

St Ethelburga's

*Centre for Reconciliation and Peace*



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# Lighthouse in a storm

Annual Report 2020

*"If civilisation is to survive we must cultivate the science  
of human relationships - the ability of all peoples  
of all kinds to live together and work together  
in the same world at peace"*

Franklin D Roosevelt

*"The most important, not to say most urgent, task is to rebuild a  
strong and vibrant local social fabric so as to gradually establish  
a climate of trust, 'social capital' that can serve in case of  
catastrophe. Right now we need to get out and about and  
create collective practices, those aptitudes for living together  
that our materialist and individualist society has methodically  
and conscientiously torn apart in recent decades.  
These social skills are our only genuine guarantee  
of resilience in times of catastrophe."*

How Everything can Collapse: A Manual for Our Times  
by Pablo Serving and Raphael Stevens

78 Bishopsgate  
London, UK  
EC2N 4AG  
[enquiriesestethelburgas.org](http://enquiriesestethelburgas.org)  
+44 (0)20 7496 1610



Front cover image: Gaia Armellin

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# |Executive summary

## **The year the world changed**

The pandemic proved a defining 'before and after' moment in our global experience. It showed us the precarity of our future on an Earth that is dangerously out of balance, and revealed our dependence on each other: – the fundamental importance of cooperation and mutual support, at both a local and global level.

Although in the UK relationships in some of our local neighbourhoods may have been strengthened by lockdown, at a broader cultural level, there remain signs of fracture. The murder of George Floyd reverberated in the UK, revealing fault lines around race. Living in the midst of a 'culture war' is becoming a daily experience for an increasing number, and our ability to conduct meaningful dialogue across progressive/conservative divides continues to be eroded. There are many uncertainties in our landscape, and also a deep collective fatigue.

## **Reconciliation and resilience**

In these circumstances, our individual, community and cultural resilience could not be more important. In the midst of such unpredictability, *our resilience lies first and foremost in each other*. Resilient communities are those with a strong web of relationships, an ethos of inclusion, and a range of different spaces in which people can come together. St Ethelburga's approach to preventative peace-making is to empower people to contribute to that cohesion. Opportunities for encounters with those outside our echo chamber; skills to navigate difference and build bridges; and civic containers for dialogue across divides – these are all essential building blocks for resilience.

## **The intersection of ecology and peace**

However, these things alone are meaningless unless we also have the courage to confront the most uncomfortable truths of our time. Despite the reduction in air travel during lockdown, many countries are struggling to keep the Paris Agreement and climate breakdown may already be irreversible. Biodiversity collapse and mass migration on an unprecedented scale are possible in the coming years. Some climate scientists who model future scenarios also cite human extinction as a real possibility. Reconciliation with each other will be meaningless on an uninhabitable Earth. Reconciliation with the Earth must be central not just to peace-making – but to all human endeavour. Our resilience for the future lies at the intersection of these two things.

## **St Ethelburga's speaks**

For St Ethelburga's, 2020 was a year of integration. We continued to develop and test our approach to community resilience (drawing also on the wisdom and lived experience of refugees). We also found exciting new ways to weave together these two core aspects of our work – building community across differences, and protecting the sacred space of nature.

As an organisation, we were rapid and agile in our response to the pandemic, converting our programmes to the online format with speed and creativity, and adopting new ways of being together as a team. Our 7th century patron, Ethelburga, gained her sainthood through responding to a pandemic so we knew we had a story to tell!

### **A busy year!**

The commitment and flexibility of our small, dedicated team ensured a busy, productive year. Many events and programmes were delivered, tailored to the needs we saw around us, despite some project timelines inevitably being paused due to homeschooling responsibilities. Impact was achieved through training community leaders in our resilience model, through the continuing reconciliation projects of Journey of Hope alumni and the launch of a new Journey of Hope leadership programme, through raising up the voices and talents of refugees, and through our podcasts and workshops with Listening to Each Other, Listening to Earth. We extended our reach internationally, organically, due to the accessibility of online work, but also deliberately, via our new US partners, the Centre for Spiritual Imagination. We also dedicated time to broadening our understanding of racism, researching political polarisation and piloting a model of viewpoint diversity dialogue, designed to reweave our social fabric across the divisive impact of culture war.

### **Financial stability**

Whilst it has been a challenging year for most charities, by managing resources carefully and having the foresight to build up reserves for exactly this kind of scenario, St Ethelburga's weathered the storm. We were also the grateful recipients of a generous relief grant from Kalliopeia Foundation and two legacies. Venue hire income was however, severely compromised due to lockdown and we will need to step up our fundraising efforts in 2021-22 in order to continue to deliver our much-needed programmes.

### **Commitment to inspire**

As we move forward into 2021 and beyond, St Ethelburga's has two strongly held commitments. Firstly, to build not just stronger local communities but also a broader cultural fabric, so that as the systemic crises ahead of us intensify, there will be some means to pull together rather than fracture and fall apart. Secondly, we are committed to calling people from all backgrounds to recognise the existential threat of ecological collapse and come into relationship with a living, sacred Earth. Knowing the symbolic value the St Ethelburga's story holds for many, we feel a responsibility to increase our presence, to share our values more widely and offer a durable, meaningful source of vision, community and inspiration for a reconciled world. Our attention will be, as always, on discerning the most urgent needs of our time, and responding with programmes that unleash hope, resilience and a shared sense of humanity.

***Dr Justine Huxley***  
**CEO**



# **Mission and principles**

St Ethelburga's is a 'maker of peace-makers'.  
We build community resilience for times of  
ecological and social emergency.

Our work is organised around four key  
principles, which are reflected in the fabric  
and history of the building. These underlie all  
our programmes and guide what we do. We  
illustrate these principles by telling the  
following four stories.

## **Values into action**

St Ethelburga was a courageous and selfless 7th century religious leader. When the plague came to London, instead of retreating into prayer, she chose to open the doors of her abbey and served as a healer to the sick and a chaplain to the dying. She put her deepest values into action in very dark times and inspired others to do the same.

## **Crisis as opportunity**

In 1993, an IRA bomb exploded on Bishopsgate, almost completely destroying the medieval church of St Ethelburga. Rebuilt as a centre for reconciliation and peace, this story reflects the opportunity for change and evolution that lie at the heart of every conflict and crisis. This principle is the foundation of all our work with division and disagreement.

## **Community across differences**

Our Bedouin Tent is a unique and beautiful space, originally built in response to 9/11. Its circular design offers a container for non-hierarchical dialogue, where all perspectives are welcomed equally. The Eastern structure alongside the Western architecture of the church reflects the vital need to build community across differences. This theme is fundamental to all our work.

## **Protecting the sacred**

The site of St Ethelburga's has been consecrated ground for over 800 years, remaining true to its ancient purpose amid offices and skyscrapers. This speaks to us of the need to protect what is sacred. Not just spaces for prayer and reflection, but also our deepest human values, and the sacred space of nature. Reflection, spirituality and love for our Earth are woven through everything we do.

# | Project portfolio

In 2020, we maintained a high level of activity and impact, despite the challenges, effectively modelling adaptability in times of crisis. The majority of our programmes were redesigned for the online environment, with considerable success. Those that could less easily achieve impact online (such as our work with refugees) focused on content creation. Inevitably some project timelines were extended, due to staff furlough. Overall, delivery and impact remained high.

Programme	Aim
Radical Resilience	Train community leaders in a values-led model of resilience
Reconcilers Together	Give faith leaders the skills to work with conflict
Building Relationships with Refugees	Strengthen UK communities by building relationships with refugees
Viewpoint Diversity	Conversations that bridge opposing perspectives
Listening to Each Other, Listening to Earth	Explore spiritual ecology through the lens of diverse cultures
Communities of Practice	Continuing project support for alumni
Outside the Echo Chamber	Enable business leaders to encounter new perspectives
MA in Reconciliation	Give peace-makers around the world a theoretical underpinning for their work
Soul Space	Space for reflection and inner resilience



# Online impact

During lockdown, St Ethelburga's seized the opportunity offered by online working, pursuing international audiences and making the best use of our new wider reach. We enjoyed translating our signature style and methodology on to Zoom in creative ways. We experimented with exciting new formats such as our 'retreats in daily life', which combine group work with self-study and reflection in a flexible way. We led resilience participants in embodied exercises in nature, connected via mobile phone cameras on several different continents. We found new ways to keep people engaged and nourished in an environment that some can find draining and impersonal.

