

RECONCILING LEADERS NETWORK
(A charitable incorporated organisation)

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

FOR THE YEAR ENDED 31 MARCH 2024

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 2024

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

RECONCILING LEADERS NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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.

RECONCILING LEADERS NETWORK

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

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.

RECONCILING LEADERS NETWORK

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

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.

RECONCILING LEADERS NETWORK

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

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).

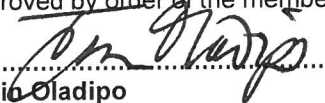
Charity law requires the trustees to prepare a statement of assets and liabilities for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation and of the incoming resources and application of resources, including the receipts and payments, 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

RECONCILING LEADERS NETWORK

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

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

RECONCILING LEADERS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

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


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

RECONCILING LEADERS NETWORK

BALANCE SHEET AS AT 31 MARCH 2024

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

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.

RECONCILING LEADERS NETWORK

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

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.

RECONCILING LEADERS NETWORK

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

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.

RECONCILING LEADERS NETWORK

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

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 2024 £	Total funds 2024 £	<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

	Restricted funds 2024 £	Total funds 2024 £	<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 £	<i>Total 2023 £</i>
Charitable activities	2,748	265,861	268,609	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 £	<i>Total funds 2023 £</i>
Charitable activities	240,883	27,726	268,609	244,803
	=====	=====	=====	=====
<i>Total 2023</i>	200,290	44,513	244,803	
	=====	=====	=====	

Analysis of direct costs

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

RECONCILING LEADERS NETWORK

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

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	<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
	<u>27,726</u>	<u>44,513</u>

8. Independent examiner's remuneration

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

9. Staff costs

	2024 £	<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
	<u>127,296</u>	<u>130,200</u>

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

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

RECONCILING LEADERS NETWORK

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

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>

RECONCILING LEADERS NETWORK

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

13. Statement of funds

Statement of funds - current year

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

Statement of funds - prior 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
	<hr/>	<hr/>	<hr/>	<hr/>

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 2024

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)
Total	<u>4,252</u>	<u>131,908</u>	<u>136,160</u>

Analysis of net assets between funds - prior period

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