



**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."

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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.

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**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**  
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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 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:

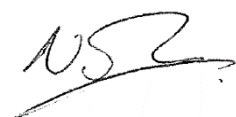
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**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**

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

**Section A Statement of financial activities**

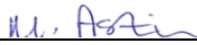
Recommended categories by activity	Details of own analysis	Note	Restricted			Total this year	Total last year
			Unrestricted funds	income funds	Endowment funds		
			£	£	£	£	£
			F01	F02	F03	F04	F05
<b>Incoming resources (Note 3)</b>							
incoming resources from generated funds			-		-	-	-
Voluntary 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

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**Section B Balance sheet**

	Note	Restricted				
		Unrestricted funds	income funds	Endowment funds	Total this year	Total last 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)	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**  
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**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
- 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 FRSE, then please tick "Financial Reporting Standards for Smaller Enterprises (FRSE)".

\*\* - 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.

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Section C	Notes to the accounts	(cont)
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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**  
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<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**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>	57,569	84,320
<b>Activities for generating funds</b>		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	-	-
<b>Investment income</b>	Interest	140	62
		-	-
		-	-
		-	-
		-	-
	<b>Total</b>	140	62
<b>Incoming resources from charitable activities</b>	Reconciling Mission	13,600	13,600
	Speaker fees	300	-
		-	-
		-	-
		-	-
	<b>Total</b>	13,900	13,600

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<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**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

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<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).*

Number of trustees who were paid expenses

Nature of the expenses

Total amount paid

This year	Last year
1	1
travel	travel
£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).*

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

This year £	Last year £

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<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**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	1
<b>Governance</b>	1	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

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<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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**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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<b>Section C</b>	<b>Notes to the accounts</b>	<b>(cont)</b>
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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	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