

THE INCLUSIVE CHURCH NETWORK

England & Wales · Charity number 1102676

Details

Other names	INCLUSIVE CHURCH.NET
Status	Registered
Legal form	Other
Registered	2004-03-17
Register	View on the Charity Commission register

Contact

Address	5 Trinity Churchyard Guildford Surrey GU1 3RR
Phone	07935374877
Email	office@inclusive-church.org
Website	www.inclusive-church.org

Activities

Objects: (A) TO ADVANCE THE CHRISTIAN FAITH FOR THE BENEFIT OF THE PUBLIC IN ACCORDANCE WITH THE STATEMENT OF BELIEF APPEARING IN THE SCHEDULE;(B) TO ADVANCE THE EDUCATION OF THE PUBLIC IN UNDERSTANDING THE PRACTICE AND EFFECTS OF THE STATEMENT OF BELIEF APPEARING IN THE SCHEDULE.

Activities: Advocacy and promotion within the Church of England and world-wide church for the full inclusion of all people in the worldwide church, including the threefold order of ordained ministry regardless of ethnicity, gender and sexual orientation

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Religious Activities
- **Who:** People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£47,095	£32,345	-	-
2023-12-31	£51,527	£32,827	-	-
2022-12-31	£49,050	£33,166	-	-
2021-12-31	£37,984	£31,554	-	-
2020-12-31	£35,355	£33,821	-	-

Trustees

Name	Role	Appointed
Alison Webster		2022-12-01
Daniel Simon Barnes-Davies		2013-10-06
Emily Richardson		2025-06-25
Hope Lawrence		2025-06-25
Jack Peter Woodruff		2022-01-27
Meredith Elana Ford		2024-07-11
Michael John David Bishop		2019-09-18
Nicholas David Bennett		2025-07-28
Reuben Jenkins		2024-11-25
Rev Alison Mary Kerr		2024-07-11
Rev Andrew Steward Dotchin		2025-06-25
Rev Rosalind Elisabeth Rutherford		2023-12-06
Rev Rosemary Jane Morton		2025-07-28
Rev Yin-An Chen		2024-11-25
Sarah Jane Ball		2024-07-11

THE INCLUSIVE CHURCH NETWORK

England & Wales - Charity number 1102676

Accounts

The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2024

The Inclusive Church Network
(Registered Charity 1102676)
**Annual Report &
Financial Statements**
For the year ended 31 December 2024

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**The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2024**

Full name: The Inclusive Church Network
Other names by which the Charity is known: Inclusive Church
Registered charity number (England & Wales): 1102676
Registered address: 5 Trinity Churchyard, Guildford, Surrey GU1 3RR

Trustees

Reverend Daniel Barnes-Davies * (Chair)
Reverend Dr Evie Vernon * (Vice Chair)
Michael Bishop (Treasurer) *
Hanna Yoo (HeartEdge)
Reverend Alex Clare-Young (Open Table) *(until 11th July 24)*
The Very Reverend Dr Jonathan Draper * *(until 29th May 24)*
Fiona MacMillan *
Alison Webster (Modern Church)
Jack Woodruff *
Reverend Rosalind Rutherford (WATCH)
Russell Frost (SCM) *(until 25th November 24)*
Reverend Alex Frost * *(from 11th July 2024)*
The Venerable Allie Kerr * *(from 11th July 24)* (Vice Chair *from 30th September 24*)
Meredith Ford * *(from 11th July 24)*
Sarah Ball * *(from 11th July 24)*
Reverend Yin-An Chen (Open Table) *(from 25th November 24)*
Reuben Jenkins (SCM) *(from 25th November 24)*
* *Independent trustee*

Independent Examiner

Mrs Helen Lee MA BFP FCA
55 Wodeland Avenue
Guildford
GU2 4LA

Governance and Management

The charity is operated under the rules of its constitution, adopted on 6th October 2003 and most recently amended by the Annual General Meeting on 23rd August 2021. The 'Statement of Belief' was revised on 9th July 2019.

In accordance with the constitution, trustees are elected and appointed at the AGM. Some are Independent trustees, and others are appointed by Partner Organisations.

The charity employs a National Co-ordinator, on whom much of the day-to-day work of the charity devolves. The trustees have also appointed a number of Ambassadors who promote the work of the charity locally and regionally.

The Inclusive Church Network Trustees' Annual Report

Objectives and Activities

- a) To advance the Christian faith for the benefit of the public in accordance with our statement of belief;
- b) To advance the education of the public in understanding the practice and effects of the statement of belief.

Statement of Belief

We believe in Inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it discriminates against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ. We believe in a Church which is scripturally faithful and seeks to proclaim the gospel afresh for each generation. We believe in a Church which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of God.

Public benefit statement

The Trustees confirm that they have complied with the duty under section 17 of the Charities Act 2011 (“the Act”) and the Charities Act 2022 where relevant, to have due regard to the Charity Commission’s general guidance on public benefit, ‘Charities and Public Benefit’.

Summary of the main activities undertaken for the public benefit

- Developing a network of churches and individuals who subscribe to our statement of belief, and who can provide support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
- Working together with Partner Organisations to promote inclusion in the church;
- Working with others to stage regional meetings, conferences and attendance at key events such as General Synod and Greenbelt Festival.

Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

The Inclusive Church Network Trustees' Annual Report

Summary of the main achievements during the period (January–December 2024)

2024 has been another year of growth for Inclusive Church, with 122 new churches joining.

In February, we hosted an online book launch to mark the publication of *How to Build the Church of the Future: 20 Years of Inclusive Church*. Several authors spoke about their chapters and we heard from Ruth Wilde (former National Co-ordinator and editor of the book) about her hope and vision for the book.

In July, our Annual General Meeting was held online and coincided with our Annual Lecture. This year previous trustee Alex Clare-Young gave an engaging lecture titled Faith in Transition. The AGM saw the appointment of 4 new independent trustees who bring a breadth of experience in communications, strategic management and human resources.

In August, we successfully appointed a new National Co-ordinator on a 12-month fixed term contract. The Revd Chantal Noppen has been an excellent addition to the Inclusive Church team and brings her experience of estates ministry and ecumenical communities to the organisation. As usual, we had a presence at Greenbelt through sharing a stall with *Modern Church*. We also launched the “Are You In?” survey which ran through to advent. This was an opportunity for our supporters and others to tell us what they know about Inclusive Church, what their priorities are in terms of inclusion and what they would like to see us do.

In the Autumn, a new Vice-chair and Hon. Secretary were elected as Officers and a Strategic Planning working group and a Database & Membership working group were formed. By the end of 2024, the strategic planning is well underway with a timeline for producing a new strategic plan in place.

The 13th annual Disability Conference with St Martin-in-the-Fields took place again this year, titled *Blessed are the Weary: Rest & Reflection on Disability, Value & God*. This was online for the fifth year and drew 110 people from across the UK for a weekend of retreat, worship and reflection.

Ahead of Advent, led by Chantal, we released the “Make Room in the Inn” video series that provided practical tips on how churches could be more inclusive during advent.

Towards the end of the year, we said goodbye to Divya who was our clerk/administrator. This has left a gap in our administrative processes that we are seeking to fill. With the reinstatement of a National Coordinator, we have begun to identify operational gaps and processes and are continuing to work to improve the behind-the-scenes efficiency of the organisation.

With a new strategic plan expected to come within the first half of 2025, *The Inclusive Church Network* is soon to be at the beginning of an exciting new chapter. Thank you for your continued support in our work to see a church that is inclusive of all peoples.

Financial review

The trustees are pleased to report another surplus for 2024 (£14,750 compared with £18,700 for 2022). Contributing factors include:

- Individual giving (including online and Gift Aid) declined slightly (2024: £22,304; 2023: £23,542).
- Online donations via the 'Donate' button on the website decreased (with no National Co-ordinator in post). (2024: 18 donations totalling ££725; 2023: 22 donations totalling £1,587).
- Corporate giving (from churches) decreased to £23,100 (2023: £26,660). A significant proportion of members churches have not yet taken up our request for an annual donation (£5 to £500), so there is room for an increase here!
- Bank interest and other income increased to £1,370 (2023: £1,325), but with lower interest rates this may decline in 2025.
- We set a cautious budget (about £7,000 above 2023, and breaking even with expenditure), but underperformed the income budget by £3,250.
- On the expenditure side, the delay in appointing a new National Co-ordinator resulted in under-expenditure of about £7,700 on employment costs. A similar saving against budget resulted from the re-scheduling of the strategy conference to 2025.
- Project costs (Annual AGM/Lecture, Greenbelt, Disability Conference, etc) were about £1,300 below budget, resulting in an overall saving of £18,800 on expenditure and a surplus against budget of some £15,600.

