

DIVERSE CHURCH

England & Wales · Charity number 1179441

Details

Status Registered

Legal form CIO

Registered 2018-08-03

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

Contact

Address 18 Albert Drive
Belfast
BT6 9JH

Phone 07896694548

Email hello@diversechurch.co.uk

Website <http://diversechurch.website/>

Activities

Objects: THE ADVANCEMENT OF THE CHRISTIAN FAITH, IN PARTICULAR, BUT NOT EXCLUSIVELY, AMONGST LESBIAN, GAY, BISEXUAL, TRANS, QUEER, QUESTIONING, INTERSEX AND ASEXUAL (LGBTQIA+) CHRISTIANS, AND HUMAN RIGHTS, THROUGH1. THE PROMOTION OF RELIGIOUS HARMONY;2. THE PROMOTION OF A PUBLIC SENTIMENT THAT WILL PUT AN END TO DISCRIMINATORY TREATMENT OF LGBTQIA+ CHRISTIANS;3. THE PROVISION OF PASTORAL SUPPORT;4. THE PROVISION OF THEOLOGICAL DISCUSSION;5. AND OTHER RELATED ACTIVITIES AS THE TRUSTEES FROM TIME TO TIME THINK FIT?

Activities: Diverse Church fosters Christian communities across the United Kingdom that enable young LGBTQIA people to celebrate their identity and flourish in faith. These provide a safe space for LGBTQIA Christians to share their experience of their sexuality, to discuss the interrelation of their sexuality and Christian theology.

Classification

- **How:** Provides Services
- **What:** Religious Activities, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£2,609	£14,208	-	-
2023-12-31	£25,900	£16,309	-	-
2022-12-31	£23,567	£16,574	-	-
2021-12-31	£13,308	£4,125	-	-
2020-12-31	£1,785	£875	-	-

Trustees

Name	Role	Appointed
Rachel Claire Kehoe	Chair	2020-01-21
Alec Henry Tooms		2022-09-06
Angela Jade Irwin		2020-01-21
Katie Jane Allen		2021-04-19
Simon Harry Brooke		2022-09-06

DIVERSE CHURCH

England & Wales - Charity number 1179441

Accounts



Diverse Church

Report of the Trustees For the year ended 31 December 2024

The trustees present their report, which covers the period from 1 January 2024 to the year end 31 December 2024, together with the financial statements of the charity for the year ended 31 December 2024. The trustees have prepared the accounts on a receipts and payments basis as the total income of the charity is less than the SORP threshold for the year, in line with Charity Commission guidance, CC15d November 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179441

Correspondence Address

18 Albert Drive
Belfast
BT6 9JH

Trustees

Revd Dr S.M. Wells (Chair – resigned January 2024)
R. C. Kehoe (Chair as of January 2024)
A. J. Irwin
P.S. Counsell (until June 2024)
V. Taylor-Blackford
K. J. Allen
A. H. Tooms
S. H. Brooke
N. C. J. Dawson

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Constitution, and is a Charitable Incorporated Organisation (CIO - Foundation) and was registered with the Charities Commission on 3 August 2018.

Recruitment and appointment of new trustees

The trustees of the charity are responsible for the leadership and management of the charity to fulfil the objects of the charity in line with Christian principles and legal requirements. Appointment of additional trustees is the responsibility of the existing trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Diverse Church was founded in 2014 by Revd Sally Hitchiner, who over the next several years established and developed the organisation, and served as our first National Director. Diverse Church was established and exists to foster Christian communities across the United Kingdom and Ireland that enable young LGBTQIA+ people to celebrate their identity and flourish in faith. These communities provide a safe space for LGBTQIA+ Christians to share their experience of their sexuality and gender identity, to discuss the interrelation of their sexuality or gender identity and theology, and to support each other. Diverse Church also supports young LGBTQIA+ people for whom faith has been a particularly challenging part of their lives and experiences, who may no longer identify with faith as a result.

The objects of the Church are for the benefit of the public, and are

The advancement of the Christian faith, in particular, but not exclusively, amongst lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual (LGBTQIA+) Christians, and human rights, through 1. The promotion of religious harmony; 2. The promotion of a public sentiment that will put an end to discriminatory treatment of LGBTQIA+ Christians; 3. The provision of pastoral support; 4. The provision of theological discussion; 5. And other related activities as the trustees from time to time think fit.

In accordance with its aims, Diverse Church has planned and delivered a range of support and activities throughout the year. This support and the activities were planned with due regard to the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion.

Diverse Church participants become part of online cohorts using a closed Facebook group, and create communities of 50-100 members. Given the situations many of the young LGBTQIA+ people who join Diverse Church have experienced, the welcome into the group is especially important. The beauty and importance of this welcoming process where people, who have often been very isolated, are able to talk to somebody supportive who will listen, potentially even for the first time, cannot be underestimated. It is easy to forget just how powerful and important this is, but a beautiful quote from one of the members sums it up perfectly:

So I'm sure most, if not all, of us have struggled with the idea that we had to choose either our sexual identity or our faith/religion. But being here, it's so comforting and reassuring to have a place/group where both (y)our faith and sexuality can coexist without having to choose one, or be more one way than the other.

There are online meetups and discussions for encouragement and support, with communication and support from Diverse Church facilitators and local and national physical meet ups arranged, as an additional layer of development. These online meetups and discussions and physical meetups include training, thematic workshops, encouragement, wellbeing activities and collective acts of worship or reflection.

Aims and purposes

The Trustees are responsible for ensuring that Diverse Church fulfils its charitable aims, which are to advance the Christian faith, in particular, but not exclusively, amongst LGBTQIA+ Christians, and human rights, through the promotion of religious harmony, the promotion of a public sentiment that will put an end to discriminatory treatment of LGBTQIA+ Christians, the provision of pastoral support, the provision of theological discussion and other related activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities and review of the year

Diverse Church is open to all LGBTQIA+ young adults, with a faith or of no faith, to provide support, and encouragement at what can be very difficult parts of the individual's journey.

During 2024, Diverse Church supported members, parents and carers, friends and wider communities such as charities, community groups and faith-based groups in a range of ways, including peer support groups, training, workshops, mentoring, reflections and social events. A total of 270 LGBTQ+ young adults, 220 parents and carers, 25 young people (under 18 years old), 16 community based organisations and 63 faith leaders have been supported by DC throughout 2024. Moreover we have a wide public reach, with 4.8K followers on X, 830 Facebook page followers and 2.5K members on our Diverse Church Friends Facebook group.

