

# RECONCILING LEADERS NETWORK

England & Wales · Charity number 1176374

## Details

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**Other names** RLN

**Status** Registered

**Legal form** CIO

**Registered** 2017-12-19

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

## Contact

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**Address** Lambeth Palace  
Lambeth Palace Road  
London  
SE1 7JU

**Phone** 02078981200

**Website** [rln.global](http://rln.global)

## Activities

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**Objects:** TO PROMOTE FOR THE PUBLIC BENEFIT, NATIONAL AND INTERNATIONAL CONFLICT RESOLUTION OR RECONCILIATION IN SUCH WAYS AS THE TRUSTEES MAY FROM TIME TO TIME DECIDE, IN PARTICULAR (BUT WITHOUT LIMITATION), BY ESTABLISHING AND MAINTAINING SOCIAL AND CULTURAL COHESION AND TRUST BETWEEN COMMUNITIES AFFECTED BY CONFLICT, OR WITHIN COMMUNITIES WHERE CONFLICT IS LIKELY TO ARISE BY:-ADVANCING THE EDUCATION AND TRAINING OF MEDIATORS AND RECONCILERS (WHETHER INDIVIDUALS, CHURCHES OR VOLUNTARY ORGANISATIONS) SO AS TO:-MINIMISE OR PREVENT THE POSSIBILITY OF CONFLICT ARISING WITHIN COMMUNITIES; ORLEADING AND CO-ORDINATING EFFORTS TO PROMOTE RECONCILIATION IN COMMUNITIES ALREADY AFFECTED BY CONFLICT OR WAR, FOR THE PURPOSE OF SEEKING A NON-VIOLENT RESOLUTION.INVESTIGATING AND IDENTIFYING THE LIKELY CAUSES OF CONFLICT AND FACILITATING THE PROVISION OF ADVICE AND INFORMATION AS TO THE BEST PRACTICE AND POLICY IN THE AREA OF CONFLICT PREVENTION AND/OR RESOLUTION;COMMISSIONING RESEARCH AND PUBLISHING THE USEFUL RESULTS OF SUCH RESEARCH FOR THE PUBLIC BENEFIT, INTO THE RELEVANT ECONOMIC, SOCIAL, RELIGIOUS AND CULTURAL CAUSES OF PARTICULAR CONFLICTS WHICH ALSO EXAMINES AND RECOMMENDS POSSIBLE SOLUTIONS FOR ACHIEVING A NON-VIOLENT RESOLUTION;RECOMMENDING TO PARTIES INVOLVED IN CONFLICT AND THE WIDER NATIONAL OR INTERNATIONAL COMMUNITY, APPROPRIATE MEASURES WHICH IN THE OPINION OF THE TRUSTEES, IS LIKELY TO RESULT IN THE RESOLUTION OF CONFLICT;PROVIDED THAT ALL ACTIVITIES OF THE CIO SHALL BE BALANCED AND SHALL MAINTAIN OR ENHANCE ITS COMMITMENT TO REMAINING IMPARTIAL.

**Activities:** Training and capacity building for peacebuilding and reconciliation. Working with churches, prison chaplaincies, schools, youth groups and senior leaders, in the UK and internationally.

## Classification

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- **How:** Provides Other Finance, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

## Geography

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- Congo (Democratic Republic)
- Madagascar
- Mozambique
- South Africa
- South Sudan
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£371,000	£346,805	-	-
2024-03-31	£249,354	£268,609	-	-
2023-03-31	£282,547	£244,804	-	-
2022-03-31	£313,000	£277,360	-	-
2021-03-31	£173,877	£233,771	-	-

## Trustees

Name	Role	Appointed
David Humphreville		2023-11-01
Rev Christopher Russell		2022-03-24
Rev Jesutosin Oladipo		2022-03-24
Rosemary Jane Slater-Carr		2023-05-17

**RECONCILING LEADERS NETWORK**

England & Wales - Charity number 1176374

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# Accounts

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**RECONCILING LEADERS NETWORK  
(A charitable incorporated organisation)**

**TRUSTEES' REPORT, INDEPENDENT EXAMINER'S REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**

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## RECONCILING LEADERS NETWORK

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## RECONCILING LEADERS NETWORK

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

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<b>Trustees</b>	Rosemary Jane Slater-Carr: Chair (6 March 2025 onwards) Rev Jesutosin Oladipo: Former Chair (until 6 March 2025) Rev Christopher Russell David Humphreville
<b>Charity registered number</b>	1176374
<b>Principal office</b>	Lambeth Palace Lambeth Palace Road London SE1 7JU
<b>Independent Examiner</b>	Crowe U.K. LLP Black Country House Rounds Green Road Oldbury West Midlands B69 2DG
<b>Bankers</b>	Barclays 99 Hatton Gardens London EC1N 8DN
<b>Solicitors</b>	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
<b>Accountants</b>	Charity Accounting Services 6 Sutton Plaza Sutton Court Road Sutton, London SM1 4FS

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

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The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Trustees' Report, together with the financial statements of RLN for the year ended 31 March 2025.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is constituted as a Charitable Incorporated Organisation. Its governing document is its memorandum and articles of association.

##### Organisational structure

**Governance:** The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and an induction process for new Trustees. On-going training is made available to trustees as required.

On 6 March 2025, Rev Jesutosin Oladipo stepped down as Chair, remaining a trustee, and trustees elected Rosemary Slater-Carr as the new Chair.

RLN is led by Kiera Phyo (Director of RLN) who reports to the Board of Trustees.

**Management and administration:** RLN is administered by Kiera Phyo and Zoë Tunstall who provide company secretarial duties. Charity Accounting Services provide bookkeeping and accounting services to RLN.

#### OBJECTIVE AND ACTIVITIES

##### Objectives

The Reconciling Leaders Network (RLN) is dedicated to promoting peacemaking, conflict resolution and reconciliation both nationally and internationally for the public benefit, as guided by its trustees.

RLN has developed the *Difference* course for churches, chaplaincies, Christian youth groups and schools, equipping people to cross divides, navigate disagreement and pursue a just and flourishing society. Supporting efforts for social cohesion within communities. This includes advancing education and training across various sectors, including individuals, Christian institutions, and voluntary organisations, to prevent potential conflicts and lead non-violent reconciliation efforts.

RLN offers guidance on healthy practices for conflict prevention and collaborates with communities and organisations to share solutions that promote peace, for the well-being of communities at all levels.

##### Activities

RLN has developed *Difference* – a suite of resources equipping individuals and groups to cross divides, navigate disagreement and practise forgiveness. RLN offers free online training, with all resources available to download for free or physical copies available to purchase via Church House Publishing. Activities include resourcing development, continuous learning through regular content creation, training and promotion – as well as working with Anglican and ecumenical leaders across the Anglican Communion and beyond, supporting the church as an agent of peace in places experiencing conflict. This primarily includes in-country training, capacity building, and country visits.

#### ACHIEVEMENT AND PERFORMANCE

**The Reconciling Leaders Network (RLN)** exists to train, equip, and inspire a generation to live as peacemakers and reconcilers—nationally and internationally—for a just and flourishing society. We support churches to be a reconciling presence in the midst of conflict.

Over the past year, the RLN team has focused on developing and evaluating the *Difference course*, training hosts, and producing regular content on everyday peacemaking.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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In February 2024, *Difference for Secondary Schools* launched at the Church of England's National Education Conference, following over a year of development and piloting in Church of England schools. In May, we launched *Difference for Youth Groups*, a new resource for church youth groups. Piloted ecumenically across the UK, feedback from young people and leaders shaped the final materials. A celebration event at Lambeth Palace, hosted by the Archbishop of Canterbury, marked the launch, with around 300 guests in attendance.

We promoted these new resources at national and regional events, identifying champions and gathering feedback. In November 2024, we partnered with Youthscape at the National Youth Ministry Weekend (NYMW), sharing the resources with 1,000 children and youth workers - delivering training and distributed host and participant guides. We presented at a USA education conference in Orlando (with international delegates), where we were hosted as guest speakers.

The team continues to deliver online training for educators, youth workers, churches and chaplains, with participants joining from Europe, the U.S., Canada, Australia, New Zealand, and South Africa. This year, we trained c.240 youth-focused hosts with 140 youth and school courses being registered.

We are finalising *Difference for Primary Schools*, developed with expert education consultants and piloted in 27 schools across England, Wales, Canada, and South Africa. Insights from children and educators will shape the final resources, with a full programme for all five Key Stages launching in September 2025.

A conflict-sensitive adaptation of *Difference* is in development phase, designed for communities experiencing violent conflict or heightened societal tension. We've held over 15 consultations with experts and *Difference* champions working in conflict contexts, shaping the initial framework for further development in the coming year.

In February, we completed the German translation of *Difference*. In addition to the five languages which are currently available: Spanish, Portuguese, French, and Arabic.

Our training and resources have now reached approximately over 35,000 people in 75 countries.

