

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.L. 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	<i>Total funds 2020</i>
		£	£	£	£
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.