

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

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>
<i>Total current assets</i>		<i>78,269</i>	<i>1,539</i>	<i>79,808</i>	<i>65,650</i>
Liabilities					
Accrued expenses	12	629	0	629	1,221
Creditors	13	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Total liabilities</i>		<i>629</i>	<i>0</i>	<i>629</i>	<i>1,221</i>
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>	<u>216</u>
	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.