

# **The Inclusive Church Network**

*(Registered Charity 1102676)*

## **Annual Report & Financial Statements For the year ended 31 December 2020**

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**The Inclusive Church Network  
Trustees' Annual Report  
For the year ended 31 December 2020**

**Full name:** The Inclusive Church Network

**Other names by which the Charity is known:** Inclusive Church

**Registered charity number (England & Wales):** 1102676

**Registered address:** 54-57 Allison Street, Digbeth, Birmingham B5 5TH

**Trustees**

The Very Reverend Dianna Gwilliams (Chair) \*  
Reverend Anthony Freeman (Secretary) \*  
Michael Bishop (Treasurer) \*  
Reverend Daniel Barnes-Davies \*  
The Very Reverend Dr Jonathan Draper (Modern Church)  
Jenny Humphreys (WATCH)  
Fiona MacMillan \*  
Reverend Andrew Lightbown \*  
Reverend Michael Roper (*until 9 July 2019*)  
Simon Sarmiento \*

*\* Independent trustee*

**Independent Examiner**

Mrs Helen Lee MA BFP FCA  
55 Wodeland Avenue  
Guildford  
GU2 4LA

**Governance and Management**

The charity is operated under the rules of its constitution, adopted on 6<sup>th</sup> October 2003 and most recently amended by the Annual General Meeting on 16<sup>th</sup> July 2015. The 'Statement of Belief' was revised on 9<sup>th</sup> July 2019.

In accordance with the constitution, trustees are elected and appointed at the AGM. Some are Independent trustees, and others are appointed by Partner Organisations.

The charity employs a National Co-ordinator, on whom much of the day-to-day work of the charity devolves. The trustees have also appointed a number of Ambassadors who promote the work of the charity locally and regionally.

## **The Inclusive Church Network Trustees' Annual Report**

### **Objectives and Activities**

- a) To advance the Christian faith for the benefit of the public in accordance with our statement of belief;
- b) To advance the education of the public in understanding the practice and effects of the statement of belief.

### **Statement of Belief**

We believe in Inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it discriminates against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ. We believe in a Church which is scripturally faithful and seeks to proclaim the gospel afresh for each generation. We believe in a Church which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of God.

### **Public benefit statement**

The Trustees confirm that they have complied with the duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

### **Summary of the main activities undertaken for the public benefit**

- Developing a network of churches and individuals who subscribe to our statement of belief, and who can prove support and encouragement to each other, and promote the principles of inclusion within the wider church and community;
- Promoting inclusive thinking through talks, newsletters and printed publications;
- Staging an Annual Lecture by a prominent person;
- Working together with Partner Organisations to promote inclusion in the church;
- Working with others to stage regional meetings, conferences and attendance at key events such as General Synod and Greenbelt Festival.

Church members and the general public are educated regarding the effects of discrimination, and the benefits of an inclusive approach.

Individuals who have experienced discrimination by the church are offered support and guidance.

The church is assisted to adopt a more inclusive approach to minorities, and encouraged to demonstrate that it is welcoming to all, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity or sexuality.



## **The Inclusive Church Network Trustees' Annual Report**

### **Summary of the main achievements during the period**

From March 2020 our scheduled activities were curtailed by the Covid-19 lockdown and other restrictions, but the work of Inclusive Church (IC) was pursued in other ways. It proved to be a productive year, with sixty more churches registering as inclusive.

Following the Charity Commissioners' guidelines, the IC trustees continued their regular meetings via Zoom, but cancelled the 2020 AGM planned for July. The Annual Report and Accounts were produced as usual and submitted to the Charity Commissioners. It is available on our website. The Annual Lecture that is normally associated with the AGM was delivered online in August by June Boyce-Tillman and is available on YouTube via the Inclusive Church website

Our part-time national co-ordinator (Ruth Wilde) adapted creatively to the demands of lockdown. Among other things, she has used the time to oversee the upgrade our website and encourage the use of the Blog. Her monthly newsletter invites contributions from Trustees and members, and keeps churches and individual members up to date with news and events. Ruth has continued to prioritise better supporting the churches signed up to the Inclusive Church Network by building up the team of local voluntary Ambassadors. Their training sessions on Zoom have focused this year on Public Narrative techniques. These further the educational aims of the charity by increasing communication skills, and developing confidence to incorporate personal experience into the message of inclusion.

As an educational charity, Inclusive Church was committed to providing relevant information from an inclusive standpoint to potential candidates and voters in the 2020 elections to the Church of England General Synod. The postponement of the elections means its co-ordinating of this work with and on behalf of partner organisations will largely be carried out in 2021.