As we look to put our staffing on a more realistic level to meet the work we need to do in furtherance of our aims, we need to increase our income. We have set a deficit budget for 2025 (with some increase in projected income) to allow some time for this to develop. This will be supported by the surpluses we have made in recent years, but that is seen as a short-term measure.

The General Fund reserve stands at £77,640 (£62,890 in 2023).

The Charity's policy on reserves

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

Financial risk

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed



Date 1 June 2025

The Reverend Dan Barnes-Davies, Trustee

**Independent Examiner's Report to the trustees of
The Inclusive Church Network
For the year ended 31 December 2024**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act') and the Charities Act 2022 where relevant.

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

Independent Examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed Helen M. L. Lee Date 1st June 2025

Helen Lee MA BFP FCA

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2024**

Statement of Financial Activities

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2024	<i>Total Funds 2023</i>
		£	£	£	£
Incoming resources					
Donations and grants	2	45,402	0	45,402	<i>50,202</i>
Charitable activities	3	43	0	43	<i>588</i>
Fundraising	4	281	0	281	<i>112</i>
Other income	5	1,369	0	1,369	<i>625</i>
Total incoming resources		47,095	0	47,095	<i>51,527</i>
Outgoing resources					
Cost of Fundraising	6	216	0	216	<i>216</i>
Cost of Charitable activities	7	31,529	0	31,529	<i>27,818</i>
Governance	8	600	0	600	<i>4,793</i>
Total outgoing resources		32,345	0	32,345	<i>32,827</i>
Net surplus/(deficit)		14,750	0	14,750	<i>18,700</i>
Transfers		0	0	0	<i>0</i>
Balance b/f		62,890	1,539	64,429	<i>45,729</i>
Balance c/f		77,640	1,539	79,179	<i>64,429</i>

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2024**

Balance Sheet

	Note	Unrestricted Funds	Restricted funds	Total funds 2024	Total funds 2023
		£	£	£	£
Current assets					
Cash/bank	9	73,082	1,539	74,621	60,439
Debtors	10	2,795	0	2,795	2,552
Stock	11	<u>2,392</u>	<u>0</u>	<u>2,392</u>	<u>2,659</u>
Total current assets		78,269	1,539	79,808	65,650
Liabilities					
Accrued expenses	12	629	0	629	1,221
Creditors	13	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total liabilities		629	0	629	1,221
Net current assets		77,640	1,539	79,179	64,429
Represented by:					
General Fund	14	77,640	0	77,640	63,116
Restricted Funds	15	<u>0</u>	<u>1,539</u>	<u>1,539</u>	<u>1,539</u>
Total funds		77,640	1,539	79,179	64,429

The Inclusive Church Network
Financial Statements
For the year ended 31 December 2024

Notes to the Financial Statements

1. Accounting Policies

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

Funds

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

Incoming resources

Voluntary income and capital sources

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

Other ordinary income

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

**The Inclusive Church Network
Notes to the Financial Statements**

	Unrestricted Funds	Restricted funds	Total funds 2024	Total funds 2023
	£	£	£	£
2. Donations , grants				
Individual donations	15,066	0	15,066	17,605
Gift Aid on donations	3,133	0	3,133	3,239
Online donations	4,106	0	4,106	2,698
Corporate donations	23,097	0	23,097	26,660
Grants	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	45,402	0	45,402	50,202
3. Charitable activities				
Events	43	0	43	588
4. Fundraising				
Book sales, Royalties	281	0	281	112
5. Other income				
Bank interest	1,369	0	1,369	625
6. Cost of Fundraising				
Just Giving subscription	<u>216</u>	<u>0</u>	<u>216</u>	216
	216	0	216	216
7. Cost of Charitable activities				
Grants	750	0	750	2,362
Cost of events	1,453	0	1,453	2,820
Cost of Education projects	0	0	0	0
Publicity (incl website)	2,664	0	2,664	2,184
Postage, Admin	705	0	705	841
Employment (incl expenses)	<u>25,957</u>	<u>0</u>	<u>25,957</u>	<u>19,611</u>
	31,529	0	30,638	27,818
8. Governance				
HR support	0	0	0	4,193
Trustees' expenses	0	0	0	0
Independent Examiner	<u>600</u>	<u>0</u>	<u>600</u>	<u>600</u>
	600	0	600	4,793

9. Cash/bank				
	Unrestricted (£)	Restricted (£)	Total (£)	2023
	(£)			
CAF current account	15,636	1,539	17,175	24,257
CAF current account (Expenses)	597	0	597	656
CAF Gold deposit account	<u>56,849</u>	<u>0</u>	<u>56,849</u>	<u>35,526</u>
	73,082	1,539	74,621	60,439
10. Debtors	£	£	£	2023 (£)
Prepayments (Eventbrite fee)	0	0	0	8
Gift Aid (donations Apr–Dec 2024)	2,152	0	2,152	2,218
Gift Aid (on Just Giving not yet paid)	5	0	5	8
Corp. Donations via Stripe not yet paid	98	0	98	98
2024 Donation banked January	540	0	540	0
Benevity (2023)	<u>0</u>	<u>0</u>	<u>0</u>	<u>220</u>
	2,795	0	2,795	2,552
11. Stock	£	£	£	2023 (£)
Books for resale	2,392	0	2,392	2,659
12. Accrued expenses	Unrestricted (£)	Restricted (£)	Total (£)	2023 (£)
Independent Examination (2024 accounts)	600	0	600	600
Payroll bureau (December 2024)	29	0	29	0
Employment costs (December 2023)	<u>0</u>	<u>0</u>	<u>0</u>	<u>621</u>
	629	0	629	1,221
13. Creditors	Unrestricted (£)	Restricted (£)	Total (£)	2023 (£)
	0	0	0	0
14. Designated Fund				
The trustees have designated an unrestricted corporate donation (from a Trust) to cover the cost of revising several of our series of booklets, originally scheduled to begin in 2023, but now expected to be 2025 or later. That work has not yet incurred any expenses, but the fund has been used to cover the cost of purchasing 100 copies of the IC 20 th Anniversary book, "How to Build an Inclusive Church". £1,625 of this fund is now held as stock.				

15. Restricted Funds

	Opening Balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
SWS Booklet	<u>1,539</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,539</u>
	1,539	0	0	0	1,539

16. Trustees' Expenses

During the year, no trustee's travelling expenses were reimbursed (2023: £0).

17. Related party transactions

There were no related party transactions in the period.

THE INCLUSIVE CHURCH NETWORK

England & Wales - Charity number 1102676

Accounts

The Inclusive Church Network

(Registered Charity 1102676)

Annual Report & Financial Statements For the year ended 31 December 2023

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**The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2023**

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Other names by which the Charity is known: Inclusive Church
Registered charity number (England & Wales): 1102676
Registered address: 5 Trinity Churchyard, Guildford, Surrey GU1 3RR

Trustees

The Reverend Fr Dan Barnes-Davies SCP * (Chair)
The Reverend Dr Evie Vernon * (Vice Chair)
Michael Bishop (Treasurer) *
Hanna Yoo (HeartEdge)
The Reverend Alex Clare-Young (Open Table)
Dr Felicity Cooke (WATCH) (*until 4th November 23*)
The Very Reverend Dr Jonathan Draper *
Fiona MacMillan *
Alison Webster (Modern Church)
Jack Woodruff *
Russell Frost (SCM) (*from 8th March 23*)
** Independent trustee*

Independent Examiner

Mrs Helen Lee MA BFP FCA
55 Wodeland Avenue
Guildford
GU2 4LA

Governance and Management

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The Inclusive Church Network Trustees' Annual Report

Statement of Belief

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- Developing a network of churches and individuals who subscribe to our statement of belief, and who can prove support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
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Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

Summary of the main achievements during the period (January–December 2023)

If you were to ask the board of trustees, we would say that 2023 was a very difficult year indeed. But it's too easy for the 'centre' of any organisation to forget quite how much else happens across the full breadth of their network. Throughout 2023, the *Inclusive Church network* continued to do those wonderful things for which we've become known. Over the course of the year, there were 148 new church registrations. It was our 1000-strong network of churches — plus many more individual supporters — who flew the flag for a more inclusive church throughout England, across these isles, and beyond!

