

# RECONCILIATION INITIATIVES

England & Wales - Charity number 1174154

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2017-08-07

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 7 Howey Close  
Malvern  
Worcestershire  
WR14 1WB

**Phone** 07838096203

**Email** [info@reconciliation-initiatives.org](mailto:info@reconciliation-initiatives.org)

**Website** [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org)

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE:TO ADVANCE THE CHRISTIAN FAITH AND IN PARTICULAR THE GOSPEL OF REDEMPTION AND RECONCILIATION FOR THE BENEFIT OF THE PUBLIC, BY EVERY AVAILABLE MEANS, INCLUDING, BUT NOT EXCLUSIVELY, THROUGH:(I) THE PROVISION OF TRAINING AND EDUCATION IN THE PRINCIPLES AND PRACTICES OF CHRISTIAN RELATIONSHIP, COMMUNITY BUILDING, PEACEMAKING AND RECONCILIATION; AND (II) IN FURTHERANCE OF THE ABOVE, THE PROVISION OF ADVICE, CONSULTANCY AND OTHER SERVICES, TO CHRISTIAN CHURCH LEADERS, MEMBERS AND OTHERS INCLUDING, BUT NOT LIMITED TO, THOSE CHRISTIANS WHO ARE MEMBERS OF CHURCHES WITHIN THE WORLD-WIDE ANGLICAN COMMUNION.

**Activities:** The charity's main project is to deliver a learning and development programme for church leaders called Reconciling Mission. The purpose of the Reconciling Mission programme is to equip and resource participants for envisioning and emboldening Anglican Christians and their churches to engage more deeply with their neighbours, and to contribute to reconciliation across inequalities in society.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Religious Activities
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- Ireland
- Kenya
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£116,431	£108,959	-	-
2023-12-31	£70,909	£81,479	-	-
2022-12-31	£85,116	£81,901	-	-
2021-12-31	£71,608	£67,460	-	-
2020-12-31	£97,982	£38,932	-	-

## Trustees

Name	Role	Appointed
Akeem Adagbada		2024-04-16
Mark Jonathan Cracknell Simmons		2019-04-11
Peter Hartley Wolstenholme		2022-03-22
Rev Richard Andrew Westwood		2025-01-13
Rev Ruwani Gunawardene		2024-07-08
Rt Revd Moira Ann Elizabeth Astin		2021-12-04

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# Accounts

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**RECONCILIATION INITIATIVES  
Registered Charity No. 1174154**

**TRUSTEES' REPORT AND ACCOUNTS**

**1 January – 31 December 2024**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**Registered Charity no: 1174154**

**Trustees:**  
**Rt Revd Moira Astin (Chair)**  
**Mr Akeem Adagbada**  
**Revd Karen West (resigned 01/04/2025)**  
**Mr Mark Simmons**  
**Mr Peter Wolstensholme (Treasurer)**  
**Revd Richard Westwood (appointed 13/01/2025)**  
**Revd Ruwani Gunawardene (appointed 08/07/2024)**

**Executive Director:** **Revd Dr Alastair McKay**  
**Administrator:** **Ms Rebecca Gaskin**

**Registered Office:** **7 Howey Close, Malvern, Worcestershire, WR14 1WB**

**Bankers:**  
**The Co-operative Bank**  
**PO Box 250**  
**Delf House**  
**Southway**  
**Skelmersdale**  
**WN8 6WT**

**Independent Examiner:** **Nathan Thomas**

**TRUSTEES' REPORT**  
**FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2024**

The trustees submit their annual report and the financial statements for the twelve months ended 31 December 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2015 in preparing the annual report and financial statements of the charity.

**Structure, Governance and Management**

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by a constitution, last amended on 14 January 2017, which became effective upon registration with the Charity Commission on 7 August 2017.

Trustees are appointed by invitation of the existing trustees and subject to a satisfactory interview. Prospective new trustees are invited to attend a trustees' meeting prior to formal appointment. The management of the charity's operations is vested in the Board of Trustees. The full Board of Trustees meets four times per year.

**Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the relevant national legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Risk Management**

Reconciliation Initiatives' staff and members of the Trustee body have completed training from the Charity Commission in financial risk management. The trustees consider the major financial risk to be failure to raise the funds to enable the charity to implement the plan for its programmes. This has been evaluated using a Risk Register and the trustees will be developing a fundraising strategy to further address this risk.

**Objectives and Activities**

The charity's objects, as set out in its constitution, are:

"To advance the Christian faith and in particular the gospel of redemption and reconciliation for the benefit of the public, by every available means, including, but not exclusively, through:

- (i) the provision of training and education in the principles and practices of Christian relationship, community building, peacemaking and reconciliation; and
- (ii) in furtherance of the above, the provision of advice, consultancy and other services, to Christian church leaders, members and others

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including, but not limited to, those Christians who are members of churches within the world-wide Anglican Communion.”

The charity seeks to achieve its objects primarily by working to deliver plans for development programmes to resource Anglican leaders, and through them their local churches and dioceses. The current principal offering is a programme entitled *Reconciling Mission*. This is a development programme for those in church leadership and ministry roles, which begins with a residential learning week, followed by ongoing coaching over an 18-month period to support implementation, action and reflection. The third cohort of *Reconciling Mission* participants completed the programme in March 2024 and proceeded to join our graduate network. The fourth cohort commenced in October 2024, and a fifth cohort was confirmed in December of that year, with a start date of May 2025. Further details are available on the charity’s website: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org).

Since 2022, Reconciliation Initiatives has been offering a programme called *Being White*, which seeks to address the culture of whiteness and the reality of white privilege. This has comprised an initial in-person workshop day, with three follow-up meetings online, typically a month apart. This programme seeks to enable white participants from Anglican Dioceses to take greater responsibility for addressing racial inequalities and become actively anti-racist. In 2024, groups from the dioceses of Chichester, Gloucester and Manchester, plus the senior leadership of Southwark Diocese completed the programme. In May 2024, the *Being White* programme was reviewed in consultation with the Church of England’s Racial Justice Unit. An updated version of the programme was scheduled for offering in 2025.

In June 2024 Reconciliation Initiatives and Coventry Cathedral formed a partnership to host a national conference in June 2025 entitled *Being Missional Today: Disruption, Liminality and Reconciliation*. At the end of 2025, two additional partners, the Church Urban Fund and the Iona Community, came on board. 20 speakers were recruited, in dialogical pairs, and promotion of the conference began.

Since the formation of Reconciliation Initiatives, the Trustees have had in mind to support the implementation of a learning and development programme in East Africa. A research report was commissioned in 2023 to establish what existing programmes might be on offer for Anglican clergy around handling conflict. In 2024, the Trustees took the decision to move ahead with recruiting a Project Manager for Kenya, in partnership with the Anglican Church of Kenya. In December 2024 the charity received a grant of £20k from the Dean and Chapter of Westminster to help take this work forward. The recruitment process was concluded in May 2025.

In 2024, the charity’s executive director continued writing his second book “*Reconciling Mission: Growing the kingdom and revitalizing congregations through community engagement*” with co-author David Brubaker. This book draws on case studies from Reconciliation Initiatives’ *Reconciling Mission* programme and will help to promote the work of the charity.

In exercising their powers or duties, the trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

## **Achievements and Performance**

During 2024, the charity:

- hosted the fourth *Reconciling Mission* annual conference at Coventry Cathedral on 18 March, attended by 28 delegates including participants from cohorts one, two and three of the *Reconciling Mission* programme, marking the end of the programme for the third cohort;
- hosted a weeklong residential course at Launde Abbey in October to launch the fourth cohort of the *Reconciling Mission* programme;
- facilitated follow-up group coaching conversations for the 21 participants in the fourth cohort of the *Reconciling Mission* programme;
- hosted three online gatherings for the Reconciling Mission Network of programme graduates to help them stay connected, and to provide ongoing resourcing;
- facilitated the *Being White* programme for members from the dioceses of Chichester, Gloucester and Manchester, and also for the senior leadership of Southwark Diocese;
- began organising and promoting the *Being Missional Today: Disruption, Liminality and Reconciliation* conference, a national event which would represent Reconciliation Initiatives' largest conference offering to date; and
- progressed plans for recruiting a Project Manager for Kenya in partnership with the Anglican Church of Kenya.

## **Financial Review**

The principal sources of funding in the period covered by this report were donations from private individuals and income from charitable activities in the form of fees for programme and conference participation.

Donations totalled £50,818 over this period, and the largest portion of these were received without conditions from related parties. These donations were supplemented by a Gift Aid claim of £12,666. Income from charitable activities was £29,512, including £362 of sales, with £3,436 of bank interest also received. Total unrestricted income for the period was £96,431. This was supplemented by a grant of £20,000 from the Dean and Chapter of Westminster Abbey restricted for work in Kenya.

The expenditure totalled £107,799 during this period. The main items of expenditure were staff salaries, fees for associate facilitators and consultants, fees for hosting conferences, and operational overheads.

The overall financial position of the charity on 31 December 2021 was £168,364.

## **Plans for Future Periods**

In the next period, among other things, the charity intends to:

- begin the *Reconciling Mission* programme with the fifth cohort, and continue recruiting sponsoring bishops and participants for a sixth cohort;
- recruit new diocesan groups to participate in the *Being White* programme;

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- plan and host a national mission-themed conference entitled *Being Missional Today: Disruption, Liminality & Reconciliation* supported by charity partners;
- appoint a Project Manager for Kenya and begin the charity's training programme in Kenya for Anglican Bishops, clergy and spouses; and
- raise further funds to continue delivering the charity's programmes.

This report was approved by the Board of Trustees on 21 July 2025:



\_\_\_\_\_ (Chair)

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONCILIATION INITIATIVES**

I report on the accounts of the charity for the twelve months ended 31 December 2024 which are set out on pages 7 to 16.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

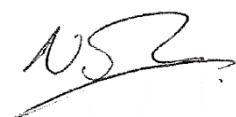
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Nathan Thomas*  
*1 Upper Mount Pleasant, Freshford, Bath*  
*Chartered Accountant*

*6 October 2025*

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154


**STATEMENT OF FINANCIAL ACTIVITIES**  
**12 MONTHS ENDED 31 DECEMBER 2024**

<b>Reconciliation Initiatives</b>				Charity No (if any)	1174154	<b>CC17a</b>
Annual accounts for the period						
Period start date	01/01/2024	To	Period end date	31/12/2024		

**Section A Statement of financial activities**

Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
			F01	F02	F03	F04	F05
<b>Incoming resources (Note 3)</b>							
<b>Incoming resources from generated funds</b>							
Voluntary income		S01	63,483		-	63,483	63,438
Activities for generating funds		S02	362		-	362	259
Investment income		S03	3,436		-	3,436	2,387
<b>Incoming resources from charitable activities</b>							
Other incoming resources		S05		20,000	-	20,000	0
<b>Total incoming resources</b>			<b>96,431</b>	<b>20,000</b>	<b>-</b>	<b>116,431</b>	<b>70,909</b>
<b>Resources expended (Notes 4-8)</b>							
<b>Costs of Generating Funds</b>							
Costs of generating voluntary income		S07		-	-	-	-
Fundraising trading costs		S08	-	-	-	-	-
Investment management costs		S09	-	-	-	-	-
<b>Charitable activities</b>							
		S10	102,147	1,160		103,307	80,026
<b>Governance costs</b>							
		S11	1,161			1,161	1,453
<b>Other resources expended</b>							
		S12	4,491			4,491	0
<b>Total resources expended</b>			<b>107,799</b>	<b>1,160</b>	<b>-</b>	<b>108,959</b>	<b>81,479</b>
<b>Net incoming/(outgoing) resources before transfers</b>			<b>- 11,368</b>	<b>18,840</b>	<b>-</b>	<b>7,472</b>	<b>10,570</b>
<b>Gross transfers between funds</b>			<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>			<b>- 11,368</b>	<b>18,840</b>	<b>-</b>	<b>7,472</b>	<b>10,570</b>
<b>Other recognised gains/(losses)</b>							
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-
Gains and losses on investment assets		S18	-	-	-	-	-
<b>Net movement in funds</b>			<b>- 11,368</b>	<b>18,840</b>	<b>-</b>	<b>7,472</b>	<b>-10,570</b>
<b>Total funds brought forward</b>			<b>159,732</b>	<b>1,160</b>		<b>160,892</b>	<b>171,462</b>
<b>Total funds carried forward</b>			<b>148,364</b>	<b>20,000</b>	<b>-</b>	<b>168,364</b>	<b>160,892</b>

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<b>Section B</b>		<b>Balance sheet</b>				
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
<b>Tangible assets (Note 9)</b>	B01			-	-	
	B02	-	-	-	-	-
<b>Investments (Note 10)</b>	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
<b>Stock and work in progress</b>	B05		-	-	-	
<b>Debtors (Note 11)</b>	B06	1,033		-	1,033	4,687
<b>(Short term) investments</b>	B07			-	-	
<b>Cash at bank and in hand</b>	B08	150,097	20,000	-	170,097	160,042
<b>Total current assets</b>	B09	151,130	20,000	-	171,130	164,729
<b>Creditors: amounts falling due within one year (Note 12)</b>	B10	2,766	-	-	2,766	3,837
<b>Net current assets/(liabilities)</b>	B11	148,364	20,000	-	168,364	160,892
<b>Total assets less current liabilities</b>	B12	148,364	20,000	-	168,364	160,892
<b>Creditors: amounts falling due after one year (Note 12)</b>	B13		-	-	-	-
<b>Provisions for liabilities and charges</b>	B14	-	-	-	-	-
<b>Net assets</b>	B15	148,364	20,000	-	168,364	160,892
<b>Funds of the Charity</b>						
<b>Unrestricted funds</b>	B16	148,364			148,364	159,732
	B17				-	-
<b>Restricted income funds (Note 13)</b>	B18		20,000		20,000	1,160
<b>Endowment funds (Note 13)</b>	B19			-	-	
<b>Total funds</b>	B20	148,364	20,000	-	168,364	160,892
Signed by one or two trustees on behalf of all the trustees		Signature		Print Name		Date of approval
				Moira Astin		06/10/2025

**RECONCILIATION INITIATIVES**  
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<b>Section C</b>	<b>Notes to the accounts</b>
Note 1	<b>Basis of preparation</b>
<i>This section should be completed by all charities .</i>	
<b>1.1 Basis of accounting</b>	
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:	
<ul style="list-style-type: none"><li>• Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);</li><li>• and with* <input checked="" type="checkbox"/> Accounting Standards;</li><li>• and with the Charities Act.</li></ul>	
<b>1.2 Change in basis of accounting</b>	
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.	
<b>1.3 Changes to previous accounts</b>	
No changes have been made to accounts for previous years.	