The Inclusive Church Resource book series continues to be a valued resource. The need for some reprinting has given the opportunity to discuss with the publisher DLT the revision of existing titles and the adding of new ones—especially on neurodiversity—to the list.

Inclusive Church continues to work closely with the church of St Martin's in the Fields, London, to promote high-quality research and development in all areas of disability grounded in the lived experience of all involved. The annual disability conference, this year titled "Telling Encounters: Stories of Disability, Faith, Church & God", again broke new ground, being the first held online.

The autumn saw the long-awaited publication of the Church of England's "Living in Love and Faith" (LLF) material on sexuality, identity, relationships and marriage. IC trustees acknowledged the centrality of these issues to so many examples of non-inclusion in the church by dedicating the whole of their December meeting to this topic. With its

educational remit, IC will promote the excellent material being produced by our partner organisation Modern Church, and encourage at every level the serious discussion of the issues raised by the LLF process.

In this strange year, individual trustees and members have engaged with a variety of online events and activities across the country supportive of inclusive values. Our work has been made possible by the generosity of individuals and churches who commit money, time and expertise to support the network, to whom we are most grateful.

#### **Financial review**

The change in the basis of accounting has affected the outcome for 2020 compared with 2019 (see Note 16 to the Financial Statements). In fact there was a deficit of £619 (deficit £774 in 2019). Donation income from our faithful band of supporters continued to decline (by about £2k), with 8 donors ceasing during the year, but 5 new ones, which slowed the drop in income. Gift Aid recoverable for 2020 was very close to 2019 (£3.8k), but regular online donations were down, as were corporate donations (by £6k).

The trustees have noted this decline and are making plans to increase income significantly. Although the Covid-19 pandemic has resulted in the severe curtailment of events, one result of this (and physical meetings being replaced by Zoom) has been a significant reduction in costs. Whilst the effect on the work of the charity has not been favourable, the net financial effect could have been far worse. The General Fund reserve stands at £19,764 (£20,371 in 2019).

#### **The Charity's policy on reserves**

We aim to maintain a balance of at least three months running costs, so that if we ever had to close down, we could do so in an orderly way.

#### **Financial risk**

The trustees have reviewed financial management policies and are satisfied that risks involved are at a manageable level.

Signed on behalf of the charity's trustees:

Signed Dianna Gwilliams Date 18 March 2021

The Very Reverend Dianna Gwilliams, Trustee



**Independent Examiner's Report to the trustees of  
The Inclusive Church Network  
For the year ended 31 December 2020**

I report to the trustees on my examination of the accounts of The Inclusive Church Network ('the charity') for the year ended 31 December 2020.

**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 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 all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 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 Act; or
2. The accounts do not accord with those records.

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 allow a proper understanding of the accounts to be reached.

Signed *Helen M. L. Lee* Date 18 March 2021

Helen Lee MA BFP FCA

**The Inclusive Church Network  
Financial Statements  
For the year ended 31 December 2020**

**Statement of Financial Activities**

	Note	Unrestricted Funds	Restricted funds	Total funds 2020	<i>Total funds 2019</i>
		£	£	£	£
<b>Incoming resources</b>					
Donations and grants	2	31,683	2,949	<b>34,632</b>	<i>38,410</i>
Charitable activities	3	475	0	475	<i>840</i>
Fundraising	4	166	0	166	<i>437</i>
Other income	5	82	0	82	<i>81</i>
<b>Total incoming resources</b>		<b>32,406</b>	<b>2,949</b>	<b>35,355</b>	<i>39,768</i>
<b>Outgoing resources</b>					
Cost of Fundraising	6	216	0	216	<i>216</i>
Cost of Charitable activities	7	30,226	2,150	32,376	<i>38,518</i>
Governance	8	1,229	0	1,229	<i>1,808</i>
<b>Total outgoing resources</b>		<b>31,671</b>	<b>2,150</b>	<b>33,821</b>	<i>40,542</i>
<b>Net surplus/(deficit)</b>		<b>735</b>	<b>799</b>	<b>1,534</b>	<i>-774</i>
<b>Transfers</b>	9	<b>(1,342)</b>	<b>1,342</b>	<b>0</b>	
<b>Balance b/f</b>		<b>20,371</b>	<b>1,509</b>	<b>21,880</b>	<i>20,702</i>
<b>Balance c/f</b>		<b>19,764</b>	<b>3,650</b>	<b>23,414</b>	<i>21,880</i>