Young people continue to join DC, finding community which helps them breathe, think, feel, connect and be themselves. With many LGBTQIA+ people already experiencing oppression and discrimination in their family units, workplaces, hometowns and faith groups, inequalities (e.g. health and education inequalities) can be disproportionately painful for many people involved in DC communities. The need for such safe, brave and inclusive spaces continues. DC takes a blended approach to provision of support and services, with a mixture of online and in person programmes, always prioritising the needs and wellbeing of the communities. In the words of a DC member,

"I have been told so many times in so many ways that I am bad, wrong and sinful. I have been removed from positions of leadership purely because of my gender identity. It has been so restorative for my heart, mind and soul to find a community where I can not only be myself in safety, but where this is celebrated." – DC Member

As well as facilitated workshops and sessions lead primarily by the DC Director, DC members themselves have taken opportunities to contribute both within the DC communities and more publicly through DC's platforms. Members have generously shared their stories, offered activities for the wider groups using their skill sets, provided advice and information, mentored, written poems or songs, prayed, campaigned, networked and collaborated. Special events were held throughout the year, often linking with significant calendar dates such as Pride month, Lent and Advent. The willingness of DC members to open their minds, hearts and lives has sustained communities that truly feel connected, as well as resourcing the public and wider society to become more mindful and inclusive in their own communities and lives.

As an organisation, we were able to scale up many of the projects and community supports that are vital for LGBTQIA+ young people, young adults and their families with thanks to funding from The Benefact Trust. Many ideas and plans have been set in motion, or already come to fruition. We are particularly proud about having commissioned some of our creative members to host a podcast which had the capacity to reach LGBTQIA+ people who need it the most, particularly young people in non-affirming spaces. This podcast was an amazing element of the project which we would not have been able to do without this funding. The podcast in 2024 had 289 listeners from across 14 different countries. The hosts both expressed how thankful they were to be able to utilise the skills they had, and indeed to gain more through this experience. They are both LGBTQIA+ in terms of their lived experience, and they were generous with their own stories on the podcast as well as sourcing excellent other stories and facilitating interesting and meaningful conversations. We know through feedback and listeners getting in touch that for most who tuned in, this was interesting, and for some it was life-saving.

The impact of training, workshops and mentoring have been far reaching and beneficiaries of the workshops have gone on to continue to disseminate information more widely within their professional and personal contexts. In a social context where LGBTQIA+ young people are so much more likely to struggle with both major and minor mental health difficulties as well as experience social challenges such as harassment, prejudice and exclusion, we are delighted to see that so many young people themselves and their families have received the one to one, small group and larger group support, with a focus on wellbeing, skills growth, safety and inclusive community.

To quote some members and beneficiaries themselves on the benefits of this grant puts the impact into perspective:

“I am autistic and queer. I am generally not understood well in terms of wider society. I have loved being in DC and having the opportunity to both participate and lead on things, where my skills are valued and where I can develop more without always having to mask my own needs.” – DC Volunteer Leader

“I have been able to connect with my daughter so much more since she has been involved with DC. It’s like she has found a way to like herself again, which has helped her open up more to letting me love her for exactly who she is.”– DC Parent

Staff and Volunteers

All areas of Diverse Church are staffed by volunteers who freely give their time and skills, and without whom the charity could not function. The volunteer National Director leads the direction and pastoral care of Diverse Church. The charity has been able to pay facilitation costs for significant pieces of work, thanks to funding from The Benefact Trust.

During the year all policies and procedures are reviewed (and updated where appropriate). The Safeguarding policy is reviewed annually and kept current in line with expert advice.

Connections

Diverse Church has connections with other charities and organisations, particularly those with a faith connection and / or those with an LGBTQIA+ support or advocacy focus. During the year the National Director and other Diverse Church members were invited to deliver training and facilitate workshops to other organisations on behalf of Diverse Church. These have included other charities, faith-based organisations, youth groups and educative organisations. As an organisation, we recognise the important work and support that a wide range of organisations are doing, and we take a collaborative, partnership approach.

Diverse Church has been able to provide pastoral, emotional and practical support to young LGBTQIA+ people throughout the year. In all these areas the Trustees are grateful to God for direction and provision, and wish to record their thanks to all the volunteers and participants who have sacrificially given of their time and finance to support and to equip both the Diverse Church cohorts and groups, together with the wider community. As these connections and opportunities to support young LGBTQIA+ people continue to increase, it has been very encouraging to that Diverse Church secured grant funding from Benefact Trust for two years. This has significantly supported the essential, life-giving work of DC.

FINANCIAL REVIEW

Finances

As all activities of Diverse Church have generally been carried out by volunteers, fundraising was not previously considered necessary. However, as Diverse Church has grown in both numbers and opportunity, it has become clear that to continue to support the community well, to increase the effectiveness and the reach of Diverse Church and to fulfil the charitable aims, it would be advantageous if it were possible, in future years, for the National Director role to become a full-time remunerated post.


Benefact Trust (Previously All Churches Trust) awarding Diverse Church a total of £20,000 per year for 2022 and 2023. The first payment was received in early 2022 and the final payment in January 2023. The Benefact Trust permitted the underspend of funding to be carried into 2024.

Ongoing fundraising and funding opportunities continue to be a priority for DC to build upon the vital support we provide, and to grow towards sustainability for the future.

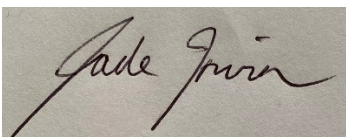
Reserves policy

The Charity has a Reserves Policy that identifies a prudent level of reserves, based on holding an amount equal to circa six months operating costs. This is always under regular review and will be updated as fundraising activities allow the implementation of the strategy for establishing remunerated key posts within Diverse Church.

Approved by order of the board of Trustees on 30th September 2025, and signed on its behalf by



Rachel Kehoe - Chair of Trustees (appointed 15th January 2024)



Jade Irwin – Trustee and National Director



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name DIVERSE CHURCH		No (if any) 1179441	CC16a
Receipts and payments accounts			
For the period from	Period start date 01/01/2024	To Period end date 31/12/2024	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Voluntary Receipts	2,108	-	-	2,108	3,411
Grant Funding	-	-	-	-	20,000
Charitable Activities	-	-	-	-	630
Gift Aid	501	-	-	501	1,859
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<i>AR)</i>	2,609	-	-	2,609	25,900
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	2,609	-	-	2,609	23,567
A3 Payments					
Cost of Charitable Activities	13,289	-	-	13,289	15,503
Governance Costs	919	-	-	919	806
Fundraising Costs	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	14,208	-	-	14,208	16,309
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	14,208	-	-	14,208	16,309
Net of receipts/(payments)	- 11,599	-	-	- 11,599	9,591
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	30,392	-	-	30,392	20,801
Cash funds this year end	18,792	-	-	18,792	30,392

