

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

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

FOR THE YEAR ENDED 31 MARCH 2022

RECONCILING LEADERS NETWORK

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RECONCILING LEADERS NETWORK

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

Trustees	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)
Charity registered number	1176374
Principal office	Lambeth Palace Lambeth Palace Road London SE1 7JU
Independent Examiner	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	Barclays 99 Hatton Gardens London EC1N 8DN
Solicitors	Hunters 9 New Square Lincoln's Inn London WC2A 3QN
Accountants	Charity Accounting Services B108 Trident Business Centre 89 Bickersteth Road London SW17 9SH

RECONCILING LEADERS NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

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%.

RECONCILING LEADERS NETWORK

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

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.

RECONCILING LEADERS NETWORK

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

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

RECONCILING LEADERS NETWORK

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

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

RECONCILING LEADERS NETWORK

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

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

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

RECONCILING LEADERS NETWORK

BALANCE SHEET AS AT 31 MARCH 2022

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

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.

RECONCILING LEADERS NETWORK

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

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

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

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.

RECONCILING LEADERS NETWORK

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

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

5. Analysis of expenditure on charitable activities

Summary by fund type

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

RECONCILING LEADERS NETWORK

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

6. Analysis of expenditure by activities

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

Analysis of direct costs

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

Analysis of support costs

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

RECONCILING LEADERS NETWORK

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

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).

RECONCILING LEADERS NETWORK

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

10. Tangible fixed assets

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

11. Debtors

	2022 £	2021 £
Other debtors	769	759
	<u>769</u>	<u>759</u>

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
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
	<u>13,491</u>	<u>16,572</u>

RECONCILING LEADERS NETWORK

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

13. Statement of funds

Statement of funds - current year

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

Statement of funds - prior year

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

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.

RECONCILING LEADERS NETWORK

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

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)
Total	117,672	117,672

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)
Total	13,000	69,032	82,032

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.