We work closely with senior church and organisational leaders to embed reconciling practices into the life of the church and wider community. In March 2025, we hosted 30 leaders at a Reconciliation as Mission event, fostering collaboration around the fourth Anglican Mark of Mission. As part of Phase 3 of the Lambeth Conference, we are co-developing the Reconciliation Call webinar with the Anglican Communion Office, scheduled for November 2025, to explore the impact and future of the 2022 Lambeth Reconciliation Call.

*Difference* Champions continue to play a vital role in global implementation. Active in over 15 countries, they contextualise the resource, integrate it into church life, lead diocesan rollouts, and pioneer its use in diverse sectors.

Additionally, we've supported Anglican and ecumenical leaders around the world, particularly in areas of conflict. Over the last year, this has included pastoral support, advice, training for Anglican bishops in Northern Mozambique, the Democratic Republic of the Congo and Madagascar.

In collaboration with the Church of England Pension Board's 'Ethical Investment Advisory Group,' the Global Centre for Peacebuilding and Business (GCPB) has been established, which was officially consecrated by the Archbishop of Cape Town in October 2024. The GCPB supports reconciliation efforts focussed on the intersection between extractive industries and conflict; and the role investors, business leaders, and the church can have in peacebuilding to promote societal flourishing. The GCPB envisions a world where business and peace initiatives work in harmony to resolve conflicts through dialogue leading to cooperative economic development.

To invest in our team's development, we trained at the Corrymeela Community in Dialogue for Peaceful Change, and three team members completed Strategies for *Trauma Awareness and Resilience (STAR)* training at Eastern Mennonite University, strengthening our capacity as trauma-informed leaders.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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Following the resignation of Justin Welby as Archbishop of Canterbury on 6 January 2025, RLN submitted a Serious Incident Report to the Charity Commission, acknowledging potential reputational risks due to our association. Trustees are responding with a comprehensive review of policies and procedures, engagement with key partners and funders, and updates to all relevant materials.

#### **FUTURE PLANS**

The next financial year will focus on the following areas of development and growth:

- *Difference for Primary Schools* – completing the development and launching this new resource in September 2025.
- Hosting an online Global Gathering of *Difference* Champions in April 2025.
- A conflict-sensitive adaptation of *Difference* – to support peacebuilding work around the world.
- *Difference for Churches* – continue to increase church and chaplaincy engagement with churches.
- Prepare content for the Lambeth Conference Reconciliation Call webinar – Bishops and interested groups from across the Communion will join this global webinar, which take place in November 2025.
- Continued investment in reconciling leaders gathering with a focus on the Anglican Fourth Mark of Mission with the next event scheduled for November 2025.

#### **FINANCIAL REVIEW**

The total income for the period was £371,000 (2024: £249,354) comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. Remuneration is set by the Trustees, taking into consideration market rates of pay for similar positions. The total funds of Reconciling Leaders Network at 31 March 2025 were £160,355 (2024: £136,160).

#### **Reserves policy**

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the unrestricted funds at 31 March 2025 of £160,355 (2024: £136,160) meets these objectives.

#### **Public benefit**

The Trustees have regard to the Charity Commission's guidance on public benefit. Taking the Charity Commission's guidance into consideration, the Board is satisfied that the public benefit requirements have been met.

#### **Going concern**

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 2.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

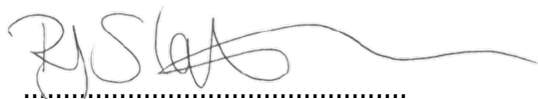
Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....  
**Rosemary Slater-Carr**  
Chair

Date: 25/11/2025

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## RECONCILING LEADERS NETWORK

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2025

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#### Independent examiner's report to the Trustees of Reconciling Leaders Network ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2025, which are set out on pages 6 to 15.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Signed:

Dated: 25.11.2025

Helen Blundell LLB FCA FCIE DChA

**Crowe U.K. LLP**  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

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**RECONCILING LEADERS NETWORK**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

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	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
<b>Income from:</b>					
Donations	4	-	371,000	371,000	242,354
Charitable activities	5	-	-	-	7,000
<b>Total income</b>		-	371,000	371,000	249,354
<b>Expenditure on:</b>					
Charitable activities		4,252	342,553	346,805	268,609
<b>Total expenditure</b>		4,252	342,553	346,805	268,609
<b>Net movement in funds</b>		(4,252)	28,447	24,195	(19,255)
<b>Reconciliation of funds:</b>					
Total funds brought forward		4,252	131,908	136,160	155,415
Net movement in funds		(4,252)	28,447	24,195	(19,255)
<b>Total funds carried forward</b>		-	160,355	160,355	136,160

The notes on pages 9 to 16 form part of these financial statements.

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**RECONCILING LEADERS NETWORK**

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**BALANCE SHEET  
AS AT 31 MARCH 2025**

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	Note	2025 £	2024 £
<b>Current assets</b>			
Debtors	10	2,151	2,259
Cash at bank and in hand		172,343	201,263
		<u>174,494</u>	<u>203,522</u>
<b>Current liabilities</b>			
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	11	(14,139)	(67,362)
		<u>160,355</u>	<u>136,160</u>
<b>Charity funds</b>			
Restricted funds:			
Restricted funds	12	-	4,252
Unrestricted funds	12	160,355	131,908
		<u>160,355</u>	<u>136,160</u>
<b>Total funds</b>			
		<u><u>160,355</u></u>	<u><u>136,160</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....  
**Rosemary Slater-Carr**  
Chair

Date: 25.11.2025

The notes on pages 9 to 16 form part of these financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 1. General information

Reconciling Leaders Network is a charitable incorporated organisation registered with the Charity Commission and a registered charity in England and Wales (number 1176374). Its registered office is Lambeth Palace, Lambeth Palace Road, London, SE1 7JU.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and that there are no material uncertainties about its ability to continue. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

##### 2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### 2.4 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

##### 2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 2. Accounting policies (continued)

##### 2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

##### 2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

##### 2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

##### 2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 3. Critical accounting estimates and areas of judgement

In the application of the Charity's accounting policies, Trustees are required to make judgments, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

#### 4. Income from donations

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Donations	-	-	224
Grants	371,000	<b>371,000</b>	242,130
	<u>371,000</u>	<u><b>371,000</b></u>	<u>242,354</u>

#### 5. Income from charitable activities

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Prison Fund	-	-	7,000
	<u>-</u>	<u>-</u>	<u>7,000</u>

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Charitable activities	311,032	35,773	<b>346,805</b>	268,609
	<u>311,032</u>	<u>35,773</u>	<u>346,805</u>	
<i>Total 2024</i>	<u>240,883</u>	<u>27,726</u>	<u>268,609</u>	

**Analysis of direct costs**

	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Staff costs	<b>162,856</b>	127,296
Other direct costs	<b>148,176</b>	113,587
	<u>311,032</u>	<u>240,883</u>

**Analysis of support costs**

	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Office costs	<b>1,701</b>	420
Accounting and bookkeeping	<b>12,390</b>	11,400
Trust Executive	<b>13,716</b>	9,600
Miscellaneous costs	<b>1,156</b>	1,146
Governance costs: Independent Examiner's fee	<b>6,810</b>	5,160
	<u>35,773</u>	<u>27,726</u>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 7. Independent examiner's remuneration

	2025 £	2024 £
Fees payable to the charity independent examiner for the independent examination of the charity's annual accounts	<u>6,000</u>	<u>5,160</u>

#### 8. Staff costs

	2025 £	2024 £
Wages and salaries	137,615	108,890
Social security costs	11,480	7,517
Contribution to defined contribution pension schemes	13,761	10,889
	<u>162,856</u>	<u>127,296</u>

The average number of persons employed by the charity during the year was as follows:

	2025 No.	2024 No.
Average headcount	<u>2</u>	<u>2</u>

There were two employees who received remuneration above £60,000 during the year. J Megoran £74,311 and K Phyo £63,304.

The total employee benefits of key management personnel were £162,856 (2024: £127,296).

The key management personnel consists of the Reconciling Leaders Network Director and Director of Peacebuilding.