We invented new tools and adapted existing forms to enable intimacy and deep sharing, and we designed hybrid events combining in-person and online audiences. We also formed a new international partnership with The Centre for Spiritual Imagination in New York, and cemented existing partnerships with frontline organisations in the global south. We experimented and innovated, and fed learning back as a team, keeping our work alive and fresh and successfully avoiding the fatigue experienced by many. The learning gained in this year of lockdown has broadened our methodology and expanded our reach.

# Aim

***To train community leaders from across faiths and cultures in a values-led model of resilience, equipping them to respond meaningfully in the face of evolving social and ecological challenges.***

## Activity

In the early part of 2020 we concluded the final modules of a 6-month in-depth programme with a cohort of 18 high potential leaders from a range of faiths, cultures and community contexts. Participants learned St Ethelburga's values-based model of resilience, delivered action projects in their own locations, shared learnings with each other, and formed a strong peer group which continues to meet. In the summer, we hosted a 5 day online retreat for 28 people. This explored resilience in the context of the multiple intersecting crises of climate breakdown, pandemic, societal divisions and racism. Participants joined from across the UK, Scandinavia, Europe and Africa. Throughout the year we supported our ongoing communities of practice to meet for mentoring and action planning, and hosted a 'vision lab' with activist Skeena Rathor. We also helped some alumni to use our training materials in their own contexts.

## Impact

Participants in the Radical Resilience programme

- Face the uncomfortable truths of our times, re-evaluate priorities and grow in leadership capacity
- Explore divisions that emerge within the group as a microcosm of the wider landscape and learn how to work with inclusion in their own contexts
- Take action in their communities (e.g. leading their own trainings, setting up practical community resilience projects)
- Form lasting communities of practice which continue to support their leadership development.

## Serayna-Keya

During her time on the Radical Resilience programme, Serayna Keya developed a collaborative project, 'Diaspora Dialogues for the Future', for marginalised communities and people of colour to explore climate justice using personal and community storytelling. A gifted facilitator, she went on to deliver four workshops for St Ethelburga's on similar themes. Serayna Keya is currently working on a new project, Grandmother's Garden, focusing on "knowledge sharing and education on climate change, environmental justice and earth wisdom for UK Black, Asian, Latin American and other ethnic minority people".



***"Our everyday lives make it hard for us to imagine certain futures, to be with these possibilities without becoming paralysed with fear. This programme strengthened me emotionally and presented me with a choice of who/what I want to be in situations of crisis."***

**Radical Resilience participant**

Radical Resilience is funded by the Emergence Trust, Inlight Trust and a foundation that prefers to remain anonymous.

# Reconcilers Together

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# Aim

***To give faith leaders the skills to work with conflict and inspire them to transform their local communities***

## Activity

Reconcilers Together is a coalition of ten leading Christian peace centres across the UK and Northern Ireland. Led by St Ethelburga's, the partners curate a 6-month leadership programme called Journey of Hope, a deep dive into the practice of faith-based reconciliation. Journey of Hope empowers participants to become active reconcilers in their own contexts. In 2020, a key output was the development work and promotion for this programme. Going online generated applications from far afield so programme leader Rebecca Brierley responded by launching a new parallel programme tailored for the US context, with four new partner organisations – a vibrant new addition to our portfolio. We also led regular community of practice meetings which grapple with current peace-making challenges; 3 online events on best practice, and an in-person retreat on Holy Island for the partners to work on shared vision. Together, these 14 organisations, 3 activity strands, 21 alumni and 43 current participants combine to form the seeds of a substantial movement for Christian peace-making.

## Impact

- Participants of the Journey of Hope (UK and US) are empowered to transform community and church conflicts
- Those with the capacity are mentored to transform their churches into centres for peace and reconciliation
- A growing network of practitioners support each other in responding to societal fractures and polarisation, cultivating a more resilient society.

## Phil

Phil participated in the pioneer year of Journey of Hope, with the intention of using the experience to manifest a long-cherished dream. Phil went on to co-found an exciting new initiative at his church called 'Crux', a service that builds conflict resilience in communities, organisations and churches through skills based training, coaching and mediation. Crux also creates podcasts and hosts 'hot topic' events aimed at skilling up ordinary people to navigate the most contentious issues of our times.



***"I'm being invited into forums where I'm engaging with people with whom I profoundly disagree. Journey of Hope helped build my resilience for that. I'm not alone in doing this work - we are a community of reconcilers."***

**Kieran, Journey of Hope Alumni**

Reconcilers Together is funded by a foundation that prefers to remain anonymous, and by the AllChurches Trust.

# Building relationships with refugees

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# Aim

**To strengthen UK communities by building relationships with refugees and asylum seekers**

## Activity

At the beginning of lockdown, our refugee programme adjusted rapidly to meet the new needs of the moment. Programme leader Jo Winsloe-Slater created a new online platform, positioning refugees as wisdom holders whose life experiences have called forth the skills and attitudes of deep resilience. Inside Stories was a series of recorded conversations and blog stories with people who had been forcibly displaced and served to highlight both their vulnerability in the new pandemic landscape and also what they bring to their new host communities. We also hosted eight online events, reaching over 300 people. The events included: a conversation with Syrian filmmaker, Waad al-Kateab and a screening of her award-winning film, *For Sama*; an alumnus-led event focused on refugee stories; and a panel discussion on migration and the climate crisis, asking how we can prepare our communities for the changing face of our neighbourhoods. An exciting new programme, *Presence*, was also launched. *Presence* is an online Open Mic space which aims to feature refugee musicians and poets performing alongside regular artists, centring themes of home, belonging and community. This event series was aimed primarily towards London-based artists, but due to the freedom of online work, also developed an international following.

## Impact

- Raised awareness of the plight of displaced people
- Disrupted conventional helper/helped roles and centred the wisdom and life experience refugees bring to their new communities, particularly relating to resilience
- Built relationships of understanding that help reduce prejudice and strengthen communities

## Ibrahim

Ibrahim is a vocalist, kerar player, composer and music producer. Born in Kassala, a state in eastern Sudan, Ibrahim began his vocal training at a young age in three different languages – Arabic, Tigrinya and Amharic. After successfully recording with the music ensemble, AfriCairo in Egypt, Ibrahim joined and performed with the acclaimed Nile Project, touring north Africa, US and Europe, including at the Barbican, London. In 2020, we were excited to welcome Ibrahim as a performer 'in residence' for St Ethelburga's music and poetry Open Mic programme, *Presence*.



***"At Presence I found my place for me as a professional artist. I learned a lot from seeing the different musicians and the Open Mic made it easy to meet ordinary people with different talents. When you are a refugee, this is not always easy."***

**Ibrahim**

This programme is funded by Tides Foundation and The Leathersellers Company

# Aim

***Bringing reconciliation to the fore in our increasingly polarised landscape. Approaching sensitive and divisive topics through the lens of peacemaking.***



## Impact

- Transcends echo chambers and confirmation biases
- Celebrates the moral courage needed to engage with diverse views
- Increases empathy for those who hold different views, and highlights where people on opposing sides of an issue share common ground
- Empowers participants to take generative listening and constructive disagreement practises into their own communities and contexts

***"I enjoyed the way you guided the conversation to be collaborative rather than combative and ultimately entrenching dualistic 'sides' of a debate."***

***"Explored the subtleties beyond the sweeping generalisations which tend to dominate the racial conversation."***

## Activity

Reconciliation skills are urgently needed to counter echo-chambering and division. In

2020, we began a process of development work to respond to this increasing need. We researched political polarisation, investigating its deeper sources and its potential future consequences, and began exploring themes that included: culture war, divides between the left and right in the UK, critical race theory and its redrawing of the progressive landscape, and the need for heterodox conversations in the environmental movement. This led to the development of a new model for exploring viewpoint diversity, and a new strand of work we will be expanding in 2021-22.

