

# **The Inclusive Church Network**

*(Registered Charity 1102676)*

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

<b>Page</b>	<b>Contents</b>
2 – 6	Trustees' Annual Report
7	Independent Examiner's Report
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 19<sup>th</sup> May 22*)  
Reverend Anthony Freeman (Secretary) \* (*until 4<sup>th</sup> July 22*)  
Michael Bishop (Treasurer) \*  
Reverend Daniel Barnes-Davies \* (*Chair from 19<sup>th</sup> May 22*)  
Hanna Yoo (HeartEdge)  
Reverend Alex Clare-Young (Open Table)  
Dr Felicity Cooke (WATCH)  
The Very Reverend Dr Jonathan Draper \* (*Modern Church until 31<sup>st</sup> August*)(*Independent from 1<sup>st</sup> December*)  
Fiona MacMillan \*  
Reverend Andrew Lightbown \* (*until 19<sup>th</sup> May 22*)  
Josh Mock (SCM) (*from 7<sup>th</sup> October 22*)  
Vee Pinto \* (*19<sup>th</sup> May to 10<sup>th</sup> November 22*)  
Reverend Dr Evie Vernon \*  
Alison Webster (Modern Church) (*from 1<sup>st</sup> December 22*)  
Jack Woodruff \* (*SCM until 7<sup>th</sup> 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 6<sup>th</sup> October 2003 and most recently amended by the Annual General Meeting on 23<sup>rd</sup> August 2021. The 'Statement of Belief' was revised on 9<sup>th</sup> 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 20<sup>th</sup> 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').

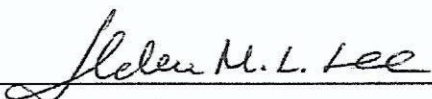
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**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  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**

	<b>Note</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2022</b>	<i>Total Funds 2021</i>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Incoming resources</b>					
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
<b>Total incoming resources</b>		<b>49,050</b>	<b>0</b>	<b>49,050</b>	<b>37,984</b>
<b>Outgoing resources</b>					
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
<b>Total outgoing resources</b>		<b>32,899</b>	<b>267</b>	<b>33,166</b>	<b>31,554</b>
<b>Net surplus/(deficit)</b>		<b>16,151</b>	<b>(267)</b>	<b>15,884</b>	<b>6,430</b>
<b>Transfers</b>		<b>0</b>	<b>0</b>	<b>0</b>	
<b>Balance b/f</b>		<b>28,039</b>	<b>1,806</b>	<b>29,845</b>	<b>23,415</b>
<b>Balance c/f</b>		<b>44,190</b>	<b>1,539</b>	<b>45,729</b>	<b>29,845</b>



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

**Balance Sheet**

	<b>Note</b>	<b>Unrestricted Funds</b>	<b>Restricted funds</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Current assets</b>					
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>
<b>Liabilities</b>					
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>
<b>Net current assets</b>		<b>44,190</b>	<b>1,539</b>	<b>45,729</b>	<b>29,845</b>
 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>
<b>Total funds</b>		<b>44,190</b>	<b>1,539</b>	<b>45,729</b>	<b>29,845</b>

**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**

	<b>Unrestricted Funds</b>	<b>Restricted funds</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£	£	£
<b>2. Donations , grants</b>				
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>
	<b>48,372</b>	<b>0</b>	<b>48,372</b>	<b>37,122</b>
<b>3. Charitable activities</b>				
Events	442	0	442	387
<b>4. Fundraising</b>				
Book sales, Royalties	177	0	177	394
<b>5. Other income</b>				
Bank interest	59	0	59	81
<b>6. Cost of Fundraising</b>				
Just Giving subscription	216	0	216	216
Ambassador training	<u>0</u>	<u>0</u>	<u>0</u>	<u>200</u>
	<b>216</b>	<b>0</b>	<b>216</b>	<b>416</b>
<b>7. Cost of Charitable activities</b>				
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>
	<b>32,044</b>	<b>267</b>	<b>32,311</b>	<b>30,587</b>
<b>8. Governance</b>				
Cost of meetings	0	0	0	0
Trustees' expenses	59	0	59	0
Independent Examiner	<u>580</u>	<u>0</u>	<u>580</u>	<u>550</u>
	<b>639</b>	<b>0</b>	<b>639</b>	<b>550</b>



**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>
	<b>41,714</b>	<b>1,539</b>	<b>43,253</b>	<b>26,433</b>

**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>
	<b>2,986</b>	<b>0</b>	<b>2,986</b>	<b>3,855</b>

**11. Stock**

	£	£	£	2021 (£)
Books for resale	<b>1,253</b>	<b>0</b>	<b>1,253</b>	<b>1,118</b>

**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>
	<b>1,254</b>	<b>0</b>	<b>1,254</b>	<b>1,061</b>

**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>
	<b>510</b>	<b>0</b>	<b>510</b>	<b>500</b>

**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 1<sup>st</sup> 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>
	<b>1,806</b>	<b>0</b>	<b>(267)</b>	<b>0</b>	<b>1,539</b>

**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.