#### 9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**10. Debtors**

	<b>2025</b>	<b>2024</b>
	£	£
Other debtors	864	862
Prepayments and accrued income	1,287	1,397
	<u>2,151</u>	<u>2,259</u>

**11. Creditors: Amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	£	£
Trade creditors	4,902	5,950
Other taxation and social security	236	2,236
Other creditors	1,201	1,064
Accruals and deferred income	7,800	58,112
	<u>14,139</u>	<u>67,362</u>

	<b>2025</b>	<b>2024</b>
	£	£
Deferred income at 1 April 2024	50,000	-
Resources deferred during the year	-	50,000
Amounts released from previous periods	(50,000)	-
	<u>-</u>	<u>50,000</u>

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**12. Statement of funds**

**Statement of funds - current year**

	<b>Balance at 1 April 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Balance at 31 March 2025</b>
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds - all funds	131,908	371,000	(342,553)	160,355
	<hr/>	<hr/>	<hr/>	<hr/>
	<b>Balance at 1 April 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Balance at 31 March 2025</b>
	£	£	£	£
Prison Fund	4,252	-	(4,252)	-
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<b>136,160</b>	<b>371,000</b>	<b>(346,805)</b>	<b>160,355</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**Statement of funds - prior year**

	<i>Balance at 1 April 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2024</i>
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds - all funds	155,415	242,354	(265,861)	131,908
	<hr/>	<hr/>	<hr/>	<hr/>
	<i>Balance at 1 April 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2024</i>
	£	£	£	£
<b>Restricted funds</b>				
Restricted Funds - all funds	-	7,000	(2,748)	4,252
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<b>155,415</b>	<b>249,354</b>	<b>(268,609)</b>	<b>136,160</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**Prison Fund**

This fund finances part of the salary of a staff member to support prison support activities.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 13. Analysis of net assets between funds

##### Analysis of net assets between funds - current year

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Current assets	174,494	<b>174,494</b>
Creditors due within one year	(14,139)	<b>(14,139)</b>
<b>Total</b>	<u>160,355</u>	<u><b>160,355</b></u>

##### Analysis of net assets between funds - prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Current assets	4,252	199,270	203,522
Creditors due within one year	-	(67,362)	(67,362)
<b>Total</b>	<u>4,252</u>	<u>131,908</u>	<u>136,160</u>

#### 14. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £13,761 (2024: £10,889). Contributions totalling £1,201 (2024: £1,062) were payable to the fund at the Balance sheet date and are included in other creditors.

**RECONCILING LEADERS NETWORK**

England & Wales - Charity number 1176374

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# Accounts

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Charity number: 1176374

**RECONCILING LEADERS NETWORK  
(A charitable incorporated organisation)**

**TRUSTEES' REPORT, INDEPENDENT EXAMINER'S REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

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## RECONCILING LEADERS NETWORK

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Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 16

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**RECONCILING LEADERS NETWORK**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2024**

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<b>Trustees</b>	Rev Jesutosin Oladipo, Chair Rosemary Jane Slater-Carr (appointed 17 May 2023) Rev Christopher Russell David Humphreville (appointed 1 November 2023)
<b>Charity registered number</b>	1176374
<b>Principal office</b>	Lambeth Palace Lambeth Palace Road London SE1 7JU
<b>Independent Examiner</b>	Crowe U.K. LLP Black Country House Rounds Green Road Oldbury West Midlands B69 2DG
<b>Bankers</b>	Barclays 99 Hatton Gardens London EC1N 8DN
<b>Solicitors</b>	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
<b>Accountants</b>	Charity Accounting Services 6 Sutton Plaza Sutton Court Road Sutton, London SM1 4FS

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Trustees' Report, together with the financial statements of RLN for the year ended 31 March 2024.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is constituted as a Charitable Incorporated Organisation. Its governing document is its Constitution.

##### Organisational structure

**Governance:** The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and an induction process for new Trustees. On-going training is made available to Trustees as required.

RLN is led by Kiera Phyo (Director of RLN) who reports to the Board of Trustees.

**Management and administration:** RLN is administered by Kiera Phyo and Zoë Tunstall who provide company secretarial duties. Charity Accounting Services provide book-keeping and accounting services to RLN.

#### OBJECTIVE AND ACTIVITIES

##### Objectives

The Reconciling Leaders Network (RLN) is dedicated to promoting conflict resolution and reconciliation both nationally and internationally for the public benefit, as guided by its trustees. RLN focuses on building social and cultural cohesion within communities impacted by division, disagreements or conflict. This mission includes advancing education and training across various sectors, including individuals, religious institutions, and voluntary organisations, to prevent potential conflicts and lead non-violent reconciliation efforts in affected areas.

Additionally, RLN aims to understand and address the underlying causes of conflict by conducting research into the economic, social, religious, and cultural factors contributing to tensions. Through this research, RLN offers guidance on best practices for conflict prevention and collaborates with communities and organisations to share solutions that promote peace. All of RLN's actions are impartial and balanced, ensuring a commitment to unbiased conflict resolution for the well-being of communities at all levels.

##### Activities

RLN has developed Difference – a suite of resources equipping individuals and groups to cross divides, navigate disagreement and practise forgiveness. RLN offers free online training, with all resources available to download for free or physical copies available to purchase via Church House Publishing. Activities include product development, content creation, training and promotion – as well as supporting Anglican and ecumenical leaders across the Anglican Communion and beyond, supporting the church as an agent of peace in places experiencing violent conflict. This primarily includes in-country training, capacity building and country visits.

#### ACHIEVEMENT AND PERFORMANCE

The vision of the Archbishop of Canterbury's Reconciliation Ministry is for the church to be a reconciling presence in the midst of conflict. RLN's purpose is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society, for the public benefit, both internationally and nationally.

During this period, the RLN team have continued to focus on developing the Difference course, evaluating its effectiveness, training hosts to deliver the resource, and creating regular content on everyday peacemaking.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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Over the last year Difference for Secondary Schools has been developed with a group of education specialists and in collaboration with the Church of England Education Office. The content was piloted with a number of Church of England secondary schools in Autumn 2023, with amends made based on feedback from students and educators. In February 2024, the Archbishop of Canterbury, alongside pupils from the pilot programme, launched Difference for Secondary Schools at the Church of England's National Education Conference.

The team facilitated face-to-face online training for educators, school workers and chaplains to run Difference in their schools. This attracted international interest with people joining the training from Europe, USA and South Africa.

By the end of this period, the Difference course was translated into four languages (Spanish, Portuguese, French and Arabic) and its training and equipping of leaders and individuals was accessed in over 75 countries, reaching over c.20,000 people. Difference continues its engagement with churches, prison chaplaincies and now also secondary schools.

The team continue to work with senior church leadership to integrate reconciling practices and principles into the life and rhythm of church and community, offering the Difference course as a resource for leaders to equip their congregations and churches. We have also built good relationship with several theological colleges, encouraging them to run Difference with their ordinands as well as providing live training sessions at Trinity College Bristol and Ripon College Cuddesdon. These sessions equip ordinands with the three reconciling habits (Be Curious, Be Present and Reimagine), drawing on the learning of Difference and exploring how to navigate disagreement and cross divides. Difference was also offered as a resource they could use when in ministry.

Difference 'Champions' continue to have a key role in the implementation of Difference. There are Champions in over 15 countries who engage with the team, often contextualising the resource for their locality. Champions integrate Difference into the rhythm of their church life, run diocese-wide roll outs of the course and pioneer Difference in various sectors.

Additionally, the RLN team have supported Anglican and ecumenical leaders around the world, particularly in areas of conflict. Over the last year, this has included pastoral support, advice, training, sharing of Difference materials and financial backing to Anglican bishops in Northern Mozambique, the Democratic Republic of the Congo and Madagascar. Archbishop Justin has also provided pastoral support in person to Ecumenical contacts in Ukraine.

#### FUTURE PLANS

The next financial year will focus on the following areas of development and growth:

- **Difference for Youth Groups** – completing the development, and launching, of this new resource, working with a team of youth specialists. This will launch May 2024.
- **Youth films** – finalising a new film series for the secondary schools and youth group adaptations of Difference, featuring young people's voices. These will be available September 2024.
- **Difference for Primary Schools** – a team of educators have been commissioned to develop material across all key stages or early and primary education. This will be piloted by schools in Autumn 2024 and launched early 2025.
- **Difference for communities** – includes resourcing on the three reconciling habits central to Difference. Working with organisations to support efforts on social cohesion and societal disagreement. In particular, sharing the example of reverse mentoring as a way to cross generational divides and reimagine power dynamics.
- **A conflict-sensitive adaptation of Difference** – to support peacebuilding work around the world.
- **Difference for Churches** – continue to increase church and chaplaincy engagement with churches. There is also demand for further translation of the Difference course, including being translated into German.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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#### FINANCIAL REVIEW

The total income for the period was £249,354 comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. Remuneration is set by the Trustees, taking into consideration market rates of pay for similar positions. The total funds of Reconciling Leaders Network at 31 March 2024 were £136,160.

#### Reserves policy

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the unrestricted funds at 31 March 2024 of £136,160 meets these objectives.

#### Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit. Taking the Charity Commission's guidance into consideration, the Board is satisfied that the public benefit requirements have been met. The Archbishop's priority of reconciliation provides resources to encourage people in their Christian faith.