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
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B1 Cash funds	Bank Current Account	18,792	-	-
		-	-	-
		-	-	-
	Total cash funds	18,792	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	<i>R. Kehoe</i>	Rachel Kehoe	30/09/2025	
	<i>Angela Jade Irwin</i>	Angela Jade Irwin	30/09/2025	

DIVERSE CHURCH

England & Wales - Charity number 1179441

Accounts

Diverse Church

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REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179441

Correspondence Address

6 St. Martin's Place
London
WC2N 4JH

Trustees

Revd Dr S.M. Wells (Chair)
R. C. Kehoe
A. J. Irwin
P.S. Counsell
V. Taylor-Blackford
K. J. Allen
A. H. Tooms
S. H. Brooke
N. C. J. Dawson (appointed 30th May 2023)

STRUCTURE, GOVERNANCE AND MANAGEMENT

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communities provide a safe space for LGBTQIA+ Christians to share their experience of their sexuality and gender identity, to discuss the interrelation of their sexuality or gender identity and theology, and to support each other. Diverse Church also supports young LGBTQIA+ people for whom faith has been a particularly challenging part of their lives and experiences, who may no longer identify with faith as a result.

The objects of the Church are for the benefit of the public, and are

The advancement of the Christian faith, in particular, but not exclusively, amongst lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual (LGBTQIA+) Christians, and human rights, through 1. The promotion of religious harmony; 2. The promotion of a public sentiment that will put an end to discriminatory treatment of LGBTQIA+ Christians; 3. The provision of pastoral support; 4. The provision of theological discussion; 5. And other related activities as the trustees from time to time think fit.

In accordance with its aims, Diverse Church has planned and delivered a range of support and activities throughout the year. This support and the activities were planned with due regard to the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion.

Diverse Church participants become part of online cohorts using a closed Facebook group, and create communities of 50-100 members. Given the situations many of the young LGBTQIA+ people who join Diverse Church have experienced, the welcome into the group is especially important. The beauty and importance of this welcoming process where people, who have often been very isolated, are able to talk to somebody supportive who will listen, potentially even for the first time, cannot be underestimated. It is easy to forget just how powerful and important this is, but a beautiful quote from one of the members sums it up perfectly:

So I'm sure most, if not all, of us have struggled with the idea that we had to choose either our sexual identity or our faith/religion. But being here, it's so comforting and reassuring to have a place/group where both (y)our faith and sexuality can coexist without having to choose one, or be more one way than the other.

There are regular online meetups and discussions for encouragement and support, with communication and support from Diverse Church facilitators and local and national physical meet ups arranged, as an additional layer of development. These online meetups and discussions and physical meetups include training, thematic workshops, encouragement, wellbeing activities and collective acts of worship or reflection.

Aims and purposes

The Trustees are responsible for ensuring that Diverse Church fulfils its charitable aims, which are to advance the Christian faith, in particular, but not exclusively, amongst LGBTQIA+ Christians, and human rights, through the promotion of religious harmony, the promotion of a public sentiment that will put an end to discriminatory treatment of LGBTQIA+ Christians, the provision of pastoral support, the provision of theological discussion and other related activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities and review of the year

Diverse Church is open to all LGBTQIA+ young adults, with a faith or of no faith, to provide support, and encouragement at what can be very difficult parts of the individual's journey.

During 2023, Diverse Church supported members, parents and carers, friends and wider communities such as schools, youth organisations, community groups and faith-based groups in a range of ways, including peer support groups, training, workshops, mentoring, reflections and social

events. A total of 265 LGBTQ+ young adults, 202 parents and carers, 55 young people (under 18 years old), 22 staff from other organisations, 59 faith leaders and 123 community participants have been supported by DC throughout 2023. Moreover we have a wide public reach, with 4.8K followers on X, 790 Facebook page followers and 2.5K members on our Diverse Church Friends Facebook group. Content and input from the Diverse Church charity is shared with all of these followers.

Many young people continue to join DC, finding community which helps them breathe, think, feel, connect and be themselves. With many LGBTQIA+ people already experiencing oppression and discrimination in their family units, workplaces, hometowns and faith groups, inequalities (e.g. health and education inequalities) can be disproportionately painful for many people involved in DC communities. The need for such safe, brave and inclusive spaces continues. DC takes a blended approach to provision of support and services, with a mixture of online and in person programmes, always prioritising the needs and wellbeing of the communities. In the words of a DC member, *"To have this group, with all of you, is a chance to breathe. I can just be, and I don't have to defend my right to exist. Sometimes I get really tired, but I find I can rest with you."* - DC member during a zoom call

As well as facilitated workshops and sessions lead primarily by the DC Director, DC members themselves have taken opportunities to contribute both within the DC communities and more publicly through DC's platforms. Members have generously shared their stories, offered activities for the wider groups using their skill sets, provided advice and information, mentored, written poems or songs, prayed, campaigned, networked and collaborated. Special events were held throughout the year, often linking with significant calendar dates such as Pride month, Lent and Advent. The willingness of DC members to open their minds, hearts and lives has sustained communities that truly feel connected, as well as resourcing the public and wider society to become more mindful and inclusive in their own communities and lives.

Suggestions and feedback from DC members have been formative in shaping the purpose and work of the charity, and how the communities function. It is important to us in DC to be needs-led, solution-focused, trauma-informed and inclusive in all that we do. The voices, ideas and lived-experience expertise of members are very significant parts of the journey towards truly achieving this.

The final words go to DC members themselves, who summarise the impact of being part of these communities:

"I feel so loved and supported by everyone here."

"Thank you all so much for the wonderful time together. It has been – as always with DC – great to get to know each person. We hear so many negative and hurtful things in life, so to have these countered by all the support and encouragement we share is amazing."

Staff and Volunteers

All areas of Diverse Church are staffed by volunteers who freely give their time and skills, and without whom the charity could not function. The volunteer National Director leads the direction and pastoral care of Diverse Church.

During the year all policies and procedures are reviewed (and updated where appropriate). The Safeguarding policy is reviewed annually and kept current in line with expert advice.

Connections

Diverse Church has connections with other charities and organisations, particularly those with a faith connection and / or those with an LGBTQIA+ support or advocacy focus. During the year the National Director and other Diverse Church members were invited to deliver training and facilitate workshops to other organisations on behalf of Diverse Church. These have included other charities, faith-based organisations, youth groups and educative organisations. As an organisation, we

recognise the important work and support that a wide range of organisations are doing, and we take a collaborative, partnership approach.