## Judy & Inaya

Our pilot event, **'Racism in the UK: Two Perspectives'**, brought together speakers from radically different perspectives. Judy Ryde, author of books on White Privilege, and Inaya Folarin Imam, founder of the Equiano Project.

The format moved away from seeking to win a debate, and towards learning from one another. Feedback was enthusiastic and demonstrated that many people are hungry for discussions that offer nuance and depth on difficult issues, and form a much-needed antidote to the highly polarised media and social media landscape.



**Listening to each  
other, listening  
to earth**

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# Aim

*To explore spiritual ecology through the lens of diverse cultures.*

## Activity

In 2020 we hosted a series of 7 podcasts, 6 online workshops, and 1 online dialogue. We wanted to explore spiritual ecology (ecological action rooted in a sense of Earth as sacred) through the wisdom and lived experience of leaders from diverse cultures, including Black, Asian, Middle Eastern, Latin American, and indigenous people. The podcast conversations were a collaboration with The Future is Beautiful, hosted by Amisha Ghadiali, featuring inspirational leaders, most of whom have collaborated with St Ethelburga's for several years. These included Tiokasin Ghosthorse, Pat McCabe and Lyla June Johnston (indigenous leaders and teachers); Rabiah Abdullah (Sufi Muslim herbalist and community leader); Minna Salami (a Nigerian, Finnish and Swedish author) and several more. The workshops gave an opportunity to dive deeper and included online events with brontë velez (artist and educator, co-founder of Lead to Life) and Serayna Keya Solanki (climate justice and sustainability consultant).

## Impact

The series enabled participants and listeners to:

- Expand their connection to the natural world by looking through diverse cultural lenses
- Better understand the intersection between peace and ecology
- Investigate the relationship between destruction of land and oppression of people.

Funded by Kalliopeia Foundation

Tiokasin Ghosthorse, contributor to Listening to Earth

## Kailea

Kailea is of Tahltan, Kaska and Black American ancestry. Her work sits at the intersection of climate justice, spiritual ecology and resilience.



She is the founder of a project called 'Earth Is Ohana', and co-author of 'Compassion In Crisis: Learning To Live in an Age of Disaster'. Our dialogue with Kailea focused on deep listening as practice central to making peace with each other and with the Earth, our common home. In her words, "Deep listening is a tool to widen our perspectives. It is about sensing and hearing what is beneath words or beneath what is being shown. Deep listening employs the whole body, and asks us to be soft enough to hold a meta view that is always made up of multiplicities."

***"Bypassed politics and pain and allowed a real connection with essence."***

***"This was very special for me, it felt very inclusive and experimental. Amazing work. Hats off to you."***



# Communities of Practice

***Our programmes draw on the wisdom of diverse groups and emphasise peer learning. These micro communities are often strongly bonded together, and some continue to meet for many years. Our mentoring and support of alumni through on-going communities of practice is an important mechanism for scaling up. These stories highlight some of the continuing impact of our alumni.***

## Anahita

Anahita grew up in the shadow of the Iran-Iraq war, and her family had to move within Iran several times for their own safety, an experience which lies behind her quest for a more stable world. She has attended several leadership programmes with us since 2017, and as an Associate Fellow of St Ethelburga's has initiated several community building projects since that time. She described the impact of our 2020 resilience retreat as "Like a tsunami", inspiring deep reflection as well as an urgent need to respond. Inspired by St Ethelburga's practice of naming the uncomfortable truths of our time, Anahita recently led a 'truth-telling event' based on stories from refugees, which she plans to make part of a series.



## Declan



Declan attended a deep adaptation retreat (now called Radical Resilience). He described it as leading to "a real shift in perception, a different reality" and being "powerfully mobilising". The programme had a major impact on his sense of direction and played a part in a big leap forward in his leadership. Declan has since been leading workshops on related themes for centres and initiatives across the UK and Europe, including On Purpose, Embercombe, the Transition Town movement, and Plum Village in France. He is increasingly interested in developing networks which build bridges, and is also setting up a new CIC to develop an intergenerational peer support community in Bristol.

## Katherine

Katherine joined St Ethelburga's summer programme. Motivated by wanting to know how to respond in a landscape of deepening crisis, she described the impact as profound. It led to the question, "I can't undo what I now know, so what do I do with that knowledge?" Skilled in initiating community projects, Katherine initially took her learning into local neighbourhood responses to the pandemic. Later she saw an opportunity and created 'Community Resilience for Changing Times', a weekly live streamed conversation and podcast series. Covering a huge range of topics from food security to spiritual leadership, the talks have developed a substantial following, opening up many critical themes to new audiences.



## Sandra



The daughter of a Holocaust survivor, Sandra has been preoccupied throughout her life with the need to understand what causes people to so profoundly mistreat each other and the Earth, and to create safe spaces to explore this territory in transformative ways. Her work focuses on bringing ecopsychology into sustainability consultancy and reframing the role of business in regeneration. Sandra was a speaker in two conversations about 'dismantling conquest' for the Community Resilience in Changing Times series, and also submitted a funding bid to take her innovative model into organisations and communities. Her alumni peer group continues to offer support and inspiration.

Rozita is a young Baha'i who was studying refugee issues at university when she first participated in one of St Ethelburga's leadership programmes. She went on to organise a cafe event attended by over 60 people and inspired many students to get involved and understand more about the stories and needs of refugees. Rozita also led a workshop at a conference about her experiences, engaged with faith groups in her local area, and returned to the refugee camp a second time to volunteer. Rozita continues to be inspired by the cohort she trained with and described feeling "like I'm part of a family".

## Rozita



## Kishan



Kishan returned from St Ethelburga's refugee programme full of the desire to share what he learned, and initiated several gatherings with his faith group, family and wider Jain community. Inspired by the power of driving change through personal experience, Kishan has grown into a compelling public speaker with a talent for opening hearts and galvanising rapid impromptu community building action. He also uses his substantial online following to encourage empathy for the plight of refugees arriving in the UK, helping open the door to more cohesive communities. Continuing his efforts during lockdown, Kishan commented, "Staying indoors every day makes it easy to be selfish. It takes motivation and courage to be compassionate. St Ethelburga's is a true flagbearer of that attitude."

# Additional programmes

## MA in reconciliation & peace-making

St Ethelburga's Centre was closely involved in establishing an MA at Winchester University for practitioners of peace-making and reconciliation around the world. In 2020, this entered its seventh year, led by Dr Mark Owen and former Director of St Ethelburga's, Professor Simon Keyes. The curriculum focuses on understanding the nature and causes of conflict, and the practice of reconciliation. Modules include skills for working with divided groups; multi-faith cooperation in peacebuilding; and religion and globalisation. Students come from a wide variety of countries, such as Liberia, Syria and Afghanistan (often countries in active conflict) and are taught remotely. St Ethelburga's and the Winchester Centre collaborate on an annual event and help promote each others work.

## Outside the echo chamber

In 2020, our series of breakfast meetings aimed at senior leaders in the City and finance sector continued and grew a stronger following. We hosted seven events (six of which were online). Sponsored by RSM, these intimate gatherings were initially limited to around 30 people per event, and explored a range of interesting themes, enabling St Ethelburga's to raise its profile with its neighbours in the City. Speakers included: Charlie Burrell, founder of the Knepp Estate, speaking about rewilding; Professor Donald Peebles, senior clinician at UCL, speaking on the impact of covid on leadership within the NHS; Julian Enoizi, CEO of Pool Re, on insurance for pandemic and systemic risks.