**The Inclusive Church Network  
Financial Statements  
For the year ended 31 December 2020**

**Balance Sheet**

	<b>Note</b>	<b>Unrestricted Funds</b>	<b>Restricted funds</b>	<b>Total funds 2020</b>	<b>Total funds 2019</b>
		£	£	£	£
<b>Current assets</b>					
Cash/bank	10	17,205	3,900	21,105	19,928
Debtors	11	2,765	0	2,765	1,000
Stock	12	<u>1,357</u>	<u>0</u>	<u>1,357</u>	<u>952</u>
<b>Total current assets</b>		<b>21,327</b>	<b>3,900</b>	<b>25,227</b>	<b>21,880</b>
<b>Liabilities</b>					
Accrued expenses	13	1,063	250	1,313	
Creditors	14	<u>500</u>	<u>0</u>	<u>500</u>	
<b>Total liabilities</b>		<b>1,563</b>	<b>250</b>	<b>1,813</b>	
<b>Net current assets</b>		<b>19,764</b>	<b>3,650</b>	<b>23,414</b>	<b>21,880</b>
Represented by:					
General Fund		19,764	0	19,764	20,371
Restricted Funds	15	0	3,650	3,650	<u>1,509</u>
<b>Total funds</b>		<b>19764</b>	<b>3,650</b>	<b>23,414</b>	<b>21,880</b>



**The Inclusive Church Network**  
**Financial Statements**  
**For the year ended 31 December 2020**

**Notes to the Financial Statements**

The trustees agreed to change the basis of the annual accounts from Receipts & Payments to Accruals for 2020. This was to enable a clearer view to be given to those reading the accounts of the financial performance and position of the Charity from a year-by-year perspective. The effect of the change for the 2020 accounts is that some 2019 income and expenditure is included in the year's figures, together with the appropriate 2020 figures. Note 16 explains the actual figures involved.

**1. Accounting Policies**

- The financial statements have been prepared in accordance with applicable accounting standards and the Charities SORP.
- The financial statements have been prepared on an accruals basis under the historical cost convention.

**Funds**

- The general reserve includes the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the trustees are also unrestricted.
- Funds given for a particular purpose are restricted to use for that purpose.
- The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

**Incoming resources**

*Voluntary income and capital sources*

- Donations are recognised when received by or on behalf of the Charity.
- Income tax recoverable on gift aid donations is recognised in the same accounting year as the associated income is received.
- Grants and legacies to the Charity are accounted for as soon as the Charity is notified of its legal entitlement and the amount due.
- Funds raised by events are accounted for gross wherever possible.
- Sales of books are accounted for gross.

*Other ordinary income*

- Interest is recognised in respect of the periods for which it is earned that fall within the accounting year.

**The Inclusive Church Network  
Notes to the Financial Statements**

	Unrestricted Funds	Note	Restricted funds	Total funds 2020	Total funds 2019
	£		£	£	£
<b>2. Donations , grants</b>					
Individual standing orders	18,185		0	18,185	20,361
One-off donations	230		0	230	<i>included above</i>
Gift Aid on donations	7,685	16	0	7,685	4,138
Online donations	2,673	16	449	3,122	3,727
Corporate donations	2,910		1,000	3,910	9,934
Grants	0		1,500	1,500	250
	<b>31,683</b>		<b>2,949</b>	<b>34,632</b>	<b>38,410</b>
<b>3. Charitable activities</b>					
Events	475		0	475	840
<b>4. Fundraising</b>					
Book sales, Royalties	166		0	166	437
<b>5. Other income</b>					
Bank interest	82		0	82	81
<b>6. Cost of Fundraising</b>					
Just Giving subscription	216		0	216	216
Publications	0		0	0	0
	<b>216</b>		<b>0</b>	<b>216</b>	<b>216</b>
<b>7. Cost of Charitable activities</b>					
Grants	1,000	16	0	1,000	0
Cost of events	0		0	0	4,063
Cost of Education projects	0	16	2,150	2,150	5,190
Publicity (incl website)	2,269		0	2,269	1,500
Postage, Admin	934		0	934	1,946
Employment (incl expenses)	26,023	16	0	26,023	25,819
	<b>30,226</b>		<b>2,150</b>	<b>32,376</b>	<b>38,518</b>
<b>8. Governance</b>					
Cost of meetings	174		0	174	1,316
Independent Examiner	1,055	16	0	1,055	492
	<b>1,229</b>		<b>0</b>	<b>1,229</b>	<b>2,155</b>

**The Inclusive Church Network**  
**Notes to the Financial Statements (continued)**

**9. Transfers**

According to the published accounts for 2019, there was a restricted fund balance of £1,509 held at 31 December 2019 for the General Synod election project. In fact, there were some restricted funds for this project which were received via Just Giving during 2019, but should be regarded as restricted. Further restricted funds for this purpose were also received in 2020.