Diverse Church has been able to provide pastoral, emotional and practical support to young LGBTQIA+ people throughout the year. In all these areas the Trustees are grateful to God for direction and provision, and wish to record their thanks to all the volunteers and participants who have sacrificially given of their time and finance to support and to equip both the Diverse Church cohorts and groups, together with the wider community. As these connections and opportunities to support young LGBTQIA+ people continue to increase, it has been very encouraging to that Diverse Church secured grant funding from Benefact Trust for two years. This has significantly supported the essential, life-giving work of DC and continues to do so.

FINANCIAL REVIEW

Finances

As all activities of Diverse Church have generally been carried out by volunteers, fundraising was not previously considered necessary. However, as Diverse Church has grown in both numbers and opportunity, it has become clear that to continue to support the community well, to increase the effectiveness and the reach of Diverse Church and to fulfil the charitable aims, it would be advantageous to be able to fund the release of specialist resources, ultimately leading to the National Director role becoming a full-time remunerated post.

Benefact Trust (Previously All Churches Trust) awarding Diverse Church a total of £20,000 per year for 2022 and 2023. The first payment was received in early 2022 and the final payment in January 2023.

Ongoing fundraising and funding opportunities continue to be a priority for DC to build upon the vital support we provide, and to grow towards sustainability for the future.

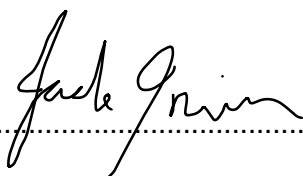
Reserves policy

The Charity has a Reserves Policy that identifies a prudent level of reserves, based on holding an amount equal to circa six months operating costs. This is always under regular review and will be updated as fundraising activities allow the implementation of the strategy for establishing remunerated key posts within Diverse Church.

Approved by order of the board of Trustees on 13 June 2024, and signed on its behalf by



..... Rachel Kehoe - Chair of Trustees (appointed 15th January 2024)



..... Jade Irwin – Trustee and National Director



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name DIVERSE CHURCH		No (if any) 1179441	CC16a
Receipts and payments accounts			
For the period from	Period start date 01/01/2023	To Period end date 31/12/2023	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Voluntary Receipts	3,411	-	-	3,411	3,022
Grant Funding	20,000	-	-	20,000	20,000
Charitable Activities	630	-	-	630	545
Gift Aid	1,859	-	-	1,859	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total (Gross income for AR)	25,900	-	-	25,900	23,567
A2 Asset and investment sales, (see table).					
	- 0	- 0	- 0	-	-
	- 0	- 0	- 0	-	- 0
Sub total	- 0	- 0	- 0	-	- 0
Total receipts	25,900	- 0	- 0	25,900	23,567
A3 Payments					
Cost of Charitable Activities	15,503	-	-	15,503	15,787
Governance Costs	806	-	-	806	787
Fundraising Costs	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total	16,309	-	-	16,309	16,574
A4 Asset and investment purchases, (see table)					
	- 0	- 0	- 0	-	-
	- 0	- 0	- 0	-	-
Sub total	- 0	- 0	- 0	-	- 0
Total payments	16,309	- 0	- 0	16,309	16,574
Net of receipts/(payments)	9,591	-	-	9,591	6,993
A5 Transfers between funds	- 0	-	-	-	-
A6 Cash funds last year end	20,801	-	-	20,801	13,808
Cash funds this year end	30,392	-	-	30,392	20,801

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Current Account	30,392	-	-
		-	-	-
		-	-	-



Tara, 48 Heath House Lane, Hedge End,
Southampton, SO30 0LE
Tel: 07982837605
Email: info@amaaccountancy.com

Independent Review – Accounts Year ending 31/12/23

Company: Diverse Church

Address: 6 St. Martin's Place
London
WC2N 4JH

We have carried out an independent review of the accounts provided by Rachel Kehoe on behalf of the above business.

During the review, the following checks were carried out:

- Check of each transaction on the bank statements provided including balances brought forward/carried forward and who to/from against the spreadsheet provided.
- Check receipts and income/expenditure against the information provided.

I can confirm that whilst conducting our review we found a minor discrepancy in the way that two items were allocated, these totalled £163.11 and were made up of the following two items:

£143.88 – Zoom
£19.23 – Amazon

The above items were expenses refunded but coded to income. Ultimately though, reallocating them to the correct place doesn't impact the figures given on the CC16a as they offset each other and are of an immaterial amount. Therefore, I'm happy the figures given on the CC16a are correct and ok to be submitted.

Should any further information be required, please do not hesitate to contact me.

Kind Regards

Date: 03/09/24

aat AAT Licensed
Accountant

Alicia Allen is licensed and regulated by AAT under licence number 1002349. AAT is recognised by HM Treasury to supervise compliance with the Money Laundering Regulations and AMA Accountancy is supervised by AAT in this respect.

DIVERSE CHURCH

England & Wales - Charity number 1179441

Accounts

Diverse Church

Report of the Trustees For the year ended 31 December 2022

The trustees present their report, which covers the period from 1 January 2022 to the year end 31 December 2022, together with the financial statements of the charity for the year ended 31 December 2022. The trustees have prepared the accounts on a receipts and payments basis as the total income of the charity is less than the SORP threshold for the year, in line with Charity Commission guidance, CC15d November 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179441

Correspondence Address

6 St. Martin's Place
London
WC2N 4JH

Trustees

Revd Dr S.M. Wells (Chair)
R. C. Kehoe
A.J. Irwin
P.S. Counsell
V. Taylor-Blackford
K. Allen
M. Kenny (resigned 27/01/22)
A. Tooms (appointed 06/09/22)
S. Brooke (appointed 06/09/22)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Constitution, and is a Charitable Incorporated Organisation (CIO - Foundation) and was registered with the Charities Commission on 3 August 2018.

Recruitment and appointment of new trustees

The trustees of the charity are responsible for the leadership and management of the charity to fulfil the objects of the charity in line with Christian principles and legal requirements. Appointment of additional trustees is the responsibility of the existing trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Diverse Church was founded in 2013 by Revd Sally Hitchiner, who over the next several years established and developed the organisation, and served as our first National Director. Diverse

Church was established and exists to foster Christian communities across the United Kingdom and Ireland that enable young LGBTQIA+ people to celebrate their identity and flourish in faith. These communities provide a safe space for LGBTQIA+ Christians to share their experience of their sexuality, to discuss the interrelation of their sexuality and Christian theology, and to support each other. Diverse Church also supports young LGBTQIA+ people for whom faith has been a particularly challenging part of their lives and experiences, who may no longer identify with faith as a result.