## Soul Space

This monthly online gathering had a strong following during lockdown and served as an important container for community and connection. Revd Dave Tomlinson excelled in curating a rich, stimulating and heart-felt hour of reflection. Dave's style centres on a moving and apposite theme, coupled with the use of beautiful imagery, video content, poetry and prayers. He also has a unique way of ensuring the events speak to those rooted in the Christian faith whilst also being very warmly welcoming to those of other faiths or unaffiliated to any tradition. The events worked exceptionally well on zoom and generated much positive feedback.

***"SoulSpace feels like a gift - gratefully received. A calm and spacious place in which to ponder for an hour and be replenished. Dave and Rebecca hold the space for us all in a truly sacred, welcoming and calm manner. It helps me step back into the world"***



Top: Peace bridge Londonderry, Tim White  
Bottom: Holy Family of the Streets, Kelly Latimore

# 2020 | in numbers

**62**

public events &  
workshops (online)

**2**

intensive  
leader programmes

**8**

public events &  
workshops (in person)

**124**

community  
leaders trained

**>2,100**

people engaged  
directly in  
programmes

**>70**

alumni-led  
workshops &  
talks

**55**

venue hires

**>12,000**

people following  
our work

**>3,600**

people reached  
by alumni

# 2020 | in words

**“ The opportunity to lead on successful practical projects gave me an incredible sense of empowerment. The self-confidence gained through this is immeasurable and has impacted everything I have done since. ”**

**“ St Ethelburga’s programme helped me sink deeper. I’m offering more, and that will ripple out into my community ”**

**“ I really appreciate the work you are doing right now. It’s deeply reassuring to know that there you are so on it. St E’s is one of the places I look to for nourishment and inspiration – so thank you. ”**

**“ As there were some expressions of conflict and difference on the retreat itself, I had the opportunity to witness and navigate these situations and to experience other peoples’ ways of doing this too, ”**

**“ Knowing that there are a group of people working in this way has been very empowering. The fact that so much effort went into connecting the group has meant it has continued (as a community of practice) and is an ongoing source of support and information. ”**

**“ The programme cultivated the space to actively, safely and openly speak about issues of race and racism, colonialism and its current impact. It helped open others up to thinking about this too as they continue to develop their work ”**

**“ I’m really grateful for the work that St Ethelburga is doing. It’s delicate, and they do it very well ”**

**“ The self-enquiry the course enabled, is still active and yielding results ”**

**“ Useful practical experience on handling conflict in groups ”**

# Caring for a sacred space

St Ethelburga's is an iconic, grade 1 listed building with a unique history. Many people hold this ancient church site, Bedouin Tent and Andalucian peace garden in their hearts with great affection, and see it as an oasis of peace and a symbol of hope for the future. Our work is deeply intertwined with the story of this inspiring place, reflected in our 4th value 'protecting the sacred'. The building is a significant asset for us, although also incurs significant upkeep costs.

During lockdown, the building was not in use for our programmes, but continued to be looked after well. With less footfall, the wildlife in our garden thrived!

We are now fundraising for a major refurbishment to the garden and mosaic-tiled area surrounding the Tent in order to make a covid-safe outdoor space to help regenerate our venue hire income. This is an exciting and elegant project, in keeping with the existing Andalucian and Islamic style.



*We are grateful to all those who supported our 2020 building costs and improvements, including: the Heritage Lottery Fund and the InLight Trust.*

# Venue hire

Until this pandemic year, our venue hire business was thriving. Since 2016, it has grown from an income of just £20,000 to well over £125,000 in 2019. Our user reviews are exceptional, and we have many recurring clients for whom St Ethelburga's is a second home. This income gave us a high degree of stability and independence, making a significant contribution to our core support staff and building costs. However, with Covid-19 the bookings were much reduced and income in 2020 fell dramatically, to just over 10% of the 2019 revenue. We now have a significant challenge to fill this gap in unrestricted income. We are investing substantially in marketing the venue, as well as developing our hybrid offerings, and building relationships with new clients.

Going forward we will be seeking funders to invest in helping us restart our venue business as well as funders who recognise the need to support core organisational costs for the success of all of our activities and the organisation as a whole.

## Hybrid events

As we move into a future forever changed by the pandemic, the way we use our venue and how we host events has evolved.

In 2020 St Ethelburga's invested in new cameras, microphones, sound equipment and lighting in order to be able to host professional hybrid events (where some of the audience are present in the Centre and others are joining the event online).

The Tent and the nave both lend themselves to interesting event design, and many organisations will need this capacity going forward.

Our staff team have enjoyed the challenge of designing creative and engaging hybrid events, using a host of new technical and facilitation skills. This forms part of a new strategy for venue income.





# Our supporters

A heart-felt thank you to all our Guardians, Friends, sponsors and donors who have helped support the vital work of preventative peace-making in times of global emergency. We are grateful in particular to the following foundations and donors:

Allchurches Trust  
Edith Ellis Trust  
The Emergence Foundation  
Friends of the City Churches  
The Golden Sufi Centre  
The Inlight Trust  
The Kalliopeia Foundation  
The Kirby Laing Trust  
The Kitchin Trust  
The Leathersellers Company  
The late Major-General Ian Lyall Grant  
Marsh  
The Methodist Church  
National Churches Trust  
The National Lottery Heritage Fund  
Pool Re  
The late Roger Searle  
Shinnyo-en UK  
Tides Foundation  
The Wolfson Foundation  
The Worshipful Company of Gardeners  
The Worshipful Company of Saddlers

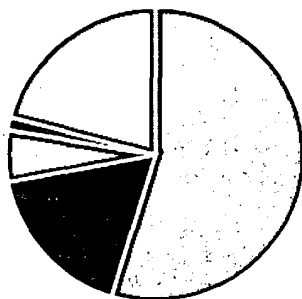
And several foundations that prefer to remain anonymous.

# | Financial review

St Ethelburga's Centre for Reconciliation and Peace receives its income from a mix of sources. In 2019, we were proud to present an income mix that was diverse and in which almost one quarter of our income (over £150k) was self-generated from venue hire. We had built up larger than usual reserves as a conscious strategy for financial resilience in the face of a perceived unpredictability in the wider landscape. This proved prudent.

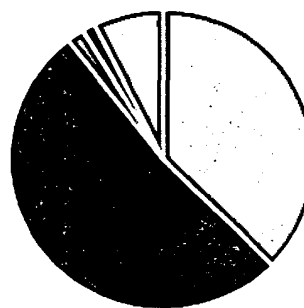
In 2020, our earned income fell dramatically as lockdown prevented our venue hire business from functioning. Our training income also yielded less, despite ongoing delivery, as a culture of hosting online events for free became widespread in our field. The pie charts below show the change in income pattern created by the pandemic.

2019 Income Sources



- Restricted grants
- Donations and legacies
- ▒ Charitable activities
- Investment income
- Other trading activities

2020 Income Sources



- Restricted grants
- Donations and legacies
- ▒ Charitable activities
- Investment income
- Other trading activities

In 2020, we were fortunate to receive two legacies from long-time supporters of the Centre and a relief grant from Kalliopeia Foundation which kept our income stable overall (£589k in 2020 compared with £573k in 2019). However, the longer term picture is less secure. It took several years to build up our venue income to the £150k it achieved in 2019. We do not know if the business can recover to the same level, or how long that might take. We plan to draw on reserves to support the same level of activity in 2021, but anticipate a greater focus on fundraising to ensure the continuation of our work in 2022 and beyond.

Despite much continuing activity, expenditure overall also shrank against budget. Restricted expenditure however was £245k (compared with £367k in 2019). Unrestricted expenditure was £234k compared with £207k in 2019. The reduction in unrestricted spending was due to the much lower costs associated with online programmes in comparison with residential; and also to some projects being paused due to staff furlough. These costs will pick up again as soon as undelivered project activity is completed in 2021, and as we return to working mostly with in-person groups again.