The Inclusive Church Network Trustees' Annual Report

In summer 2023, Ruth Wilde, our national coordinator since 2018, left us for a new role at a local church (remaining also a tutor at Northern Baptist College). As 2023 began, Ruth was hard at work editing our 20th anniversary book, *How to Build the Church of the Future: 20 Years of Inclusive Church* (to which she was also a substantial contributor). The book was published in September and is a valuable insight into what *Inclusive Church* means and into all we've achieved in our first two decades. This last major project of Ruth's tenure stands as a tribute to all that the network achieved with her help over almost six years. Thank you, Ruth!

In February, the General Synod of the Church of England met in London to debate the *Living in Love and Faith* documents, the supposed outcome of a years-long process. (Supposed — well over a year later, implementation is still delayed.) *IC* contributed to 'Wiping Away Our Tears', a service of Lament and Hope which gathered inclusive synod members and supporters at St Martin-in-the-Fields on the eve of the group of sessions. The service had a profound impact on everyone in attendance. It also did much to support and uphold in prayer those who faced a very difficult week at synod. Throughout the year, *IC* was represented by trustees at liaison meetings with other inclusive groups; and at 'stakeholder meetings' with the LLF bishops and the Archbishop of Canterbury.

Our 20th anniversary Annual General Meeting was held at one of our long-term homes, St John's Waterloo, which had recently reopened following a major re-ordering. We made good use of new audiovisual facilities to not only hold a hybrid (on-site/online) AGM, but also to hear our Annual Lecture via zoom. Long-time friend of the network Archdeacon Rachel Mann gave an enrapturing lecture 'Finding Hope in the Fragility of God' — available to watch at youtube.com/inclusivechurch. Later in the summer, we put in our usual appearance at Greenbelt, sharing a stall with our partner *Modern Church*. Every year, Greenbelt represents one of our best opportunities to gather together as a network and to meet new people. Another, equally important, fixture in our calendar was the annual Disability Conference with St Martin-in-the-Fields. This year, the conference continued online and the topic was 'Rollin Down Justice: Disability, Intersectionality & God'

Behind the scenes, the vacancy in the national coordinator role became an opportunity to review the inner-working of the central charity. As our network's growth has accelerated over the last few years, some creaks are beginning to show in our systems. Especially since we continue to be without an Hon. Secretary, the board resolved to engage a temporary clerk to take on some of the administrative workload. Meanwhile, work was undertaken towards the recruitment of new independent trustees and of the next National Coordinator. Without a National Coordinator in post, some of our most obvious outward-facing work has been paused for a while. However difficult the circumstances, we believe that the organisational work we've done behind the scenes has laid sound foundations for the next era of the *Inclusive Church network*. Thank you for your continued support — financial, practical and/or prayer. There is no network without supporters and churches.

Financial review

The trustees are pleased to report another surplus for 2023 (£18,700 compared with £15,884 for 2022). Contributing factors include:

- Individual giving (including online and Gift Aid) remained at the previous level (£23,542; 2022: £23,540).
- Online donations via the 'Donate' button on the website increased slightly (22 donations totalling £1,587; 2022: 25 donations totalling £1,418).
- Corporate giving (from churches) increased to £26,660 (2022: £24,832).
- Bank interest and other income increased to £1,325 (2022: £578).
- We set a cautious budget (about £500 over 22 income), but actually achieved a surplus of nearly £7,800 over budget.
- On the expenditure side, the departure of Ruth Wilde as National Co-ordinator in September reduced our core costs by some £10,000 during the year. We did recruit some temporary admin/secretarial support towards the end of the year, and expect to appoint a replacement for Ruth during 2024.
- Project costs (Annual AGM/Lecture, Greenbelt, Disability Conference, etc) were below budget, but we gave support to fringe meeting organised by the General Synod Gender & Sexuality Group for groups of sessions in February and November.
- Our 20th Anniversary book, "How to Build an Inclusive Church", edited by Ruth, need an outlay of £1,625 to purchase 100 copies, but these have been treated as an increase in stock rather than expenditure.

Although we continue lose a few of our regular donors each year, new ones join us and the generosity of others has continued to be an inspiration. There is so much more to our work than the finances, but much of it couldn't happen without a sound financial base, and it is wonderful to be able to report the increasing strength of our finances. This will hopefully enable us to continue the work: there is still much to be done.

Careful budgeting, generous donations and the appropriate use of restricted funds have resulted in our out-performing the budget for a third successive year; we have set a balanced budget for 2024.

The General Fund reserve stands at £62,890 (£44,190 in 2022)

The Charity's policy on reserves

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

Financial risk

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed



Date 7 June 2024

The Reverend Fr Dan Barnes-Davies SCP, Chair of the board of trustees

**Independent Examiner's Report to the trustees of
The Inclusive Church Network
For the year ended 31 December 2023**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act') and the Charities Act 2022 where relevant.

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

Independent Examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed Helen M.L. Lee Date 7th June 2024

Helen Lee MA BFP FCA

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2023**

Statement of Financial Activities

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Incoming resources					
Donations and grants	2	50,202	0	50,202	48,372
Charitable activities	3	588	0	588	442
Fundraising	4	112	0	112	177
Other income	5	625	0	625	59
Total incoming resources		51,527	0	51,527	49,050
Outgoing resources					
Cost of Fundraising	6	216	0	216	216
Cost of Charitable activities	7	27,818	0	27,818	32,311
Governance	8	4,793	0	4,793	639
Total outgoing resources		32,827	0	32,827	33,166
Net surplus/(deficit)		18,700	0	18,700	15,884
Transfers		0	0	0	0
Balance b/f		44,190	1,539	45,729	29,845
Balance c/f		62,890	1,539	64,429	45,729

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2023**

Balance Sheet

	Note	Unrestricted Funds	Restricted funds	Total funds 2023	Total funds 2022
		£	£	£	£
Current assets					
Cash/bank	9	58,900	1,539	60,439	43,253
Debtors	10	2,552	0	2,552	2,987
Stock	11	<u>2,659</u>	<u>0</u>	<u>2,659</u>	<u>1,253</u>
<i>Total current assets</i>		<i>64,111</i>	<i>1,539</i>	<i>65,650</i>	<i>47,493</i>
Liabilities					
Accrued expenses	12	1,221	0	1,221	1,254
Creditors	13	<u>0</u>	<u>0</u>	<u>0</u>	<u>510</u>
<i>Total liabilities</i>		<i>995</i>	<i>0</i>	<i>995</i>	<i>1,764</i>
Net current assets		62,890	1,539	64,429	45,729
Represented by:					
General Fund	14	63,890	0	63,116	44,190
Restricted Funds	15	<u>0</u>	<u>1,539</u>	<u>1,539</u>	<u>1,539</u>
Total funds		62,890	1,539	64,429	45,729

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2023**

Notes to the Financial Statements

1. Accounting Policies

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

Funds

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

Incoming resources

Voluntary income and capital sources

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

Other ordinary income

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

The Inclusive Church Network
Notes to the Financial Statements

	Unrestricted Funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
2. Donations , grants				
Individual donations	17,605	0	17,605	17,060
Gift Aid on donations	3,239	0	3,239	3,462
Online donations	2,698	0	2,698	6,944
Corporate donations	26,660	0	26,660	20,906
Grants	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	50,202	0	50,202	48,372
3. Charitable activities				
Events	588	0	588	442
4. Fundraising				
Book sales, Royalties	112	0	112	177
5. Other income				
Bank interest	625	0	625	59
6. Cost of Fundraising				
Just Giving subscription	216	0	216	216
Ambassador training	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	216	0	216	216
7. Cost of Charitable activities				
Grants	2,362	0	2,362	500
Cost of events	2,820	0	2,820	2,063
Cost of Education projects	0	0	0	1,299
Publicity (incl website)	2,184	0	2,184	2,830
Postage, Admin	841	0	841	986
Employment (incl expenses)	<u>19,611</u>	<u>0</u>	<u>19,611</u>	<u>24,633</u>
	27,818	0	27,818	32,311
8. Governance				
HR support	4,193	0	4,193	0
Trustees' expenses	0	0	0	59
Independent Examiner	<u>600</u>	<u>0</u>	<u>600</u>	<u>580</u>
	4,793	0	4,793	639