#### Going Concern

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 1.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

Approved by order of the members of the board of Trustees and signed on their behalf by:

  
.....  
**Tosin Oladipo**  
Chair

Date: 13/11/2024

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## RECONCILING LEADERS NETWORK

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2024

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#### Independent examiner's report to the Trustees of Reconciling Leaders Network ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2024, which are set out on pages 6 to 15.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report has not yet been signed

Signed: 

Dated: 26 November 2024

Helen Blundell LLB FCA FCIE DChA

**Crowe U.K. LLP**  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

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**RECONCILING LEADERS NETWORK**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2024**

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	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
<b>Income from:</b>					
Donations	4	-	242,354	242,354	282,547
Charitable activities	5	7,000	-	7,000	-
<b>Total income</b>		<b>7,000</b>	<b>242,354</b>	<b>249,354</b>	<b>282,547</b>
<b>Expenditure on:</b>					
Charitable activities	6	2,748	265,861	268,609	244,803
<b>Total expenditure</b>		<b>2,748</b>	<b>265,861</b>	<b>268,609</b>	<b>244,803</b>
<b>Net movement in funds</b>		<b>4,252</b>	<b>(23,507)</b>	<b>(19,255)</b>	<b>37,744</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	155,415	155,415	117,671
Net movement in funds		4,252	(23,507)	(19,255)	37,744
<b>Total funds carried forward</b>		<b>4,252</b>	<b>131,908</b>	<b>136,160</b>	<b>155,415</b>

The notes on pages 9 to 16 form part of these financial statements.

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RECONCILING LEADERS NETWORK

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BALANCE SHEET  
AS AT 31 MARCH 2024

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	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	11	2,259	901
Cash at bank and in hand		201,263	165,507
		<u>203,522</u>	<u>166,408</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	12	(67,362)	(10,993)
		<u>136,160</u>	<u>155,415</u>
<b>Charity funds</b>			
Restricted funds:			
Restricted funds	13	4,252	-
Unrestricted funds	13	131,908	155,415
		<u>136,160</u>	<u>155,415</u>
<b>Total funds</b>			

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

  
.....  
Tosin Oladipo  
Chair

Date: 13/11/2024

The notes on pages 9 to 16 form part of these financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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#### 1. General information

Reconciling Leaders Network is a charitable incorporated organisation registered with the Charity Commission and a registered charity in England and Wales (number 1176374). Its registered office is Lambeth Palace, Lambeth Palace Road, London, SE1 7JU.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and that there are no material uncertainties about its ability to continue. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

##### 2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### 2.4 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

##### 2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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#### 2. Accounting policies (continued)

##### 2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

##### 2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

##### 2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

##### 2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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#### 3. Critical accounting estimates and areas of judgement

In the application of the Charity's accounting policies, Trustees are required to make judgments, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

#### 4. Income from donations

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Donations	224	224	1,647
Grants	242,130	242,130	280,900
	<u>242,354</u>	<u>242,354</u>	<u>282,547</u>

#### 5. Income from charitable activities

	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Prison Fund	7,000	7,000	-
	<u>7,000</u>	<u>7,000</u>	<u>-</u>

RECONCILING LEADERS NETWORK

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £	Total 2023 £
Charitable activities	2,748	265,861	<b>268,609</b>	244,803
<i>Total 2023</i>	-	244,803	244,803	

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Charitable activities	240,883	27,726	<b>268,609</b>	244,803
<i>Total 2023</i>	200,290	44,513	244,803	

Analysis of direct costs

	Total funds 2024 £	Total funds 2023 £
Staff costs	127,296	130,200
Other direct costs	113,587	70,090
	<b>240,883</b>	<b>200,290</b>

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

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**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Depreciation	-	40
Office costs	420	1,876
Accounting and bookkeeping	11,400	9,740
Trust Executive	9,600	28,400
Miscellaneous costs	1,146	(1,063)
Governance costs: Independent Examiner's fee	5,160	5,520
	<b>27,726</b>	<i>44,513</i>

**8. Independent examiner's remuneration**

	<b>2024 £</b>	<i>2023 £</i>
Fees payable to the charity independent examiner for the independent examination of the charity's annual accounts	<b>5,160</b>	<i>5,520</i>

**9. Staff costs**

	<b>2024 £</b>	<i>2023 £</i>
Wages and salaries	108,890	111,032
Social security costs	7,517	8,064
Contribution to defined contribution pension schemes	10,889	11,104
	<b>127,296</b>	<i>130,200</i>

The average number of persons employed by the charity during the year was as follows:

	<b>2024 No.</b>	<i>2023 No.</i>
Average headcount	<b>2</b>	<i>2</i>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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#### 9. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits of key management personnel were £127,296 (2023: £130,201).

The key management personnel consists of the Reconciling Leaders Network Director and Director of Peacebuilding.

#### 10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

#### 11. Debtors

	2024 £	2023 £
Other debtors	862	901
Prepayments and accrued income	1,397	-
	<u>2,259</u>	<u>901</u>

#### 12. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	5,950	-
Other taxation and social security	2,236	236
Other creditors	1,064	1,114
Accruals and deferred income	58,112	9,643
	<u>67,362</u>	<u>10,993</u>

	2024 £	2023 £
Resources deferred during the year	<u>50,000</u>	<u>-</u>

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

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**13. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>				
General Funds - all funds	155,415	242,354	(265,861)	131,908

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Restricted Funds - all funds	-	7,000	(2,748)	4,252

**Statement of funds - prior year**

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>				
General Funds - all funds	117,672	282,547	(244,804)	155,415

**Prison Fund**

This fund finances part of the salary of a staff member to support prison support activities.

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RECONCILING LEADERS NETWORK

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

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14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	4,252	199,270	203,522
Creditors due within one year	-	(67,362)	(67,362)
<b>Total</b>	<b>4,252</b>	<b>131,908</b>	<b>136,160</b>

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	166,408	166,408
Creditors due within one year	(10,993)	(10,993)
<b>Total</b>	<b>155,415</b>	<b>155,415</b>

15. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,889 (2023: £11,104). Contributions totalling £1,062 (2023: £1,072) were payable to the fund at the Balance sheet date and are included in other creditors.

**RECONCILING LEADERS NETWORK**

England & Wales - Charity number 1176374

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# Accounts

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**Charity number: 1176374**  
**Company number: CE012734**

**RECONCILING LEADERS NETWORK**  
**(A charitable incorporated organisation)**

**TRUSTEES' REPORT, INDEPENDENT EXAMINER'S REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

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## RECONCILING LEADERS NETWORK

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## RECONCILING LEADERS NETWORK

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

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<b>Trustees</b>	Canon David Porter, Chair Rev Jesutosin Oladipo Rev Christopher Russell
<b>Charity registered number</b>	1176374
<b>Principal office</b>	Lambeth Palace Lambeth Palace Road London SE1 7JU
<b>Independent Examiner</b>	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
<b>Bankers</b>	Barclays 99 Hatton Gardens London EC1N 8DN
<b>Solicitors</b>	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
<b>Accountants</b>	Charity Accounting Services B108 Trident Business Centre 89 Bickersteth Road London SW17 9SH

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

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The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Directors' Report, together with the financial statements of RLN for the year ended 31 March 2023.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is constituted as a Charitable Incorporated Organisation. Its governing document is its memorandum and articles of association.

##### Organisational structure

**Governance:** The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and an induction process for new Trustees. On-going training is made available to Trustees as required.

RLN is led by Kiera Phyo (Director of RLN) who reports to the Board of Trustees.

**Management and administration:** RLN is administered by Rebecca Stewart who provides charity office administration services and company secretarial duties under a contract with RLN. Charity Accounting Services provide book-keeping and accounting services to RLN.

#### ACHIEVEMENT AND PERFORMANCE

The vision of the Archbishop of Canterbury's Reconciliation Ministry is for the church to be a reconciling presence in the midst of conflict. RLN's purpose is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society, for the public benefit, both internationally and nationally.

During this period, the RLN team have continued to focus on developing the 'Difference' course, evaluating its effectiveness, training hosts to deliver the resource, developing the digital platform and creating content for different contexts. By the end of 2022/23, the Difference course was translated into three languages (Spanish, Portuguese and French) and its training and equipping of leaders and individuals was accessed in over 75 countries, reaching 15,000 people, including over 300 people in prison. *Difference* has doubled its engagement with churches and chaplaincies, including the launch of a prison version of the course with 29 chaplaincies setting up a course so far, allowing an estimated 300 prisoners to participate in a *Difference* course.

The team have worked with senior church leadership to integrate reconciling practices and principles into the life and rhythm of church and community, offering the Difference course as a resource for leaders to equip their congregations and churches. A bespoke Difference programme for senior church leaders was developed for the Lambeth Conference.

Difference 'Champions' have been appointed to help strengthen Difference and will be a key part of future development. The Champions integrate Difference into the rhythm of their church life, run diocese-wide roll outs of the course and pioneer Difference in sectors such as prisons.

Additionally the RLN team have supported Anglican and ecumenical leaders across the world, particularly in areas of conflict. Over the last year, Archbishop Justin has undertaken peacebuilding visits to Peshawar in northern Pakistan, Ukraine and the historic joint pilgrimage with the Pope and the Moderator of the Church of Scotland to South Sudan.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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#### FUTURE PLANS

The next financial year will focus on the following areas of development and growth:

- New adaptations of Difference will be developed for further contexts, including schools, young people, interfaith groups and the wider community.
- *Difference for Schools* – this is being developed with the Church of England Education Office (CEEO) who aim to fully embed Difference in primary and secondary schools across the country. A team of educators have been commissioned to adapt the material for schools. The resource will launch in February 2024.
- *Difference for Interfaith* - scriptural reasoning resources will be piloted Q2 2023, in partnership with Rose Castle Foundation and Cambridge University.
- *Difference for Youth Groups* – this is being developed in partnership with youth agencies to launch in 2024.
- *Difference for Communities* – this includes resourcing parishes with the three reconciling habits. The team are working with organisations to support efforts on social cohesion and societal disagreement.
- *Difference for churches* – the aim is to dramatically increase church and chaplaincy engagement with churches. There is also demand for further translation of the Difference course, it is currently being translated it into Arabic.