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Section C	Notes to the accounts	(cont)
<b>Note 2</b>	<b>Accounting policies</b>	
<i>This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.</i>		
<b>INCOMING RESOURCES</b>		
<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>• the charity becomes entitled to the resources;</li> <li>• the trustees are virtually certain they will receive the resources; and</li> <li>• the monetary value can be measured with sufficient reliability.</li> </ul>	
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.	
<b>Employment Allowance</b>	Employer National Insurance is covered by an Employment Allowance which is restricted for this purpose, the amounts are shown in a note.	
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.	
<b>Gifts in kind</b>	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.	
	Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.	
	Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.	
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.	
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	
<b>Investment income</b>	This is included in the accounts when receivable.	
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	
<b>EXPENDITURE AND LIABILITIES</b>		
<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.	
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.	
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	
<b>ASSETS</b>		
<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.	
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.	
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.	
<b>RESERVES</b>		
<b>Free Reserves</b>	Free reserves are those unrestricted funds not invested in tangible fixed assets	
<b>POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE</b>	11	

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Section C		Notes to the accounts		(cont)
<b>Note 3</b>		<b>Analysis of incoming resources</b>		
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>				
	<b>Analysis</b>	<b>This year £</b>	<b>Last year £</b>	
<b>Voluntary income</b>	Donations from supporters	50,818	50,786	
	Gift Aid recovered	12,666	12,652	
			-	
			-	
	<b>Total</b>	<b>63,483</b>	<b>63,438</b>	
<b>Activities for generating funds</b>	Sales	362	274	
	Events	-	-	15
		-	-	
		-	-	
		-	-	
	<b>Total</b>	<b>362</b>	<b>259</b>	
<b>Investment income</b>	Interest	3,436	2,387	
		-	-	
		-	-	
		-	-	
		-	-	
	<b>Total</b>	<b>3,436</b>	<b>2,387</b>	
<b>Incoming resources from charitable activities</b>	Reconciling Mission	24,250	-	
	Speaker fees	-	-	
	Being White Workshop fees	4,900	2,950	
	Racial Justice Conference Fees	-	1,875	
			-	
	<b>Total</b>	<b>29,150</b>	<b>4,825</b>	
<b>Other incoming resources</b>	Grant (restricted)	20,000		
		-	-	
		-	-	
		-	-	
	<b>Total</b>	<b>20,000</b>	<b>-</b>	

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Section C	Notes to the accounts	(cont)	
<b>Note 4</b>	<b>Analysis of resources expended</b>		
Resources expended may be further analysed if this would help the reader of the accounts.			
	<b>Analysis</b>	<b>This year £</b>	<b>Last year £</b>
<b>Costs of generating voluntary income</b>		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Restricted funds expenditure</b>	Other office equipment	1,160	115
	Stylus	-	30
	<b>Total</b>	1,160	145
<b>Investment management costs</b>		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Charitable activities</b>	API Reconciling Mission (residential venue)	16,572	1,821
	Staff salaries and pension	53,713	44,394
	Staff travel & subsistence	1,687	1,835
	Staff Accommodation	246	998
	Staff training	15	549
	Being White (consultant and critical friend)	7,942	4,274
	Conference Racial Justice (Being White) Design and print, consumables, venue, food and drink, photography	-	1,717
	Communications	2,692	3,675
	Practitioners' Network	-	175
	API Monitoring and Evaluation	1,800	2,636
	Associate travel, subsistence, accommodation RM Staff Associate and trainers fees, UK based trainer costs, Consultant other	3,852	1,525
	Conference RM (photography, design and print, food and drink, other, speaker fees and costs, venue)	2,897	2,122
	RM Network (consultant and retreat)	1,867	415
	Action Learning Groups	410	1,788
	Events, networking and subscriptions	131	240
	RM Kenya	-	2,589
	Merchandise	-	-
	Office/operations (Communications, Mobile, Equipment from unrestricted funds, software, supplies, postage, web hosting, design, web maintenance, publicity advertising)	4,183	4,628
	Hospitality and gifts	329	402
	Insurance	609	569
	Design work	1,569	1,126
	Publicity printing	810	225
	Staff recruitment	255	794
	Staff meeting venues	308	1,276
	Payroll fees	-	-
	Working from home allowance	312	258
	Recoverable expenses	- 53	- 149
	<b>Total</b>	102,147	79,881
<b>Governance costs</b>	Trustee meetings - travel	724	666
	Trustee meetings - subsistence	176	239
	Trustee accommodation	261	549
	<b>Total</b>	1,161	1,453
<b>Other resources expended</b>	Event costs written off	4,491	-
	Bank charges	-	-
	Currency charges	0	-
	<b>Total</b>	4,491	-

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 5** **Support Costs**

*Please complete this note if the charity has analysed its expenses using activity categories and has support costs.*

Support cost type	Fundraising activity	Charitable Activity	Governance Activity	Total Cost
	£	£	£	£
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6** **Details of certain items of expenditure**

**6.1 Trustee expenses**

*Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).*

	This year	Last year
Number of trustees who were paid expenses and/or for whom expenses were paid	8	4
Nature of the expenses	Travel, subsistence and expenses related to Trustees' meetings and attendance in support of RI events	Travel, subsistence and expenses related to Trustees' meetings
Total amount paid	£1,160.58	£1,453.00

**6.2 Fees for examination or audit of the accounts**

*Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).*

	This year	Last year
	£	£
Independent examiner's or auditors' fees for reporting on the accounts		
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
<b>Note 7</b>	<b>Paid employees</b>	
<i>Please complete this note if the charity has any employees.</i>		
<b>7.1 Staff Costs</b>		
		<b>This year</b>
		<b>£</b>
		<b>Last year</b>
		<b>£</b>
<b>Gross wages, salaries and benefits in kind</b>		51,439
<b>Employer's National Insurance costs (see note 7.4)</b>		
<b>Pension costs</b>		2,275
	<b>Total staff costs</b>	53,713
		44,394
<b>7.2 Average number of full-time equivalent employees in the year</b>		
		<b>This year</b>
		<b>Number</b>
		<b>Last year</b>
		<b>Number</b>
<b>The parts of the charity in which the employees work</b>	<b>Fundraising</b>	-
	<b>Charitable Activities</b>	1
	<b>Governance</b>	1
	<b>Other</b>	-
	<b>Total</b>	2
		2
<b>7.3 Defined contribution pension scheme</b>		
<i>Please complete if a defined contribution pension scheme is operated.</i>		
<b>Brief details of the scheme</b>	Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.	
		<b>This year</b>
		<b>£</b>
		<b>Last year</b>
		<b>£</b>
<b>The costs of the scheme to the charity for the year</b>		2,275
<b>The amount of any contributions outstanding at the year end</b>		0
<b>The amount of any contributions prepaid at the year end</b>		0
<b>7.4 Employment Allowance</b>		
		<b>This year</b>
		<b>£</b>
		<b>Last year</b>
		<b>£</b>
<b>Employer's National Insurance calculated costs</b>		4,588
<b>Employment Allowance usage</b>		-4,588
<b>Net Employer's National Insurance costs</b>		0
<b>Maximum Value of Allowance Available</b>		5,000
		4,000

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Note 11 Debtors and prepayments**

*Please complete this note if the charity has any debtors or prepayments.*

Analysis of debtors	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors			-	-
Amounts due from subsidiary and associated undertakings	-		-	-
Other debtors	400	1,746		
Prepayments and accrued income (RM and RM Network)	633	2,941		
<b>Total</b>	<b>1,033</b>	<b>4,687</b>	<b>-</b>	<b>-</b>

**Note 12 Creditors and accruals**

*Please complete this note if the charity has any creditors or accruals.*

**12.1 Analysis of creditors**

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts	-	-	-	-
Trade creditors			-	-
Amounts due to subsidiary and associated undertakings			-	-
Other creditors	2,766	3,837		
Accruals and deferred income				
<b>Total</b>	<b>2,766</b>	<b>3,837</b>	<b>-</b>	<b>-</b>

**12.2 Security over assets**

*If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.*

--

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 13** **Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment
Chapter of Westminster	R	Kenya Project

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward £	Incoming resources £	Outgoing resources £	Transfers £	Gains and losses £	Fund balances carried forward £
AllChurches Trust	1,160		1,160	-	-	0
Chapter of Westminster	-	20,000	-	-	-	20,000
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	1,160	20,000	1,160	-	-	20,000

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**Note 14 Transactions with related parties**

*If the charity has any transactions with related parties (other than the trustee expenses explained in note 6) details of such transactions should be provided in this note. If there are no transactions to report, please enter "None" in the relevant boxes.*

**14.1 Remuneration and benefits**

*Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it.*

Name of trustee or connected party	Legal authority (eg order, governing document)	Amounts paid or benefit value	
		This year £	Last year £

**14.2 Loans**

*Please give details of and amounts owing to or from the charity's trustees or other related parties by the charity at the year end.*

	Name of trustee or connected party	Legal authority	Amount owing	
			This year £	Last year £
<b>Due to trustees and related parties</b>				
<b>Due from trustees and related parties</b>				

**14.3 Other transaction(s) with trustees or related parties**

*Please give details of any transaction undertaken by (or on behalf of) the charity in which a trustee or related party has a material interest.*

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	2024	2023
			£	£
All trustees (collectively)	Trustees	Donation received without conditions (including gift aid)	600	600
Trustees and all related parties	Trustees, personnel and relations	Donation received without conditions (including gift aid)	63,266	63,252

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C	Notes to the accounts	(cont)																				
<b>Note 15</b>	<b>Additional Disclosures</b>																					
<b>The following are significant matters which are not covered in other notes and need to be included to provide a proper understanding of the accounts. If there is insufficient room here, please add a separate sheet</b>																						
<b>Reserves Policy</b>																						
<p>The trustees of the charity have examined the requirements for free reserves, i.e. those unrestricted funds not invested in tangible fixed assets. The trustees considers that, given the nature of the charity’s work, free reserves should be equivalent to approximately 6 months’ routine general fund expenditure, plus committed future expenditure on other projects, where funds permit. The trustees are of the opinion that this provides sufficient flexibility to cover temporary shortfalls in income and will allow the charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented. At 31 December 2024 the charity had net free reserves of £148,364 (2023: £159,732) as follows:</p>																						
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: center; padding: 5px;">2024</th> <th style="text-align: center; padding: 5px;">2023</th> </tr> <tr> <th></th> <th style="text-align: center; padding: 5px;">£</th> <th style="text-align: center; padding: 5px;">£</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Total reserves</td> <td style="text-align: right; padding: 5px;">168,364</td> <td style="text-align: right; padding: 5px;">160,892</td> </tr> <tr> <td style="padding: 5px;">Less restricted funds</td> <td style="text-align: right; padding: 5px;">(-20000)</td> <td style="text-align: right; padding: 5px;">(-1160)</td> </tr> <tr> <td style="padding: 5px;">Free reserves</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">148,364</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">159,732</td> </tr> <tr> <td style="padding: 5px;">Free reserves requirement</td> <td></td> <td></td> </tr> <tr> <td style="padding: 5px;">6 months’ budgeted routine expenditure</td> <td style="text-align: right; padding: 5px; border-bottom: 3px double black;">44,000</td> <td style="text-align: right; padding: 5px; border-bottom: 3px double black;">44,000</td> </tr> </tbody> </table>		2024	2023		£	£	Total reserves	168,364	160,892	Less restricted funds	(-20000)	(-1160)	Free reserves	148,364	159,732	Free reserves requirement			6 months’ budgeted routine expenditure	44,000	44,000
	2024	2023																				
	£	£																				
Total reserves	168,364	160,892																				
Less restricted funds	(-20000)	(-1160)																				
Free reserves	148,364	159,732																				
Free reserves requirement																						
6 months’ budgeted routine expenditure	44,000	44,000																				
<p>The trustees are aware that the free reserves held are in excess of the currently budgeted requirement.  The charity has commenced some new streams of work, spending plans associated with these are being developed.</p>																						

<b>Reconciliation Initiatives</b>			Charity No (if any)	1174154
Annual accounts for the period				
Period start date	1/1/2024	To	Period end date	12/31/2024

## Section A Statement of financial activities

Recommended categories by activity	Details of own analysis	Note	Restricted			Total this year
			Unrestricted funds	income funds	Endowment funds	
			£	£	£	£
			F01	F02	F03	F04
<b>Incoming resources (Note 3)</b>						
<b>Incoming resources from generated funds</b>			-		-	-
Voluntary income		S01	63,483		-	63,483
Activities for generating funds		S02	362		-	362
Investment income		S03	3,436		-	3,436
<b>Incoming resources from charitable activities</b>		S04	29,150		-	29,150
<b>Other incoming resources</b>		S05		20,000	-	20,000
<b>Total incoming resources</b>		S06	96,431	20,000	-	116,431
<b>Resources expended (Notes 4-8)</b>						
<b>Costs of Generating Funds</b>				-	-	-
Costs of generating voluntary income		S07		-	-	-
Fundraising trading costs		S08	-	-	-	-
Investment management costs		S09	-	-	-	-
<b>Charitable activities</b>		S10	102,147	1,160		103,307
<b>Governance costs</b>		S11	1,161			1,161
<b>Other resources expended</b>		S12	4,491			4,491
<b>Total resources expended</b>		S13	107,799	1,160	-	108,959
<b>Net incoming/(outgoing) resources before transfers</b>		S14	-	11,368	18,840	-
<b>Gross transfers between funds</b>		S15	-	-	-	-
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>		S16	-	11,368	18,840	-
<b>Other recognised gains/(losses)</b>						
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-
Gains and losses on investment assets		S18	-	-	-	-
<b>Net movement in funds</b>		S19	-	11,368	18,840	-
<b>Total funds brought forward</b>		S20	159,732	1,160		160,892
<b>Total funds carried forward</b>		S21	148,364	20,000	-	168,364

**CC17a**



**Total last  
year**

**£**

F05

-
63,438
259
2,387
4,825
0
70,909

-
-
-
-
80,026
1,453
0
81,479
10,570
-
10,570

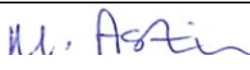
-
-
-10,570
171,462
160,892

## Section B

## Balance sheet

		Restricted			Total this	Total last
	Note	Unrestricted funds	income funds	Endowment funds	year	year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
Tangible assets	(Note 9)			-	-	
	B01			-	-	
	B02	-	-	-	-	-
Investments	(Note 10)					
	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
Stock and work in progress			-	-	-	
	B05		-	-	-	
Debtors	(Note 11)	1,033		-	1,033	4,687
	B06	1,033		-	1,033	4,687
(Short term) investments					-	
	B07				-	
Cash at bank and in hand		150,097	20,000	-	170,097	160,042
	B08	150,097	20,000	-	170,097	160,042
<b>Total current assets</b>	B09	151,130	20,000	-	171,130	164,729
Creditors: amounts falling due within one year	(Note 12)	2,766	-	-	2,766	3,837
	B10	2,766	-	-	2,766	3,837
<b>Net current assets/(liabilities)</b>	B11	148,364	20,000	-	168,364	160,892
<b>Total assets less current liabilities</b>	B12	148,364	20,000	-	168,364	160,892
Creditors: amounts falling due after one year	(Note 12)		-	-	-	-
	B13		-	-	-	-
Provisions for liabilities and charges		-	-	-	-	-
	B14	-	-	-	-	-
<b>Net assets</b>	B15	148,364	20,000	-	168,364	160,892
<b>Funds of the Charity</b>						
Unrestricted funds		148,364			148,364	159,732
	B16	148,364			148,364	159,732
	B17				-	-
Restricted income funds (Note 13)			20,000		20,000	1,160
	B18		20,000		20,000	1,160
Endowment funds (Note 13)				-	-	
	B19			-	-	
<b>Total funds</b>	B20	148,364	20,000	-	168,364	160,892

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Moira Astin	10/6/2025

**Section C****Notes to the accounts****Note 1 Basis of preparation**

*This section should be completed by all charities.*

**1.1 Basis of accounting**

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with\*  Accounting Standards;
- and with the Charities Act.

**1.2 Change in basis of accounting**

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

**1.3 Changes to previous accounts**

No changes have been made to accounts for previous years.

**Note 2 Accounting policies**

*This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.*

**INCOMING RESOURCES**

<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>the charity becomes entitled to the resources;</li> <li>the trustees are virtually certain they will receive the resources; and</li> <li>the monetary value can be measured with sufficient reliability.</li> </ul>
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
<b>Employment Allowance</b>	Employer National Insurance is covered by an Employment Allowance which is restricted for this purpose, the amounts are shown in a note.
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.
<b>Gifts in kind</b>	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.  Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.  Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
<b>Investment income</b>	This is included in the accounts when receivable.
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

**EXPENDITURE AND LIABILITIES**

<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**ASSETS**

<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.