9. Cash/bank				
	Unrestricted (£)	Restricted (£)	Total (£)	2022
	(£)			
CAF current account	22,718	1,539	24,257	32,128
CAF current account (Expenses)	656	0	656	691
CAF Gold deposit account	35,526	0	35,526	0
CAF 60-day notice account	<u>0</u>	<u>0</u>	<u>0</u>	<u>10,434</u>
	58,900	1,539	60,439	43,253
10. Debtors	£	£	£	2022 (£)
Prepayments (Eventbrite fee)	8	0	8	
Gift Aid (donations Apr–Dec 2023)	2,218	0	2,218	2,385
Gift Aid (on Just Giving not yet paid)	8	0	8	74
Corp. Donations via Stripe not yet paid	98	0	98	413
Benevity	<u>220</u>	<u>0</u>	<u>220</u>	<u>114</u>
	2,552	0	2,552	2,986
11. Stock	£	£	£	2022 (£)
Books for resale	2,659	0	2,659	1,253
12. Accrued expenses	Unrestricted (£)	Restricted (£)	Total (£)	2022 (£)
Phone (December 2022)	0	0	0	6
Tax/NI (December 2022)	0	0	0	318
Payroll costs (December 2022)	0	0	0	18
NEST pension (Dec 2022)	0	0	0	132
Independent Examination (2023 accounts)	600	0	600	580
Employees expenses (December 2022)	0	0	0	200
Employment costs (December 2023)	<u>621</u>	<u>0</u>	<u>621</u>	<u>0</u>
	1,221	0	1,221	1,254
13. Creditors	Unrestricted (£)	Restricted (£)	Total (£)	2022 (£)
Provision for underpayments to HMRC (pension) (written back 2023)	0	0	0	500
Agency not paid out (written back 2023)	<u>0</u>	<u>0</u>	<u>0</u>	<u>10</u>
	0	0	0	510

14. Designated Fund

The trustees have designated an unrestricted corporate donation (from a Trust) to cover the cost of revising several of our series of booklets, originally scheduled to begin in 2023, but now expected to be 2024. That work has not yet incurred any expenses, but the fund has been used to cover the cost of purchasing 100 copies of the IC 20th Anniversary book, "How to Build an Inclusive Church". £1,625 of this fund is now held as stock.

15. Restricted Funds

	Opening Balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
SWS Booklet	<u>1,539</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,539</u>
	1,539	0	0	0	1,539

16. Trustees' Expenses

During the year, no trustee's travelling expenses were reimbursed (2022: £59).

17. Related party transactions

There were no related party transactions in the period.

THE INCLUSIVE CHURCH NETWORK

England & Wales - Charity number 1102676

Accounts

The Inclusive Church Network

(Registered Charity 1102676)

Annual Report & Financial Statements For the year ended 31 December 2022

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8	Statement of Financial Activity
9	Balance Sheet
10-13	Notes to the Accounts

**The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2022**

Full name: The Inclusive Church Network
Other names by which the Charity is known: Inclusive Church
Registered charity number (England & Wales): 1102676
Registered address: 54-57 Allison Street, Digbeth, Birmingham B5 5TH

Trustees

The Very Reverend Dianna Gwilliams (Chair) * (*until 19th May 22*)
Reverend Anthony Freeman (Secretary) * (*until 4th July 22*)
Michael Bishop (Treasurer) *
Reverend Daniel Barnes-Davies * (*Chair from 19th May 22*)
Hanna Yoo (HeartEdge)
Reverend Alex Clare-Young (Open Table)
Dr Felicity Cooke (WATCH)
The Very Reverend Dr Jonathan Draper * (*Modern Church until 31st August*)(*Independent from 1st December*)
Fiona MacMillan *
Reverend Andrew Lightbown * (*until 19th May 22*)
Josh Mock (SCM) (*from 7th October 22*)
Vee Pinto * (*19th May to 10th November 22*)
Reverend Dr Evie Vernon *
Alison Webster (Modern Church) (*from 1st December 22*)
Jack Woodruff * (*SCM until 7th October 22*)
* *Independent trustee*

Independent Examiner

Mrs Helen Lee MA BFP FCA
55 Wodeland Avenue
Guildford
GU2 4LA

Governance and Management

The charity is operated under the rules of its constitution, adopted on 6th October 2003 and most recently amended by the Annual General Meeting on 23rd August 2021. The 'Statement of Belief' was revised on 9th July 2019.

In accordance with the constitution, trustees are elected and appointed at the AGM. Some are Independent trustees, and others are appointed by Partner Organisations.

The charity employs a National Co-ordinator, on whom much of the day-to-day work of the charity devolves. The trustees have also appointed a number of Ambassadors who promote the work of the charity locally and regionally.

The Inclusive Church Network Trustees' Annual Report

Objectives and Activities

- a) To advance the Christian faith for the benefit of the public in accordance with our statement of belief;
- b) To advance the education of the public in understanding the practice and effects of the statement of belief.

Statement of Belief

We believe in Inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it discriminates against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ. We believe in a Church which is scripturally faithful and seeks to proclaim the gospel afresh for each generation. We believe in a Church which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of God.

Public benefit statement

The Trustees confirm that they have complied with the duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Summary of the main activities undertaken for the public benefit

- Developing a network of churches and individuals who subscribe to our statement of belief, and who can provide support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
- Working together with Partner Organisations to promote inclusion in the church;
- Working with others to stage regional meetings, conferences and attendance at key events such as General Synod and Greenbelt Festival.

Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

The Inclusive Church Network Trustees' Annual Report

Summary of the main achievements during the period (January–December 2022)

As we gradually moved away from the restrictions of the pandemic, our pattern of working adapted, trying to retain what had been useful from that period alongside previous ways of working. The Board met by Zoom four times (a saving of both money and time).

The Board saw significant changes during 2022. Firstly, our Chair for many years, Dianna Gwilliams decided it was time for her to step back. She announced her retirement from the Board in May, and we were pleased to be able to appoint our Vice Chair, Dan Barnes-Davies – another longstanding trustee – to succeed her. We are very grateful for Dianna's huge contribution to the work of Inclusive Church.

Another long-standing person retiring during the year was our Secretary, Anthony Freeman, who stepped down at the AGM. Many thanks to Anthony for his thorough and punctilious help; we are still working on how best to replace him! Thanks too to Andrew Lightbown, who stepped down during the year.

In July, the AGM was followed the Annual Lecture, both held as hybrid meetings, with a physical presence in Manchester Cathedral. We were very grateful to the Dean & Chapter for the facilities they provided. In the event, the numbers physically present were quite small, but over 50 attended by Zoom. This online format again made it possible for members to take part who could not have travelled to a physical meeting.

The Annual Lecture was given by Professor Anthony Reddie. It was entitled, "Unmasking the two Deadly Ds: Dismantling Whiteness and Deconstructing Mission Christianity". It is available on YouTube via the Inclusive Church website and will be included in a new book which we are bringing out in 2023 (more on this below).

We continue to be grateful for all the work our National Coordinator Ruth Wilde does in keeping the organisation going from week to week. She is our eyes and ears on a daily basis, as well as producing an excellent Newsletter every month for all our supporters. This may focus on some particular issue, or include a 'story' from a Local Ambassador or new trustee, and signposting events across the network of which we are a part. In 2022, she organised a second Black Theology series on our YouTube channel, which included interviews with Savi Hensman and Augustine Tanner-Ihm. Able to once more visit churches, she has been to places as far apart as Northumberland and Poole, and continues to connect this way mainly with newly signed-up churches and those looking to sign up. She has also had some media outings – with local radio, BBC Radio 4 and the Religion Media Centre, as well as working with our regional ambassadors and partners on the ground. The last few months of the year were mostly spent frantically editing a new Inclusive Church book which will be published in 2023 to celebrate our 20th Anniversary. Finally, she managed our stall at Greenbelt (shared with WATCH and supported by trustees, ambassadors and other supporters), and organised the launch of our new and improved Church Directory and donations scheme, bringing into existence something which has been many months in the planning.

The Directory has been an important tool in keeping in contact with our ever-growing number of affiliated churches – a further 120 applied this year, and their donations have been an important part of securing a firm financial base for our ongoing work.

Local ambassadors continue to play an important role in connecting to local churches, and we continue to look for ways to resource them in their invaluable work.

Another area of networking concerned our partner organisations. We welcomed new trustees nominated by Modern Church and the Student Christian Movement, joining those previously nominated by HeartEdge, Open Table and Women and the Church. IC also has ties with over twenty partner organisations, such as OneBodyOneFaith and Church Action on Poverty, not represented on our board, and continues to work closely with the church of St Martin in the Fields, London, to promote high-quality research and development in all areas of disability, grounded in the lived experience of all involved. This year's annual disability conference, "Wholly, Holey, Holy", attracted over one hundred delegates, many attending for the first time, enabled by online access.

As an educational charity, IC continues to work on relevant resources. The DLT book series continues to be valued, but the hoped-for reprinting, revision, and addition of some titles were postponed again, in consultation with the publisher, until 2023. A new book, mentioned above and entitled 'How to Build the Church of the Future: 20 Years of Inclusive Church', is being published in 2023 to celebrate our anniversary year.

