

# **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**

**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**

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 4<sup>th</sup> November 23*)  
The Very Reverend Dr Jonathan Draper \*  
Fiona MacMillan \*  
Alison Webster (Modern Church)  
Jack Woodruff \*  
Russell Frost (SCM) (*from 8<sup>th</sup> March 23*)

*\* 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.

**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.

## **The Inclusive Church Network Trustees' Annual Report**

### **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 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.

### **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 20<sup>th</sup> 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 20<sup>th</sup> 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](https://www.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 20<sup>th</sup> 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

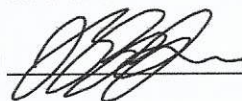
We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

### 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
		£	£	£	£
<b>Incoming resources</b>					
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
<b>Total incoming resources</b>		<b>51,527</b>	<b>0</b>	<b>51,527</b>	<b>49,050</b>
<b>Outgoing resources</b>					
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
<b>Total outgoing resources</b>		<b>32,827</b>	<b>0</b>	<b>32,827</b>	<b>33,166</b>
<b>Net surplus/(deficit)</b>		<b>18,700</b>	<b>0</b>	<b>18,700</b>	<b>15,884</b>
<b>Transfers</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Balance b/f</b>		<b>44,190</b>	<b>1,539</b>	<b>45,729</b>	<b>29,845</b>
<b>Balance c/f</b>		<b>62,890</b>	<b>1,539</b>	<b>64,429</b>	<b>45,729</b>

**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
		£	£	£	£
<b>Current assets</b>					
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>
<b>Liabilities</b>					
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>
<b>Net current assets</b>		<b>62,890</b>	<b>1,539</b>	<b>64,429</b>	<b>45,729</b>
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>
<b>Total funds</b>		<b>62,890</b>	<b>1,539</b>	<b>64,429</b>	<b>45,729</b>



**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 £
<b>2. Donations , grants</b>				
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>
	<b>50,202</b>	<b>0</b>	<b>50,202</b>	<b>48,372</b>
<b>3. Charitable activities</b>				
Events	<b>588</b>	<b>0</b>	<b>588</b>	<b>442</b>
<b>4. Fundraising</b>				
Book sales, Royalties	<b>112</b>	<b>0</b>	<b>112</b>	<b>177</b>
<b>5. Other income</b>				
Bank interest	<b>625</b>	<b>0</b>	<b>625</b>	<b>59</b>
<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>0</u>
	<b>216</b>	<b>0</b>	<b>216</b>	<b>216</b>
<b>7. Cost of Charitable activities</b>				
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>
	<b>27,818</b>	<b>0</b>	<b>27,818</b>	<b>32,311</b>
<b>8. Governance</b>				
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>
	<b>4,793</b>	<b>0</b>	<b>4,793</b>	<b>639</b>

**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>
	<b>58,900</b>	<b>1,539</b>	<b>60,439</b>	<b>43,253</b>

<b>10. Debtors</b>	£	£	£	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>
	<b>2,552</b>	<b>0</b>	<b>2,552</b>	<b>2,986</b>

<b>11. Stock</b>	£	£	£	2022 (£)
Books for resale	<b>2,659</b>	<b>0</b>	<b>2,659</b>	<b>1,253</b>

<b>12. Accrued expenses</b>	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>
	<b>1,221</b>	<b>0</b>	<b>1,221</b>	<b>1,254</b>

<b>13. Creditors</b>	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>
	<b>0</b>	<b>0</b>	<b>0</b>	<b>510</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, 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 20<sup>th</sup> 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>
	<b>1,539</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,539</b>

**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.