**RESERVES**

<b>Free Reserves</b>	Free reserves are those unrestricted funds not invested in tangible fixed assets
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**POLICIES ADOPTED  
ADDITIONAL TO OR  
DIFFERENT FROM THOSE  
ABOVE**

**Note 3 Analysis of incoming resources**

*Incoming resources may be further analysed if this would help the reader of the accounts.*

	Analysis	This year £	Last year £
<b>Voluntary income</b>	Donations from supporters	50,818	50,786
	Gift Aid recovered	12,666	12,652
			-
			-
	<b>Total</b>	<b>63,483</b>	<b>63,438</b>
<b>Activities for generating funds</b>	Sales	362	274
	Events	-	15
		-	-
		-	-
	<b>Total</b>	<b>362</b>	<b>259</b>
<b>Investment income</b>	Interest	3,436	2,387
		-	-
		-	-
		-	-
	<b>Total</b>	<b>3,436</b>	<b>2,387</b>
<b>Incoming resources from charitable activities</b>	Reconciling Mission	24,250	-
	Speaker fees	-	-
	Being White Workshop fees	4,900	2,950
	Racial Justice Conference Fees	-	1,875
	<b>Total</b>	<b>29,150</b>	<b>4,825</b>

**Section C****Notes to the accounts****(cont)****Note 4 Analysis of resources expended**

Resources expended may be further analysed if this would help the reader of the accounts.

	Analysis	This year £	Last year £
<b>Costs of generating voluntary income</b>		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Restricted funds expenditure</b>	Other office equipment	1,160	115
	Stylus	-	30
	<b>Total</b>	1,160	145
<b>Investment management costs</b>		-	-
		-	-
	<b>Total</b>	-	-
<b>Charitable activities</b>	API Reconciling Mission (residential venue)	16,572	1,821
	Staff salaries and pension	53,713	44,394
	Staff travel & subsistence	1,687	1,835
	Staff Accommodation	246	998
	Staff training	15	549
	Being White (consultant and critical friend)	7,942	4,274
	Conference Racial Justice (Being White) Design and print, consumables, venue, food and drink, photography	-	1,717
	Communications	2,692	3,675

Practitioners' Network	-	175
API Monitoring and Evaluation	1,800	2,636
Associate travel, subsistence, accommodation RM Staff Associate and trainers fees, UK based trainer costs, Consultant other	3,852	1,525
Conference RM (photography, design and print, food and drink, other, speaker fees and costs, venue)	2,897	2,122
RM Network (consultant and retreat)	1,867	415
Action Learning Groups	410	1,788
Events, networking and subscriptions	131	240
RM Kenya	-	2,589
Merchandise	-	-
Office/operations (Communications, Mobile, Equipment from unrestricted funds, software, supplies, postage, web hosting, design, web maintenance, publicity advertising)	4,183	4,628
Hospitality and gifts	329	402
Insurance	609	569
Design work	1,569	1,126
Publicity printing	810	225
Staff recruitment	255	794
Staff meeting venues	308	1,276
Payroll fees	-	-
Working from home allowance	312	258
Recoverable expenses	- 53	- 149
<b>Total</b>	<b>102,147</b>	<b>79,881</b>
<b>Governance costs</b>		
Trustee meetings - travel	724	666
Trustee meetings - subsistence	176	239
Trustee accommodation	261	549
<b>Total</b>	<b>1,161</b>	<b>1,453</b>
<b>Other resources</b>		

**Note 5 Support Costs**

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6 Details of certain items of expenditure****6.1 Trustee expenses**

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses and/or for whom expenses were paid	8	4
Nature of the expenses	Travel, subsistence and expenses related to Trustees' meetings and attendance in support of RI events	Travel, subsistence and expenses related to Trustees' meetings
Total amount paid	£1,160.58	£1,453.00

**6.2 Fees for examination or audit of the accounts**

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year £	Last year £
Independent examiner's or auditors' fees for reporting on the accounts		
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

**Section C****Notes to the accounts****(cont)****Note 7****Paid employees***Please complete this note if the charity has any employees.***7.1 Staff Costs**

	This year £	Last year £
Gross wages, salaries and benefits in kind	51,439	42,528
Employer's National Insurance costs (see note 7.4)		
Pension costs	2,275	1,867
<b>Total staff costs</b>	<b>53,713</b>	<b>44,394</b>

**7.2 Average number of full-time equivalent employees in the year**

	This year Number	Last year Number
The parts of the charity in which the employees work	<b>Fundraising</b>	-
	<b>Charitable Activities</b>	1
	<b>Governance</b>	1
	<b>Other</b>	-
	<b>Total</b>	<b>2</b>

**7.3 Defined contribution pension scheme***Please complete if a defined contribution pension scheme is operated.***Brief details of the scheme**

Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.
--

	This year £	Last year £
The costs of the scheme to the charity for the year	2,275	1,867
The amount of any contributions outstanding at the year end	0	0
The amount of any contributions prepaid at the year end	0	0



**Note 9 Tangible fixed assets***Please complete this note if the charity has any tangible fixed assets***9.1 Cost or valuation**

	Freehold land & buildings	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Payments on account and assets under construction	Total
	£	£	£	£	£	£
Balance brought forward	-	-	-	-	-	-
Additions	-	-	-	-	-	-
Revaluations	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
Transfers *	-	-	-	-	-	-
Balance carried forward	-	-	-	-	-	-

**9.2 Accumulated depreciation and impairment provisions**

<b>**Basis</b>	SL or RB	SL or RB	SL or RB	SL or RB	SL or RB
<b>** Rate</b>					

Balance brought forward	-	-	-	-	-	-
Depreciation charge for year	-	-	-	-	-	-
Impairment provisions	-	-	-	-	-	-
Revaluations	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
Transfers*	-	-	-	-	-	-
Balance carried forward	-	-	-	-	-	-

**9.3 Net book value**

Brought forward	-	-	-	-	-	-
Carried forward	-	-	-	-	-	-

**9.4 Revaluation***If any fixed assets have been revalued please give details of the valuer and method of valuation*

--

\* The "transfers" row is for movements between fixed asset categories.

\*\* Please indicate the method of depreciation by deleting the method not applicable (SL = straight line; RB = reducing balance). Also please indicate the rate of depreciation: for straight line, what is the anticipated life of the asset (in years); for reducing balance, what is the percentage annual deduction.

**Note 10 Investment assets**

*Please complete this note if the charity has any investment assets.*

**10.1 Fixed assets investments**

	£
Carrying (market) value at beginning of year	-
<b>Add:</b> additions to investments at cost	-
<b>Less:</b> disposals at carrying value	-
<b>Add/(deduct):</b> net gain/(loss) on revaluation	-
Carrying (market) value at end of year	-

*Please provide below:*

**10.2 A breakdown of the market values of investments shown above agreeing with the balance sheet row B03.**

**10.3 A breakdown of the income from investments agreeing with SOFA row S03.**

**Analysis of investments**

	10.2 Market value at year end £	10.3 Income from investments for the year £
<b>Investment properties</b>	-	-
Investments listed on a recognised stock exchange or held in common investment funds, open ended investment companies, unit trusts or other collective investment schemes	-	-
Investments in subsidiary or connected undertakings and companies	-	-
Securities not listed on a recognised Stock Exchange	-	-
Cash held as part of the investment portfolio	-	-
Other investments	-	-
<b>Total</b>	-	-

**10.4 Material investment holdings**

If any single investment is material in terms of its value (for example represents more than 5 per cent of the value of the charity's total investments) please provide details.

Investment held

Market Value


**Note 11 Debtors and prepayments***Please complete this note if the charity has any debtors or prepayments.*

Analysis of debtors	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors			-	-
Amounts due from subsidiary and associated undertakings	-		-	-
Other debtors	400	1,746		
Prepayments and accrued income (RM and RM Network)	633	2,941		
<b>Total</b>	<b>1,033</b>	<b>4,687</b>	<b>-</b>	<b>-</b>

**Note 12 Creditors and accruals***Please complete this note if the charity has any creditors or accruals.***12.1 Analysis of creditors**

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts	-	-	-	-
Trade creditors			-	-
Amounts due to subsidiary and associated undertakings			-	-
Other creditors	2,766	3,837		
Accruals and deferred income				
<b>Total</b>	<b>2,766</b>	<b>3,837</b>	<b>-</b>	<b>-</b>

**12.2 Security over assets***If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.*

--

**Note 13 Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment
Chapter of Westminster	R	Kenya Project

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward £	Incoming resources £	Outgoing resources £	Transfers £	Gains and losses £	Fund balances carried forward £
AllChurches Trust	1,160		1,160	-	-	0
Chapter of Westminster	-	20,000	-	-	-	20,000
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	<b>1,160</b>	<b>20,000</b>	<b>1,160</b>	<b>-</b>	<b>-</b>	<b>20,000</b>

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount

## Note 14 Transactions with related parties

*If the charity has any transactions with related parties (other than the trustee expenses explained in note 6) details of such transactions should be provided in this note. If there are no transactions to report, please enter "None" in the relevant boxes.*

### 14.1 Remuneration and benefits

*Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it.*

Name of trustee or connected party	Legal authority (eg order, governing document)	Amounts paid or benefit value	
		This year £	Last year £

### 14.2 Loans

*Please give details of and amounts owing to or from the charity's trustees or other related parties by the charity at the year end.*

	Name of trustee or connected party	Legal authority	Amount owing	
			This year £	Last year £
Due to trustees and related parties				
Due from trustees and related parties				

### 14.3 Other transaction(s) with trustees or related parties

*Please give details of any transaction undertaken by (or on behalf of) the charity in which a trustee or related party has a material interest.*

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	2024 £	2023 £
All trustees (collectively)	Trustees	Donation received without conditions (including gift aid)	600	600
Trustees and all related parties	Trustees, personnel and relations	Donation received without conditions (including gift aid)	63,266	63,252

**Section C****Notes to the accounts****Note 15****Additional Disclosures**

The following are significant matters which are not covered in other notes and need provide a proper understanding of the accounts. If there is insufficient room here, p separate sheet.

Reserves Policy

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**Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024**

---

**From** Nathan Thomas <nathanebthomas@hotmail.com>

**Date** Thu 2025-10-02 8:39 PM

**To** Becky Gaskin, Reconciliation Initiatives <administrator@reconciliation-initiatives.org>

**Cc** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

 1 attachment (96 KB)

Accounts for RI 01-01-2024 to 31-12-2024 V2 (17-09-25).xlsx;

Hi Becky

Yes, this all looks good thanks. I have just applied a £1 rounding to the SOFA on attached. I'm happy for this to be signed off now.

Nathan

---

**From:** Becky Gaskin, Reconciliation Initiatives <administrator@reconciliation-initiatives.org>

**Sent:** 02 October 2025 08:25

**To:** Nathan Thomas <nathanebthomas@hotmail.com>

**Cc:** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Dear Nathan,

I hope that you're well. Thank you again for looking at our accounts. I wondered if there are any further changes I need to make or if I might be able to submit them please?

Thank you again and best wishes,

Becky.



**Rebecca Gaskin**

Administrator

**Reconciliation Initiatives**

Registered charity no. 1174154

t: +44 (0) 07838 096 203

a: 13 Windermere Road, Handsworth, Birmingham, B21 9RQ

w: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org)

e: [administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)



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**From:** Becky Gaskin, Reconciliation Initiatives <[administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)>

**Sent:** 17 September 2025 11:31 AM

**To:** Nathan Thomas <[nathanebthomas@hotmail.com](mailto:nathanebthomas@hotmail.com)>

**Cc:** Alastair McKay, Reconciliation Initiatives <[director@reconciliation-initiatives.org](mailto:director@reconciliation-initiatives.org)>; Peter Wolstenholme <[peter.irenew@btinternet.com](mailto:peter.irenew@btinternet.com)>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Dear Nathan,

Thank you very much for examining our 2024 accounts, and for providing your guidance below which is most appreciated.

I believe I have made the changes in line with your instructions. Please find the updated version attached, along with the account transaction report for 2024.

Thank you again and best wishes,

Becky.



**Rebecca Gaskin**

Administrator

**Reconciliation Initiatives**

Registered charity no. 1174154

t: +44 (0) 07838 096 203

a: 13 Windermere Road, Handsworth, Birmingham, B21 9RQ

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e: [administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)



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**From:** Nathan Thomas <[nathanebthomas@hotmail.com](mailto:nathanebthomas@hotmail.com)>

**Sent:** 15 September 2025 8:33 PM

**To:** Becky Gaskin, Reconciliation Initiatives <[administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)>

**Cc:** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Hi Becky

Thank you for the below and all of the supporting documents. I just have a few points to update.

- On the SOFA:
  - The amount currently in D32 needs to be split across D32 (£159,732) and E32 (£1,160).
- On the balance sheet
  - There is a difference of £1,033 on the unrestricted reserves carried forward on the SOFA and Balance Sheet. It appears to be due to the formula in C18 on the balance sheet removing the £1,033 debtors amount.
- On note 15:
  - can you present the restricted reserves amount of £20,000 as a negative so consistent with prior year (and then update formula in B11)
  - The date in the narrative above this needs to be updated to 2024.

Everything else looks in order but can you just also send me the full transaction listing from Xero for the year so I can cross reference a few transactions.

Nathan

---

**From:** Becky Gaskin, Reconciliation Initiatives <administrator@reconciliation-initiatives.org>

**Sent:** 12 August 2025 08:16

**To:** Nathan Thomas <nathanebthomas@hotmail.com>

**Cc:** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Dear Nathan,

Thank you very much for coming back to us and for being willing to help us again - that's amazing news and we're really grateful.

Please find the accounts attached, along with the balance sheet and profit and loss statements.

Here is a link to the folder with the bank statements and supporting evidence:

<https://drive.google.com/drive/u/0/folders/OAE8Gxp6F76mjUk9PVA>

Please let me know if you'd like the evidence presented/ organised in a different way or if any further information is required.

Thank you again.

Grace and peace,

Becky.

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Rebecca Gaskin

Administrator

**Reconciliation Initiatives**

Registered charity no. 1174154

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a: 13 Windermere Road, Handsworth, Birmingham, B21 9RQ

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e: [administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)



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**From:** Nathan Thomas <nathanebthomas@hotmail.com>

**Sent:** 11 August 2025 9:23 PM

**To:** Becky Gaskin, Reconciliation Initiatives <administrator@reconciliation-initiatives.org>

**Cc:** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Hi Becky

Sorry for my delay in coming back. If you still require it, I am happy to undertake the review again this year.

Nathan

---

**From:** Becky Gaskin, Reconciliation Initiatives <administrator@reconciliation-initiatives.org>

**Sent:** 21 July 2025 12:56

**To:** 'Nathan Thomas' <nathanebthomas@hotmail.com>

**Cc:** Alastair McKay, Reconciliation Initiatives <director@reconciliation-initiatives.org>; Peter Wolstenholme <peter.irenew@btinternet.com>

**Subject:** Re: Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Dear Nathan,

I hope that you're well.

I'd be grateful if you could please let me know if the email below has been received, and if this is something you might be able to support us with again please. Apologies for chasing you, I need to update the Trustees.

Thank you.

Grace and peace,

Becky.



Rebecca Gaskin

Administrator

**Reconciliation Initiatives**

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a: 13 Windermere Road, Handsworth, Birmingham, B21 9RQ

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e: [administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)



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**From:** Becky Gaskin, Reconciliation Initiatives <[administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)>

**Sent:** Monday, June 30, 2025 2:29 PM

**To:** 'Nathan Thomas' <[nathanebthomas@hotmail.com](mailto:nathanebthomas@hotmail.com)>

**Cc:** Alastair McKay, Reconciliation Initiatives <[director@reconciliation-initiatives.org](mailto:director@reconciliation-initiatives.org)>; Peter Wolstenholme <[peter.irenew@btinternet.com](mailto:peter.irenew@btinternet.com)>

**Subject:** Request for Independent Examination RI Accounts 1/1 - 31/12 2024

Dear Nathan,

I hope that this email finds you well.

Thank you for your kind help in examining our accounts for 2022 and 2023.