Financial review

The trustees are pleased to report another surplus for 2022 (£15,884 compared with £6,430 for 2021). There are several factors behind this change:

- The pandemic continued to limit some of our activities which reduced some costs, although these are now beginning to increase again, as per budget expectations.
- Regular individual donations have continued to decline slowly (2022: £17,060; 2021: £18,185). Online donations via the 'Donate' button on the website have again increased slightly (2022: £6,944; 2021: £4,592).
- There was one significant corporate donation, which the trustees have put in a designated fund to cover the initial costs of new publications.
- The proposal to request an annual donation from affiliated churches began to bear fruit.

Although we have lost a few more of our regular donors, the generosity of others has continued to be an inspiration; it has been wonderful to hear stories of how the work of encouraging inclusion has affected so many people. Other stories have made it clear that there is still much to be done.

Careful budgeting, generous donations and the appropriate use of restricted funds have resulted in our out-performing the budget for a second year; the 2023 budget is for a small surplus. It is however our 20th anniversary (as mentioned above), so things may not turn out quite as we expect!

The General Fund reserve stands at £44,190 (£28,039 in 2021)

The Charity's policy on reserves

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

Financial risk

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed  Date 17 March 2023

The Reverend Dan Barnes-Davies, Trustee

**Independent Examiner's Report to the trustees of
The Inclusive Church Network
For the year ended 31 December 2022**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity, 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 the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed *Helen M. L. Lee* Date 17/3/2023

Helen Lee MA BFP FCA

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2022**

Statement of Financial Activities

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	<i>Total Funds 2021</i>
		£	£	£	£
Incoming resources					
Donations and grants	2	48,372	0	48,372	37,122
Charitable activities	3	442	0	442	387
Fundraising	4	177	0	177	394
Other income	5	59	0	59	81
Total incoming resources		49,050	0	49,050	37,984
Outgoing resources					
Cost of Fundraising	6	216	0	216	416
Cost of Charitable activities	7	32,044	267	32,311	30,588
Governance	8	639	0	639	550
Total outgoing resources		32,899	267	33,166	31,554
Net surplus/(deficit)		16,151	(267)	15,884	6,430
Transfers		0	0	0	
Balance b/f		28,039	1,806	29,845	23,415
Balance c/f		44,190	1,539	45,729	29,845

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2022**

Balance Sheet

	Note	Unrestricted Funds	Restricted funds	Total funds 2022	Total funds 2021
		£	£	£	£
Current assets					
Cash/bank	9	41,714	1,539	43,253	26,433
Debtors	10	2,987	0	2,987	3,855
Stock	11	<u>1,253</u>	<u>0</u>	<u>1,253</u>	<u>1,118</u>
<i>Total current assets</i>		<i>45,954</i>	<i>1,539</i>	<i>47,493</i>	<i>31,406</i>
Liabilities					
Accrued expenses	12	1,254	0	1,254	1,061
Creditors	13	<u>510</u>	<u>0</u>	<u>510</u>	<u>500</u>
<i>Total liabilities</i>		<i>1,764</i>	<i>0</i>	<i>1,764</i>	<i>1,561</i>
Net current assets		44,190	1,539	45,729	29,845
Represented by:					
General Fund	14	44,190	0	44,190	28,039
Restricted Funds	15	<u>0</u>	<u>1,539</u>	<u>1,539</u>	<u>1,806</u>
Total funds		44,190	1,539	45,729	29,845

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2022**

Notes to the Financial Statements

1. Accounting Policies

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

Funds

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

Incoming resources

Voluntary income and capital sources

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

Other ordinary income

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

**The Inclusive Church Network
Notes to the Financial Statements**

	Unrestricted Funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
2. Donations , grants				
Individual donations	17,060	0	17,060	22,260
Gift Aid on donations	3,462	0	3,462	4,846
Online donations	6,944	0	6,944	4,592
Corporate donations	20,906	0	20,906	3,924
Grants	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,500</u>
	48,372	0	48,372	37,122
3. Charitable activities				
Events	442	0	442	387
4. Fundraising				
Book sales, Royalties	177	0	177	394
5. Other income				
Bank interest	59	0	59	81
6. Cost of Fundraising				
Just Giving subscription	216	0	216	216
Ambassador training	<u>0</u>	<u>0</u>	<u>0</u>	<u>200</u>
	216	0	216	416
7. Cost of Charitable activities				
Grants	500	0	500	500
Cost of events	2,063	0	2,063	0
Cost of Education projects	1,032	267	1,299	3,344
Publicity (incl website)	2,830	0	2,830	1,836
Postage, Admin	986	0	986	667
Employment (incl expenses)	<u>24,633</u>	<u>0</u>	<u>24,633</u>	<u>24,240</u>
	32,044	267	32,311	30,587
8. Governance				
Cost of meetings	0	0	0	0
Trustees' expenses	59	0	59	0
Independent Examiner	<u>580</u>	<u>0</u>	580	<u>550</u>
	639	0	639	550

9. Cash/bank

	Unrestricted (£)	Restricted (£)	Total (£)	2021 (£)
CAF current account	30,589	1,539	32,128	15,038
CAF current account (Expenses)	691	0	691	992
CAF 60-day notice account	<u>10,434</u>	<u>0</u>	<u>10,434</u>	<u>10,403</u>
	41,714	1,539	43,253	26,433

10. Debtors

	£	£	£	2021 (£)
Gift Aid (donations Apr–Dec 2022)	2,385	0	2,385	3,738
Gift Aid (on Just Giving not yet paid)	74	0	74	9
Corp. Donations via Stripe not yet paid	413	0	413	0
Benevity (December 2022)	<u>114</u>	<u>0</u>	<u>114</u>	<u>108</u>
	2,986	0	2,986	3,855

11. Stock

	£	£	£	2021 (£)
Books for resale	1,253	0	1,253	1,118

12. Accrued expenses

	Unrestricted (£)	Restricted (£)	Total (£)	2021 (£)
Phone (December 2022)	6	0	6	0
Tax/NI (December 2022)	318	0	318	342
Payroll costs (December 2022)	18	0	18	37
NEST pension (Dec 2022)	132	0	132	132
Independent Examination (2022 accounts)	580	0	580	550
Employees expenses (December 2022)	<u>200</u>	<u>0</u>	<u>200</u>	<u>0</u>
	1,254	0	1,254	1,061

13. Creditors

	Unrestricted (£)	Restricted (£)	Total (£)	2021 (£)
Provision for underpayments to HMRC (pension)	500	0	500	500
Agency not paid out	<u>10</u>	<u>0</u>	<u>10</u>	<u>0</u>
	510	0	510	500

14. Designated Fund

The trustees have designated an unrestricted corporate donation (from a Trust) to cover the cost of revising several of our series of booklets, which is scheduled to begin in 2023. The amount credited to this unrestricted fund will be £6,000 from 1st January 2023.

15. Restricted Funds

	Opening Balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
General Synod project	267	0	(267)	0	0
SWS Booklet	<u>1,539</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,539</u>
	1,806	0	(267)	0	1,539

16. Trustees' Expenses

During the year, one trustee's travelling expenses of £59 were reimbursed (2021: £nil).

17. Related party transactions

There were no related party transactions in the period.

THE INCLUSIVE CHURCH NETWORK

England & Wales - Charity number 1102676

Accounts

The Inclusive Church Network

(Registered Charity 1102676)

Annual Report & Financial Statements For the year ended 31 December 2021

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**The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2021**

Full name: The Inclusive Church Network

Other names by which the Charity is known: Inclusive Church

Registered charity number (England & Wales): 1102676

Registered address: 54-57 Allison Street, Digbeth, Birmingham B5 5TH

Trustees

The Very Reverend Dianna Gwilliams (Chair) *

Reverend Anthony Freeman (Secretary) *

Michael Bishop (Treasurer) *

Reverend Daniel Barnes-Davies *

Reverend Alex Clare-Young (Open Table) *(from 23 August 21)*

Dr Felicity Cooke (WATCH) *(from 25 Nov 21)*

The Very Reverend Dr Jonathan Draper (Modern Church)

Jenny Humphreys (WATCH) *(until 25 Nov 21)*

Fiona MacMillan *

Reverend Andrew Lightbown *

Simon Sarmiento * *(until 23 August 21)*

Reverend Dr Evie Vernon * *(from 19 May 21)*

** Independent trustee*

Independent Examiner

Mrs Helen Lee MA BFP FCA

55 Wodeland Avenue

Guildford

GU2 4LA

Governance and Management

The charity is operated under the rules of its constitution, adopted on 6th October 2003 and most recently amended by the Annual General Meeting on 16th July 2015. The 'Statement of Belief' was revised on 9th July 2019.