Whilst the results show a surplus of £121k for the year, adjusting for the unexpected legacy income the underlying position reflects a deficit for the year of £25,554, even after prudent expenditure management over the year.

## **Reserves policy**

The Trustees' policy is to maintain a level of reserves which will meet the Charity's commitments for the maintenance of the building and to provide a buffer for the operating costs of the Centre. Therefore the Trustees in 2019 held a target of two reserves, the first, of £75,000 to help cover the future costs of the building and the second, of £250,000, to cover 5-6 months' operating costs to ensure that the programmes are not impacted should there be any fluctuations in income. On 31 December 2020 the reserves held by the Charity were £470k. The Trustees intend to utilise the legacies received in 2020 to support the significant costs of caring for a grade 1 listed building. A significant portion of these reserves will be crucial to maintaining operations in 2021 and 2022 following the impact of the pandemic.

## **Investment policy**

The Trustees take a conservative approach to investing. Investments are held in the restricted LDCCJU fund and also as part of the charity's general fund, with a mandate that prioritises the preservation of capital. On the advice of the Diocese of London, investments are held in CBF Church of England Investment Accounts, in ethical funds managed by CCLA Investment Management Ltd. Investments are monitored quarterly.

## **Risk management policy**

Trustees and senior management routinely examine major strategic, business, and operational risks. There is a risk management policy and risk register which is reviewed quarterly.

The overarching narrative of our peace-work is about preparing community leaders and people from all walks of life to strengthen community cohesion and build resilience for times of global emergency. We are therefore committed to taking risk management seriously, and embedding this thinking throughout the organisation, continually assessing and planning for the impact of major 'unthinkable' risks related to climate breakdown, economic challenge, the rise of extremism, increasing social fragmentation, cyber attack, more pandemics and globally disruptive events in general. We continue to feed the ongoing learning from the covid pandemic into our contingency planning. This includes a broader preparation for how St Ethelburga's can make a meaningful social contribution in the midst of a disaster or emergency.

The principal risks currently facing the charity and its subsidiary undertaking are listed below, with their corresponding mitigating actions.

Risk	Mitigating action
<b>PROJECT RISKS</b>	
<p>Lockdown/covid restrictions continue causing staffing and project disruption</p>	<ul style="list-style-type: none"> <li>• Improving online/home working productivity</li> <li>• Seizing opportunity for international expansion</li> <li>• Working on hybrid events marketing</li> <li>• Monitoring staff wellbeing</li> <li>• Keeping in touch with funders</li> <li>• Adapting programmes so impact can be maintained in an online environment.</li> </ul>
<p>Refugee projects impacted by Covid, international changes or changing attitudes towards migrants</p>	<ul style="list-style-type: none"> <li>• Keep abreast of changes</li> <li>• Continue with alternative project plan for Refugee Allies</li> </ul>
<b>FINANCIAL RISKS</b>	
<p>Lack of a long term secure source of income</p>	<ul style="list-style-type: none"> <li>• New fundraising strategy emphasising efforts to broaden funding base</li> <li>• Building fundraising capacity of whole team</li> <li>• Back up plans for how the team could operate in a situation of increasing economic hardship.</li> </ul>
<p>Loss of venue hire income due to unforeseen circumstances (including climate shocks, pandemic etc)</p>	<ul style="list-style-type: none"> <li>• Develop contingency plan outlining how St Ethelburga's could retain core functions and make social impact on a skeleton staff team</li> <li>• Explore alternative forms of earned income (e.g. through online training etc.)</li> <li>• Marketing ourselves as hybrid event experts</li> <li>• Strong fundraising strategy</li> <li>• Keeping costs shaved down as much as possible</li> <li>• Maintaining a 'plan B' skeleton budget and strategy.</li> </ul>

Risk	Mitigating action
Coronavirus and/or growing awareness of the severity of global climate breakdown impacts on stability of the global financial system	<ul style="list-style-type: none"> <li>• Spreading funds across bank accounts</li> <li>• Tighter financial monitoring</li> </ul>
Major unexpected building costs	<ul style="list-style-type: none"> <li>• Maintenance of reserves</li> <li>• Careful management of building with a thorough PPM</li> <li>• schedule</li> <li>• Fundraising for building repairs and improvements</li> </ul>
<b>SYSTEMIC RISKS</b>	
Terrorist attack	<ul style="list-style-type: none"> <li>• Regular briefings from police</li> <li>• Regular staff training</li> </ul>
Climate disruption causes further unexpected challenges e.g. food security threats, extreme weather, floods etc.	<ul style="list-style-type: none"> <li>• Constant horizon scanning</li> <li>• Keeping organisation agile</li> </ul>
Cyber attack destroys data and causes inability to function or financial loss	<ul style="list-style-type: none"> <li>• Continue implementing cyber policy</li> <li>• Prioritise regular cyber policy reviews</li> </ul>

# **Pay and remuneration**

## **Pay and remuneration**

Pay and remuneration of key management personnel is determined by a committee of the Board comprising the Chair and Treasurer, in accordance with the charity's remuneration policy. In 2020, St Ethelburga's had a pay ratio of 0.58 for highest to lowest paid staff member, a very flat ratio even for a small charity.

## **Appointment of Trustees**

A Nominations Committee comprising Chair, CEO and two Trustees make recommendations about new Trustees with regard to the particular skills and expertise that the Charity has need of. The Trustees are appointed by resolution of the existing Trustees and recommended to Members at the next annual general meeting, Trustees normally serve a term of three years up to a maximum of 9 years from the date of first appointment.

# **Trustees' responsibilities in relation to the financial statements**

The Trustees (who are also directors of St Ethelburga's Centre for Reconciliation and Peace for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions. This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller companies.

Professor Joy Carter  
*Chair of the Board of Trustees*



**Independent examiner's report to the trustees of St Ethelburga's Centre for Reconciliation and Peace ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2020.

**Respective responsibilities of trustees and examiner**

As the charity's trustees (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

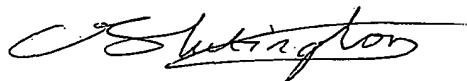
**Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England Wales, which is one of the listed bodies. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

17 June 2021

*Cara Turtington FCA DChA*  
Saffery Champness LLP  
71 Queen Victoria Street  
London EC4V 4BE



**St Ethelburgas Centre for Reconciliation and Peace**  
**Statement of financial activities (incorporating an income and expenditure account)**  
**For the year ended 31 December 2020**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>Income from:</b>					
Donations	3	157,498	218,987	376,485	413,105
Legacies	3	146,871	-	146,871	-
Charitable activities	4	10,796	-	10,796	32,271
Investment income	5	7,847	-	7,847	8,124
Other income	6	42,790	72	42,862	119,847
<b>Total income</b>		<b>365,802</b>	<b>219,059</b>	<b>584,861</b>	<b>573,347</b>
<b>Expenditure on:</b>					
Raising funds	7	-	4,202	4,202	15,774
Charitable activities	7	234,071	241,169	475,240	575,563
<b>Total expenditure</b>		<b>234,071</b>	<b>245,371</b>	<b>479,442</b>	<b>591,337</b>
<b>Net income before gains on investments</b>		<b>131,731</b>	<b>(26,312)</b>	<b>105,419</b>	<b>(17,990)</b>
Realised and unrealised gains/ (losses) on investments	11	(134)	16,031	15,897	36,146
<b>Net income for the year</b>	8	<b>131,597</b>	<b>(10,280)</b>	<b>121,317</b>	<b>18,156</b>
Transfers between funds		(13,230)	13,230	-	-
<b>Net movement in funds</b>	16	<b>118,367</b>	<b>2,950</b>	<b>121,317</b>	<b>18,156</b>
Brought forward		2,497,240	360,210	2,857,450	2,839,295
<b>Total at 31 December 2020</b>		<b>2,615,607</b>	<b>363,160</b>	<b>2,978,767</b>	<b>2,857,450</b>

All of the above results are derived from continuing activities.  
There were no other recognised gains or losses other than those stated above.  
The attached notes form part of these financial statements.