I'm emailing to ask if you might be willing to take on the independent examination of our accounts from 2024 please.

Thank you for considering our request.

Kind regards,

Becky.

---



Rebecca Gaskin

Administrator

**Reconciliation Initiatives**

Registered charity no. 1174154

t: +44 (0) 07838 096 203

a: 13 Windermere Road, Handsworth, Birmingham, B21 9RQ

w: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org)

e: [administrator@reconciliation-initiatives.org](mailto:administrator@reconciliation-initiatives.org)



**RECONCILIATION INITIATIVES**

England & Wales - Charity number 1174154

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# Accounts

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**RECONCILIATION INITIATIVES  
Registered Charity No. 1174154**

**TRUSTEES' REPORT AND ACCOUNTS**

**1 January – 31 December 2023**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**Registered Charity no:** 1174154

**Trustees:** Ven. Moira Astin (Chair)  
Mr Akeem Adagbada (appointed 16/04/2024)  
Revd Karen West  
Mr Mark Simmons  
Revd Scott Watts  
Mr Peter Wolstensholme (Treasurer)  
Revd Ruwani Gunawardene (appointed 08/07/2024)  
Ven. Tricia Hillas (resigned 26/02/2024)

**Executive Director:** Revd Dr Alastair McKay  
**Administrator:** Ms Rebecca Gaskin

**Registered Office:** 7 Howey Close, Malvern, Worcestershire, WR14 1WB

**Bankers:** The Co-operative Bank  
PO Box 250  
Delf House  
Southway  
Skelmersdale  
WN8 6WT

**Independent Examiner:** Nathan Thomas

**TRUSTEES' REPORT**  
**FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2023**

The trustees submit their annual report and the financial statements for the twelve months ended 31 December 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2015 in preparing the annual report and financial statements of the charity.

**Structure, Governance and Management**

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by a constitution, last amended on 14 January 2017, which became effective upon registration with the Charity Commission on 7 August 2017.

Trustees are appointed by invitation of the existing trustees and subject to a satisfactory interview. Prospective new trustees are invited to attend a trustees' meeting prior to formal appointment. The management of the charity's operations is vested in the Board of Trustees. The full Board of Trustees meets four times per year, typically twice in person, twice online.

**Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the relevant national legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Risk Management**

Reconciliation Initiatives' staff have completed training from the Charity Commission in financial risk management. The charity has adopted and implemented an Anti-Fraud Policy and a Financial Policy. The trustees consider the major financial risk to be failure to raise the funds to enable the charity to implement the plan for its programmes. This has been evaluated using a Risk Register and the trustees will continue to evolve their fundraising strategy to further address this risk.

**Objectives and Activities**

The charity's objects, as set out in its constitution, are:

"To advance the Christian faith and in particular the gospel of redemption and reconciliation for the benefit of the public, by every available means, including, but not exclusively, through:

- (i) the provision of training and education in the principles and practices of Christian relationship, community building, peacemaking and reconciliation; and

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

- (ii) in furtherance of the above, the provision of advice, consultancy and other services, to Christian church leaders, members and others including, but not limited to, those Christians who are members of churches within the world-wide Anglican Communion.”

The charity seeks to achieve its objects primarily by working to deliver plans for programmes to resource Anglican leaders, and through them their local churches and dioceses. The current principal offering is a programme entitled *Reconciling Mission*. This is a learning and development programme for those in church leadership and ministry roles, which begins with a residential learning week, followed by ongoing coaching over an 18-month period to support implementation, action and reflection. The charity launched the second *Reconciling Mission* programme in July 2021 and the third in June 2022. The second cohort of participants completed the programme in 2023, and the third cohort in 2024. A fourth cohort has been recruited to commence in early October 2024. Further details are available on the charity’s website: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org).

In 2019 and 2020, in his freelance capacity, the charity’s executive director had begun piloting a racial justice programme with a colleague. The programme was called *Being White*, and at the time sub-titled ‘An Introduction to Whiteness and its Impact on Our Churches’. It seeks to help white Anglican clergy, and their Dioceses, to become pro-actively anti-racist. After successful pilots with the Dioceses of Chelmsford, London and Bristol, in 2022 the Trustees of Reconciliation Initiatives incorporated this programme into the charity’s main offerings.

The *Being White* programme has since been delivered for a second group from Bristol Diocese in 2022; and, in 2023, for a group from Southwark Diocese, and some staff from United Society Partners in the Gospel (USPG). In 2024 the programme is being offered for groups from Gloucester Diocese, Chichester Cathedral, and Manchester Diocese. The *Being White* programme has evolved in a number of ways over this period, including now being accompanied by a Critical Friend, someone of global majority heritage, from a different diocese to the host group, who can contribute their experience and perspective, and challenge participants and facilitators, where appropriate.

The charity’s executive director began a three-month sabbatical in November 2023, using part of the time to progress writing a second book, provisionally entitled *Reconciling Mission: Growing the kingdom and transforming congregations through community engagement*. This is being co-authored with an American colleague, David Brubaker, and is due for publication in 2025 by Alban books, an imprint of Rowman and Littlefield, now owned by Bloomsbury Publishing.

In exercising their powers or duties, the trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

### **Achievements and Performance**

During 2023, the charity:

- facilitated follow-up webinars and coaching conversations over the course of the year, for 25 participants from six dioceses, who formed the third cohort of the *Reconciling Mission* programme;

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

- hosted an online webinar in partnership with Tearfund for participants of the *Reconciling Mission* programme;
- held the second *Reconciling Mission* annual conference at Coventry Cathedral on 21 March 2023, with Bishop Andrew Rumsey as the keynote speaker. This closed conference for the *Reconciling Mission* programme was attended by 49 delegates, principally participants from the first three cohorts, along with senior staff representatives from their dioceses, and trustees, staff and associates of the charity;
- published, at the above conference on 21 March 2023, the executive summary of the monitoring and evaluation report on the second cohort of the *Reconciling Mission* programme, carried out by an independent researcher, Dr Joanna Sadgrove;
- attempted to recruit a fourth cohort of the *Reconciling Mission* programme to begin in the spring of 2024, without securing sufficient diocesan groups to form a viable cohort. Four groups were needed, and only two were secured by the deadlines;
- hosted two online gatherings for the Reconciling Mission Network to help programme graduates stay connected, continue learning and to provide them with ongoing resourcing and coaching;
- delivered the *Being White* programme for a group from Southwark Diocese, and an abbreviated version of the programme for a group of staff from the United Society Partners in the Gospel (USPG);
- recruited a group of nearly 40 people, drawn from 19 different Church of England dioceses, to participate in a public racial justice conference at St-Martin-in-the-Bullring, Birmingham on 17 October 2023. The conference title was: 'Waking Up to and Addressing Whiteness in the Anglican Church,' which was chaired by Ven. Tricia Hillas, one of the RI's Trustees and, among other roles, a member of the Archbishops' Commission for Racial Justice in the Church of England. The keynote speaker was Rt Revd Martyn Snow, the Bishop of Leicester;
- commissioned research into existing training around handling conflict available to Anglican clergy in Kenya; and began planning the charity's own offering in partnership with Kenyan facilitators and two other organisations already working in Kenya; and
- appointed a new part-time administrator in March 2023, following the resignation of the former administrator at the end of the previous year.

### **Financial Review**

The principal sources of funding in the period covered by this report were donations from private individuals and income from charitable activities in the form of fees for programme and conference participation.

Donations totalled £50,786 over this period, and the largest portion of these were received without conditions from related parties. These donations were supplemented by a Gift Aid claim of £12,652. Income from charitable activities was £4,825, with £2,387 of bank interest also received. Total income for the period was £70,909. This was lower than budgeted, due to the lack of a *Reconciling Mission* fourth cohort being recruited during 2023.

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

The expenditure totalled £81,479 during this period. The main items of expenditure were staff salaries, fees for associate facilitators and consultants, fees for holding conferences, and operational overheads. This was largely in line with expectations.

The overall financial position of the charity on 31 December 2023 was £160,892, putting the charity in a healthy financial position.

**Plans for the Future**

In the next period, among other things, the charity intends to:

- host a third *Reconciling Mission* conference at Coventry Cathedral;
- publish an executive summary of the report on the monitoring and evaluation of the third *Reconciling Mission* programme, assembled by an independent researcher;
- recruit dioceses to sponsor participants for the *Reconciling Mission* programme, with the aim of building a fourth cohort to begin in October 2024;
- identify new diocesan groups to participate in the *Being White* programme, and conduct a major review of this programme;
- plan a large-scale national mission-themed conference for 2025 in partnership with a leading Cathedral and other organisational partners;
- appoint a project manager to coordinate and launch the charity's pilot training programme for Anglican Bishops and clergy in Kenya; and
- raise further funds to continue delivering the charity's programmes.

This report was approved by the Board of Trustees on 8 July 2024:



\_\_\_\_\_(Chair)

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONCILIATION INITIATIVES**

I report on the accounts of the charity for the twelve months ended 31 December 2023 which are set out on pages 8 to 19.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

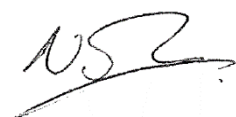
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Nathan Thomas*  
*1 Upper Mount Pleasant, Freshford, Bath*  
*Chartered Accountant*


*6 July 2024*

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**STATEMENT OF FINANCIAL ACTIVITIES**  
**12 MONTHS ENDED 31 DECEMBER 2023**

		<b>Reconciliation Initiatives</b>				Charity No (if any)	1174154	<b>CC17a</b>
		Annual accounts for the period						
Period start date		01/01/2023	To	Period end date	31/12/2023			
<b>Section A Statement of financial activities</b>								
Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£	£	£	
			F01	F02	F03	F04	F05	
<b>Incoming resources (Note 3)</b>								
<b>Incoming resources from generated funds</b>			-		-	-	-	
Voluntary income		S01	63,438		-	63,438	60,544	
Activities for generating funds		S02	259		-	259	345	
Investment income		S03	2,387		-	2,387	377	
<b>Incoming resources from charitable activities</b>		S04	4,825		-	4,825	23,850	
<b>Other incoming resources</b>		S05			-	-	-	
<b>Total incoming resources</b>		S06	70,909	-	-	70,909	85,116	
<b>Resources expended (Notes 4-8)</b>								
<b>Costs of Generating Funds</b>				-	-	-	-	
Costs of generating voluntary income		S07		-	-	-		
Fundraising trading costs		S08	-	-	-	-	-	
Investment management costs		S09	-	-	-	-	-	
<b>Charitable activities</b>		S10	79,881	145		80,026	78,066	
<b>Governance costs</b>		S11	1,453			1,453	617	
<b>Other resources expended</b>		S12	-			-	2,817	
<b>Total resources expended</b>		S13	81,334	145	-	81,479	81,901	
<b>Net incoming/(outgoing) resources before transfers</b>		S14	- 10,425	- 145	-	- 10,570	3,215	
<b>Gross transfers between funds</b>		S15	-	-	-	-	-	
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>		S16	- 10,425	- 145	-	- 10,570	3,215	
<b>Other recognised gains/(losses)</b>								
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-	
Gains and losses on investment assets		S18	-	-	-	-	-	
<b>Net movement in funds</b>		S19	- 10,425	- 145	-	-10,570	3,215	
<b>Total funds brought forward</b>		S20	170,157	1,305		171,462	168,247	
<b>Total funds carried forward</b>		S21	159,732	1,160	-	160,892	171,462	

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section B Balance sheet</b>						
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
<b>Tangible assets (Note 9)</b>	B01			-	-	
	B02	-	-	-	-	-
<b>Investments (Note 10)</b>	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
<b>Stock and work in progress</b>	B05		-	-	-	
<b>Debtors (Note 11)</b>	B06	4,687		-	4,687	3,672
<b>(Short term) investments</b>	B07			-	-	
<b>Cash at bank and in hand</b>	B08	158,882	1,160	-	160,042	168,126
<b>Total current assets</b>	B09	163,569	1,160	-	164,729	171,798
<b>Creditors: amounts falling due within one year (Note 12)</b>	B10	3,837	-	-	3,837	336
<b>Net current assets/(liabilities)</b>	B11	159,732	1,160	-	160,892	171,462
<b>Total assets less current liabilities</b>	B12	159,732	1,160	-	160,892	171,462
<b>Creditors: amounts falling due after one year (Note 12)</b>	B13		-	-	-	-
<b>Provisions for liabilities and charges</b>	B14	-	-	-	-	-
<b>Net assets</b>	B15	159,732	1,160	-	160,892	171,462
<b>Funds of the Charity</b>						
<b>Unrestricted funds</b>	B16	159,732			159,732	170,157
	B17				-	-
<b>Restricted income funds (Note 13)</b>	B18		1,160		1,160	1,305
<b>Endowment funds (Note 13)</b>	B19			-	-	
<b>Total funds</b>	B20	159,732	1,160	-	160,892	171,462
Signed by one or two trustees on behalf of all the trustees		Signature		Print Name		Date of approval
				Moira Astin		8th July 2024

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

<b>Section C</b>	<b>Notes to the accounts</b>
Note 1	<b>Basis of preparation</b>
<i>This section should be completed by all charities .</i>	
<b>1.1 Basis of accounting</b>	
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:	
<ul style="list-style-type: none"><li>• Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);</li><li>• and with* <input checked="" type="checkbox"/> Accounting Standards;</li><li>• and with the Charities Act.</li></ul>	
<b>1.2 Change in basis of accounting</b>	
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.	
<b>1.3 Changes to previous accounts</b>	
No changes have been made to accounts for previous years.	