In accordance with the constitution, trustees are elected and appointed at the AGM. Some are Independent trustees, and others are appointed by Partner Organisations.

The charity employs a National Co-ordinator, on whom much of the day-to-day work of the charity devolves. The trustees have also appointed a number of Ambassadors who promote the work of the charity locally and regionally.

The Inclusive Church Network Trustees' Annual Report

Objectives and Activities

- a) To advance the Christian faith for the benefit of the public in accordance with our statement of belief;
- b) To advance the education of the public in understanding the practice and effects of the statement of belief.

Statement of Belief

We believe in Inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it discriminates against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ. We believe in a Church which is scripturally faithful and seeks to proclaim the gospel afresh for each generation. We believe in a Church which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of God.

Public benefit statement

The Trustees confirm that they have complied with the duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Summary of the main activities undertaken for the public benefit

- Developing a network of churches and individuals who subscribe to our statement of belief, and who can provide support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
- Working together with Partner Organisations to promote inclusion in the church;
- Working with others to stage regional meetings, conferences and attendance at key events such as General Synod and Greenbelt Festival.

Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

The Inclusive Church Network Trustees' Annual Report

Summary of the main achievements during the period (January–December 2021)

For a second year the activities of Inclusive Church (IC) were shaped by Covid-19 restrictions, but the effects were by no means all negative. For example, all five meetings of the Board of Trustees used Zoom, saving both money and time, and making it easier for busy trustees to attend. Another bonus was holding the 2021 AGM via Zoom in August, followed by the Annual Lecture delivered by Ellen Clark-King (available on the IC website). The online format made it possible for members to take part who could not have travelled to a physical meeting.

Networking was a unifying theme during 2021, building on previous work and with more to come. A top priority was redesigning our website and database to improve two-way contact with our registered churches. These number well over 600, a further 93 having joined during the year. With help from trustees and volunteer local ambassadors, IC national co-ordinator Ruth Wilde compiled an up-to-date directory of church contact details. Her monthly newsletter has become a key tool linking churches and members, whose individual stories both inform and inspire. Local ambassadors played an important role in connecting to local churches. About half of them took part in one of two online day-retreats, organised by the national co-ordinator to offer them spiritual as well as practical support in their invaluable work.

A second area of networking concerned our partner organisations. We welcomed new trustees nominated by the Open Table Network, Women and the Church, the Student Christian Movement, and HeartEdge. IC also has ties with over twenty partner organisations, such as OneBodyOneFaith and Church Action on Poverty, not represented on our board, and continues to work closely with the church of St Martin in the Fields, London, to promote high-quality research and development in all areas of disability, grounded in the lived experience of all involved. The tenth-anniversary annual disability conference, “(Still) Calling from the Edge”, attracted over one hundred delegates, half attending for the first time, enabled by online access. As an example of practical help given by IC to other groups, a number of organisations committed to LGBT+ issues now direct their followers to the comprehensive IC register, to save having to compile multiple lists of welcoming churches.

Another networking project in 2021 related to the postponed elections to the Church of England General Synod. As an educational charity, IC co-ordinated the provision of relevant information from an inclusive standpoint to potential candidates and voters in the elections. Figures suggest this work contributed to the diversity and greater proportion of women in the resulting Synod.

As an educational charity, IC continues to work on relevant resources. The DLT book series continues to be valued, but the hoped-for reprinting, revision, and addition of some titles have been postponed until 2022. The national co-ordinator has been planning with Professor

Anthony Reddie a second Black Theology series to be created in 2022, with four interviews already lined up.

A number of fundraising initiatives have been started, including the use of Just Giving and Kickstarter. Using our upgraded database and website, all registered church have been asked to contribute annually to IC an amount of their own choice from a minimum of £5 up to £500+ according to their circumstances. Our work is only made possible by the generosity of individuals and churches who commit money, time and expertise to support the network, to whom we are most grateful.

Financial review

The trustees are pleased to report a modest surplus for 2021 (£6,430 compared with a deficit of £619 for 2020 when the effects of the change to accruals accounts is taken into account). There are several factors behind this change:

- The pandemic continued to limit some of our activities which reduced some costs.
- Online donations via the 'Donate' button on the website have increased.
- There was one significant individual donation (which was Gift Aided).
- The project to support and encourage candidates seeking election to General Synod spent the accumulated donations in the restricted fund, creating a 'deficit' in the year.

Regular donations from individuals have held up well. Although we have lost a few more of our regulars, the generosity of others has continued to be an inspiration; it has been wonderful to hear stories of how the work of encouraging inclusion has affected so many people. Other stories have made it clear that there is still much to be done.

The trustees have agreed a scheme whereby affiliated churches are asked to make an annual donation, although the amount is left to them. The trial stages of this have already begun to increase such corporate donations and we are confident this will grow through the next couple of years.

The General Fund reserve stands at £28,039 (£19,764 in 2020)

The Charity's policy on reserves

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

Financial risk

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed Dianna Gwilliams Date 19/5/22

The Very Reverend Dianna Gwilliams, Trustee

**Independent Examiner's Report to the trustees of
The Inclusive Church Network
For the year ended 31 December 2021**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2021.

Responsibilities and basis of report

As the trustees of the charity, 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 the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed Helen M.A. Lee Date 29/5/22

Helen Lee MA BFP FCA

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2021**

Statement of Financial Activities

	Note	Unrestricted Funds	Restricted funds	Total funds 2021	Total funds 2020
		£	£	£	£
Incoming resources					
Donations and grants	2	35,622	1,500	37,122	34,632
Charitable activities	3	387	0	387	475
Fundraising	4	394	0	394	166
Other income	5	81	0	81	82
Total incoming resources		36,484	1,500	37,984	35,355
Outgoing resources					
Cost of Fundraising	6	416	0	416	216
Cost of Charitable activities	7	27,244	3,344	30,588	32,376
Governance	8	550	0	550	1,229
Total outgoing resources		28,210	3,344	31,554	33,821
Net surplus/(deficit)		8,274	-1,844	6,430	1,534
Transfers		0	0	0	
Balance b/f		19,765	3,650	23,415	21,880
Balance c/f		28,039	1,806	29,845	23,415

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2021**

Balance Sheet

	Note	Unrestricted Funds	Restricted funds	Total funds 2021	Total funds 2020
		£	£	£	£
Current assets					
Cash/bank	9	24,627	1,806	26,433	21,105
Debtors	10	3,855	0	3,855	2,765
Stock	11	<u>1,118</u>	<u>0</u>	<u>1,118</u>	<u>1,357</u>
<i>Total current assets</i>		<i>29,600</i>	<i>1,806</i>	<i>31,406</i>	<i>25,227</i>
Liabilities					
Accrued expenses	12	1,061	0	1,061	1,313
Creditors	13	<u>500</u>	<u>0</u>	<u>500</u>	<u>500</u>
<i>Total liabilities</i>		<i>1,561</i>	<i>0</i>	<i>1,561</i>	<i>1,813</i>
Net current assets		28,039	1,806	29,845	23,414
Represented by:					
General Fund		28,039	0	28,039	19,764
Restricted Funds	14	0	1,806	1,806	<u>3,650</u>
Total funds		28,039	1,806	29,845	23,414

The Inclusive Church Network
Financial Statements
For the year ended 31 December 2021

Notes to the Financial Statements

1. Accounting Policies

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

Funds

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

Incoming resources

Voluntary income and capital sources

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

Other ordinary income

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

**The Inclusive Church Network
Notes to the Financial Statements**

	Unrestricted Funds	Restricted funds	Total funds 2021	Total funds 2020
	£	£	£	£
2. Donations , grants				
Individual standing orders	17,555	0	17,555	18,185
One-off donations	4,705	0	4,705	230
Gift Aid on donations	4,846	0	4,846	7,685
Online donations	4,592	0	4,592	3,122
Corporate donations	3,924	0	3,924	3,910
Grants	0	1,500	1,500	1,500
	35,622	1,500	37,122	34,632
3. Charitable activities				
Events	387	0	387	475
4. Fundraising				
Book sales, Royalties	394	0	394	166
5. Other income				
Bank interest	81	0	81	82
6. Cost of Fundraising				
Just Giving subscription	216	0	216	216
Ambassador training	200	0	200	0
	416	0	416	216
7. Cost of Charitable activities				
Grants	500	0	500	1,000
Cost of events	0	0	0	0
Cost of Education projects	0	3,344	3,344	2,150
Publicity (incl website)	1,836	0	1,836	2,269
Postage, Admin	667	0	667	934
Employment (incl expenses)	24,240	0	24,240	26,023
	27,243	3,344	30,587	32,376
8. Governance				
Cost of meetings	0	0	0	174
Independent Examiner	550	0	550	1,055
	550	0	550	1,229

9. Cash/bank

	Unrestricted (£)	Restricted (£)	Total (£)	2020 (£)
CAF current account	13,232	1,806	15,038	9,781
CAF current account (Expenses)	992	0	992	0
CAF 60-day notice account	10,403	0	10,403	10,324
Co-ordinator's float (<i>see below</i>)	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>
	24,627	1,806	26,433	21,105

A cash float of £1,000 was held by the co-ordinator, repayable at the end of employment. This has been transferred to an Expenses account with CAF Bank, for which a business card allows payment direct to suppliers.

