



**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

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- (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;

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- 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.

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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)

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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 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:

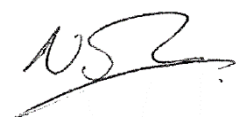
- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**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*

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

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



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<b>Section B Balance sheet</b>						
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
<b>Fixed assets</b>		F01	F02	F03	F04	F05
<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	
	M. Astin		Maira Astin		8th July 2024	

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Section C	Notes to the accounts
Note 1	<b>Basis of preparation</b>
<i><b>This section should be completed by all charities .</b></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* <span style="border: 1px solid black; padding: 2px 10px; display: inline-block; text-align: center;">✓</span> 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)
Note 2	Accounting policies	
<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>		
INCOMING RESOURCES		
Recognition of incoming resources	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>	
Incoming resources with related expenditure	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.	
Employment Allowance	Employer National Insurance is covered by an Employment Allowance which is restricted for this purpose, the amounts are shown in a note.	
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.	
Gifts in kind	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.	
Donated services and facilities	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.	
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	
Investment income	This is included in the accounts when receivable.	
Investment gains and losses	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		
Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
Governance costs	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.	
Grants with performance conditions	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.	
Grants payable without performance conditions	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.	
Support Costs	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		
Tangible fixed assets for use by charity	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.	
Investments	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.	
Stocks and work in progress	These are valued at the lower of cost or market value.	
RESERVES		
Free Reserves	Free reserves are those unrestricted funds not invested in tangible fixed assets	
POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE		

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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>			
	Analysis	This year £	Last year £
<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	- 15	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>

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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.			
		This year	Last year
	Analysis	£	£
Costs of generating voluntary income		-	-
		-	-
		-	-
		-	-
		-	-
	Total	-	-
Restricted funds expenditure	Other office equipment	115	402
	Stylus	30	
	Total	145	402
Investment management costs		-	-
		-	-
		-	-
	Total	-	-
Charitable activities	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
		Total	79,881
Governance costs			
	Trustee meetings - travel	666	212
	Trustee meetings - subsistence	239	213
	Trustee expenses	549	193
Other resources expended	Total	1,453	617
	Event costs written off	-	2,787
	Bank charges	-	0
	Currency charges	-	30
	Total	-	2,817

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Section C	Notes to the accounts			(cont)
<b>Note 5 Support Costs</b>				
<i>Please complete this note if the charity has analysed its expenses using activity categories and has support costs.</i>				
<b>Support cost type</b>	<b>Fundraising activity £</b>	<b>Charitable Activity £</b>	<b>Governance Activity £</b>	<b>Total Cost £</b>
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total</b>	-	-	-	-
<b>Note 6 Details of certain items of expenditure</b>				
<b>6.1 Trustee expenses</b>				
<i>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).</i>				
	<b>This year</b>	<b>Last year</b>		
Number of trustees who were paid expenses and/or for whom expenses were paid	4	3		
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	£1,453.00	£616.70		
<b>6.2 Fees for examination or audit of the accounts</b>				
<i>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).</i>				
	<b>This year £</b>	<b>Last year £</b>		
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				

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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		42,528	34,773
Employer's National Insurance costs (see note 7.4)			
Pension costs		1,867	1,687
<b>Total staff costs</b>		<b>44,394</b>	<b>36,460</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		1,867	1,687
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		3,254	2,424
Employment Allowance usage		-3,254	-2,424
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)	
<b>Note 11 Debtors and prepayments</b>				
<i>Please complete this note if the charity has any debtors or prepayments.</i>				
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>	4,687	3,672		
<b>Note 12 Creditors and accruals</b>				
<i>Please complete this note if the charity has any creditors or accruals.</i>				
<b>12.1 Analysis of creditors</b>				
	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>	3,837	336	-	-
<b>12.2 Security over assets</b>				
<i>If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.</i>				



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Section C	Notes to the accounts				(cont)	
<b>Note 13</b> <b>Endowment and restricted income funds</b>						
<i>Please complete this section if the charity has any endowment or restricted income funds.</i>						
<b>13.1 Funds held</b>						
Please give a brief description of any of the following type of funds held by the charity:						
<ul style="list-style-type: none"> <li>permanent endowment funds (PE);</li> <li>expendable endowment funds (EE); and</li> <li>restricted income funds, including special trusts, of the charity (R).</li> </ul>						
Fund Name	Type PE, EE or R	Purpose and Restrictions				
Allchurches Trust	R	Office equipment				
<b>13.2 Movements of major funds</b>						
<i>Please give details of the movements of the major funds summarised in the restricted and endowment columns of the Statement of Financial Activities.</i>						
	Fund balances brought forward	Incoming resources	Outgoing resources	Transfers	Gains and losses	Fund balances carried forward
Fund names	£	£	£	£	£	£
AllChurches Trust	1,305		145	-	-	1,160
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Funds</b>	1,305	-	145	-	-	1,160
<b>13.3 Transfers between funds</b>						
<i>Please give details of any transfers between funds.</i>						
From Fund (Name)	To Fund (Name)	Reason			Amount	

**RECONCILIATION INITIATIVES**  
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Section C	Notes to the accounts	(cont)	
<b>Note 14 Transactions with related parties</b>			
<i>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.</i>			
<b>14.1 Remuneration and benefits</b>			
<i>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.</i>			
Name of trustee or connected party	Legal authority (eg order, governing document)	Amounts paid or benefit value	
		<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">This year £</div> <div style="text-align: center;">Last year £</div> </div>	
<b>14.2 Loans</b>			
<i>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.</i>			
	Name of trustee or connected party	Legal authority	Amount owing
			<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">This year £</div> <div style="text-align: center;">Last year £</div> </div>
Due to trustees and related parties			
Due from trustees and related parties			
<b>14.3 Other transaction(s) with trustees or related parties</b>			
<i>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.</i>			
Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">2023 £</div> <div style="text-align: center;">2022 £</div> </div>
All trustees (collectively)	Trustees	Donation received without conditions (including gift aid)	<div style="display: flex; justify-content: space-around;"> <div>600</div> <div>562</div> </div>
Trustees and all related parties	Trustees, personnel and relations	Donation received without conditions (including gift aid)	<div style="display: flex; justify-content: space-around;"> <div>63,252</div> <div>60,568</div> </div>

**RECONCILIATION INITIATIVES**  
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Section C	Notes to the accounts	(cont)
<b>Note 15 Additional Disclosures</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>Reserves Policy</b>		
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:		
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
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
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.		