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C	Notes to the accounts	(cont)
<b>Note 2</b>	<b>Accounting policies</b>	
<i>This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.</i>		
<b>INCOMING RESOURCES</b>		
<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>• the charity becomes entitled to the resources;</li> <li>• the trustees are virtually certain they will receive the resources; and</li> <li>• the monetary value can be measured with sufficient reliability.</li> </ul>	
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.	
<b>Employment Allowance</b>	Employer National Insurance is covered by an Employment Allowance which is restricted for this purpose, the amounts are shown in a note.	
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.	
<b>Gifts in kind</b>	<p>Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.</p> <p>Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.</p> <p>Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.</p>	
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.	
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	
<b>Investment income</b>	This is included in the accounts when receivable.	
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	
<b>EXPENDITURE AND LIABILITIES</b>		
<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.	
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.	
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	
<b>ASSETS</b>		
<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.	
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.	
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.	
<b>RESERVES</b>		
<b>Free Reserves</b>	Free reserves are those unrestricted funds not invested in tangible fixed assets	
<b>POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE</b>		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)	
<b>Note 3</b>	<b>Analysis of incoming resources</b>		
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>			
	<b>Analysis</b>	<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
<b>Voluntary income</b>	Donations from supporters	50,786	48,530
	Gift Aid recovered	12,652	12,014
			-
			-
	<b>Total</b>	<b>63,438</b>	<b>60,544</b>
<b>Activities for generating funds</b>	Sales	274	150
	Events	-	195
		-	-
		-	-
		-	-
	<b>Total</b>	<b>259</b>	<b>345</b>
<b>Investment income</b>	Interest	2,387	377
		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>2,387</b>	<b>377</b>
<b>Incoming resources from charitable activities</b>	Reconciling Mission		22,800
	Speaker fees		1,050
	Being White Workshop fees	2,950	-
	Racial Justice Conference Fees	1,875	-
			-
	<b>Total</b>	<b>4,825</b>	<b>23,850</b>
<b>Other incoming resources</b>	Grant (restricted)	-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>-</b>	<b>-</b>

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C		Notes to the accounts		(cont)
<b>Note 4 Analysis of resources expended</b>				
Resources expended may be further analysed if this would help the reader of the accounts.				
	Analysis	This year £	Last year £	
<b>Costs of generating voluntary income</b>		-	-	
		-	-	
		-	-	
		-	-	
	<b>Total</b>	-	-	
<b>Restricted funds expenditure</b>	Other office equipment	115	402	
	Stylus	30		
	<b>Total</b>	145	402	
<b>Investment management costs</b>		-	-	
		-	-	
		-	-	
	<b>Total</b>	-	-	
<b>Charitable activities</b>	API Reconciling Mission	1,821	25,765	
	Staff salaries and pension	44,394	36,460	
	Staff travel & subsistence	1,835	1,276	
	Staff Accommodation	998		
	Staff training	549	160	
	Being White	4,274	1,049	
	Conference Racial Justice (Being White) Design and print, consumables, venue, food and drink, photography	1,717		
	Communications	3,675	2,690	
	Practitioners' Network	175	983	
	API Monitoring and Evaluation	2,636		
	Associate travel, subsistence, accommodation RM2022	1,525		
	Conference RM (photography, design and print, food and drink, other, speaker fees and costs, venue)	2,122	2,965	
	RM Network	415		
	Action Learning Groups	1,788		
	Events, networking and subscriptions	240	250	
	RM Kenya	2,589		
	Merchandise		1,153	
	Office/operations (Communications, Mobile, Equipment from unrestricted funds, software, supplies, postage, web hosting, web maintenance)	4,628	3,129	
	Hospitality and gifts	402	559	
	Insurance	569	538	
	Design work	1,126	837	
	Publicity printing	225		
	Staff recruitment	794		
	Staff meeting venues	1,276		
	Payroll fees	-	-	
	Working from home allowance	258	312	
	Recoverable expenses	-	149	59
<b>Total</b>	79,881	78,125		
<b>Governance costs</b>	Trustee meetings - travel	666	212	
	Trustee meetings - subsistence	239	213	
	Trustee expenses	549	193	
	<b>Total</b>	1,453	617	
<b>Other resources expended</b>	Event costs written off	-	2,787	
	Bank charges	-	0	
	Currency charges	-	30	
	<b>Total</b>	-	2,817	

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 5** **Support Costs**

*Please complete this note if the charity has analysed its expenses using activity categories and has support costs.*

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6** **Details of certain items of expenditure**

**6.1** **Trustee expenses**

*Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).*

	This year	Last year
<b>Number of trustees who were paid expenses and/or for whom expenses were paid</b>	4	3
<b>Nature of the expenses</b>	Travel, subsistence and expenses related to Trustees' meetings and attendance in support of RI events	Travel, subsistence and expenses related to Trustees' meetings
<b>Total amount paid</b>	£1,453.00	£616.70

**6.2** **Fees for examination or audit of the accounts**

*Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).*

	This year £	Last year £
<b>Independent examiner's or auditors' fees for reporting on the accounts</b>		
<b>Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor</b>		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)	
<b>Note 7</b> <b>Paid employees</b>			
<i>Please complete this note if the charity has any employees.</i>			
<b>7.1 Staff Costs</b>			
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
<b>Gross wages, salaries and benefits in kind</b>		42,528	34,773
<b>Employer's National Insurance costs (see note 7.4)</b>			
<b>Pension costs</b>		1,867	1,687
<b>Total staff costs</b>		44,394	36,460
<b>7.2 Average number of full-time equivalent employees in the year</b>			
		<b>This year</b>	<b>Last year</b>
		<b>Number</b>	<b>Number</b>
<b>The parts of the charity in which the employees work</b>	<b>Fundraising</b>	-	-
	<b>Charitable Activities</b>	1	1
	<b>Governance</b>	1	1
	<b>Other</b>	-	-
<b>Total</b>		2	2
<b>7.3 Defined contribution pension scheme</b>			
<i>Please complete if a defined contribution pension scheme is operated.</i>			
<b>Brief details of the scheme</b>	Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.		
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
<b>The costs of the scheme to the charity for the year</b>		1,867	1,687
<b>The amount of any contributions outstanding at the year end</b>		0	5
<b>The amount of any contributions prepaid at the year end</b>		0	0
<b>7.4 Employment Allowance</b>			
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
<b>Employer's National Insurance calculated costs</b>		3,254	2,424
<b>Employment Allowance usage</b>		-3,254	-2,424
<b>Net Employer's National Insurance costs</b>		-0	0
<b>Maximum Value of Allowance Available</b>		4,000	4,000

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 11** **Debtors and prepayments**

*Please complete this note if the charity has any debtors or prepayments.*

Analysis of debtors	Amounts falling due within one year		Amounts falling due after more than one year	
	This year	Last year	This year	Last year
	£	£	£	£
Trade debtors			-	-
Amounts due from subsidiary and associated undertakings	-		-	-
Other debtors	1,746	30		
Prepayments and accrued income (RM and RM Network)	2,941	3,642		
<b>Total</b>	<b>4,687</b>	<b>3,672</b>		

**Note 12** **Creditors and accruals**

*Please complete this note if the charity has any creditors or accruals.*

**12.1 Analysis of creditors**

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year	Last year	This year	Last year
	£	£	£	£
Loans and overdrafts	-	-	-	-
Trade creditors			-	-
Amounts due to subsidiary and associated undertakings			-	-
Other creditors	3,837	336	-	-
Accruals and deferred income			-	-
<b>Total</b>	<b>3,837</b>	<b>336</b>	<b>-</b>	<b>-</b>

**12.2 Security over assets**

*If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.*

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**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
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**Note 13** **Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward	Incoming resources	Outgoing resources	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
AllChurches Trust	1,305	-	145	-	-	1,160
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	<b>1,305</b>	<b>-</b>	<b>145</b>	<b>-</b>	<b>-</b>	<b>1,160</b>

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
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**Note 14 Transactions with related parties**

*If the charity has any transactions with related parties (other than the trustee expenses explained in note 6) details of such transactions should be provided in this note. If there are no transactions to report, please enter "None" in the relevant boxes.*

**14.1 Remuneration and benefits**

*Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it.*

Name of trustee or connected party	Legal authority (eg order, governing document)	Amounts paid or benefit value	
		This year £	Last year £

**14.2 Loans**

*Please give details of and amounts owing to or from the charity's trustees or other related parties by the charity at the year end.*

	Name of trustee or connected party	Legal authority	Amount owing	
			This year £	Last year £
Due to trustees and related parties				
Due from trustees and related parties				

**14.3 Other transaction(s) with trustees or related parties**

*Please give details of any transaction undertaken by (or on behalf of) the charity in which a trustee or related party has a material interest.*

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	2023 £	2022 £
All trustees (collectively)	Trustees	Donation received without conditions (including gift aid)	600	562
Trustees and all related parties	Trustees, personnel and relations	Donation received without conditions (including gift aid)	63,252	60,568

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C	Notes to the accounts	(cont)																					
<b>Note 15</b>	<b>Additional Disclosures</b>																						
<p><b>The following are significant matters which are not covered in other notes and need to be included to provide a proper understanding of the accounts. If there is insufficient room here, please add a separate sheet</b></p>																							
<p><b>Reserves Policy</b></p>																							
<p>The trustees of the charity have examined the requirements for free reserves, i.e. those unrestricted funds not invested in tangible fixed assets. The trustees considers that, given the nature of the charity's work, free reserves should be equivalent to approximately 6 months' routine general fund expenditure, plus committed future expenditure on other projects, where funds permit. The trustees are of the opinion that this provides sufficient flexibility to cover temporary shortfalls in income and will allow the charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented. At 31 December 2023 the charity had net free reserves of £159,732 (2022: £170,157) as follows:</p>																							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="text-align: center; padding: 2px;">2023</th> <th style="text-align: center; padding: 2px;">2022</th> </tr> <tr> <th></th> <th style="text-align: center; padding: 2px;">£</th> <th style="text-align: center; padding: 2px;">£</th> </tr> </thead> <tbody> <tr> <td style="padding: 2px;">Total reserves</td> <td style="text-align: right; padding: 2px;">160,892</td> <td style="text-align: right; padding: 2px;">171,462</td> </tr> <tr> <td style="padding: 2px;">Less restricted funds</td> <td style="text-align: right; padding: 2px;">(-1160)</td> <td style="text-align: right; padding: 2px;">(-1305)</td> </tr> <tr> <td style="padding: 2px;">Free reserves</td> <td style="text-align: right; padding: 2px; border-top: 1px solid black;">159,732</td> <td style="text-align: right; padding: 2px; border-top: 1px solid black;">170,157</td> </tr> <tr> <td style="padding: 2px;">Free reserves requirement</td> <td></td> <td></td> </tr> <tr> <td style="padding: 2px;">6 months' budgeted routine expenditure</td> <td style="text-align: right; padding: 2px; border-top: 1px solid black;">44,000</td> <td style="text-align: right; padding: 2px; border-top: 1px solid black;">41,000</td> </tr> </tbody> </table>		2023	2022		£	£	Total reserves	160,892	171,462	Less restricted funds	(-1160)	(-1305)	Free reserves	159,732	170,157	Free reserves requirement			6 months' budgeted routine expenditure	44,000	41,000	
	2023	2022																					
	£	£																					
Total reserves	160,892	171,462																					
Less restricted funds	(-1160)	(-1305)																					
Free reserves	159,732	170,157																					
Free reserves requirement																							
6 months' budgeted routine expenditure	44,000	41,000																					
<p>The trustees are aware that the free reserves held are in excess of the currently budgeted requirement.</p>																							
<p>The charity has commenced some new streams of work, spending plans associated with these are being developed.</p>																							

**RECONCILIATION INITIATIVES**

England & Wales - Charity number 1174154

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# Accounts

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**RECONCILIATION INITIATIVES  
Registered Charity No. 1174154**

**TRUSTEES' REPORT AND ACCOUNTS**

**1 January – 31 December 2022**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**Registered Charity no:** 1174154

**Trustees:** Ven. Moira Astin (Chair)  
Ven. Patricia Hillas  
Mr Mark Simmons  
Revd Scott Watts (appointed 17/01/2023)  
Revd Karen West  
Mr Peter Wolstensholme (Treasurer, appointed 22/03/2022)

**Executive Director:** Revd Dr Alastair McKay  
**Administrator:** Ms Rebecca Gaskin

**Registered Office:** 160 Winsford Avenue  
Coventry  
CV5 9NH

**Bankers:** The Co-operative Bank  
PO Box 250  
Delf House  
Southway  
Skelmersdale  
WN8 6WT

**Independent Examiner:** Nathan Thomas

**TRUSTEES' REPORT**  
**FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2022**

The trustees submit their annual report and the financial statements for the twelve months ended 31 December 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2015 in preparing the annual report and financial statements of the charity.

**Structure, Governance and Management**

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by a constitution, last amended on 14 January 2017, which became effective upon registration with the Charity Commission on 7 August 2017.

Trustees are appointed by invitation of the existing trustees and subject to a satisfactory interview. Prospective new trustees are invited to attend a trustees' meeting prior to formal appointment. The management of the charity's operations is vested in the Board of Trustees. The full Board of Trustees meets four times per year.

**Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the relevant national legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Risk Management**

The trustees consider the major financial risk to be failure to raise the funds to enable the charity to implement the plan for its programmes. The trustees will be developing a fundraising strategy to address this risk.

**Objectives and Activities**

The charity's objects, as set out in its constitution, are:

"To advance the Christian faith and in particular the gospel of redemption and reconciliation for the benefit of the public, by every available means, including, but not exclusively, through:

- (i) the provision of training and education in the principles and practices of Christian relationship, community building, peacemaking and reconciliation; and
- (ii) in furtherance of the above, the provision of advice, consultancy and other services, to Christian church leaders, members and others including, but not limited to, those Christians who are members of churches within the world-wide Anglican Communion."

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

The charity seeks to achieve its objects primarily by working to deliver plans for development programmes to resource Anglican leaders, and through them their local churches and dioceses. The current principal offering is a programme entitled *Reconciling Mission*. This is an intensive development programme for those in church leadership and ministry roles, which begins with a residential learning week, followed by ongoing coaching over an 18-month period to support implementation, action and reflection. The charity launched the second *Reconciling Mission* programme in July 2021, and the second cohort of participants completed the programme in 2022. In the spring of 2022 recruitment of the third cohort was finalised, ahead of them beginning the programme in July. Further details are available on the charity's website: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org).

In his freelance capacity, the charity's executive director had begun piloting a racial justice programme with a colleague, in 2020. The programme was called *Being White*, and sub-titled 'An Introduction to Whiteness and its Impact on Our Churches'. It seeks to help Anglican Dioceses to become actively anti-racist. After successful pilots with the Dioceses of Chelmsford, London and Bristol, in 2022 the Trustees of Reconciliation Initiatives decided to incorporate this programme into the charity's main offerings. It was then delivered for a second group from Bristol Diocese in the autumn of 2022.

In exercising their powers or duties, the trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

### **Achievements and Performance**

During 2022, the charity:

- facilitated follow-up webinars and coaching conversations over the course of the year, for the 14 participants in the second cohort of the *Reconciling Mission* programme;
- completed recruitment of the third cohort of participants for the *Reconciling Mission* programme, with 25 participants in six groups drawn from the Dioceses of Durham, Lincoln, Monmouth, Newcastle, Southwark and York, all sponsored by their diocesan bishop;
- ran a residential conference at Launde Abbey, from 3-8 July 2022, for the third cohort of *Reconciling Mission* participants, with several visiting speakers and facilitators, although this was interrupted by an outbreak of Covid-19 virus, and had to be concluded early;
- facilitated follow-up coaching conversations and webinars for the *Reconciling Mission* third cohort, including some additional sessions to cover ground originally planned for the residential in July;
- hosted four online public webinars, three in partnership with the HeartEdge network, with eminent speakers from diverse organisations, on themes pertinent to the charity's programmes and for which recordings were later made available on the charity's website, namely: "Being Better Neighbours" (15/02/2022), "Bishops in Dialogue" (03/05/2022), "Addressing Poverty Today" (20/09/2022), and "Reconciling Arts" (01/11/2022);

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

- hosted the second *Reconciling Mission* annual conference at Coventry Cathedral on 22 March 2022, attended by 45 delegates including participants from cohorts one and two of the *Reconciling Mission* programme;
- joined Coventry Cathedral's international *Community of the Cross of Nails* in March 2022, receiving its own cross from the Dean;
- commissioned the monitoring and evaluation of the second cohort of the *Reconciling Mission* programme, led by an independent researcher; and, in March 2022 published the executive summary of the monitoring and evaluation of the programme's first cohort;
- launched a Reconciling Mission Network for graduates of the *Reconciling Mission* programme, to help them to stay connected, and to provide ongoing resourcing;
- began recruitment for the *Being White* programme, and began delivery of the programme for a group from Bristol Diocese, which concluded in 2023;
- held an extended morning meeting in Nairobi with five diocesan bishops from the Anglican Church of Kenya (ACK), in July 2022, to explore the possibility of developing a future programme offering for ACK clergy;
- conducted a search process for a new Treasurer and made an appointment to the Board of Trustees; and
- appointed three freelance associates to formal roles with the charity, as Network and Development Lead, Racial Justice Lead, and Communications Lead, in order to strengthen the team of people delivering the charity's offerings.

### **Financial Review**

The principal sources of funding in the period covered by this report were donations from private individuals and income from charitable activities, in the form of contributions from dioceses participating in the *Reconciling Mission* and *Being White* programmes.

Donations totalled £48,530 over this period, and the largest portion of these were received without conditions from related parties. These donations were supplemented by a Gift Aid claim of £12,014. Income from charitable activities was £24,165, with £377 of bank interest also received. Total income for the period was £85,086.

The expenditure totalled £81,901 during this period. The main items of expenditure were staff salaries, fees for associate facilitators, fees for hosting the 2022 *Reconciling Mission* residential conference, office equipment, payroll fees and trustees' travel expenses.

The overall financial position of the charity on 31 December 2021 was £171,462.