#### FINANCIAL REVIEW

The total income for the period was £282,547 comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. Remuneration is set by the Trustees, taking into consideration market rates of pay for similar positions. The total funds of Reconciling Leaders Network at 31 March 2023 were £155,415.

#### Reserves policy

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the unrestricted funds at 31 March 2023 of £155,415 meets these objectives.

#### Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit. Taking the Charity Commission's guidance into consideration, the Board is satisfied that the public benefit requirements have been met. The Archbishop's priority of reconciliation provides resources to encourage people in their Christian faith.

#### Going Concern

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 1.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

Approved by order of the members of the board of Trustees on  
on their behalf by:

20th June 2023

and signed



**Tosin Oladipo**  
Chair

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## RECONCILING LEADERS NETWORK

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2023

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#### Independent examiner's report to the Trustees of Reconciling Leaders Network ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2023, which are set out on pages 6 to 15.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

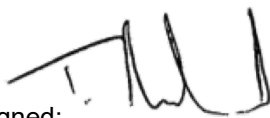
Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Dated: 3 August 2023

Tim Redwood FCA

**Crowe U.K. LLP**  
55 Ludgate Hill  
London  
EC4M 7JW

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## RECONCILING LEADERS NETWORK

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### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

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	Note	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>				
Donations	4	282,547	282,547	313,000
<b>Total income</b>		<u>282,547</u>	<u>282,547</u>	<u>313,000</u>
<b>Expenditure on:</b>				
Charitable activities	5	244,804	244,804	277,360
<b>Total expenditure</b>		<u>244,804</u>	<u>244,804</u>	<u>277,360</u>
<b>Net movement in funds</b>		<u>37,743</u>	<u>37,743</u>	<u>35,640</u>
<b>Reconciliation of funds:</b>				
Total funds brought forward		117,672	117,672	82,032
Net movement in funds		37,743	37,743	35,640
<b>Total funds carried forward</b>		<u>155,415</u>	<u>155,415</u>	<u>117,672</u>

The notes on pages 8 to 16 form part of these financial statements.

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RECONCILING LEADERS NETWORK

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BALANCE SHEET  
AS AT 31 MARCH 2023

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	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	10	-	39
		<hr/>	<hr/>
		-	39
<b>Current assets</b>			
Debtors	11	901	769
Cash at bank and in hand		165,507	130,355
		<hr/>	<hr/>
		166,408	131,124
Creditors: amounts falling due within one year	12	(10,993)	(13,491)
		<hr/>	<hr/>
<b>Net current assets</b>		155,415	117,633
		<hr/>	<hr/>
<b>Total net assets</b>		155,415	117,672
		<hr/> <hr/>	<hr/> <hr/>
<b>Charity funds</b>			
Unrestricted funds	13	155,415	117,672
		<hr/>	<hr/>
<b>Total funds</b>		155,415	117,672
		<hr/> <hr/>	<hr/> <hr/>

The financial statements were approved and authorised for issue by the Trustees on 20 June 2023 and signed on their behalf by:



**Tosin Oladipo**  
Chair

The notes on pages 8 to 16 form part of these financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 1. General information

Reconciling Leaders Network is a charitable incorporated organisation limited by guarantee (registered number CE012734) and a registered charity in England and Wales (number 1176374). Its registered office is Lambeth Palace, Lambeth Palace Road, London, SE1 7JU.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and that there are no material uncertainties about its ability to continue. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

##### 2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### 2.4 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

##### 2.5 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	33%
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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 2. Accounting policies (continued)

##### 2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### 2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

##### 2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

##### 2.10 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

##### 2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 3. Critical accounting estimates and areas of judgement

In the application of the Charity's accounting policies, Trustees are required to make judgments, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

#### 4. Income from donations

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Donations	1,647	<b>1,647</b>	-
Grants	280,900	<b>280,900</b>	313,000
	<u>282,547</u>	<u><b>282,547</b></u>	<u>313,000</u>
<i>Total 2022</i>	<u>313,000</u>	<u>313,000</u>	

#### 5. Analysis of expenditure on charitable activities

##### Summary by fund type

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Charitable activities	-	244,804	<b>244,804</b>	277,360
	<u>13,000</u>	<u>264,360</u>	<u>277,360</u>	
<i>Total 2022</i>	<u>13,000</u>	<u>264,360</u>	<u>277,360</u>	

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

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**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Charitable activities	200,291	44,513	<b>244,804</b>	277,360
<i>Total 2022</i>	<u>234,921</u>	<u>42,439</u>	<u>277,360</u>	

**Analysis of direct costs**

	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Staff costs	130,201	149,165
Other direct costs	70,090	85,756
	<u>200,291</u>	<u>234,921</u>

**Analysis of support costs**

	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Depreciation	40	738
Office costs	1,876	1,148
Accounting and bookkeeping	9,740	9,000
Trust Executive	28,400	26,000
Miscellaneous costs	(1,063)	393
Governance costs: Independent Examiner's fee	5,520	5,160
	<u>44,513</u>	<u>42,439</u>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 7. Independent examiner's remuneration

	2023 £	2022 £
Fees payable to the charity independent examiner for the independent examination of the charity's annual accounts	<u>5,520</u>	<u>5,160</u>

#### 8. Staff costs

	2023 £	2022 £
Wages and salaries	111,033	126,677
Social security costs	8,064	9,820
Contribution to defined contribution pension schemes	11,104	12,668
	<u>130,201</u>	<u>149,165</u>

The average number of persons employed by the charity during the year was as follows:

	2023 No.	2022 No.
Average headcount	<u>2</u>	<u>3</u>

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits of key management personnel were £130,201 (2022: £149,165).

The key management personnel consists of the Reconciling Leaders Network Co-ordinator, Reconciling Leaders Network Director and Director of Peacebuilding.

#### 9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

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**10. Tangible fixed assets**

	<b>Office equipment £</b>
<b>Cost</b>	
At 1 April 2022	2,607
At 31 March 2023	2,607
<b>Depreciation</b>	
At 1 April 2022	2,568
Charge for the year	39
At 31 March 2023	2,607
<b>Net book value</b>	
At 31 March 2023	-
<i>At 31 March 2022</i>	39

**11. Debtors**

	<b>2023 £</b>	<b>2022 £</b>
Other debtors	901	769

**12. Creditors: Amounts falling due within one year**

	<b>2023 £</b>	<b>2022 £</b>
Trade creditors	-	2,448
Other taxation and social security	236	3,460
Other creditors	1,114	1,103
Accruals and deferred income	9,643	6,480
	<b>10,993</b>	<b>13,491</b>

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

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**13. Statement of funds**

**Statement of funds - current year**

	<b>Balance at 1 April 2022 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Balance at 31 March 2023 £</b>
<b>Unrestricted funds</b>				
General Funds - all funds	<u>117,672</u>	<u>282,547</u>	<u>(244,804)</u>	<u>155,415</u>

**Statement of funds - prior year**

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2022 £</i>
<b>Unrestricted funds</b>				
General Funds - all funds	<u>69,032</u>	<u>313,000</u>	<u>(264,360)</u>	<u>117,672</u>

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2022 £</i>
<b>Restricted funds</b>				
Prison Fund	<u>13,000</u>	<u>-</u>	<u>(13,000)</u>	<u>-</u>
<b>Total of funds</b>	<u><u>82,032</u></u>	<u><u>313,000</u></u>	<u><u>(277,360)</u></u>	<u><u>117,672</u></u>

**Prison Fund**

This fund finances part of the salary of a staff member to support prison support activities.

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RECONCILING LEADERS NETWORK

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023

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14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Current assets	166,408	<b>166,408</b>
Creditors due within one year	(10,993)	<b>(10,993)</b>
<b>Total</b>	<u>155,415</u>	<u><b>155,415</b></u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	39	39
Current assets	131,124	131,124
Creditors due within one year	(13,491)	(13,491)
<b>Total</b>	<u>117,672</u>	<u>117,672</u>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 15. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £11,104 (2022: £12,688). Contributions totalling £1,072 (2022: £1,103) were payable to the fund at the Balance sheet date and are included in other creditors.

#### 16. Related party transactions

During the year the charity received a grant of £280,900 (2022: £313,000) from The Lambeth Trust. The Lambeth Trust is a related party as there was one Trustee in common during the year ended 31 March 2022, Mr Ken Costa.

