Current assets	347,978		347,978
Current liabilities	(104,724)		(104,724)
Net assets at 31 March 2019	333,783	0	333,783

13b. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

Consolidated	General unrestricted funds £	Restricted funds £	Total Funds £
Tangible fixed assets	92,444		92,444
Current assets	327,853		327,853
Current liabilities	(87,988)		(87,988)
Net assets at 31 March 2018	332,309	0	332,309

14a. MOVEMENT IN FUNDS (CURRENT YEAR)

Consolidated	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 March 2019 £
Restricted funds	0	464,603	(464,603)		0
Unrestricted funds	332,309	333,092	(331,618)		333,783
Total Funds	332,309	797,695	(796,221)		333,783

THE INTERLINK FOUNDATION
COMPANY LIMITED BY GUARANTEE

14b. MOVEMENT IN FUNDS (PRIOR YEAR)

Consolidated

	At 1 April 2017	Income	Expenditure	Transfers	At 31 March 2018
	£	£	£	£	£
Restricted funds	3,734	379,207	(382,941)		0
Unrestricted funds	360,142	257,704	(285,537)		332,309
Total Funds	363,876	636,911	(668,478)		332,309

15. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2019	2018
	£	£
Not later than 1 year	43,750	43,750
Later than 1 year and not later than 5 years	175,000	175,000
Later than 5 years	109,375	153,125
	328,125	371,875

16. 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.