### **Plans for Future Periods**

In the next period, among other things, the charity intends to:

- publish a report on the monitoring and evaluation of the second *Reconciling Mission* programme, written by an independent researcher;
- recruit sponsoring bishops and participants for a fourth cohort of the *Reconciling Mission* programme, to begin in the spring of 2024;

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

- recruit new diocesan groups to participate in the *Being White* programme;
- commission research into existing training available for clergy in the Anglican Church of Kenya, prior to developing a potential plan for the charity's own offering; and
- raise further funds to continue delivering the charity's programmes.

This report was approved by the Board of Trustees on 23 October 2023:



\_\_\_\_\_ (Chair)

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONCILIATION INITIATIVES**

I report on the accounts of the charity for the twelve months ended 31 December 2022 which are set out on pages 7 to 16.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

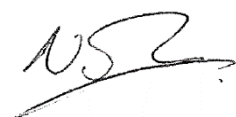
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Nathan Thomas*  
*1 Upper Mount Pleasant, Freshford, Bath*  
*Chartered Accountant*

*4 October 2023*

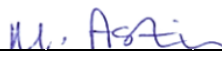
**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**STATEMENT OF FINANCIAL ACTIVITIES**  
**12 MONTHS ENDED 31 DECEMBER 2022**

<b>Reconciliation Initiatives</b>				Charity No (if any)	1174154	<b>CC17a</b>
Annual accounts for the period						
Period start date	01/01/2022	To	Period end date	31/12/2022		

<b>Section A</b>							
<b>Statement of financial activities</b>							
Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
			F01	F02	F03	F04	F05
<b>Incoming resources (Note 3)</b>							
<b>Incoming resources from generated funds</b>			-		-	-	-
Voluntary income		S01	60,544		-	60,544	57,569
Activities for generating funds		S02	345		-	345	-
Investment income		S03	377		-	377	140
<b>Incoming resources from charitable activities</b>		S04	23,850		-	23,850	13,900
<b>Other incoming resources</b>		S05			-	-	-
<b>Total incoming resources</b>			85,116	-	-	85,116	71,608
<b>Resources expended (Notes 4-8)</b>							
<b>Costs of Generating Funds</b>				-	-	-	-
Costs of generating voluntary income		S07		-	-	-	
Fundraising trading costs		S08	-	-	-	-	-
Investment management costs		S09	-	-	-	-	-
<b>Charitable activities</b>		S10	78,066	402	-	78,467	67,384
<b>Governance costs</b>		S11	617			617	75
<b>Other resources expended</b>		S12	2,817		-	2,817	
<b>Total resources expended</b>			81,499	402	-	81,901	67,460
<b>Net incoming/(outgoing) resources before transfers</b>			3,617	-	402	-	3,215
<b>Gross transfers between funds</b>			-	-	-	-	-
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>			3,617	-	402	-	3,215
<b>Other recognised gains/(losses)</b>							
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-
Gains and losses on investment assets		S18	-	-	-	-	-
<b>Net movement in funds</b>			3,617	-	402	-	3,215
<b>Total funds brought forward</b>			166,541	1,707	-	168,247	164,099
<b>Total funds carried forward</b>			170,157	1,305	-	171,462	168,247

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section B</b>		<b>Balance sheet</b>				
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
<b>Tangible assets (Note 9)</b>	B01			-	-	
	B02	-	-	-	-	-
<b>Investments (Note 10)</b>	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
<b>Stock and work in progress</b>	B05		-	-	-	
<b>Debtors (Note 11)</b>	B06	3,672		-	3,672	12,885
<b>(Short term) investments</b>	B07			-	-	
<b>Cash at bank and in hand</b>	B08	166,821	1,305	-	168,126	157,327
<b>Total current assets</b>	B09	170,493	1,305	-	171,798	170,211
<b>Creditors: amounts falling due within one year (Note 12)</b>	B10		-	-	-	1,964
<b>Net current assets/(liabilities)</b>	B11	170,493	1,305	-	171,798	168,247
<b>Total assets less current liabilities</b>	B12	170,493	1,305	-	171,798	168,247
<b>Creditors: amounts falling due after one year (Note 12)</b>	B13	336	-	-	336	
<b>Provisions for liabilities and charges</b>	B14	-	-	-	-	-
<b>Net assets</b>	B15	170,157	1,305	-	171,462	168,247
<b>Funds of the Charity</b>						
<b>Unrestricted funds</b>	B16	170,157			170,157	166,541
	B17				-	-
<b>Restricted income funds (Note 13)</b>	B18		1,305		1,305	1,707
<b>Endowment funds (Note 13)</b>	B19			-	-	
<b>Total funds</b>	B20	170,157	1,305	-	171,462	168,247
Signed by one or two trustees on behalf of all the trustees		Signature		Print Name		Date of approval
				Moira Astin		23/10/2023

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**Section C** **Notes to the accounts**

**Note 1** **Basis of preparation**

*This section should be completed by all charities .*

**1.1 Basis of accounting**

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with\*  Accounting Standards;
- or  Financial Reporting Standards for Smaller Enterprises (FRSSE);
- and with the Charities Act.

[\*\* except for the following].

**Give details in this box if a different standard has been followed.**

\* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.

\*\* - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

**1.2 Change in basis of accounting**

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year (§ except for the following).

**Give details in this box of any material changes that have been made.**

§ if no changes have been made to accounting policies then delete these words.

**1.3 Changes to previous accounts**

No changes have been made to accounts for previous years (§§ except for the following).

**Give details in this box of any material changes that have been made.**

**An accounting policy to define reserves has been added to note 2**

**A note 7.4 has been added to show the impact of Employers Allowance covering Employers National Insurance on the staff costs.**

**Contents have been added to note 14.3 to show the value of donations received without conditions from related parties but respecting anonymity of donors.**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C	Notes to the accounts	(cont)
<b>Note 2</b>	<b>Accounting policies</b>	
<i>This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.</i>		
<b>INCOMING RESOURCES</b>		
<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>• the charity becomes entitled to the resources;</li> <li>• the trustees are virtually certain they will receive the resources; and</li> <li>• the monetary value can be measured with sufficient reliability.</li> </ul>	
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.	
<b>Employment Allowance</b>	Employer National Insurance is covered by an Employment Allowance which is restricted for this purpose, the amounts are shown in a note.	
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.	
<b>Gifts in kind</b>	<p>Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.</p> <p>Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.</p> <p>Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.</p>	
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.	
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	
<b>Investment income</b>	This is included in the accounts when receivable.	
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	
<b>EXPENDITURE AND LIABILITIES</b>		
<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.	
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.	
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	
<b>ASSETS</b>		
<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.	
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.	
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.	
<b>RESERVES</b>		
<b>Free Reserves</b>	Free reserves are those unrestricted funds not invested in tangible fixed assets	
<b>POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE</b>		

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C		Notes to the accounts		(cont)
<b>Note 3</b>		<b>Analysis of incoming resources</b>		
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>				
	<b>Analysis</b>	<b>This year</b>	<b>Last year</b>	
		<b>£</b>	<b>£</b>	
<b>Voluntary income</b>	Donations from supporters	48,530	46,068	
	Gift Aid recovered	12,014	11,501	
		-	-	
		-	-	
	<b>Total</b>	<b>60,544</b>	<b>57,569</b>	
<b>Activities for generating funds</b>	Sales	149.8		
	Events	195	-	
		-	-	
		-	-	
	<b>Total</b>	<b>345</b>	<b>-</b>	
<b>Investment income</b>	Interest	377	140	
		-	-	
		-	-	
		-	-	
	<b>Total</b>	<b>377</b>	<b>140</b>	
<b>Incoming resources from charitable activities</b>	Reconciling Mission	22,800	13,600	
	Speaker fees	1,050	300	
		-	-	
		-	-	
	<b>Total</b>	<b>23,850</b>	<b>13,900</b>	
<b>Other incoming resources</b>	Grant (restricted)	-	-	
		-	-	
		-	-	
		-	-	
	<b>Total</b>	<b>-</b>	<b>-</b>	

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)	
<b>Note 4</b>	<b>Analysis of resources expended</b>		
Resources expended may be further analysed if this would help the reader of the accounts.			
	<b>Analysis</b>	<b>This year £</b>	<b>Last year £</b>
<b>Costs of generating voluntary income</b>	Fundraising consultant	-	-
		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Restricted funds expenditure</b>	Printer	-	-
	Other office equipment	402	176
	Laptop		420
	<b>Total</b>	402	596
<b>Investment management costs</b>		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Charitable activities</b>	API Reconciling Mission	25,765	25,572
	Staff salaries and pension	36,460	35,115
	Staff travel & subsistence	1,276	337
	Staff training	160	-
	Being White	1,049	
	Communications	2,690	
	Practitioners' Network	983	
	Conference	2,965	
	Events	250	-
	Merchandise	1,153	
	Office/operations	3,129	3,995
	Hospitality and gifts	559	372
	Insurance	538	575
	Design work	837	510
	Payroll fees	-	-
	Working from home allowance	312	312
	Recoverable expenses	-	59
<b>Total</b>	78,066	66,788	
<b>Governance costs</b>	Trustee meetings - travel	212	36
	Trustee meetings - subsistence	213	30
	Trustee expenses	193	10
	<b>Total</b>	617	75
<b>Other resources expended</b>			
	Event costs written off	2,787	
	Bank charges	0	
	Currency charges	30	
	<b>Total</b>	2,817	-

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
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**Note 5 Support Costs**

*Please complete this note if the charity has analysed its expenses using activity categories and has support costs.*

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6 Details of certain items of expenditure**

**6.1 Trustee expenses**

*Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).*

	This year	Last year
Number of trustees who were paid expenses and/or for whom expenses were paid	3	1
Nature of the expenses	Travel, subsistence and expenses related to Trustees' meetings	travel
Total amount paid	£616.70	£10.00

**6.2 Fees for examination or audit of the accounts**

*Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).*

	This year £	Last year £
Independent examiner's or auditors' fees for reporting on the accounts		
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)	
<b>Note 7</b>	<b>Paid employees</b>		
<i>Please complete this note if the charity has any employees.</i>			
<b>7.1 Staff Costs</b>			
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
Gross wages, salaries and benefits in kind		34,773	33,740
Employer's National Insurance costs (see note 7.4)			
Pension costs		1,687	1,375
	<b>Total staff costs</b>	<b>36,460</b>	<b>35,115</b>
<b>7.2 Average number of full-time equivalent employees in the year</b>			
		<b>This year</b>	<b>Last year</b>
		<b>Number</b>	<b>Number</b>
The parts of the charity in which the employees work	Fundraising	-	-
	Charitable Activities	1	1
	Governance	1	1
	Other	-	-
	<b>Total</b>	<b>2</b>	<b>2</b>
<b>7.3 Defined contribution pension scheme</b>			
<i>Please complete if a defined contribution pension scheme is operated.</i>			
Brief details of the scheme	Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.		
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
The costs of the scheme to the charity for the year		1,687	1,375
The amount of any contributions outstanding at the year end		0	5
The amount of any contributions prepaid at the year end		0	0
<b>7.4 Employment Allowance</b>			
		<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
Employer's National Insurance calculated costs		2,424	2,219
Employment Allowance usage		-2,424	-2,219
Net Employer's National Insurance costs		0	0
Maximum Value of Allowance Available		4,000	4,000



**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
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**Note 13** **Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward	Incoming resources	Outgoing resources	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
AllChurches Trust	1,707	-	402	-	-	1,305
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	<b>1,707</b>	<b>-</b>	<b>402</b>	<b>-</b>	<b>-</b>	<b>1,305</b>

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**Note 14 Transactions with related parties**

*If the charity has any transactions with related parties (other than the trustee expenses explained in note 6) details of such transactions should be provided in this note. If there are no transactions to report, please enter "None" in the relevant boxes.*

**14.1 Remuneration and benefits**

*Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it.*

Name of trustee or connected party	Legal authority (eg order, governing document)	Amounts paid or benefit value	
		This year £	Last year £

**14.2 Loans**

*Please give details of and amounts owing to or from the charity's trustees or other related parties by the charity at the year end.*

	Name of trustee or connected party	Legal authority	Amount owing	
			This year £	Last year £
Due to trustees and related parties				
Due from trustees and related parties				

**14.3 Other transaction(s) with trustees or related parties**

*Please give details of any transaction undertaken by (or on behalf of) the charity in which a trustee or related party has a material interest.*

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	2022 £	2021 £
All trustees (collectively)	Trustees	Donation received without conditions (including gift aid)	562	
Trustees and all related parties	Trustees, personnel and relations	Donation received without conditions (including gift aid)	60,568	57,500

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C	Notes to the accounts	(cont)																					
<b>Note 15</b>	<b>Additional Disclosures</b>																						
<p><b>The following are significant matters which are not covered in other notes and need to be included to provide a proper understanding of the accounts. If there is insufficient room here, please add a separate sheet</b></p>																							
<p><b>Reserves Policy</b></p>																							
<p>The trustees of the charity have examined the requirements for free reserves, i.e. those unrestricted funds not invested in tangible fixed assets. The trustees considers that, given the nature of the charity's work, free reserves should be equivalent to approximately 6 months' routine general fund expenditure, plus committed future expenditure on other projects, where funds permit. The trustees are of the opinion that this provides sufficient flexibility to cover temporary shortfalls in income and will allow the charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented. At 31 December 2022 the charity had net free reserves of £170,157 (2021: £166,540) as follows:</p>																							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: center; padding: 5px;">2022</th> <th style="text-align: center; padding: 5px;">2021</th> </tr> <tr> <th></th> <th style="text-align: center; padding: 5px;">£</th> <th style="text-align: center; padding: 5px;">£</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Total reserves</td> <td style="text-align: right; padding: 5px;">171,462</td> <td style="text-align: right; padding: 5px;">168,247</td> </tr> <tr> <td style="padding: 5px;">Less restricted funds</td> <td style="text-align: right; padding: 5px; color: red;">-1,305</td> <td style="text-align: right; padding: 5px; color: red;">-1,707</td> </tr> <tr> <td style="padding: 5px;">Free reserves</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">170,157</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">166,540</td> </tr> <tr> <td style="padding: 5px;">Free reserves requirement</td> <td></td> <td></td> </tr> <tr> <td style="padding: 5px;">6 months' budgeted routine expenditure</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">41,000</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black; border-bottom: 3px double black;">43,000</td> </tr> </tbody> </table>		2022	2021		£	£	Total reserves	171,462	168,247	Less restricted funds	-1,305	-1,707	Free reserves	170,157	166,540	Free reserves requirement			6 months' budgeted routine expenditure	41,000	43,000	
	2022	2021																					
	£	£																					
Total reserves	171,462	168,247																					
Less restricted funds	-1,305	-1,707																					
Free reserves	170,157	166,540																					
Free reserves requirement																							
6 months' budgeted routine expenditure	41,000	43,000																					
<p>The trustees are aware that the free reserves held are in excess of the currently budgeted requirement.</p>																							
<p>The charity has commenced some new streams of work, spending plans associated with these are being developed.</p>																							

**RECONCILIATION INITIATIVES**

England & Wales - Charity number 1174154

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# Accounts

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**RECONCILIATION INITIATIVES  
Registered Charity No. 1174154**

**TRUSTEES' REPORT AND ACCOUNTS**

**1 January – 31 December 2021**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**Registered Charity no: 1174154**

**Trustees:** Ven. Moira Astin (Chair, appointed 4/12/2021)  
Dr Teresa Dumasy  
Revd Adeola Eleyae (resigned 19/10/2021)  
Ven. Patricia Hillas  
Mr Iain Nettleton (resigned 24/12/2021)  
Rt Revd Peter Price (Chair) (resigned 28/04/2021)  
Mr Mark Simmons  
Revd Karen West

**Executive Director:** Revd Dr Alastair McKay  
**Administrator:** Mrs Deborah Niblett

**Registered Office:** 160 Winsford Avenue  
Coventry  
CV5 9NH

**Bankers:** The Co-operative Bank  
PO Box 250  
Delf House  
Southway  
Skelmersdale  
WN8 6WT

**Independent Examiner:** Nathan Thomas

**TRUSTEES' REPORT**  
**FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2021**

The trustees submit their annual report and the financial statements for the twelve months ended 31 December 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2015 in preparing the annual report and financial statements of the charity.