**RECONCILING LEADERS NETWORK**

England & Wales - Charity number 1176374

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# Accounts

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Charity number: 1176374  
Company number: CE012734

**RECONCILING LEADERS NETWORK**  
**(A charitable incorporated organisation)**

**TRUSTEES' REPORT, INDEPENDENT EXAMINER'S REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

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## RECONCILING LEADERS NETWORK

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## RECONCILING LEADERS NETWORK

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

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<b>Trustees</b>	Canon David Porter, Chair (appointed 31 March 2022) Mr Ken Costa, Chair (resigned 31 March 2022) Canon Sarah Snyder (resigned 31 March 2022) Mrs Fatima Wesson (resigned 31 March 2022) Mr Glyn Barrett (resigned 31 March 2022) Mrs Clare Chapman (resigned 31 March 2022) Rev Jesutosin Oladipo (appointed 24 March 2022) Rev Christopher Russell (appointed 24 March 2022)
<b>Charity registered number</b>	1176374
<b>Principal office</b>	Lambeth Palace Lambeth Palace Road London SE1 7JU
<b>Independent Examiner</b>	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
<b>Bankers</b>	Barclays 99 Hatton Gardens London EC1N 8DN
<b>Solicitors</b>	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
<b>Accountants</b>	Charity Accounting Services B108 Trident Business Centre 89 Bickersteth Road London SW17 9SH

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

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The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Directors' Report, together with the financial statements of RLN for the year ended 31 March 2022.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is constituted as a Charitable Incorporated Organisation. Its governing document is its memorandum and articles of association.

##### Organisational structure

Governance: The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and an induction process for new Trustees. On-going training is made available to Trustees as required. At the end of the financial year all Trustees resigned (Kenneth Costa, Clare Chapman, Fatima Wesson, Sarah Snyder and Glyn Barrett) and three new Trustees were appointed (Canon David Porter, Rev Jesutosin Oladipo and Rev Christopher Russell). This reflects the strategic decision for the oversight of the Reconciling Leaders Network to be passed to the Archbishop of Canterbury's senior team at Lambeth Palace.

The Reverend Canon Flora Winfield is the Archbishop's Advisor for Reconciliation and the de facto CEO of RLN.

Management and administration: RLN is administered by Rebecca Stewart (Goldstar Partners). Goldstar Partners provide charity office administration services and company secretarial duties under a contract with RLN. Charity Accounting Services provide book-keeping and accounting services to RLN.

The principal risk facing RLN is the ongoing uncertainty created by Covid-19, both operationally and financially. The pandemic has significantly changed the activity of the RLN team: face-to-face training for facilitators has been postponed and new digital delivery has been developed. There is also uncertainty regarding the level of future grants from the Lambeth Trust and other funders given the economic downturn.

#### ACHIEVEMENT AND PERFORMANCE

The vision of the Archbishop of Canterbury's Reconciliation Ministry is for the church to be a reconciling presence in the midst of conflict. RLN's purpose is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society, for the public benefit, both internationally and nationally.

During this period, the RLN team have focused on developing the 'Difference' course, evaluating its effectiveness, training hosts to deliver the resource, and launching a digital platform. The two goals are 1) to extend the reach and grown the movement; and 2) to equip and resource the movement.

The Difference course has been reconfigured and adapted to facilitate groups meeting online and this has accelerated the growth and distribution of the course, both nationally and internationally. Difference is being piloted in prisons and a contextualised version for prison groups is being developed. The course and training on how to run the course have been translated into Portuguese and Spanish, to serve as a resource for Latin America and further afield.

Over 1,500 individuals have completed their training, equipping them to run the Difference course. With another 1,000 individuals creating an account on the Training & Resources hub, registering their interest in running Difference. Difference courses have run in 26 countries, with an estimated 8,000 individuals participating or soon to participate in a course. Through monthly emails Difference engages with 4,000+ individuals, with an average open rate over 50%.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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The team have worked with senior church leadership to integrate reconciling practices and principles into the life and rhythm of church and community, offering the Difference course as a resource for leaders to equip their congregations and churches. Developed a bespoke Difference programme for senior church leaders in preparation for the forthcoming Lambeth Conference.

Difference 'Champions' have helped strengthen Difference over the last year, and will be a key part of future development. The Champions integrate Difference into the rhythm of their church life, run diocese wide roll outs of the course and pioneer Difference in sectors such as prisons.

#### **FUTURE PLANS**

The next financial year will focus on the following areas of development and growth:

- Increase awareness and engagement through digital communications, including mini-campaigns on reconciliation themes, such as 'Prayers for Peace'. A monthly email that resources subscribers with ideas, theological reflection and practical next steps on reconciliation and peacemaking.
- Create a sustainable method of training to facilitate scale: Continue to refine the user experience on the Training and Resource hub, with a supportive automated email journey for users.
- Church and Chaplaincy engagement. Launch Difference for Prison groups in May 2022, at the Anglican Prison Chaplains Conference. Train chaplains across Christian denominations on running Difference in prisons. Develop Difference for young people and a resource for interfaith groups. Host the Archbishop of Canterbury's keynote address on Reconciliation at Lambeth Palace, with invited guest.
- Increase international engagement. Translation of the course into French and Arabic, hosted online in the Training and Resource hub. Translation options integrated into the website.
- Support the Archbishop of Canterbury with wider reconciliation priorities; especially the forthcoming Lambeth Conference where the team will serve the wider reconciliation programme at the conference.

#### **FINANCIAL REVIEW**

The total income for the period was £313,000 comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. Remuneration is set by the Trustees, taking into consideration market rates of pay for similar positions. The total funds of Reconciling Leaders Network at 31 March 2022 were £117,672.

#### **Reserves policy**

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the unrestricted funds at 31 March 2022 of £117,672 meets these objectives.

#### **Public benefit**

The Trustees have regard to the Charity Commission's guidance on public benefit. Taking the Charity Commission's guidance into consideration, the Board is satisfied that the public benefit requirements have been met. The Archbishop's priority of reconciliation provides resources to encourage people in their Christian faith.

#### **Going Concern**

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 1.

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**RECONCILING LEADERS NETWORK**

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**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2022**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

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

Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

Approved by order of the members of the board of Trustees on 27th September 2022 and signed on their behalf by:



**Canon David Porter**  
Chair

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## RECONCILING LEADERS NETWORK

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2022

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#### Independent examiner's report to the Trustees of Reconciling Leaders Network ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2022, which are set out on pages 6 to 15.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Dated: 4th October 2022

Tim Redwood FCA

**Crowe U.K. LLP**  
55 Ludgate Hill  
London  
EC4M 7JW

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**RECONCILING LEADERS NETWORK**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2022**

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	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
<b>Income from:</b>					
Donations	4	-	313,000	313,000	173,877
<b>Total income</b>		-	313,000	313,000	173,877
<b>Expenditure on:</b>					
Charitable activities	5	13,000	264,360	277,360	233,771
<b>Total expenditure</b>		13,000	264,360	277,360	233,771
<b>Net movement in funds</b>		(13,000)	48,640	35,640	(59,894)
<b>Reconciliation of funds:</b>					
Total funds brought forward		13,000	69,032	82,032	141,926
Net movement in funds		(13,000)	48,640	35,640	(59,894)
<b>Total funds carried forward</b>		-	117,672	117,672	82,032

The notes on pages 8 to 15 form part of these financial statements.

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**RECONCILING LEADERS NETWORK**

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**BALANCE SHEET  
AS AT 31 MARCH 2022**

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	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	10	39	777
		39	777
<b>Current assets</b>			
Debtors	11	769	759
Cash at bank and in hand		130,355	97,068
		131,124	97,827
Creditors: amounts falling due within one year	12	(13,491)	(16,572)
		117,633	81,255
<b>Net current assets</b>		117,633	81,255
<b>Total net assets</b>		117,672	82,032
<b>Charity funds</b>			
Restricted funds	13	-	13,000
Unrestricted funds	13	117,672	69,032
		117,672	82,032
<b>Total funds</b>		117,672	82,032

The financial statements were approved and authorised for issue by the Trustees on 27th September 2022 and signed on their behalf by:



**Canon David Porter**  
Chair

The notes on pages 8 to 15 form part of these financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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#### 1. General information

Reconciling Leaders Network is a charitable incorporated organisation limited by guarantee (registered number CE012734) and a registered charity in England and Wales (number 1176374). Its registered office is Lambeth Palace, Lambeth Palace Road, London, SE1 7JU.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and that there are no material uncertainties about its ability to continue. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

##### 2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### 2.4 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

##### 2.5 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	33%
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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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#### 2. Accounting policies (continued)

##### 2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### 2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

##### 2.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

##### 2.10 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

##### 2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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#### 3. Critical accounting estimates and areas of judgement

In the application of the charity's accounting policies, Trustees are required to make judgments, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

#### 4. Income from donations

	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Grants	313,000	<b>313,000</b>	173,877
<i>Total 2021</i>	173,877	173,877	

#### 5. Analysis of expenditure on charitable activities

##### Summary by fund type

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Charitable activities	13,000	264,360	<b>277,360</b>	233,771
<i>Total 2021</i>	7,000	226,771	233,771	