There was also a credit balance for the "Something Worth Sharing" booklet, which was published during 2019, and a grant towards the costs was due from the Westhill Trust, and was duly received in 2020.

The following transfers were made between unrestricted and restricted funds on 1<sup>st</sup> January 2020 to reflect the above.

	General Fund (£)	Restricted Funds (£)	Total (£)
General Synod project	(1,303)	1,303	0
"Something Worth Sharing"	<u>(39)</u>	<u>39</u>	0
Total	(1,342)	1,342	0

**10. Cash/bank**

	Unrestricted (£)	Restricted (£)	Total (£)	2019
CAF current account	5,881	3,900	9,781	
<i>9,687</i>				
CAF 60-day notice account	10,324	0	10,324	
<i>10,241</i>				
Co-ordinator's float ( <i>see below</i> )	<u>1,000</u>	<u>0</u>	<u>1,000</u>	<i>see</i>
<i>below</i>				
	17,205	3,900	21,105	
<i>19,928</i>				

A cash float of £1,000 is held by the co-ordinator, repayable at the end of employment. This was shown as 'other monetary assets' on the 2019 accounts, but is included with cash/bank in 2020.

**11. Debtors**

	£	£	£
Gift Aid (donations Apr–Dec 2020)	2,684	0	2,684
Gift Aid (online donations Dec 2020)	<u>81</u>	<u>0</u>	<u>81</u>
	2,765	0	2,765

**12. Stock**

	£	£	£
Books for resale	1,357	0	1,357
<i>952</i>			



**The Inclusive Church Network**  
**Notes to the Financial Statements (continued)**

13. <b>Accrued expenses</b>	Unrestricted (£)	Restricted (£)	Total (£)
Education project (December 2020)	0	250	250
Website (Jan 2020 invoice unpaid)	144	0	144
Tax/NI (December 2020)	312	0	312
Employees expenses (December)	57	0	57
Independent Examination (2020 accounts)	<u>550</u>	<u>0</u>	<u>550</u>
	1,063	250	1,313

14. <b>Creditors</b>	Unrestricted (£)	Restricted (£)	Total (£)
Provision for underpayments to HMRC	500	0	500

**15. Restricted Funds**

	Opening Closing Balance balance £	Income £	Expenditure £	Transfers £
£				
General Synod project	1,509	1,449	(2,150)	1,303
2,111				
Booklet	<u>0</u>	<u>1,500</u>	<u>0</u>	<u>39</u>
<u>1,539</u>				
	1,509	2,949	(2,150)	1,342
3,650				

**16. Change of accounting basis**

The 2019 accounts were properly drawn on a cash basis (Receipts & Payments Account and Statement of Assets & Liabilities). These are not designed to balance. In moving to an Accruals basis, it is necessary to bring forward, not only the cash balances from 2019 (according to the R&P), but also the 'other monetary assets' recorded in the SAL, in order to create a Balance Sheet for 2020. That means that the 2019 figures shown in the 2020 accounts include these amounts (cash float £1,000 plus Books stock £952), and not just the amounts in the R&P (£19,928)

The following amounts were received in 2020, relating to 2019, but were correctly not recorded in the 2019 accounts, since they were received after 31 December:

	£
Gift Aid for Jan-Dec 2019	3,858
Gift Aid for online donations Dec 2019	<u>76</u>
	3,934

**The Inclusive Church Network**  
**Notes to the Financial Statements (continued)**

**Change of accounting basis (continued)**

Similarly, the following amounts were paid in 2020, but relate to 2019:

	£
St Martin in the Fields: donation for 2019 conference	500
Pension contribution December 2019	125
HMRC tax/NI December 2019	301
General Synod election project December 2019	350
Independent Examiner's fee for 2019 accounts	<u>505</u>
	1,781

So the net amount received for 2019 in 2020 was £2,153

The overall figures for 2020 on an Accruals basis include this additional amount; this was not included in the 2019 accounts, which were on a Receipts and Payments basis. Taking this figure away from the net surplus of £1,534 for 2020 means that there was actually a deficit for all transactions relating to 2020 amounting to £619.

**17. Trustees' Expenses**

During the year, trustees were reimbursed £421 in expenses.

**18. Related party transactions**

There were no related party transactions in the period.