**Structure, Governance and Management**

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by a constitution, last amended on 14 January 2017, which became effective upon registration with the Charity Commission on 7 August 2017.

Trustees are appointed by invitation of the existing trustees and subject to a satisfactory interview. Prospective new trustees are invited to attend a trustees' meeting prior to formal appointment. The management of the charity's operations is vested in the Board of Trustees. The full Board of Trustees meets four times per year.

**Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the relevant UK legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Risk Management**

The trustees consider the major financial risk to be failure to raise the funds to enable the charity to implement the plan for its programmes. The trustees will be developing a fundraising strategy to address this risk.

**Objectives and Activities**

The charity's objects, as set out in its constitution, are:

"To advance the Christian faith and in particular the gospel of redemption and reconciliation for the benefit of the public, by every available means, including, but not exclusively, through:

- (i) the provision of training and education in the principles and practices of Christian relationship, community building, peacemaking and reconciliation; and
- (ii) in furtherance of the above, the provision of advice, consultancy and other services, to Christian church leaders, members and others including, but not limited to, those Christians who are members of churches within the world-wide Anglican Communion."

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

The charity seeks to achieve its objects primarily by working to deliver plans for development programmes to resource Anglican leaders, and through them their local churches and dioceses. The current principal offering is a programme entitled *Reconciling Mission*. This is an intensive development programme for those in church leadership and ministry roles, which begins with a residential learning week, followed by ongoing coaching over an 18-month period to support implementation, action and reflection. The charity launched the inaugural *Reconciling Mission* programme in July 2020. Recruitment of a second cohort began in the autumn of 2020, and carried on into 2021, for the programme that began in June 2021. Further details are available on the charity's website: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org).

In exercising their powers or duties, the trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

### **Achievements and Performance**

The period covered by this report was affected by the ongoing global pandemic, and the associated government restrictions in the UK, which affected the charity's activities in the first half of 2021.

During 2021, the charity:

- facilitated follow-up webinars and coaching conversations over the course of the year, for the 16 participants in the first cohort of the *Reconciling Mission* programme;
- completed recruitment of the second cohort of participants for the *Reconciling Mission* programme, with four groups of four participants drawn from the Dioceses of Ely, Hereford and Lichfield in the Church of England, and the Diocese of St Asaph in the Church in Wales, all sponsored by their diocesan bishop;
- ran a residential conference at Launde Abbey, from 13-18 June 2021, for the second cohort of *Reconciling Mission* participants, with two facilitators and several visiting speakers and facilitators;
- facilitated follow-up coaching conversations and webinars for the *Reconciling Mission* second cohort;
- hosted four online public webinars, in partnership with the HeartEdge network, on themes pertinent to the charity's programmes, including racial justice, bridge-building across Europe, and the environmental crisis, with recordings made available on the charity's website;
- concluded the monitoring and evaluation of the first cohort of the *Reconciling Mission* programme, led by an independent researcher;
- began recruitment of the sponsoring bishops and participants for the third *Reconciling Mission* programme, which was scheduled to begin in July 2022; and
- conducted a search process for a new Chair of Trustees and made an appointment.

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**Financial Review**

The principal sources of funding in the period covered by this report were donations from private individuals and income from charitable activities, in the form of contributions from dioceses participating in the *Reconciling Mission* programme.

Donations totalled £46,068 over this period, and the largest portion of these were received without conditions from related parties. These donations were supplemented by a Gift Aid claim of £11,501. Income from charitable activities was £13,900, with £140 of bank interest also received. Total income for the period was £71,608.

The expenditure totalled £67,460 during this period. The main items of expenditure were staff salaries, office rental, fees for associate facilitators, office equipment, staff training, payroll fees and trustees' travel expenses.

The overall financial position of the charity, at 31 December 2020, was £168,247.

**Plans for Future Periods**

In the next period, the charity intends to:

- complete recruit of at least four sponsoring bishops and 16 participants for the third *Reconciling Mission* programme in the British Isles, to begin in July 2022;
- publish a report on the monitoring and evaluation of the first *Reconciling Mission* programme, written by an independent researcher;
- begin recruiting sponsoring bishops and participants for the fourth *Reconciling Mission* programme, scheduled to begin in July 2023;
- raise further funds to continue delivering the *Reconciling Mission* programme; and
- weigh up whether to develop plans for a programme that might be offered in East Africa in 2023.

This report was approved by the Board of Trustees on 3 October 2022:



\_\_\_\_\_  
(Chair)

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONCILIATION INITIATIVES**

I report on the accounts of the charity for the twelve months ended 31 December 2021 which are set out on pages 7 to 16.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

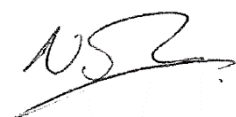
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Nathan Thomas*  
*1 Upper Mount Pleasant, Freshford, Bath*  
*Chartered Accountant*

*11 September 2022*

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**STATEMENT OF FINANCIAL ACTIVITIES**  
**12 MONTHS ENDED 31 DECEMBER 2021**

<b>Reconciliation Initiatives</b>			Charity No (if any)	1174154	<b>CC17a</b>
Annual accounts for the period					
Period start date	01/01/2021	To	Period end date	31/12/2021	

**Section A Statement of financial activities**


Recommended categories by activity	Details of own analysis	Note	Restricted			Total this year £	Total last year £
			Unrestricted funds £	income funds £	Endowment funds £		
			F01	F02	F03	F04	F05
<b>Incoming resources (Note 3)</b>							
<b>Incoming resources from generated funds</b>							
Voluntary income		S01	57,569		-	57,569	84,320
Activities for generating funds		S02			-	-	-
Investment income		S03	140		-	140	62
<b>Incoming resources from charitable activities</b>							
		S04	13,900		-	13,900	13,600
<b>Other incoming resources</b>							
		S05			-	-	3,000
<b>Total incoming resources</b>							
		S06	71,608	-	-	71,608	100,982
<b>Resources expended (Notes 4-8)</b>							
<b>Costs of Generating Funds</b>							
Costs of generating voluntary income		S07			-	-	-
Fundraising trading costs		S08	-	-	-	-	-
Investment management costs		S09	-	-	-	-	-
<b>Charitable activities</b>							
		S10	66,788	596	-	67,384	38,881
<b>Governance costs</b>							
		S11	75			75	701
<b>Other resources expended</b>							
		S12			-	-	4
<b>Total resources expended</b>							
		S13	66,863	596	-	67,460	39,586
<b>Net incoming/(outgoing) resources before transfers</b>							
		S14	4,745	- 596	-	4,149	61,396
<b>Gross transfers between funds</b>							
		S15	-	-	-	-	-
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>							
		S16	4,745	- 596	-	4,149	61,396
<b>Other recognised gains/(losses)</b>							
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-
Gains and losses on investment assets		S18	-	-	-	-	-
<b>Net movement in funds</b>							
		S19	4,745	- 596	-	4,149	61,396
<b>Total funds brought forward</b>							
		S20	161,795	2,303	-	164,099	102,702
<b>Total funds carried forward</b>							
		S21	166,541	1,707	-	168,247	164,099

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section B Balance sheet**

	Note	Restricted			Total this year £	Total last year £
		Unrestricted funds	income funds	Endowment funds		
		£	£	£		
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
Tangible assets (Note 9)	B01			-	-	
	B02	-	-	-	-	-
Investments (Note 10)	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
Stock and work in progress	B05		-	-	-	
Debtors (Note 11)	B06	12,885		-	12,885	7,436
(Short term) investments	B07			-	-	
Cash at bank and in hand	B08	155,620	1,707	-	157,327	161,325
<b>Total current assets</b>	B09	168,505	1,707	-	170,211	168,760
<b>Creditors: amounts falling due within one year</b> (Note 12)	B10	1,964	-	-	1,964	4,662
<b>Net current assets/(liabilities)</b>	B11	166,541	1,707	-	168,247	164,099
<b>Total assets less current liabilities</b>	B12	166,541	1,707	-	168,247	164,099
<b>Creditors: amounts falling due after one year</b> (Note 12)	B13		-	-	-	
Provisions for liabilities and charges	B14	-	-	-	-	-
<b>Net assets</b>	B15	166,541	1,707	-	168,247	164,099
<b>Funds of the Charity</b>						
Unrestricted funds	B16	166,541			166,541	-
	B17				-	-
Restricted income funds (Note 13)	B18		1,707		1,707	
Endowment funds (Note 13)	B19			-	-	
<b>Total funds</b>	B20	166,541	1,707	-	168,247	164,099

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Moira Astin	28/06/2022

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**Section C**

**Notes to the accounts**

**Note 1 Basis of preparation**

*This section should be completed by all charities.*

**1.1 Basis of accounting**

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with\*  Accounting Standards;
- or  Financial Reporting Standards for Smaller Enterprises (FRSSE);
- and with the Charities Act.

[\*\* except for the following].

**Give details in this box if a different standard has been followed.**

\* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick "Accounting Standards";
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick "Financial Reporting Standards for Smaller Enterprises (FRSSE)".

\*\* - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

**1.2 Change in basis of accounting**

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year (§ except for the following).

**Give details in this box of any material changes that have been made.**

§ if no changes have been made to accounting policies then delete these words.

**1.3 Changes to previous accounts**

No changes have been made to accounts for previous years (§§ except for the following).

**Give details in this box of any material changes that have been made.**

§§ if no changes have been made to accounts for previous periods then delete these words.

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**Note 2                      Accounting policies**

*This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.*

**INCOMING RESOURCES**

<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>• the charity becomes entitled to the resources;</li> <li>• the trustees are virtually certain they will receive the resources; and</li> <li>• the monetary value can be measured with sufficient reliability.</li> </ul>
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.
<b>Gifts in kind</b>	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.  Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.  Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
<b>Investment income</b>	This is included in the accounts when receivable.
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

**EXPENDITURE AND LIABILITIES**

<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**ASSETS**

<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.

**POLICIES ADOPTED  
ADDITIONAL TO OR  
DIFFERENT FROM THOSE  
ABOVE**

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 3** **Analysis of incoming resources**

*Incoming resources may be further analysed if this would help the reader of the accounts.*

	Analysis	This year £	Last year £
<b>Voluntary income</b>	Donations from supporters	46,068	67,570
	Gift Aid recovered	11,501	16,750
		-	-
		-	-
	<b>Total</b>	<b>57,569</b>	<b>84,320</b>
<b>Activities for generating funds</b>		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>-</b>	<b>-</b>
<b>Investment income</b>	Interest	140	62
		-	-
		-	-
		-	-
	<b>Total</b>	<b>140</b>	<b>62</b>
<b>Incoming resources from charitable activities</b>	Reconciling Mission	13,600	13,600
	Speaker fees	300	-
		-	-
		-	-
	<b>Total</b>	<b>13,900</b>	<b>13,600</b>

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 4** **Analysis of resources expended**

Resources expended may be further analysed if this would help the reader of the accounts.

	Analysis	This year £	Last year £
<b>Costs of generating voluntary income</b>	Fundraising consultant	-	-
		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Restricted funds expenditure</b>	Printer	-	662
	Other office equipment	176	35
	Laptop	420	-
		-	-
	<b>Total</b>	596	697
<b>Investment management costs</b>		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Charitable activities</b>	API Reconciling Mission	25,572	1,975
	Staff salaries and pension	35,115	28,090
	Staff travel & subsistence	337	171
	Staff training	-	918
	Events	-	10
	Office/operations	3,995	6,273
	Hospitality and gifts	372	-
	Insurance	575	-
	Design work	510	-
	Payroll fees	-	581
	Working from home allowance	312	210
	<b>Total</b>	66,788	38,227
<b>Governance costs</b>	Trustee meetings - travel	36	106
	Trustee meetings - subsistence	30	28
	Trustee expenses	10	567
<b>Other resources</b>	<b>Total</b>	75	701

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 5** **Support Costs**

*Please complete this note if the charity has analysed its expenses using activity categories and has support costs.*

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6** **Details of certain items of expenditure**

**6.1 Trustee expenses**

*Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).*

	This year	Last year
Number of trustees who were paid expenses	1	1
Nature of the expenses	travel	travel
Total amount paid	£10.00	£567.16

**6.2 Fees for examination or audit of the accounts**

*Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).*

	This year £	Last year £
Independent examiner's or auditors' fees for reporting on the accounts		
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 7** **Paid employees**  
*Please complete this note if the charity has any employees.*

**7.1 Staff Costs**

	This year £	Last year £
Gross wages, salaries and benefits in kind	33,740	28,320
Employer's National Insurance costs		-
Pension costs	1,375	1,068
<b>Total staff costs</b>	<b>35,115</b>	<b>29,388</b>

**7.2 Average number of full-time equivalent employees in the year**

	This year Number	Last year Number
The parts of the charity in which the employees work	<b>Fundraising</b>	-
	<b>Charitable Activities</b>	1
	<b>Governance</b>	1
	<b>Other</b>	-
<b>Total</b>	<b>2</b>	<b>2</b>

**7.3 Defined contribution pension scheme**

*Please complete if a defined contribution pension scheme is operated.*

**Brief details of the scheme**

Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.

	This year £	Last year £
The costs of the scheme to the charity for the year	1,375	1,068
The amount of any contributions outstanding at the year end	5	0
The amount of any contributions prepaid at the year end	0	0

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 11** **Debtors and prepayments**

*Please complete this note if the charity has any debtors or prepayments.*

**Analysis of debtors**

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors			-	-
Prepayments and accrued income	12,885	7,436	-	-
<b>Total</b>	<b>12,885</b>	<b>7,436</b>	<b>-</b>	<b>-</b>

**Note 12** **Creditors and accruals**

*Please complete this note if the charity has any creditors or accruals.*

**12.1 Analysis of creditors**

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts	-	-	-	-
Trade creditors		690	-	-
Amounts due to subsidiary and associated undertakings			-	-
Other creditors	1,956	366	-	-
Accruals and deferred income	8	3,649	-	-
<b>Total</b>	<b>1,964</b>	<b>4,705</b>	<b>-</b>	<b>-</b>

**12.2 Security over assets**

*If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.*

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**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**Section C** **Notes to the accounts** **(cont)**

**Note 13** **Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward £	Incoming resources £	Outgoing resources £	Transfers £	Gains and losses £	Fund balances carried forward £
AllChurches Trust	2,303		596	-	-	1,707
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	2,303	-	596	-	-	1,707

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount

**RECONCILIATION INITIATIVES**

England & Wales - Charity number 1174154

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# Accounts

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**RECONCILIATION INITIATIVES  
Registered Charity No. 1174154**

**TRUSTEES' REPORT AND ACCOUNTS**

**1 January – 31 December 2020**

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**Registered Charity no: 1174154**

**Trustees:**  
**Dr Teresa Dumasy**  
**Revd Adeola Eleyae**  
**Ven. Patricia Hillas (Acting Chair)**  
**Revd Canon Dr Sarah Hills (resigned 28/07/2020)**  
**Mr Iain Nettleton**  
**Rt Revd Peter Price (Chair) (resigned 28/04/2021)**  
**Mr Mark Simmons**  
**Revd Karen West**

**Executive Director:** **Revd Dr Alastair McKay**  
**Administrator:** **Mrs Deborah Niblett**

**Registered Office:** **160 Winsford Avenue**  
**Coventry**  
**CV5 9NH**

**Bankers:** **The Co-operative Bank**  
**PO Box 250**  
**Delf House**  
**Southway**  
**Skelmersdale**  
**WN8 6WT**

**Independent Examiner:** **Nathan Thomas**

**TRUSTEES' REPORT**  
**FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2020**

The trustees submit their annual report and the financial statements for the twelve months ended 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2015 in preparing the annual report and financial statements of the charity.