The objects of the Church are for the benefit of the public, and are

The advancement of the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities as the trustees from time to time think fit.

In accordance with its aims, Diverse Church has planned and delivered a range of support and activities throughout the year. This support and the activities were planned with due regard to the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion.

Diverse Church participants become part of online cohorts using a closed Facebook group, and create communities of 50-100 members. Once this size is reached, then a new community cohort is planted. Given the situations many of the young LGBTQIA+ people who join Diverse Church have experienced, the welcome into the group is especially important. The beauty and importance of this welcoming process where people, who have often been very isolated, are able to talk to somebody supportive who will listen, potentially even for the first time, cannot be underestimated. It is easy to forget just how powerful and important this is, but a beautiful quote from one of the members sums it up perfectly:

So I'm sure most, if not all, of us have struggled with the idea that we had to choose either our sexual identity or our faith/religion. But being here, it's so comforting and reassuring to have a place/group where both (y)our faith and sexuality can coexist without having to choose one, or be more one way than the other.

Once each cohort is established and functioning there are regular online meetups and discussions for encouragement and support, with communication and support from the Diverse Church leaders and local and national physical meet ups arranged, as an additional layer of development. These online meetups and discussions and physical meetups include teaching, thematic workshops, encouragement and collective acts of worship.

Aims and purposes

The Trustees are responsible for ensuring that Diverse Church fulfils its charitable aims, which are to advance the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities and review of the year

Diverse Church is open to all LGBTQIA+ young adults, with a faith or of no faith, to provide support, and encouragement at what can be very difficult parts of the individual's journey.

During 2022, Diverse Church supported members, parents and carers, friends and wider communities such as schools, youth organisations, community groups and faith-based groups in a range of ways, including peer support groups, training, workshops, mentoring, reflections and social events. A total of 260 LGBTQ+ young adults, 199 parents and carers, 170 school pupils aged 12 –

16 years old, 134 educative staff, 10 young people aged 16 – 18 years old, 52 faith leaders and 63 community participants have been supported by DC throughout 2022.

Many young people continue to join DC, finding community which helps them breathe, think, feel, connect and be themselves. With many LGBTQIA+ people already experiencing oppression and discrimination in their family units, workplaces, hometowns and faith groups, the impact of the trauma related to the Covid-19 pandemic and lockdowns have been disproportionately painful for many people involved in DC communities and the impact of this continues to be tangibly felt. The need for such safe, brave and inclusive spaces continues. DC takes a blended approach to provision of support and services, with a mixture of online and in person programmes, always prioritising the needs and wellbeing of the communities. In the words of a DC member, "DC for me has become a place of sanctuary. There was a real community of people where I could discuss things I was going through - the struggles and complications of coming out to people, and I could embrace my identity."

As well as facilitated workshops and sessions lead primarily by the DC Director, DC members themselves have taken opportunities to contribute both within the DC communities and more publicly through DC's platforms. Members have generously shared their stories, offered activities for the wider groups using their skill sets, provided advice and information, mentored, written poems or songs, prayed, campaigned, networked and collaborated. Special events were held throughout the year, often linking with significant calendar dates for LGBTQIA+ people. The willingness of DC members to open their minds, hearts and lives has sustained communities that truly feel connected, as well as resourcing the public and wider society to become more mindful and inclusive in their own communities and lives.

Suggestions and feedback from DC members have been formative in shaping the purpose and work of the charity, and how the communities function. It is important to us in DC to be needs-led, solution-focused, trauma-informed and inclusive in all that we do. The voices, ideas and lived-experience expertise of members are very significant parts of the journey towards truly achieving this.

The final words go to DC members themselves, who summarise the impact of being part of these communities:

"To have this group with all of you is a chance to breathe. I can just be, and I don't have to defend my right to exist. Sometimes I get really tired, but I find I can rest with you."

"I remember the first time that I was quoted on DC social media platforms and I felt scared to even have the initial of my first name printed. Now I am fully out, and happy to have my full name printed. This community has been such a huge part of my journey towards embracing my whole self and sharing that with the world."

Staff and Volunteers

All areas of Diverse Church are staffed by volunteers who freely give their time and skills, and without whom the charity could not function. The volunteer National Director leads the direction and pastoral care of Diverse Church.

During the year all policies and procedures are reviewed (and updated where appropriate). The Safeguarding policy is reviewed annually and kept current in line with expert advice.

Connections

Diverse Church has connections with other charities and organisations, particularly those with a Christian connection and / or those with an LGBTQ+ support or advocacy focus. During the year the National Director and other Diverse Church members were invited to deliver training and facilitate workshops to other organisations on behalf of Diverse Church. These have included YMCA Ireland, Corrymeela, various faith-based organisations, youth groups and schools.

Following the success of previous partnership events, Diverse Church continues to collaborate well with other organisations, including One Body One Faith, Two:23, House of Rainbow, Open Table and Quest. It is beneficial to all of these organisations, and to those each organisation supports, for such effective partnerships to be flourishing.

Diverse Church has been able to provide pastoral, emotional and practical support to young LGBTQIA+ people throughout the year. In all these areas the Trustees are grateful to God for direction and provision, and wish to record their thanks to all the volunteers and participants who have sacrificially given of their time and finance to support and to equip both the Diverse Church cohorts and groups, together with the wider community. As these connections and opportunities to support young LGBTQIA+ people continue to increase, it has been very encouraging that Diverse Church secured grant funding from Benefact Trust for two years. This has significantly supported the essential, life-giving work of DC and continues to do so.

FINANCIAL REVIEW

Finances

As all activities of Diverse Church have generally been carried out by volunteers, fundraising was not previously considered necessary. However, as Diverse Church has grown in both numbers and opportunity, it has become clear that to continue to support the community well, to increase the effectiveness and the reach of Diverse Church and to fulfil the charitable aims, it would be advantageous to be able to fund the release of specialist resources, ultimately leading to the National Director role becoming a full-time remunerated post.

Benefact Trust (Previously All Churches Trust) awarding Diverse Church a total of £20,000 per year for 2022 and 2023. The first payment was received in early 2022.

Ongoing fundraising and funding opportunities continue to be a priority for DC to build upon the vital support we provide, and to grow towards sustainability for the future.

Reserves policy

The Charity has a Reserves Policy that identifies a prudent level of reserves, based on holding an amount equal to circa six months operating costs. This is always under regular review and will be updated as fundraising activities allow the implementation of the strategy for establishing remunerated key posts within Diverse Church.