10. Debtors

	£	£	£	2020 (£)
Gift Aid (donations Apr–Dec 2021)	3,738	0	3,738	2,684
Gift Aid (on Just Giving not yet paid)	9	0	9	81
Benevity (December 2021)	<u>108</u>	<u>0</u>	<u>108</u>	<u>0</u>
	3,855	0	3,855	2,765

11. Stock

	£	£	£	2020 (£)
Books for resale	1,118	0	1,118	1,357

12. Accrued expenses

	Unrestricted (£)	Restricted (£)	Total (£)	2020 (£)
Tax/NI (December 2021)	342	0	342	312
Payroll costs (Nov–Dec 2021)	37	0	37	0
NEST pension (Dec 2021)	132	0	132	0
Independent Examination (2021 accounts)	550	0	550	550
Education project (December 2020)	0	0	0	250
Website (Jan 2020 invoice unpaid)	0	0	0	144
Employees expenses (December)	<u>0</u>	<u>0</u>	<u>0</u>	<u>57</u>
	1,061	0	1,061	1,313

13. Creditors

	Unrestricted (£)	Restricted (£)	Total (£)
Provision for underpayments to HMRC (pension)	500	0	500

14. Restricted Funds

	Opening Balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
General Synod project	2,111	1,500	(3,344)	0	267
SWS Booklet	<u>1,539</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,539</u>
	3,650	1,500	(3,344)	0	1,806

15. Trustees' Expenses

During the year, no trustee's expenses were reimbursed (2020: £421).

16. Related party transactions

There were no related party transactions in the period.

THE INCLUSIVE CHURCH NETWORK

England & Wales - Charity number 1102676

Accounts

The Inclusive Church Network

(Registered Charity 1102676)

Annual Report & Financial Statements For the year ended 31 December 2020

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**The Inclusive Church Network
Trustees' Annual Report
For the year ended 31 December 2020**

Full name: The Inclusive Church Network

Other names by which the Charity is known: Inclusive Church

Registered charity number (England & Wales): 1102676

Registered address: 54-57 Allison Street, Digbeth, Birmingham B5 5TH

Trustees

The Very Reverend Dianna Gwilliams (Chair) *
Reverend Anthony Freeman (Secretary) *
Michael Bishop (Treasurer) *
Reverend Daniel Barnes-Davies *
The Very Reverend Dr Jonathan Draper (Modern Church)
Jenny Humphreys (WATCH)
Fiona MacMillan *
Reverend Andrew Lightbown *
Reverend Michael Roper (*until 9 July 2019*)
Simon Sarmiento *

** Independent trustee*

Independent Examiner

Mrs Helen Lee MA BFP FCA
55 Wodeland Avenue
Guildford
GU2 4LA

Governance and Management

The charity is operated under the rules of its constitution, adopted on 6th October 2003 and most recently amended by the Annual General Meeting on 16th July 2015. The 'Statement of Belief' was revised on 9th July 2019.

In accordance with the constitution, trustees are elected and appointed at the AGM. Some are Independent trustees, and others are appointed by Partner Organisations.

The charity employs a National Co-ordinator, on whom much of the day-to-day work of the charity devolves. The trustees have also appointed a number of Ambassadors who promote the work of the charity locally and regionally.

The Inclusive Church Network Trustees' Annual Report

Objectives and Activities

- a) To advance the Christian faith for the benefit of the public in accordance with our statement of belief;
- b) To advance the education of the public in understanding the practice and effects of the statement of belief.

Statement of Belief

We believe in Inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it discriminates against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ. We believe in a Church which is scripturally faithful and seeks to proclaim the gospel afresh for each generation. We believe in a Church which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of God.

Public benefit statement

The Trustees confirm that they have complied with the duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Summary of the main activities undertaken for the public benefit

- Developing a network of churches and individuals who subscribe to our statement of belief, and who can prove support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
- Working together with Partner Organisations to promote inclusion in the church;
- Working with others to stage regional meetings, conferences and attendance at key events such as General Synod and Greenbelt Festival.

Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

The Inclusive Church Network Trustees' Annual Report

Summary of the main achievements during the period

From March 2020 our scheduled activities were curtailed by the Covid-19 lockdown and other restrictions, but the work of Inclusive Church (IC) was pursued in other ways. It proved to be a productive year, with sixty more churches registering as inclusive.

Following the Charity Commissioners' guidelines, the IC trustees continued their regular meetings via Zoom, but cancelled the 2020 AGM planned for July. The Annual Report and Accounts were produced as usual and submitted to the Charity Commissioners. It is available on our website. The Annual Lecture that is normally associated with the AGM was delivered online in August by June Boyce-Tillman and is available on YouTube via the Inclusive Church website

Our part-time national co-ordinator (Ruth Wilde) adapted creatively to the demands of lockdown. Among other things, she has used the time to oversee the upgrade our website and encourage the use of the Blog. Her monthly newsletter invites contributions from Trustees and members, and keeps churches and individual members up to date with news and events. Ruth has continued to prioritise better supporting the churches signed up to the Inclusive Church Network by building up the team of local voluntary Ambassadors. Their training sessions on Zoom have focused this year on Public Narrative techniques. These further the educational aims of the charity by increasing communication skills, and developing confidence to incorporate personal experience into the message of inclusion.

As an educational charity, Inclusive Church was committed to providing relevant information from an inclusive standpoint to potential candidates and voters in the 2020 elections to the Church of England General Synod. The postponement of the elections means its co-ordinating of this work with and on behalf of partner organisations will largely be carried out in 2021.

The Inclusive Church Resource book series continues to be a valued resource. The need for some reprinting has given the opportunity to discuss with the publisher DLT the revision of existing titles and the adding of new ones—especially on neurodiversity—to the list.

Inclusive Church continues to work closely with the church of St Martin's in the Fields, London, to promote high-quality research and development in all areas of disability grounded in the lived experience of all involved. The annual disability conference, this year titled "Telling Encounters: Stories of Disability, Faith, Church & God", again broke new ground, being the first held online.

The autumn saw the long-awaited publication of the Church of England's "Living in Love and Faith" (LLF) material on sexuality, identity, relationships and marriage. IC trustees acknowledged the centrality of these issues to so many examples of non-inclusion in the church by dedicating the whole of their December meeting to this topic. With its

educational remit, IC will promote the excellent material being produced by our partner organisation Modern Church, and encourage at every level the serious discussion of the issues raised by the LLF process.

In this strange year, individual trustees and members have engaged with a variety of online events and activities across the country supportive of inclusive values. Our work has been made possible by the generosity of individuals and churches who commit money, time and expertise to support the network, to whom we are most grateful.

Financial review

The change in the basis of accounting has affected the outcome for 2020 compared with 2019 (see Note 16 to the Financial Statements). In fact there was a deficit of £619 (deficit £774 in 2019). Donation income from our faithful band of supporters continued to decline (by about £2k), with 8 donors ceasing during the year, but 5 new ones, which slowed the drop in income. Gift Aid recoverable for 2020 was very close to 2019 (£3.8k), but regular online donations were down, as were corporate donations (by £6k).

The trustees have noted this decline and are making plans to increase income significantly. Although the Covid-19 pandemic has resulted in the severe curtailment of events, one result of this (and physical meetings being replaced by Zoom) has been a significant reduction in costs. Whilst the effect on the work of the charity has not been favourable, the net financial effect could have been far worse. The General Fund reserve stands at £19,764 (£20,371 in 2019).

The Charity's policy on reserves

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

Financial risk

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed Dianna Gwilliams Date 18 March 2021

The Very Reverend Dianna Gwilliams, Trustee

**Independent Examiner's Report to the trustees of
The Inclusive Church Network
For the year ended 31 December 2020**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2020.