**Structure, Governance and Management**

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by a constitution, last amended on 14 January 2017, which became effective upon registration with the Charity Commission on 7 August 2017.

Trustees are appointed by invitation of the existing trustees and subject to a satisfactory interview. Prospective new trustees are invited to attend a trustees' meeting prior to formal appointment. The management of the charity's operations is vested in the Board of Trustees. The full Board of Trustees meets four times per year.

**Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the relevant UK legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Risk Management**

The trustees consider the major financial risk to be failure to raise the funds to enable the charity to implement the plan for its programmes. The trustees will be developing a fundraising strategy to address this risk.

**Objectives and Activities**

The charity's objects, as set out in its constitution, are:

"To advance the Christian faith and in particular the gospel of redemption and reconciliation for the benefit of the public, by every available means, including, but not exclusively, through:

- (i) the provision of training and education in the principles and practices of Christian relationship, community building, peacemaking and reconciliation; and
- (ii) in furtherance of the above, the provision of advice, consultancy and other services, to Christian church leaders, members and others including, but not limited to, those Christians who are members of churches within the world-wide Anglican Communion."

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

The charity seeks to achieve its objects primarily by working to deliver plans for development programmes, collectively called an Anglican Peacemaking Institute. The current offering is a programme entitled *Reconciling Mission*. This is an intensive development programme for those in church leadership and ministry roles, which begins with a residential learning week (within the constraints of Covid-19 guidance), followed by ongoing coaching over an 18-month period to support implementation, action and reflection. The charity launched the inaugural *Reconciling Mission* programme in July 2020. Recruitment of a second cohort began in late 2020, and carried on into 2021, for the programme that began in June 2021. Further details are available on the charity's website: [www.reconciliation-initiatives.org](http://www.reconciliation-initiatives.org).

In exercising their powers or duties, the trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

### **Achievements and Performance**

The period covered by this report includes the arrival of the global pandemic, and the ensuing national lockdown in the UK and subsequent government restrictions which began in March 2020, and which affected the charity's activities throughout the remainder of the year, and on into 2021.

During 2020, the charity:

- completed recruitment of the first cohort of participants for the *Reconciling Mission* programme, with four groups of four participants drawn from the Dioceses of Coventry, Gloucester and Llandaff, and a cross-diocesan group from the Scottish Episcopal Church, all sponsored by their diocesan bishop;
- developed an alternative online conference programme, once it became clear that an in-person residential conference was not going to be possible during the summer of 2020, due to the Covid-19 government restrictions;
- re-recruited the four *Reconciling Mission* participant groups to the new online contingency programme, with the support of their sponsoring bishops;
- ran an online conference from 14-17 July 2020 for the *Reconciling Mission* participants, with three facilitators and two additional speakers;
- facilitated follow-up webinars and coaching conversations in September, October and December, for the 16 participants, in paired groups of eight at a time;
- began monitoring and evaluation of the first *Reconciling Mission* programme, led by an independent researcher; and
- began recruitment of the sponsoring bishops and participants for the second *Reconciling Mission* programme, which was scheduled to begin in June 2021.

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**Financial Review**

The principal sources of funding in the period covered by this report were donations from private individuals and income from charitable activities, in the form of contributions from dioceses participating in the *Reconciling Mission* programme.

Donations totalled £67,570 over this period, and the largest portion of these were received without conditions from related parties. These donations were supplemented by a Gift Aid claim of £16,750. A restricted grant of £3,000 was also received from a grant-giving trust. Income from charitable activities was £13,600, with £62 of bank interest also received. Total income for the period was £100,982.

The expenditure totalled £39,629 during this period. The main items of expenditure were staff salaries, office rental, fees for associate facilitators, office equipment, staff training, payroll fees and trustees' travel expenses.

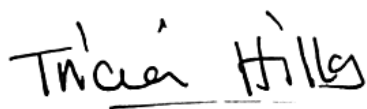
The overall financial position of the charity, at 31 December 2020, was £164,055.

**Plans for Future Periods**

In the next period, the charity intends to:

- recruit at least four sponsoring bishops and 16 participants for the second *Reconciling Mission* programme in the British Isles, to begin in June 2021;
- complete monitoring and evaluation of the first *Reconciling Mission* programme, led by an independent researcher;
- begin recruiting further sponsoring bishops and participants for the third *Reconciling Mission* programme, scheduled to begin in July 2022;
- raise further funds to continue delivering the *Reconciling Mission* programme; and
- weigh up whether to develop plans for a programme that might be offered in southern or east Africa in 2023.

This report was approved by the Board of Trustees on 14 September 2021:



\_\_\_\_\_  
(Acting Chair)

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONCILIATION INITIATIVES**

I report on the accounts of the charity for the twelve months ended 31 December 2020 which are set out on pages 7 to 16.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

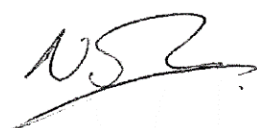
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Nathan Thomas*  
*1 Upper Mount Pleasant, Freshford, Bath*  
*Chartered Accountant*

*1 September 2021*

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

**STATEMENT OF FINANCIAL ACTIVITIES**  
**12 MONTHS ENDED 31 DECEMBER 2020**

Reconciliation Initiatives				Charity No (if any)	1174154	<b>CC17a</b>
Annual accounts for the period						
Period start date	01/01/2020	To	Period end date	31/12/2020		

<b>Section A Statement of financial activities</b>							
Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
			F01	F02	F03	F04	F05
<b>Incoming resources (Note 3)</b>							
<b>Incoming resources from generated funds</b>			-		-	-	-
Voluntary income		S01	84,320	-	-	84,320	93,238
Activities for generating funds		S02	-	-	-	-	-
Investment income		S03	62	-	-	62	-
<b>Incoming resources from charitable activities</b>		S04	13,600	-	-	13,600	-
<b>Other incoming resources</b>		S05		3,000	-	3,000	-
<b>Total incoming resources</b>			97,982	3,000	-	100,982	93,238
<b>Resources expended (Notes 4-8)</b>							
<b>Costs of Generating Funds</b>			-	-	-	-	-
Costs of generating voluntary income		S07		-	-	-	180
Fundraising trading costs		S08	-	-	-	-	-
Investment management costs		S09	-	-	-	-	-
<b>Charitable activities</b>		S10	38,227	697	-	38,924	29,061
<b>Governance costs</b>		S11	701	-	-	701	855
<b>Other resources expended</b>		S12	4	-	-	4	-
<b>Total resources expended</b>			38,932	697	-	39,629	30,095
<b>Net incoming/(outgoing) resources before transfers</b>			59,050	2,303	-	61,353	63,142
<b>Gross transfers between funds</b>			-	-	-	-	-
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>			59,050	2,303	-	61,353	63,142
<b>Other recognised gains/(losses)</b>							
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-
Gains and losses on investment assets		S18	-	-	-	-	-
<b>Net movement in funds</b>			59,050	2,303	-	61,353	63,142
<b>Total funds brought forward</b>			102,702	-	-	102,702	39,560
<b>Total funds carried forward</b>			161,752	2,303	-	164,055	102,702

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section B Balance sheet</b>						
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
<b>Tangible assets (Note 9)</b>	B01			-	-	
	B02	-	-	-	-	-
<b>Investments (Note 10)</b>	B03	-	-	-	-	-
<b>Total fixed assets</b>	B04	-	-	-	-	-
<b>Current assets</b>						
<b>Stock and work in progress</b>	B05		-	-	-	
<b>Debtors (Note 11)</b>	B06	7,436	-	-	7,436	3,310
<b>(Short term) investments</b>	B07	-	-	-	-	-
<b>Cash at bank and in hand</b>	B08	159,021	2,303	-	161,325	101,092
<b>Total current assets</b>	B09	166,457	2,303	-	168,760	104,402
<b>Creditors: amounts falling due within one year (Note 12)</b>	B10	4,705	-	-	4,705	1,700
<b>Net current assets/(liabilities)</b>	B11	161,752	2,303	-	164,055	102,702
<b>Total assets less current liabilities</b>	B12	161,752	2,303	-	164,055	102,702
<b>Creditors: amounts falling due after one year (Note 12)</b>	B13		-	-	-	
<b>Provisions for liabilities and charges</b>	B14	-	-	-	-	-
<b>Net assets</b>	B15	161,752	2,303	-	164,055	102,702
<b>Funds of the Charity</b>						
<b>Unrestricted funds</b>	B16	161,752			161,752	-
	B17	-			-	-
<b>Restricted income funds (Note 13)</b>	B18		2,303		2,303	
<b>Endowment funds (Note 13)</b>	B19			-	-	
<b>Total funds</b>	B20	161,752	2,303	-	164,055	102,702

**RECONCILIATION INITIATIVES**  
**Registered Charity No. 1174154**

Section C		Notes to the accounts
Note 1	<b>Basis of preparation</b>	
<i>This section should be completed by all charities .</i>		
<b>1.1 Basis of accounting</b>		
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:		
• Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);		
• and with*	<input checked="" type="checkbox"/>	Accounting Standards;
or	<input type="checkbox"/>	Financial Reporting Standards for Smaller Enterprises (FRSSE);
• and with the Charities Act.		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
<b>Note 2</b>	<b>Accounting policies</b>	
<i>This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.</i>		
<b>INCOMING RESOURCES</b>		
<b>Recognition of incoming resources</b>	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none"> <li>• the charity becomes entitled to the resources;</li> <li>• the trustees are virtually certain they will receive the resources; and</li> <li>• the monetary value can be measured with sufficient reliability.</li> </ul>	
<b>Incoming resources with related expenditure</b>	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
<b>Grants and donations</b>	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
<b>Tax reclaims on donations and gifts</b>	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.	
<b>Contractual income and performance related grants</b>	This is only included in the SoFA once the related goods or services have been delivered.	
<b>Gifts in kind</b>	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.	
	Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.	
	Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.	
<b>Donated services and facilities</b>	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.	
<b>Volunteer help</b>	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	
<b>Investment income</b>	This is included in the accounts when receivable.	
<b>Investment gains and losses</b>	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	
<b>EXPENDITURE AND LIABILITIES</b>		
<b>Liability recognition</b>	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
<b>Governance costs</b>	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.	
<b>Grants with performance conditions</b>	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	
<b>Grants payable without performance conditions</b>	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.	
<b>Support Costs</b>	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	
<b>ASSETS</b>		
<b>Tangible fixed assets for use by charity</b>	These are capitalised if they can be used for more than one year, and cost at least £1000. They are valued at cost or a reasonable value on receipt.	
<b>Investments</b>	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.	
<b>Stocks and work in progress</b>	These are valued at the lower of cost or market value.	
<b>POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE</b>		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)	
<b>Note 3</b>	<b>Analysis of incoming resources</b>		
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>			
	<b>Analysis</b>	<b>This year</b>	<b>Last year</b>
		<b>£</b>	<b>£</b>
<b>Voluntary income</b>	Donations from supporters	67,570	68,783
	Gift Aid recovered	16,750	24,455
		-	-
		-	-
	<b>Total</b>	<b>84,320</b>	<b>93,238</b>
<b>Activities for generating funds</b>			-
		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>-</b>	<b>-</b>
<b>Investment income</b>	Interest	62	-
		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>62</b>	<b>-</b>
<b>Incoming resources from charitable activities</b>	API Reconciling Mission	13,600	-
		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>13,600</b>	<b>-</b>
<b>Other incoming resources</b>			-
	Grant (restricted)	3,000	-
		-	-
		-	-
		-	-
	<b>Total</b>	<b>3,000</b>	<b>-</b>

**RECONCILIATION INITIATIVES**  
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Section C	Notes to the accounts	(cont)	
<b>Note 4 Analysis of resources expended</b>			
Resources expended may be further analysed if this would help the reader of the accounts.			
	Analysis	This year £	Last year £
<b>Costs of generating voluntary income</b>	Fundraising consultant	-	180
		-	-
		-	-
		-	-
	<b>Total</b>	-	180
<b>Fundraising trading costs</b>	<b>Restricted funds exp</b>	-	-
	Printer	662	-
	Other office equipment	35	-
		-	-
	<b>Total</b>	697	-
<b>Investment management costs</b>		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Charitable activities</b>	API Reconciling Mission	1,975	746
	Staff salaries and pension	28,090	13,573
	Staff Travel & subsistence	171	219
	Staff training	918	-
	Events	10	-
	Office/operations	6,273	8,919
	Launch event	-	2,880
	Communications	-	2,724
	Payroll fees	581	-
	Working from home allowance	210	-
<b>Total</b>	38,227	29,061	
<b>Governance costs</b>	Trustee meetings - travel	106	855
	Trustee meetings - subsistence	28	-
	Trustee expenses	567	-
<b>Other resources expended</b>	<b>Total</b>	701	855
		-	-
	Bank charges	3	-
	Currency charges	1	-
	<b>Total</b>	4	-

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**Note 5 Support Costs**

*Please complete this note if the charity has analysed its expenses using activity categories and has support costs.*

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-

**Note 6 Details of certain items of expenditure**

**6.1 Trustee expenses**

*Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).*

	This year	Last year
<b>Number of trustees who were paid expenses</b>	1	0
<b>Nature of the expenses</b>	travel	
<b>Total amount paid</b>	£567.16	0

**6.2 Fees for examination or audit of the accounts**

*Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).*

	This year £	Last year £
<b>Independent examiner's or auditors' fees for reporting on the accounts</b>		
<b>Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor</b>		

**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts		(cont)	
<b>Note 7</b>	<b>Paid employees</b>			
<i>Please complete this note if the charity has any employees.</i>				
<b>7.1 Staff Costs</b>				
		<b>This year</b>	<b>Last year</b>	
		<b>£</b>	<b>£</b>	
<b>Gross wages, salaries and benefits in kind</b>		28,320	11,600	
<b>Employer's National Insurance costs</b>		-	-	
<b>Pension costs</b>		1,068	529	
	<b>Total staff costs</b>	<b>29,388</b>	<b>12,129</b>	
<b>7.2 Average number of full-time equivalent employees in the year</b>				
		<b>This year</b>	<b>Last year</b>	
		<b>Number</b>	<b>Number</b>	
<b>The parts of the charity in which the employees work</b>	<b>Fundraising</b>	-	-	
	<b>Charitable Activities</b>	1	1	
	<b>Governance</b>	1	1	
	<b>Other</b>	-	-	
	<b>Total</b>	<b>2</b>	<b>2</b>	
<b>7.3 Defined contribution pension scheme</b>				
<i>Please complete if a defined contribution pension scheme is operated.</i>				
<b>Brief details of the scheme</b>	Employees of the charity are entitled to join a defined contribution scheme. The charity contribution is restricted to the contributions disclosed in this note.			
		<b>This year</b>	<b>Last year</b>	
		<b>£</b>	<b>£</b>	
<b>The costs of the scheme to the charity for the year</b>		1068	529	
<b>The amount of any contributions outstanding at the year end</b>		24	529	
<b>The amount of any contributions prepaid at the year end</b>		0	0	



**RECONCILIATION INITIATIVES**  
Registered Charity No. 1174154

Section C	Notes to the accounts	(cont)
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**Note 13** **Endowment and restricted income funds**

*Please complete this section if the charity has any endowment or restricted income funds.*

**13.1 Funds held**

Please give a brief description of any of the following type of funds held by the charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Allchurches Trust	R	Office equipment

**13.2 Movements of major funds**

*Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.*

Fund names	Fund balances brought forward	Incoming resources	Outgoing resources	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
AllChurches Trust	-	3,000	697	-	-	2,303
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	-	3,000	697	-	-	2,303

**13.3 Transfers between funds**

*Please give details of any transfers between funds.*

From Fund (Name)	To Fund (Name)	Reason	Amount