Approved by order of the board of Trustees on 21 September 2023, and signed on its behalf by

..... Revd Dr S.M. B. Wells - Chair of Trustees



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name DIVERSE CHURCH		No (if any) 1179441	CC16a
Receipts and payments accounts			
For the period from	Period start date 1/1/22	To Period end date 31/12/22	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Voluntary Receipts	3,022	-	-	3,022	12,290
Grant Funding	20,000	-	-	20,000	-
Charitable Activities	545	-	-	545	300
Gift Aid	- 0	-	-	-	718
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total (Gross income for AR)	23,567	-	-	23,567	13,308
A2 Asset and investment sales, (see table).					
	- 0	- 0	- 0	-	-
	- 0	- 0	- 0	-	- 0
Sub total	- 0	- 0	- 0	-	- 0
Total receipts	23,567	- 0	- 0	23,567	13,308
A3 Payments					
Cost of Charitable Activities	15,787	-	-	15,787	940
Governance Costs	787	-	-	787	35
Fundraising Costs	- 0	-	-	-	3,150
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total	16,574	-	-	16,574	4,125
A4 Asset and investment purchases, (see table)					
	- 0	- 0	- 0	-	-
	- 0	- 0	- 0	-	-
Sub total	- 0	- 0	- 0	-	- 0
Total payments	16,574	- 0	- 0	16,574	4,125
Net of receipts/(payments)	6,993	-	-	6,993	9,183
A5 Transfers between funds	- 0	-	-	-	-
A6 Cash funds last year end	13,808	-	-	13,808	4,625
Cash funds this year end	20,801	-	-	20,801	13,808

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Current Account	20,801	-	-
		-	-	-
		-	-	-

DIVERSE CHURCH

England & Wales - Charity number 1179441

Accounts

Diverse Church

Report of the Trustees For the year ended 31 December 2021

The trustees present their report, which covers the period from 1 January 2021 to the year end 31 December 2021, together with the financial statements of the charity for the year ended 31 December 2021. The trustees have prepared the accounts on a receipts and payments basis as the total income of the charity is less than the SORP threshold for the year, in line with Charity Commission guidance, CC15d November 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179441

Correspondence Address

6 St. Martin's Place
London
WC2N 4JH

Trustees

Revd Dr S.M. Wells (Chair)
R. C. Kehoe
A.J. Irwin
A. Grenfell
P.S. Counsell
M. Kenny (from 15th Feb 2021)
V. Blackford (from 15th Feb 2021)
K. Allen (from 29th April 2021)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Constitution, and is a Charitable Incorporated Organisation (CIO - Foundation) and was registered with the Charities Commission on 3 August 2018.

Recruitment and appointment of new trustees

The trustees of the charity are responsible for the leadership and management of the charity to fulfil the objects of the charity in line with Christian principles and legal requirements. Appointment of additional trustees is the responsibility of the existing trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Diverse Church was founded in 2013 by Revd Sally Hitchiner, who over the next several years established and developed the organisation, and served as our first National Director. Diverse Church was established and exists to foster Christian communities across the United Kingdom that enable young LGBTQ+ people to celebrate their identity and flourish in faith. These communities

provide a safe space for LGBTQ+ Christians to share their experience of their sexuality, to discuss the interrelation of their sexuality and Christian theology, and to support each other through prayer and encouragement.

The objects of the Church are for the benefit of the public, and are

The advancement of the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities as the trustees from time to time think fit.

In accordance with its aims, Diverse Church has planned and delivered a range of support and activities throughout the year. This support and the activities were planned with due regard to the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion.

Diverse Church participants become part of online cohorts using a closed Facebook group, and create communities of 50-80 members. Once this size is reached, then a new community cohort is planted. Given the situations many of the young LGBTQ+ people who join Diverse Church have experienced, the welcome into the group is especially important. The beauty and importance of this welcoming process where people, who have often been very isolated, are able to talk to somebody supportive who will listen, potentially even for the first time, cannot be underestimated. It is easy to forget just how powerful and important this is, but a beautiful quote from one of the recent members sums it up perfectly:

So I'm sure most, if not all, of us have struggled with the idea that we had to choose either our sexual identity or our faith/religion. But being here, it's so comforting and reassuring to have a place/group where both (y)our faith and sexuality can coexist without having to choose one, or be more one way than the other.

Once each cohort is established and functioning there are regular online meetups and discussions for encouragement and support, with communication and support from the Diverse Church leaders and local and national physical meet ups arranged, as an additional layer of development. These online meetups and discussions and physical meetups include teaching, thematic workshops, encouragement and collective acts of worship.

Aims and purposes

The Trustees are responsible for ensuring that Diverse Church fulfils its charitable aims, which are to advance the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities and review of the year

Diverse Church is open to all LGBTQ+ young adults, with a faith or of no faith, to provide support, and encouragement at what can be very difficult parts of the individual's journey.

During 2021 Diverse Church supported DC members, parents, friends and wider communities such as schools, youth organisations, community groups and faith-based groups in a range of ways, including peer support groups, training, workshops, mentoring, reflections and social events. Many young people continue to join DC, finding community which helps them breathe, think, feel, connect and be themselves. With many LGBTQ+ people already experiencing oppression and discrimination in their family units, workplaces, hometowns and faith groups, the impact of the pandemic and lockdowns have been disproportionately painful for many people involved in DC communities. The need for such safe, brave and inclusive spaces continues. In the words of a DC member, "I can be

open and be myself without worrying about things I might worry about in a traditional church setting like judgement or homophobia is important."

As well as facilitated workshops and sessions lead primarily by the DC Director, DC members themselves have taken opportunities to contribute both within the DC communities and more publicly through DC's platforms. Members have generously shared their stories, offered activities for the wider groups using their skill sets, provided advice and information, mentored, written poems or songs, prayed, campaigned, networked and collaborated. Special events were held throughout the year, often linking with significant calendar dates for LGBTQ+ people. The willingness of DC members to open their minds, hearts and lives has sustained communities that truly feel connected, as well as resourcing the public and wider society to become more mindful and inclusive in their own communities and lives.

In addition to a wide variety of activities, DC has started a consultation with members to ensure the support provided is relevant and needs-led. This consultation will engage with DC communities in a variety of ways to gather thoughts, views and hopes from DC members on what is working well, what could be better and what should change.

The final words go to DC members themselves, who summarise the impact of being part of these communities:

"DC for me has become a place of sanctuary. There was a real community of people where I could discuss things I was going through - the struggles and complications of coming out to people, and I could embrace my identity and who God made me to be." - R

"The phrase 'safe space' has been used so much, it has become a cliché, but I have glimpsed Heaven in Diverse Church, a brave space where I can be safe." - M

Staff and Volunteers

All areas of Diverse Church are staffed by volunteers who freely give their time and skills, and without whom the charity could not function. The volunteer National Director leads the direction and pastoral care of Diverse Church.