Responsibilities and basis of report

As the trustees of the charity, 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 the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed *Helen M. L. Lee* Date 18 March 2021

Helen Lee MA BFP FCA

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2020**

Statement of Financial Activities

	Note	Unrestricted Funds	Restricted funds	Total funds 2020	<i>Total funds 2019</i>
		£	£	£	£
Incoming resources					
Donations and grants	2	31,683	2,949	34,632	38,410
Charitable activities	3	475	0	475	840
Fundraising	4	166	0	166	437
Other income	5	82	0	82	81
Total incoming resources		32,406	2,949	35,355	39,768
Outgoing resources					
Cost of Fundraising	6	216	0	216	216
Cost of Charitable activities	7	30,226	2,150	32,376	38,518
Governance	8	1,229	0	1,229	1,808
Total outgoing resources		31,671	2,150	33,821	40,542
Net surplus/(deficit)		735	799	1,534	-774
Transfers	9	(1,342)	1,342	0	
Balance b/f		20,371	1,509	21,880	20,702
Balance c/f		19,764	3,650	23,414	21,880

**The Inclusive Church Network
Financial Statements
For the year ended 31 December 2020**

Balance Sheet

	Note	Unrestricted Funds	Restricted funds	Total funds 2020	Total funds 2019
		£	£	£	£
Current assets					
Cash/bank	10	17,205	3,900	21,105	19,928
Debtors	11	2,765	0	2,765	1,000
Stock	12	<u>1,357</u>	<u>0</u>	<u>1,357</u>	<u>952</u>
<i>Total current assets</i>		<i>21,327</i>	<i>3,900</i>	<i>25,227</i>	<i>21,880</i>
Liabilities					
Accrued expenses	13	1,063	250	1,313	
Creditors	14	<u>500</u>	<u>0</u>	<u>500</u>	
<i>Total liabilities</i>		<i>1,563</i>	<i>250</i>	<i>1,813</i>	
Net current assets		19,764	3,650	23,414	21,880
Represented by:					
General Fund		19,764	0	19,764	20,371
Restricted Funds	15	0	3,650	3,650	<u>1,509</u>
Total funds		19764	3,650	23,414	21,880

The Inclusive Church Network
Financial Statements
For the year ended 31 December 2020

Notes to the Financial Statements

The trustees agreed to change the basis of the annual accounts from Receipts & Payments to Accruals for 2020. This was to enable a clearer view to be given to those reading the accounts of the financial performance and position of the Charity from a year-by-year perspective. The effect of the change for the 2020 accounts is that some 2019 income and expenditure is included in the year's figures, together with the appropriate 2020 figures. Note 16 explains the actual figures involved.

1. Accounting Policies

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

Funds

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

Incoming resources

Voluntary income and capital sources

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

Other ordinary income

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

**The Inclusive Church Network
Notes to the Financial Statements**

	Unrestricted Funds	Note	Restricted funds	Total funds 2020	Total funds 2019
	£		£	£	£
2. Donations , grants					
Individual standing orders	18,185		0	18,185	20,361
One-off donations	230		0	230	<i>included above</i>
Gift Aid on donations	7,685	16	0	7,685	4,138
Online donations	2,673	16	449	3,122	3,727
Corporate donations	2,910		1,000	3,910	9,934
Grants	0		1,500	1,500	250
	31,683		2,949	34,632	38,410
3. Charitable activities					
Events	475		0	475	840
4. Fundraising					
Book sales, Royalties	166		0	166	437
5. Other income					
Bank interest	82		0	82	81
6. Cost of Fundraising					
Just Giving subscription	216		0	216	216
Publications	0		0	0	0
	216		0	216	216
7. Cost of Charitable activities					
Grants	1,000	16	0	1,000	0
Cost of events	0		0	0	4,063
Cost of Education projects	0	16	2,150	2,150	5,190
Publicity (incl website)	2,269		0	2,269	1,500
Postage, Admin	934		0	934	1,946
Employment (incl expenses)	26,023	16	0	26,023	25,819
	30,226		2,150	32,376	38,518
8. Governance					
Cost of meetings	174		0	174	1,316
Independent Examiner	1,055	16	0	1,055	492
	1,229		0	1,229	2,155

The Inclusive Church Network
Notes to the Financial Statements (continued)

9. Transfers

According to the published accounts for 2019, there was a restricted fund balance of £1,509 held at 31 December 2019 for the General Synod election project. In fact, there were some restricted funds for this project which were received via Just Giving during 2019, but should be regarded as restricted. Further restricted funds for this purpose were also received in 2020.

There was also a credit balance for the "Something Worth Sharing" booklet, which was published during 2019, and a grant towards the costs was due from the Westhill Trust, and was duly received in 2020.

The following transfers were made between unrestricted and restricted funds on 1st January 2020 to reflect the above.

	General Fund (£)	Restricted Funds (£)	Total (£)
General Synod project	(1,303)	1,303	0
"Something Worth Sharing"	<u>(39)</u>	<u>39</u>	0
Total	(1,342)	1,342	0

10. Cash/bank

	Unrestricted (£)	Restricted (£)	Total (£)	2019
CAF current account	5,881	3,900	9,781	
<i>9,687</i>				
CAF 60-day notice account	10,324	0	10,324	
<i>10,241</i>				
Co-ordinator's float (<i>see below</i>)	<u>1,000</u>	<u>0</u>	<u>1,000</u>	<i>see</i>
<i>below</i>				
	17,205	3,900	21,105	
<i>19,928</i>				

A cash float of £1,000 is held by the co-ordinator, repayable at the end of employment. This was shown as 'other monetary assets' on the 2019 accounts, but is included with cash/bank in 2020.

11. Debtors

	£	£	£
Gift Aid (donations Apr–Dec 2020)	2,684	0	2,684
Gift Aid (online donations Dec 2020)	<u>81</u>	<u>0</u>	<u>81</u>
	2,765	0	2,765

12. Stock

	£	£	£
Books for resale	1,357	0	1,357
<i>952</i>			

The Inclusive Church Network
Notes to the Financial Statements (continued)

13. Accrued expenses	Unrestricted (£)	Restricted (£)	Total (£)
Education project (December 2020)	0	250	250
Website (Jan 2020 invoice unpaid)	144	0	144
Tax/NI (December 2020)	312	0	312
Employees expenses (December)	57	0	57
Independent Examination (2020 accounts)	<u>550</u>	<u>0</u>	<u>550</u>
	1,063	250	1,313

14. Creditors	Unrestricted (£)	Restricted (£)	Total (£)
Provision for underpayments to HMRC	500	0	500

15. Restricted Funds

	Opening Closing Balance balance £	Income £	Expenditure £	Transfers £
£				
General Synod project	1,509	1,449	(2,150)	1,303
2,111				
Booklet	<u>0</u>	<u>1,500</u>	<u>0</u>	<u>39</u>
<u>1,539</u>				
	1,509	2,949	(2,150)	1,342
3,650				

16. Change of accounting basis

The 2019 accounts were properly drawn on a cash basis (Receipts & Payments Account and Statement of Assets & Liabilities). These are not designed to balance. In moving to an Accruals basis, it is necessary to bring forward, not only the cash balances from 2019 (according to the R&P), but also the 'other monetary assets' recorded in the SAL, in order to create a Balance Sheet for 2020. That means that the 2019 figures shown in the 2020 accounts include these amounts (cash float £1,000 plus Books stock £952), and not just the amounts in the R&P (£19,928)

The following amounts were received in 2020, relating to 2019, but were correctly not recorded in the 2019 accounts, since they were received after 31 December:

	£
Gift Aid for Jan-Dec 2019	3,858
Gift Aid for online donations Dec 2019	<u>76</u>
	3,934

The Inclusive Church Network
Notes to the Financial Statements (continued)

Change of accounting basis (continued)

Similarly, the following amounts were paid in 2020, but relate to 2019:

	£
St Martin in the Fields: donation for 2019 conference	500
Pension contribution December 2019	125
HMRC tax/NI December 2019	301
General Synod election project December 2019	350
Independent Examiner's fee for 2019 accounts	<u>505</u>
	1,781

So the net amount received for 2019 in 2020 was £2,153

The overall figures for 2020 on an Accruals basis include this additional amount; this was not included in the 2019 accounts, which were on a Receipts and Payments basis. Taking this figure away from the net surplus of £1,534 for 2020 means that there was actually a deficit for all transactions relating to 2020 amounting to £619.

17. Trustees' Expenses

During the year, trustees were reimbursed £421 in expenses.

18. Related party transactions

There were no related party transactions in the period.