**St Ethelburgas Centre for Reconciliation and Peace**  
**Balance sheet as at 31 December 2020**  
**Company Registration No. 6408424 (England and Wales)**

	Notes	2020 £	2020 £	2019 £	2019 £
<b>Fixed assets</b>					
Tangible assets	10		1,262		2,253
Investments	11		348,082		232,183
Investment in subsidiary undertaking	12		1		1
Heritage assets	13		<u>2,145,885</u>		<u>2,145,885</u>
			<b>2,495,230</b>		<b>2,380,592</b>
<b>Current assets</b>					
Debtors	14	32,643		188,489	
Cash at bank and in hand		<b>455,211</b>		<b>295,787</b>	
			<u><b>487,854</b></u>		<u><b>84,276</b></u>
<b>Creditors: amounts falling due within one year</b>	15	<u><b>(4,317)</b></u>		<u><b>(7,417)</b></u>	
<b>Net current assets</b>			<b>483,537</b>		<b>476,859</b>
<b>Total assets less current liabilities</b>			<u><u><b>2,978,767</b></u></u>		<u><u><b>2,857,450</b></u></u>
<b>Funds</b>					
<b>Capital and reserves</b>					
Restricted funds	16		363,160		360,210
Unrestricted funds:					
Designated funds	16		2,145,885		2,145,885
General funds	16		469,722		351,355
<b>Total funds</b>			<u><u><b>2,978,767</b></u></u>		<u><u><b>2,857,450</b></u></u>


For the year ended 31 December 2020 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

**St Ethelburgas Centre for Reconciliation and Peace**  
**Balance sheet as at 31 December 2020**  
**Company Registration No. 6408424 (England and Wales)**

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved on behalf of the Board of Trustees on 4 June 2021  
and signed on their behalf by:



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**Professor Joy Carter**

Chair



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**Noeline Sanders**

Treasurer

The attached notes form part of the financial statements.

**St Ethelburgas Centre for Reconciliation and Peace**  
**Statement of cash flows for the year ended 31 December 2020**

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash provided by / (used in) operating activities	a	251,577	(98,023)
<b>Cash flows from investing activities:</b>			
Dividends and interest from investments	7,847	8,124	
Purchase of investments	<u>(100,000)</u>	<u>-</u>	
Net cash provided by / (used in) investing activities		<u>(92,153)</u>	<u>8,124</u>
<b>Change in cash and cash equivalents in the period</b>		<b>159,424</b>	<b>(89,899)</b>
Cash and cash equivalents at the beginning of the period		<u>295,787</u>	<u>385,686</u>
Cash and cash equivalents at the end of the period	b	<u><u>455,211</u></u>	<u><u>295,787</u></u>

**a) Reconciliation of net income / (expenditure) to net cash flow from operating activities**

	2020 £	2019 £
Net income for the reporting period (as per the statement of financial activities)	121,317	18,156
Depreciation	1,261	1,261
Interest and dividends from investments	(7,847)	(8,124)
Unrealised gains on investments	(15,897)	(36,146)
Decrease/(Increase) in debtors	155,843	(49,411)
(Decrease)/Increase in creditors	(3,100)	(23,759)
<b>Net cash provided by / (used in) operating activities</b>	<u><u>251,577</u></u>	<u><u>(98,023)</u></u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Statement of cash flows for the year ended 31 December 2020 (continued)**

**b) Analysis of cash and cash equivalents/  
net debt**

	At start of the period £	Cash Flow £	Other Changes £	2020 £
Cash at bank and in hand	295,787	159,424	-	455,211
<b>Total cash and cash equivalents</b>	<u>295,787</u>	<u>159,424</u>	<u>-</u>	<u>455,211</u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020**

**1 Accounting policies**

**Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102 – second edition) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

**Going concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

The trustees have reviewed the budget for 2021 and 2022 and while income expectations have been adversely affected by the pandemic, the Trustees are confident that reserves are sufficient to cover any potential shortfall in income over this period.

**Group accounts exemption**

The financial statements give information on the charitable company as a single entity. The charitable company is exempt from preparing group accounts because the income of the group does not exceed the threshold of £1m. Further details of investment in subsidiary are given in note 12.

**Income**

Donation income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

**Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**1 Accounting policies (continued)**

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, projects and educational activities in order to further the purposes of the charity and associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of the staff time spent on the activity.

**Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Garden	10% straight line basis on cost
- Office equipment	25% straight line basis on cost

**Listed investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

**Heritage Assets**

Heritage assets are the tangible assets of the charity that are of historical importance and are held to advance the objectives of the charity. The building is held at historical cost and is not depreciated as the historical cost is deemed to be at least equal to the fair value of the building. An impairment review is carried out annually and to date no impairments have occurred on capitalised items. The maintenance costs of these buildings are expensed through the Statement of Financial Activities.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**2 Detailed comparatives for the statement of financial activities**

	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
Income from:			
Donations	99,237	313,868	413,105
Legacies	-	-	-
Charitable activities	32,271	-	32,271
Investment income	8,124	-	8,124
Other trading activities	119,847	-	119,847
Total income	<u>259,479</u>	<u>313,868</u>	<u>573,347</u>
Expenditure on:			
Raising funds	1,720	14,054	15,774
Charitable activities	207,935	367,628	575,563
Total expenditure	<u>209,655</u>	<u>381,682</u>	<u>591,337</u>
Net income before net gains on investments	49,824	(67,814)	(17,990)
Realised & unrealised gains on investments	<u>-</u>	<u>36,146</u>	<u>36,146</u>
Net income for the year	49,824	(67,814)	18,156
Transfers between funds	<u>(12,249)</u>	<u>12,249</u>	<u>-</u>
Net movement in funds	37,575	(19,419)	18,156
Balances brought forward 1 Jan 2019	<u>2,459,665</u>	<u>379,629</u>	<u>2,839,295</u>
Total at 31 December 2019	<u>2,497,240</u>	<u>360,210</u>	<u>2,857,451</u>



**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**3 Income from donations and legacies**

	Unrestricted	Restricted	2020 Total	2019 Total
	£	£	£	£
Donations	157,498	218,987	<b>376,485</b>	413,105
Legacies	<u>146,871</u>	<u>-</u>	<u><b>146,871</b></u>	<u>-</u>
<b>Donations &gt; £5,000</b>				
Kalliopeia – Relief Grant	71,655	-	<b>71,655</b>	-
Kalliopeia-Capacity Building	36,086	-	<b>36,086</b>	30,000
Kalliopeia-Spiritual Ecology	-	13,656	<b>13,656</b>	77,884
Golden Sufi-Centre Activists	37,176	-	<b>37,176</b>	37,775
Methodist Church-Sacred Activists	-	-	-	8,277
Tides-Refugees Allies	-	29,671	<b>29,671</b>	27,949
Full Circle-Associate Fellows	-	49,256	<b>49,526</b>	-
Kitchen Trust	15,019	-	<b>15,019</b>	15,821
Porticus- Christian Reconciling Leaders	-	77,620	<b>77,620</b>	62,000
All Churches	-	49,526	<b>49,526</b>	26,348
Heritage Lottery Fund	-	-	-	27,160
Brookfield	-	-	-	10,000
Bernard Sunley Trust	-	-	-	5,000
Emergence Foundation	-	10,000	<b>10,000</b>	12,500
Leathersellers	-	-	-	5,000
Inlight	-	-	-	15,000
<b>Income from donations (2019)</b>				<b>2019 Total</b>
		Unrestricted	Restricted	£
		£	£	
Donations		<u>99,237</u>	<u>313,868</u>	<u><b>413,105</b></u>
<b>Donations &gt; £5,000</b>				
Kalliopeia – Capacity Building	-	-	30,000	<b>30,000</b>
Kalliopeia – Spiritual Ecology	-	-	77,884	<b>77,884</b>
Golden Sufi-Centre Activists	37,775	-	-	<b>37,775</b>
Methodist Church	-	-	8,277	<b>8,277</b>
Tides-Refugees Allies	-	-	27,949	<b>27,949</b>
Full Circle-Associate Fellows	-	-	-	-
Kitchen Trust	15,821	-	-	<b>15,821</b>
Porticus- Christian Reconciling Leaders	-	-	62,000	<b>62,000</b>
All Churches	-	-	26,348	<b>26,348</b>
Heritage Lottery Fund	-	-	27,160	<b>27,160</b>
Brookfield	10,000	-	-	<b>10,000</b>
Bernard Sunley Trust	-	-	5,000	<b>5,000</b>
Emergence Foundation	-	-	12,500	<b>12,500</b>
Leathersellers	-	-	5,000	<b>5,000</b>
Inlight	-	-	15,000	<b>15,000</b>

