



Hillsong UK's ('HCUK') current governance structure and process

FAQs:

What type of company is HCUK and how is it governed?

Hillsong Church UK ('HCUK') is a registered company (Hillsong Church London which is a not-for profit company limited by guarantee. Company No: 05487537). This means it is governed by the laws of the Companies Act 2006. Information on the company directors, publications and other company related information can be found on Companies House.

How are we governed as a charity?

HCUK is also a registered with the Charity Commission (Charity Number 1120355) and the UK Fundraising Regulator. HCUK adheres to all charity law and regulation and to the extent of their application, all Guidelines published by the Charity Commission. As a charity, HCUK publishes various information via the Commission, including structure, purposes and financial results.

What is HCUK's Board and governance structure?

As a charity HCUK is governed by a group of Trustees, also known as the Board. These individuals are at law also the Directors of the company. The responsibility for governance primarily sits with the Board. This is outworked through three principal activities: compliance, assurance and risk management.

What are the HCUK Board's duties?

This group is responsible for:

- Overall legal responsibility for the oversight of the charity. Subject to certain matters reserved to the Board the day-to-day management is delegated to sub-committees and the senior management team.
- Ensuring that Trustees and management are acting in the best interest of the charity, based on its goals and objectives, and that the charity is being managed with appropriate skill and care.
- Ensuring that the charity's resources are managed responsibly, and that sound judgement is used in decision making.
- Holding the management team accountable for ensuring appropriate controls, procedures and safeguards are in place for the church to operate.

How do you become a Board Member/Trustee?

The Trustees are made up of leaders from within Hillsong. Traditionally, they have been recommended by UK Lead Pastor or Chairman and must be approved and appointed by the members of the company.

The Trustees:

- Are re-appointed every year by members of the company.

- Are separate to the management team. The UK Lead Pastor and General Manager do not hold the office of Director or Trustee but meet regularly with the Trustees to present information and participate in decision making.
- Delegate day to day management of the charity to the management team and sub-committees of the Board. This means the Trustees are involved in reviewing management decisions and holding management accountable but are not involved in detailed management. The Trustees are involved in setting policy, significant financial decisions, strategy and planning and resolution of issues or conflicts.
- Receive no payment or remuneration for carrying out their duties as a trustee of HCUK.

How is HCUK connected to the Hillsong Global Board?

HCUK is ultimately controlled by its members who are currently the Hillsong Global Board. The appointment and removal of trustees is determined by the members, who are the directors of Hillsong internationally. For more information and updates on Hillsong Global structure and governance see www.hillsong.com/newsroom

How does HCUK govern financial management?

The church's finances are carefully planned and governed by internal controls and external reviews.

Internal controls include:

- Use of designated and restricted funds to manage funds raised for specific purposes
- Annual budgets and financial strategies presented and approved by the HCUK Trustees and by the members (Global Board).
- Management Reports prepared and analysed by management on regular basis, presented at each board meeting and reviewed by Trustees on monthly basis.
- Control over spend including:
 - Separation of duties and multiple authorisation required for payments and expenditure
 - Lead Pastors are not bank signatories
 - Significant purchases tendered for competitive pricing
 - Regular reviews by management

External controls are:

- HCUK's financial records and systems are audited annually by a highly reputable large London based external audit firm, currently RSM UK.
- Audited financial statements are lodged both with The Charity Commission and Companies House

If you have any questions around governance, please contact us at admin@hillsong.co.uk.