During the year all policies and procedures are reviewed (and updated where appropriate). The Safeguarding policy is reviewed annually and kept current in line with expert advice.

Connections

Diverse Church has connections with other charities and organisations, particularly those with a Christian connection and / or those with an LGBTQ+ support or advocacy focus. During the year the National Director and other Diverse Church members were invited to speak to many organisations and at conferences on behalf of Diverse Church. These have included YMCA Ireland, Corrymeela, the Gathering Voices Conference, various faith-based organisations and several schools.

Following the previous success of Space To Be events, Diverse Church continues to collaborate well with other organisations, including One Body One Faith, Two:23, House of Rainbow, Open Table and Quest. It is beneficial to all of these organisations, and to those each organisation supports, for such effective partnerships to be flourishing. Co-facilitated events such as public storytelling have been well attended and positively reviewed.

Diverse Church has been able to provide pastoral, emotional and practical support to young LGBTQ+ people throughout the year. In all these areas the Trustees are grateful to God for direction and provision, and wish to record their thanks to all the volunteers and participants who have sacrificially given of their time and finance to support and to equip both the Diverse Church cohorts and groups, together with the wider community. As these connections and opportunities to support

young LGBTQ+ people continue to increase, it has been very encouraging to that Diverse Church has secured grant funding from All Churches Trust (now known as Benefact Trust) to begin in January 2022, lasting for two years. Undoubtedly this will significantly support the essential, life-giving work of DC and everyone involved in the DC communities is excited for what is to come.

FINANCIAL REVIEW

Finances

As all activities of Diverse Church have generally been carried out by volunteers, fundraising was not previously considered necessary. However, as Diverse Church has grown in both numbers and opportunity, it has become clear that to continue to support the community well, to increase the effectiveness and the reach of Diverse Church and to fulfil the charitable aims, it would be advantageous to be able to fund the release of specialist resources, ultimately leading to the National Director role becoming a full-time remunerated post.

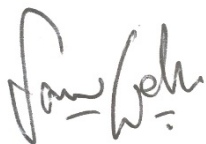
During 2021 a major financial focus has been to engage Chell Perkins to lead the submission of ten bids for funding support. The decision to take this approach was confirmed when the bid to the All Churches Trust was successful, with All Churches Trust awarding Diverse Church a total of £20,000 per year in 2022 and 2023. The first payment was received in early 2022.

During 2022/3 other fundraising opportunities and activities have also been planned within Diverse Church supporters and networks.

Reserves policy

The Charity has a Reserves Policy that identifies a prudent level of reserves, based on holding an amount equal to circa six months operating costs. This is always under regular review and will be updated as fundraising activities allow the implementation of the strategy for establishing remunerated key posts within Diverse Church.

Approved by order of the board of Trustees on 30 September 2022, and signed on its behalf by



..... Revd Dr S.M. B. Wells - Chair of Trustees



Receipts and payments accounts

For the period from	Period start date 1/1/21	To	Period end date 31/12/21
---------------------	-----------------------------	----	-----------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Voluntary Receipts	12,290	-	-	12,290	1,785
Gift Aid	718	-	-	718	-
Charitable Activities	300	-	-	300	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
Sub total (Gross income for AR)	13,308	-	-	13,308	1,785
A2 Asset and investment sales, (see table).					
	-0	-0	-0	-	-
	-0	-0	-0	-	-0
Sub total	-0	-0	-0	-	-0
Total receipts	13,308	-0	-0	13,308	1,785
A3 Payments					
Cost of Charitable Activities	940	-	-	940	402
Governance Costs	35	-	-	35	23
Fundraising Costs	3,150	-	-	3,150	450
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
Sub total	4,125	-	-	4,125	875
A4 Asset and investment purchases, (see table)					
	-0	-0	-0	-	-
	-0	-0	-0	-	-
Sub total	-0	-0	-0	-	-0
Total payments	4,125	-0	-0	4,125	875
Net of receipts/(payments)	9,183	-	-	9,183	910
A5 Transfers between funds	-0	-	-	-	-
A6 Cash funds last year end	4,625	-	-	4,625	3,715
Cash funds this year end	13,808	-	-	13,808	4,625

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Current Account	13,808	-	-
		-	-	-
		-	-	-
	Total cash funds	13,808	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities		Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		P.S.Counsell	Sept 2022	
		R. C. Kehoe	Sept 2022	

DIVERSE CHURCH

England & Wales - Charity number 1179441

Accounts

Diverse Church

Report of the Trustees For the year ended 31 December 2020

The trustees present their report, which covers the period from 1 January 2020 to the year end 31 December 2020, together with the financial statements of the charity for the year ended 31 December 2020. The trustees have prepared the accounts on a receipts and payments basis as the total income of the charity is less than the SORP threshold for the year, in line with Charity Commission guidance, CC15d November 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1179441

Correspondence Address

6 St. Martin's Place
London
WC2N 4JH

Trustees

Revd Dr S.M.Wells (Chair)
R. C. Kehoe Joined 21.1.20
A.J Irwin Joined 21.1.20
A. Grenfell
P.S.Counsell

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Constitution, and is a Charitable Incorporated Organisation (CIO - Foundation) and was registered with the Charities Commission on 3 August 2018.

Recruitment and appointment of new trustees

The trustees of the charity are responsible for the leadership and management of the charity to fulfil the objects of the charity in line with Christian principles and legal requirements. Appointment of additional trustees is the responsibility of the existing trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Diverse Church was founded in 2013 by Revd Sally Hitchiner, who over the next several years established and developed the organisation, and served as our first National Director. Diverse Church was established and exists to foster Christian communities across the United Kingdom that enable young LGBTQ+ people to celebrate their identity and flourish in faith. These communities provide a safe space for LGBTQ+ Christians to share their experience of their sexuality, to discuss the interrelation of their sexuality and Christian theology, and to support each other through prayer and encouragement.

The objects of the Church are for the benefit of the public, and are:

The advancement of the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities as the trustees from time to time think fit.

In accordance with its aims, Diverse Church has planned and delivered a range of support and activities throughout the year. This support and the activities were planned with due regard to the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion.

Diverse Church participants become part of online cohorts using a closed Facebook group, and create communities of 50-80 members. Once this size is reached, then a new community cohort is planted. Given the situations many of the young LGBTQ+ people who join Diverse Church have experienced, the welcome into the group is especially important. The beauty and importance of this welcoming process where people, who have often been very isolated, are able to talk to somebody supportive who will listen, potentially even for the first time, cannot be underestimated. It is easy to forget just how powerful and important this is, but a beautiful quote from one of the recent members sums it up perfectly:

So I'm sure most, if not all, of us have struggled with the idea that we had to choose either our sexual identity or our faith/religion. But being here, it's so comforting and reassuring to have a place/group where both (y)our faith and sexuality can coexist without having to choose one, or be more one way than the other.