4	Income from charitable activities	2020 £	2019 £
	Training, consultancy and events	<u>10,796</u>	<u>32,271</u>
		<u>10,796</u>	<u>32,271</u>

5	Investment income	2020 £	2019 £
	Interest receivable	880	1,360
	Dividends receivable	<u>6,967</u>	<u>6,764</u>
		<u>7,847</u>	<u>8,124</u>

6	Other income	Unrestricted	Restricted	2020 £	2019 £
	Venue hire	1,822	-	1,822	86,237
	Other income	315	72	387	33,610
	Government grant income	<u>40,653</u>	<u>-</u>	<u>40,653</u>	<u>-</u>
		<u>42,790</u>	<u>72</u>	<u>42,862</u>	<u>119,847</u>

In 2019 all other income was unrestricted.

In 2020 government grant income relates to income from the Coronavirus job retention scheme.

7	Expenditure analysis	Cost of Raising funds £	Charitable activities		2020 £	2019 £
			Unrestricted £	Restricted £		
	Salary costs	-	163,911	128,123	292,034	258,568
	St Ethelburga's Centre Operations	4,202	65,299	113,046	182,547	327,908
	Depreciation	-	1,261	-	1,261	1,261
	Independent examiner's fees	-	3,600	-	3,600	3,600
		<u>4,202</u>	<u>234,071</u>	<u>241,169</u>	<u>479,442</u>	<u>591,337</u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**7 Expenditure analysis (prior year)**

	Cost of Raising funds £	Charitable activities		2019
		Unrestricted £	Restricted £	
Salary costs	-	120,520	138,048	<b>258,568</b>
St Ethelburga's Centre Operations	15,774	82,554	229,580	<b>327,908</b>
Depreciation	-	1,261	-	<b>1,261</b>
Independent examiner's fees	-	3,600	-	<b>3,600</b>
	<u>15,774</u>	<u>207,935</u>	<u>367,628</u>	<u><b>591,337</b></u>

**8 Net income for the year**

Net income for the year is stated after charging:	<b>2020</b>	2019
	£	£
Depreciation on tangible assets	<b>1,261</b>	1,261
Operating lease rentals		
- Office equipment	<b>2,745</b>	2,745
Independent examination fee (Incl VAT)	<u><b>3,600</b></u>	<u>3,600</u>

**9 Staff Costs**

	<b>2020</b>	2019
	£	£
Gross Salaries	<b>257,411</b>	231,966
Social Security Costs	<b>23,852</b>	18,150
Employer's Pension	<b>10,771</b>	8,452
	<u><b>292,034</b></u>	<u>258,568</u>
<b>Number of Staff</b>	<b>2020</b>	2019
	No.	No.
	<u>12</u>	<u>13</u>

No member of staff received emoluments of more than £60,000 in this year (2019: none)

The total employee benefits including pension contributions of the key management personnel were £84,610 (2019: £79,468). During the year redundancy payments of £3,500 were made (2019: none).

The charity trustees were not paid or received any other benefits from employment with the Charity or its subsidiary in the year (2019: £nil) neither were they reimbursed expenses during the year (2019: £). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**10 Tangible Fixed Assets**

	Garden	Office equipment	Plant & machinery	Total
Cost	£	£	£	£
At 1 Jan 20	16,498	75,173	7,050	<b>98,721</b>
Additions	-	-	-	-
At 31 Dec 20	<u>16,498</u>	<u>75,173</u>	<u>7,050</u>	<u><b>98,721</b></u>
<b>Depreciation</b>				
At 1 Jan 20	16,498	72,650	7,050	<b>96,198</b>
Charge for the year	-	1,261	-	<b>1,261</b>
At 31 Dec 20	<u>16,498</u>	<u>73,911</u>	<u>7,050</u>	<u><b>97,459</b></u>
<b>Net Book Value</b>				
At 31 Dec 2020	<u>-</u>	<u><b>1,262</b></u>	<u>-</u>	<u><b>1,262</b></u>
At 31 Dec 2019	<u>-</u>	<u><b>2,523</b></u>	<u>-</u>	<u><b>2,523</b></u>

**11 Investments**

	2020	2019
	£	£
Market value of investments at 1 January 2020	<b>232,183</b>	196,037
Additions	<b>100,000</b>	-
Realised and unrealised gains	<u><b>15,895</b></u>	<u>36,146</u>
<b>Market value at 31 Dec 2020</b>	<u><b>348,082</b></u>	<u><b>232,183</b></u>
<b>Historical cost of investments</b>	<u><b>224,113</b></u>	<u><b>124,113</b></u>

Investments are held in multi asset funds managed by CCLA in the UK.

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

<b>12 Investment in subsidiary undertaking</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Investment at fair value:</b>		
100% share capital of St Ethelburga's Centre (Trading) Limited		
1 ordinary share of £1		
Balance at start of the period	<u>1</u>	<u>1</u>
<b>Balance at end of the period</b>	<u>1</u>	<u>1</u>

St Ethelburga's Centre (Trading) Limited was incorporated on 28 July 2016, Company registration number 10300521 (England and Wales). The entity is controlled by St Ethelburgas Centre for Reconciliation and Peace who owns 100% of Shares in St Ethelburga's Centre (Trading) Limited.

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Profit and Loss</b>		
Turnover	15,243	114,906
Expenditure	(19,698)	(29,653)
(Deficit)/surplus before taxation	<u>(4,455)</u>	<u>85,253</u>
Taxation	-	(1,726)
(Deficit) /surplus before donating profits to the parent charity	<u>(4,455)</u>	<u>83,527</u>

<b>Balance sheet</b>	<b>£</b>	<b>£</b>
Debtors	3,592	23,094
Cash at bank	25,567	159,843
Creditors	(33,613)	(182,936)
Net (liabilities)/assets	<u>(4,454)</u>	<u>1</u>
Called up Share Capital	1	1
Profit and loss reserves	(4,455)	-
Total equity	<u>4,454</u>	<u>1</u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**13 Heritage assets**

	2020	2019
	£	£
Freehold property at cost	<u>2,145,885</u>	<u>2,145,885</u>

In addition, the charity owns church silverware, a 17th century gold chalice, a door frame and a painting all considered to be of historic interest. All are held securely, most being stored off-site. In accordance with the charity's accounting policy, these heritage assets are not included within the financial statements as due to the historic and unique nature of the assets concerned conventional valuation approach lack sufficient reliability.

The capitalised asset is the building which is deemed to be of historic interest due to the history of the building. The property is held at historic cost and not depreciated as the Trustees believe that the historic cost is less than the fair value of the building. The building is reviewed annually for impairment. As well as being accessible by members of the public attending events at the Centre, the building is open to public visitors every week as well as for a monthly eucharist service that is open to all. The garden is open to the public at all times while the Centre is open.