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

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**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2022 £</b>	<b>Support costs 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Charitable activities	234,921	42,439	<b>277,360</b>	233,771
<i>Total 2021</i>	<u>189,523</u>	<u>44,248</u>	<u>233,771</u>	

**Analysis of direct costs**

	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Staff costs	<b>149,165</b>	167,200
Other direct costs	<b>85,756</b>	22,323
	<u><b>234,921</b></u>	<u>189,523</u>

**Analysis of support costs**

	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Depreciation	<b>738</b>	869
Office costs	<b>1,148</b>	1,258
Accounting and bookkeeping	<b>9,000</b>	8,358
Trust Executive	<b>26,000</b>	28,800
Miscellaneous costs	<b>393</b>	43
Governance costs: Independent Examiner's fee	<b>5,160</b>	4,920
	<u><b>42,439</b></u>	<u>44,248</u>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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#### 7. Independent examiner's remuneration

	2022 £	2021 £
Fees payable to the charity's independent examiner for the independent examination of the charity's annual accounts	<u>5,160</u>	<u>4,920</u>

#### 8. Staff costs

	2022 £	2021 £
Wages and salaries	126,677	140,546
Social security costs	9,820	11,497
Contribution to defined contribution pension schemes	12,668	15,157
	<u>149,165</u>	<u>167,200</u>

The average number of persons employed by the charity during the year was as follows:

	2022 No.	2021 No.
Average headcount	<u>3</u>	<u>3</u>

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits of key management personnel were £149,165 (2021: £148,474).

The key management personnel consists of the Reconciling Leaders Network Co-ordinator, Reconciling Leaders Network Director and Director of Peacebuilding.

#### 9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration, benefits in kind or reimbursement of expenses (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

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**10. Tangible fixed assets**

	<b>Office equipment £</b>
<b>Cost</b>	
At 1 April 2021	2,607
At 31 March 2022	2,607
<b>Depreciation</b>	
At 1 April 2021	1,830
Charge for the year	738
At 31 March 2022	2,568
<b>Net book value</b>	
At 31 March 2022	39
<i>At 31 March 2021</i>	777

**11. Debtors**

	<b>2022 £</b>	<i>2021 £</i>
Other debtors	769	759
	769	759

**12. Creditors: Amounts falling due within one year**

	<b>2022 £</b>	<i>2021 £</i>
Trade creditors	2,448	1,724
Other taxation and social security	3,460	3,928
Other creditors	1,103	-
Accruals and deferred income	6,480	10,920
	13,491	16,572

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

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**13. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>				
General Funds - all funds	69,032	313,000	(264,360)	117,672
<b>Restricted funds</b>				
Prison Fund	13,000	-	(13,000)	-
<b>Total of funds</b>	<b>82,032</b>	<b>313,000</b>	<b>(277,360)</b>	<b>117,672</b>

**Statement of funds - prior year**

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2021 £</i>
<b>Unrestricted funds</b>					
General Funds	141,926	173,877	(226,771)	(20,000)	69,032
<b>Restricted funds</b>					
Prison Fund	-	-	(7,000)	20,000	13,000
<b>Total of funds</b>	<b>141,926</b>	<b>173,877</b>	<b>(233,771)</b>	<b>-</b>	<b>82,032</b>

**Prison Fund**

This fund finances part of the salary of a staff member to support prison support activities.

The transfer in the year ended 31 March 2021 amounting to £20,000 from Unrestricted General Funds to the Prison Fund represents income that had been received in a prior year restricted to the Prison Fund.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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#### 14. Analysis of net assets between funds

##### Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	39	39
Current assets	131,124	131,124
Creditors due within one year	(13,491)	(13,491)
<b>Total</b>	<u>117,672</u>	<u>117,672</u>

##### Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	777	777
Current assets	13,000	84,827	97,827
Creditors due within one year	-	(16,572)	(16,572)
<b>Total</b>	<u>13,000</u>	<u>69,032</u>	<u>82,032</u>

#### 15. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £12,668 (2021: £14,516). Contributions totalling £1,103 (2021: £43) were payable to the fund at the Balance sheet date and are included in other creditors.

#### 16. Related party transactions

During the year the charity received a grant of £313,000 (2021: £173,876) from The Lambeth Trust. The Lambeth Trust is a related party as there was one Trustee in common during the year ended 31 March 2022, Mr Ken Costa.

**RECONCILING LEADERS NETWORK**

England & Wales - Charity number 1176374

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# Accounts

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**Charity number: 1176374**  
**Company number: CE012734**

**RECONCILING LEADERS NETWORK**  
**(A charitable incorporated organisation)**

**TRUSTEES' REPORT, INDEPENDENT EXAMINER'S REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

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## RECONCILING LEADERS NETWORK

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## RECONCILING LEADERS NETWORK

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

---

<b>Trustees</b>	Mr Ken Costa, Chairman Mrs Clare Chapman Canon Sarah Snyder Mrs Fatima Wesson Mr Glyn Barrett (appointed 1 July 2020)
<b>Charity registered number</b>	1176374
<b>Principal office</b>	Lambeth Palace Lambeth Palace Road London SE1 7JU
<b>Independent Examiner</b>	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
<b>Bankers</b>	Barclays 99 Hatton Gardens London EC1N 8DN
<b>Solicitors</b>	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
<b>Accountants</b>	Charity Accounting Services B108 Trident Business Centre 89 Bickersteth Road London SW17 9SH

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

---

The Trustees of the Reconciling Leaders Network (RLN) are pleased to present their Report, which includes the Directors' Report, together with the financial statements of RLN for the year ended 31 March 2021.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

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##### Organisational structure

**Governance:** The Trustees are appointed for fixed terms and, by mutual consent, may be reappointed. Trustees are recruited with regard to their respective areas of knowledge, skills and experience. There is a comprehensive pre-appointment briefing and an induction process for new Trustees. On-going training is made available to Trustees as required. During this financial year Glyn Barrett was appointed as a new Trustee, serving on the board alongside Kenneth Costa, Clare Chapman, Fatima Wesson and Sarah Snyder.

The Reverend Canon Flora Winfield is the Archbishop's Advisor for Reconciliation and the de facto CEO of RLN.

**Management and administration:** RLN is administered by Rebecca Stewart (Goldstar Partners). Goldstar Partners provide charity office administration services and company secretarial duties under a contract with RLN. Charity Accounting Services provide book-keeping and accounting services to RLN.

The principal risk facing RLN is the ongoing uncertainty created by Covid-19, both operationally and financially. The pandemic has significantly changed the activity of the RLN team: face-to-face training for facilitators has been postponed and new digital delivery has been developed. There is also uncertainty regarding the level of future grants from the Lambeth Trust and other funders given the economic downturn.

#### ACHIEVEMENT AND PERFORMANCE

The vision of the Archbishop of Canterbury's Reconciliation Ministry is for the church to be a reconciling presence in the midst of conflict. RLN's purpose is to train, equip and inspire a generation to live as peacemakers and reconcilers for a just and flourishing society, for the public benefit, both internationally and nationally.

During this period, the RLN team have focused on developing the 'Difference' course, evaluating its effectiveness, training hosts to deliver the resource, and launching a digital platform. The two goals are 1) to extend the reach and grown the movement; and 2) to equip and resource the movement.

Due to the impact of the pandemic and the rapid change of how church groups gathered, the Difference course was reconfigured and adapted to facilitate groups meeting online. By May 2020 a version of the Difference course for online groups was available alongside the in- person version.

Training on how to run the course also moved from an in-person day event, to a shorter training via video-conference. The shift to online training increased international engagement. During the year 468 course hosts were trained online. Plans are in place to transition the training from face-to-face video-conferences to filmed training sessions accessible through an online learning system, enabling people to access the training anytime from anywhere.

An international learning review on the Difference course across nine countries was undertaken, with in-depth focus groups and learning reports. The recommendations from the review have been implemented to strengthen the course and its delivery.

The team have worked with senior church leadership to integrate reconciling practices and principles into the life and rhythm of church and community, offering the Difference course as a resource for leaders to equip their congregations and churches.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

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Difference 'Champions' have helped strengthen Difference over the last year, and will be a key part of future development. The Champions integrate Difference into the rhythm of their church life, run diocese-wide roll outs of the course and pioneer Difference in sectors such as prisons.

#### **FUTURE PLANS**

The next financial year will focus on the following areas of development and growth:

- Increase awareness and engagement through digital communications. In April and May 2021 an online campaign will launch featuring a film series from Archbishop Justin Welby. The campaign and film series aims to grow email subscriptions and engagement with Difference, increasing the number of people running the Difference Course. Further awareness generation is planned through additional broadcasts such as Christian radio, podcast and Christian TV networks.
- Create a sustainable method of training to facilitate scale. In summer 2021 training on how to run the Difference course will transition to an online, asynchronous learning platform, with training films that people can view anytime, anywhere. Develop partnerships with other online learning platforms to also host Difference.
- Church and Chaplaincy engagement – working with Bishops and Deans in England to support and resource their reconciliation work in churches and communities, in particular a close partnership with the diocese of Coventry. Work with Forces Chaplains in the Royal Air Force and British Army, offering the Difference course as a resource. Work with chaplaincies in prisons, offering low-tech options for running the course in prisons, for example the need to provide DVDs with course content.
- Increase international engagement. The course will be translated into Spanish and Portuguese by autumn 2021. Resource Difference Champions who engage with and promote Difference in their context.
- Support the Archbishop of Canterbury with wider reconciliation priorities and preparation for Lambeth Conference 2022.

