

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

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

FOR THE YEAR ENDED 31 MARCH 2023

RECONCILING LEADERS NETWORK

CONTENTS

	Page
Reference and administrative details of the charity, its Trustees and advisers	1
Trustees' report	2 - 4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Notes to the financial statements	8 - 16

RECONCILING LEADERS NETWORK

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

Trustees	Canon David Porter, Chair Rev Jesutosin Oladipo Rev Christopher Russell
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 2023

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.

RECONCILING LEADERS NETWORK

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

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 (CEEEO) 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.

RECONCILING LEADERS NETWORK

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

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

RECONCILING LEADERS NETWORK

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

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

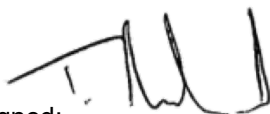
Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

RECONCILING LEADERS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

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


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

RECONCILING LEADERS NETWORK

BALANCE SHEET AS AT 31 MARCH 2023

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

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.

RECONCILING LEADERS NETWORK

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

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 2023

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 2023

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

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £	Total 2022 £
Charitable activities	-	244,804	244,804	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>	

RECONCILING LEADERS NETWORK

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

6. Analysis of expenditure by activities

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

Analysis of direct costs

	Total funds 2023 £	Total funds 2022 £
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

	Total funds 2023 £	Total funds 2022 £
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>

RECONCILING LEADERS NETWORK

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

7. Independent examiner's remuneration

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

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
	130,201	149,165

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

	2023 No.	2022 No.
Average headcount	2	3

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).

RECONCILING LEADERS NETWORK

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

10. Tangible fixed assets

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

11. Debtors

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

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
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
	<u>10,993</u>	<u>13,491</u>

RECONCILING LEADERS NETWORK

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

13. Statement of funds

Statement of funds - current year

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

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>
Unrestricted funds				
General Funds - all funds	69,032	313,000	(264,360)	117,672

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

Prison Fund

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

RECONCILING LEADERS NETWORK

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

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

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

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)
Total	117,672	117,672

RECONCILING LEADERS NETWORK

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

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.