Once each cohort is established and functioning there are regular online meet-ups and discussions for encouragement and support, with communication and support from the Diverse Church leaders and local and national physical meet ups arranged, as an additional layer of development. These online meet-ups and discussions and physical meet ups include teaching, thematic workshops, encouragement and collective acts of worship.

Aims and purposes

The Trustees are responsible for ensuring that Diverse Church fulfils its charitable aims, which are to advance advancement of the Christian faith, in particular, but not exclusively, among lesbian, gay, bisexual, trans, asexual and intersex Christians, through the provision of pastoral support, theological discussion and other activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities and review of the year

Diverse Church is open to all young LGBTQ+ people, with a faith or of no faith, to provide support, and encouragement at what can be very difficult parts of the individual's journey.

During 2020 Diverse Church supported the DC19 cohort as it came to the end of their formally supported year, and developed into a peer group of friends giving mutual support, on request support from Diverse Church leaders when required. The DC20 group was formed during the year with several people joining each month, having been properly launched in Autumn 2019. It was agreed to extend the DC20 cohort period given the anxieties surrounding the COVID-19 pandemic, in order to ensure a consistent safe space and stability for DC members. New groups will be formally launched when there is more social stability, and opportunities for in-person events to take place.

Resources for the cohorts have been developed, primarily by the National Director, together with some from the leaders and from the parents group, which are made available to the DC19 and DC20 cohorts. These have been so helpful that these have been made available to the leaders of all the previous cohorts too. As a development of this initiative, a communal contributors' space has been created to gather and refine contributions for the benefit of all. These can take the form

of stories, reflections, Bible insights, and encouragements, and are a powerful means of communication and support.

During what has been a particularly challenging year for DC members and volunteers, the support that Diverse Church has been able to provide has been exceptional. As the COVID-19 pandemic continued the struggles that DC members were experiencing had grown. A combination of continued lockdowns and restrictions contributed to emotional wellbeing and mental health struggles, an increased sense of isolation as well as difficulties for those who are living with non-affirming family members. Darker days and colder weather made it harder to find peaceful moments of escape or connection with others.

The support structure that DC implemented included weekly zoom reflections, one to one mentoring, crisis response calls, crisis response visits when needed, small group support spaces, prayer events, collaborative events with other organisations, signposting when appropriate, online social events, online gaming groups, Easter support reflections, Advent support reflections, wellbeing workshops and an inclusive Christmas Card drive. Many of these initiatives have grown authentically from within the DC communities themselves.

Staff and Volunteers

All areas of Diverse Church are staffed by volunteers who freely give their time and skills, and without whom the charity could not function. During the year we recruited a volunteer National Director to lead the direction and pastoral care of Diverse Church.

During the year all policies and procedures are reviewed (and updated where appropriate). The Safeguarding policy is reviewed annually and kept current in line with expert advice.

Connections

Diverse Church has connections with other LGBTQ+ charities and organisations, particularly those with a Christian connection. During the year the National Director, together with other Diverse Church members, have been invited to speak to many organisations and conferences on behalf of Diverse Church. These have included YMCA Ireland, Corrymeela, Gathering Voices Conference at De Montford University, and Christians for LGBTI+ Equality.

Diverse Church has been a part of the 'Space To Be' events, in collaboration with One Body One Faith, Two:23, House of Rainbow, Open Table and Quest, and it is a positive development to be working together again in the future.

Diverse Church has been able to provide pastoral, emotional and practical support to young LGBTQ+ Christians throughout the year. In all these areas the Trustees are grateful to God for direction and provision, and wish to record their thanks to all the volunteers and participants who have sacrificially given of their time and finance to support and equip both the Diverse Church cohorts and groups, together with the wider community. As these connections and opportunities to support young LGBTQ+ Christians increased, a review was started by the trustees to create a strategy whereby the charity could deliver the maximum benefit to the community. This has led to the decision to engage in fundraising during 2020/21 to fund an initial full-time staff position.

FINANCIAL REVIEW

Finances

Finances for 2020 were still relatively small, with the funds expended being used to further the charitable aims of Diverse Church and engage in further fundraising. As all activities of Diverse Church are currently carried out by volunteers, fundraising was not previously considered necessary. However, as Diverse Church has grown in both numbers and opportunity, it has become clear that the National Director role becoming a full-time remunerated post would significantly increase the effectiveness and reach of Diverse Church. During 2020, and into 2021, Diverse Church engaged in fund applications, using the services and expertise of Chell Perkins, to fund this strategic development. During 2020 other fundraising opportunities and activities have also been planned within Diverse Church supporters and networks.

Reserves policy

The Charity has a Reserves Policy that identifies a prudent level of reserves, based on holding an amount equal to circa six months operating costs. This is under regular review and will be updated as fundraising activities allow the implementation of the strategy for establishing remunerated key posts within Diverse Church.

Approved by order of the board of Trustees on 1 July 2021 and signed on its behalf by:

..... Revd Dr S.M Wells - Chair of Trustees



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name DIVERSE CHURCH		No (if any) 1179441	CC16a
Receipts and payments accounts			
For the period from	Period start date 1/1/20	To Period end date 31/12/20	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Voluntary Receipts	1,785	-	-	1,785	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
Sub total(Gross income for AR)	1,785	-	-	1,785	1,295
A2 Asset and investment sales, (see table).					
	-0	-0	-0	-	-
	-0	-0	-0	-	-0
Sub total	-0	-0	-0	-	-0
Total receipts	1,785	-0	-0	1,785	1,295
A3 Payments					
Costs of Charitable Activities	402	-	-	402	1,926
Governance Costs	23	-	-	23	108
Fundraising Costs	450	-	-	450	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
	-0	-	-	-	-
Sub total	875	-	-	875	2,034
A4 Asset and investment purchases, (see table)					
	-0	-0	-0	-	-
	-0	-0	-0	-	-
Sub total	-0	-0	-0	-	-0
Total payments	875	-0	-0	875	2,034
Net of receipts/(payments)	910	-	-	910	- 739
A5 Transfers between funds	-0	-	-	-	-
A6 Cash funds last year end	3,715	-	-	3,715	4,454
Cash funds this year end	4,625	-	-	4,625	3,715

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Current Account	4,625	-	-
		-	-	-
		-	-	-