#### **FINANCIAL REVIEW**

The total income for the period was £173,877 comprising grants and donations. The Trustees seek to continue to release the funds raised each year to fund the work of the charity. The total funds of Reconciling Leaders Network at 31 March 2021 were £82,032.

#### **Reserves policy**

Taking one year with another, the Trustees seek to spend all net income as it arises. Trustees seek to maintain a sufficient base of unrestricted funds appropriate to the operation of the charity. The Trustees consider that the value of the unrestricted funds at 31 March 2021 of £69,032 meets these objectives.

#### **Going Concern**

After making appropriate enquiries, including assessments of the key risks and future budgets, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies at Note 1.

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## RECONCILING LEADERS NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

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#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, of the charitable incorporated organisation for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable incorporated organisation will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable incorporated organisation. These enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charitable incorporated organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The make-up of the Trustee body is reviewed regularly to ensure that it is suitably skilled and diverse.

Approved by order of the members of the board of Trustees on 22 June 2021 and signed on their behalf by:



**Mr Ken Costa**  
Chairman

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## RECONCILING LEADERS NETWORK

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2021

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#### Independent examiner's report to the Trustees of Reconciling Leaders Network ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2021, which are set out on pages 4 to 13.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

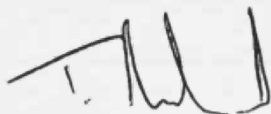
#### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Dated: 6 August 2021

Tim Redwood FCA

**Crowe U.K. LLP**  
55 Ludgate Hill  
London  
EC4M 7JW

**RECONCILING LEADERS NETWORK**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>					
Donations	4	-	173,877	173,877	414,384
<b>Total income</b>		-	173,877	173,877	414,384
<b>Expenditure on:</b>					
Charitable activities	5	7,000	226,771	233,771	339,237
<b>Total expenditure</b>		7,000	226,771	233,771	339,237
<b>Net (expenditure)/income</b>					
Transfers between funds	13	(7,000) 20,000	(52,894) (20,000)	(59,894) -	75,147 -
<b>Net movement in funds</b>		13,000	(72,894)	(59,894)	75,147
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	141,926	141,926	66,779
Net movement in funds		13,000	(72,894)	(59,894)	75,147
<b>Total funds carried forward</b>		13,000	69,032	82,032	141,926

The notes on pages 8 to 15 form part of these financial statements.

**RECONCILING LEADERS NETWORK**

**BALANCE SHEET  
AS AT 31 MARCH 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	10	777	1,647
		<u>777</u>	<u>1,647</u>
<b>Current assets</b>			
Debtors	11	759	482
Cash at bank and in hand		97,068	164,718
		<u>97,827</u>	<u>165,200</u>
Creditors: amounts falling due within one year	12	(16,572)	(24,921)
<b>Net current assets</b>		<u>81,255</u>	<u>140,279</u>
<b>Total net assets</b>		<u>82,032</u>	<u>141,926</u>
<b>Charity funds</b>			
Restricted funds	13	13,000	-
Unrestricted funds	13	69,032	141,926
<b>Total funds</b>		<u>82,032</u>	<u>141,926</u>

The financial statements were approved and authorised for issue by the Trustees on 22 June 2021 and signed on their behalf by:

*C. Chapman*

**Mrs Clare Chapman**

*Ken Costa*

**Mr Ken Costa  
(Chair of Trustees)**

The notes on pages 8 to 15 form part of these financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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#### 1. General information

Reconciling Leaders Network is a charitable incorporated organisation limited by guarantee (registered number CE012734) and a registered charity in England and Wales (number 1176374). Its registered office is Lambeth Palace, Lambeth Palace Road, London, SE1 7JU.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Reconciling Leaders Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Going concern

Having reviewed the financial position, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and that there are no material uncertainties about its ability to continue. Accordingly they continue to adopt a going concern basis in preparing the financial statements.

##### 2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### 2.4 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource.

##### 2.5 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	33%
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##### 2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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#### 2. Accounting policies (continued)

##### 2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

##### 2.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

##### 2.10 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

##### 2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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#### 3. Critical accounting estimates and areas of judgement

In the application of the charity's accounting policies, Trustees are required to make judgments, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the Balance Sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

#### 4. Income from donations

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Grants	173,877	173,877	414,384

#### 5. Analysis of expenditure on charitable activities

##### Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable activities	7,000	226,771	233,771	339,237
<i>Total 2020</i>	-	339,237	339,237	

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Charitable activities	189,523	44,248	233,771	339,237
	<u>189,523</u>	<u>44,248</u>	<u>233,771</u>	<u>339,237</u>
<i>Total 2020</i>	<u>295,023</u>	<u>44,214</u>	<u>339,237</u>	

**Analysis of direct costs**

	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Staff costs	167,200	186,432
Other direct costs	22,323	108,591
	<u>189,523</u>	<u>295,023</u>

**Analysis of support costs**

	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Depreciation	869	568
Office costs	1,258	1,487
Accounting and bookkeeping	8,358	6,888
Trust Executive	28,800	28,800
Miscellaneous costs	43	975
Governance costs: Independent Examiner's fee	4,920	4,800
Governance costs: Legal fees	-	696
	<u>44,248</u>	<u>44,214</u>

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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#### 7. Independent examiner's remuneration

	2021 £	2020 £
Fees payable to the charity's independent examiner for the independent examination of the charity's annual accounts	<u>4,920</u>	<u>4,800</u>

#### 8. Staff costs

	2021 £	2020 £
Wages and salaries	140,546	166,861
Social security costs	11,497	16,473
Contribution to defined contribution pension schemes	15,157	3,098
	<u>167,200</u>	<u>186,432</u>

The average number of persons employed by the charity during the year was as follows:

	2021 No.	2020 No.
Average headcount	<u>3</u>	<u>4</u>

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits of key management personnel were £148,474 (2020: £149,890).

#### 9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration, benefits in kind or reimbursement of expenses (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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**10. Tangible fixed assets**

	<b>Office equipment £</b>
<b>Cost</b>	
At 1 April 2020	2,607
At 31 March 2021	2,607
<b>Depreciation</b>	
At 1 April 2020	960
Charge for the year	870
At 31 March 2021	1,830
<b>Net book value</b>	
At 31 March 2021	777
At 31 March 2020	1,647

**11. Debtors**

	<b>2021 £</b>	<b>2020 £</b>
Other debtors	759	482
	759	482

**12. Creditors: Amounts falling due within one year**

	<b>2021 £</b>	<b>2020 £</b>
Trade creditors	1,724	4,250
Other taxation and social security	3,928	4,171
Other creditors	-	279
Accruals and deferred income	10,920	16,221
	16,572	24,921

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**RECONCILING LEADERS NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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**13. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>					
General Funds	141,926	173,877	(226,771)	(20,000)	69,032
<b>Restricted funds</b>					
Prison Fund	-	-	(7,000)	20,000	13,000
<b>Total of funds</b>	<b>141,926</b>	<b>173,877</b>	<b>(233,771)</b>	<b>-</b>	<b>82,032</b>

**Statement of funds - prior year**

	<i>Balance at 1 April 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2020 £</i>
<b>Unrestricted funds</b>				
General Funds		66,779	414,384	(339,237)
				141,926

**Prison Fund**

This fund finances part of the salary of a staff member to support prison support activities.

The transfer in the year ended 31 March 2021 amounting to £20,000 from Unrestricted General Funds to the Prison Fund represents income that had been received in a prior year restricted to the Prison Fund.

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## RECONCILING LEADERS NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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#### 14. Analysis of net assets between funds

##### Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	777	777
Current assets	13,000	84,827	97,827
Creditors due within one year	-	(16,572)	(16,572)
<b>Total</b>	<b>13,000</b>	<b>69,032</b>	<b>82,032</b>

##### Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	1,647	1,647
Current assets	165,200	165,200
Creditors due within one year	(24,921)	(24,921)
<b>Total</b>	<b>141,926</b>	<b>141,926</b>

#### 15. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £14,516 (2020: £3,098). Contributions totalling £43 (2020: £279 overpaid) were payable to the fund at the Balance sheet date and are included in other creditors.

#### 16. Related party transactions

During the year the charity received a grant of £173,876 (2020: £371,881) from The Lambeth Trust. The Lambeth Trust is a related party as there were two Trustees in common during the year ended 31 March 2021, Mr Ken Costa and Mrs Clare Chapman (resigned as a Trustee of the Lambeth Trust on 1 July 2020).