The Trustees have no plans to acquire any heritage assets and there have been no acquisitions during the year (2019: none).

**14 Debtors**

	2020	2019
	£	£
Aged debtors	-	1,398
Social security & other tax payable	-	682
Pension – NEST	-	1,957
Amount due from subsidiary	26,202	181,661
Prepayments	3,083	2,791
Accrued income	3,358	-
	<u>32,643</u>	<u>188,489</u>

**15 Creditors: Amounts falling due within one year**

	2020	2019
	£	£
Aged creditors	-	-
Accruals	4,317	7,417
	<u>4,317</u>	<u>7,417</u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**16 Movement in Funds- 2020**

	As at 1 January 2020 £	Income/ Gains £	Expenditure / Losses £	Transfers	As at 31 December 2020 £
<b>Unrestricted funds:</b>					
General funds	351,356	365,802	234,205	(13,230)	469,722
Designated building fund	2,145,885	-	-	-	2,145,885
	<u>2,497,241</u>	<u>365,802</u>	<u>234,205</u>	<u>(13,230)</u>	<u>2,615,607</u>
<b>Restricted funds:</b>					
LDCCJU	232,853	16,031	30,000	-	218,884
Methodist Church	3,390	-	3,405	15	-
Leathersellers	5,000	-	2,967	-	2,033
Tides	12,720	29,671	28,779	-	13,612
Inlight (Refugee allies)	5,000	-	-	5,000	10,000
Heritage Lottery Fund	13,515	-	11,600	-	1,915
Kalliopeia (Spiritual Ecology)	7,024	13,656	20,649	-	31
Inlight 2019	11,743	-	5,900	5,900	11,743
Kalliopeia (Capacity building)	-	36,086	36,086	-	-
Emergence					
Foundation	(546)	12,500	11,954	-	-
Donations (City)	5,946	-	8,261	2,315	-
Porticus	47,415	77,620	49,750	-	75,285
All Churches	12,364	-	12,364	-	-
Full Circle	-	49,526	23,655	-	25,871
Other grants	3,786	-	-	-	3,786
	<u>360,210</u>	<u>235,090</u>	<u>245,371</u>	<u>13,230</u>	<u>363,160</u>
<b>Total Funds</b>	<u><b>2,857,451</b></u>	<u><b>600,892</b></u>	<u><b>479,576</b></u>	<u><b>-</b></u>	<u><b>2,978,767</b></u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**16 Movement in Funds- 2019**

	As at 1 January 2019 £	Income/ Gains £	Expenditure / Losses £	Transfers	As at 31 December 2019 £
<b>Unrestricted funds:</b>					
General funds	313,780	259,479	209,655	(12,249)	351,350
Designated building fund	2,145,885	-	-	-	2,145,885
	<u>2,459,665</u>	<u>259,479</u>	<u>209,655</u>	<u>(12,249)</u>	<u>2,497,240</u>
<b>Restricted funds:</b>					
LDCCJU	196,707	36,146	-	-	232,853
Methodist Church	11,083	8,277	15,970	-	3,390
Leathersellers	-	10,000	5,000	-	5,000
Tides	9,241	27,949	24,470	-	12,720
Inlight (Refugee allies)	10,000	-	5,000	-	5,000
Inlight (Stories)	17,500	-	17,500	-	-
Heritage Lottery Fund	13,757	27,160	27,402	-	13,515
Garden Livery	-	1,750	1,750	-	-
Kalliopeia (Spiritual Ecology)	17,763	77,884	88,623	-	7,024
Inlight 2019	-	15,000	3,257	-	11,743
Kalliopeia (Capacity building)	-	30,000	30,000	-	-
Emergence Foundation	-	12,500	13,046	-	(546)
Bernard Sunley	-	5,000	7,116	2,116	-
Donations (City)	-	10,000	14,054	10,000	5,946
Porticus	44,659	62,000	59,244	-	47,415
All Churches	32,510	26,348	46,494	-	12,364
Camelia	1,779	-	1,779	-	-
Full Circle	20,845	-	20,978	133	-
Other grants	3,786	-	-	-	3,786
	<u>379,630</u>	<u>350,014</u>	<u>381,682</u>	<u>12,249</u>	<u>360,210</u>
<b>Total Funds</b>	<u><b>2,839,295</b></u>	<u><b>609,493</b></u>	<u><b>591,337</b></u>	<u><b>-</b></u>	<u><b>2,857,450</b></u>

**London Diocesan Council for Christian Jewish Understanding:**

At the invitation of The Bishop of London (former), St Ethelburga's has taken on responsibility for the management of funds held by the London Council for Christian Jewish Understanding. These are shown in the accounts as a restricted fund. Four Trustees act as members of the Council. Initially the Council provided funds to enable St Ethelburga's programme of Jewish Christian activities to be expanded. Grants are also made to other organisations.

**Transfers between funds**

Transfers are made where there is an overspend on a project and there is no prospect of future funding.



**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**17 Analysis of net assets between funds - 2020**

	Fixed Assets £	Investments £	Current Assets £	Current Liabilities £	Total £
<b>Unrestricted funds:</b>					
General funds	1,262	129,199	343,578	(4,317)	<b>469,721</b>
Designated funds	<u>2,145,885</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u><b>2,145,885</b></u>
	<u>2,147,147</u>	<u>129,199</u>	<u>343,578</u>	<u>(4,317)</u>	<u><b>2,615,607</b></u>
<b>Restricted funds:</b>					
Others	-	-	144,276	-	<b>144,276</b>
LDCCJU	<u>-</u>	<u>218,884</u>	<u>-</u>	<u>(29,331)</u>	<u><b>218,884</b></u>
	<u>-</u>	<u>218,884</u>	<u>144,276</u>	<u>-</u>	<u><b>363,160</b></u>
<b>Total</b>	<u><u>2,147,147</u></u>	<u><u>348,083</u></u>	<u><u>487,854</u></u>	<u><u>(4,317)</u></u>	<u><u><b>2,978,767</b></u></u>

**Analysis of net assets between funds - 2019**

	Fixed Assets £	Investments £	Current Assets £	Current Liabilities £	Total £
<b>Unrestricted funds:</b>					
General funds	2,523	1	356,249	(7,417)	<b>351,356</b>
Designated funds	<u>2,145,885</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u><b>2,145,885</b></u>
	<u>2,145,885</u>	<u>1</u>	<u>356,249</u>	<u>(7,417)</u>	<u><b>2,497,240</b></u>
<b>Restricted funds:</b>					
Others	-	-	127,357	-	<b>127,357</b>
LDCCJU	<u>-</u>	<u>232,183</u>	<u>670</u>	<u>-</u>	<u><b>232,853</b></u>
	<u>-</u>	<u>232,183</u>	<u>128,027</u>	<u>-</u>	<u><b>360,210</b></u>
<b>Total</b>	<u><u>2,148,408</u></u>	<u><u>232,184</u></u>	<u><u>484,276</u></u>	<u><u>(7,417)</u></u>	<u><u><b>2,857,450</b></u></u>

**St Ethelburgas Centre for Reconciliation and Peace**  
**Notes to the accounts for the year ended 31 December 2020 (continued)**

**18 Financial commitments**

At 31 December 2020 the charitable company had had aggregate annual commitments under non - cancellable operating leases as set out below.

	2020	2019
	£	£
Amounts payable under operating lease commitments:		
1 year	2,745	2,745
2-5 years	2,745	5,490
Total	<u>5,490</u>	<u>8,235</u>

**19 Company Status**

The charity is a company limited by guarantee. The members of the company are the trustees named in the financial statements and certain former trustees.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**20 Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**21 Related party transactions**

During the year, the charity received total donations of £910 (2019: £1,580) from the trustees or parties connected to them.

Expense claims totalling £nil were paid to Trustees (2019: £120).

At 31 December 2020 an amount of £26,202 (2019: £181,661) was due from St Ethelburga's Centre (Trading) Ltd, the subsidiary of the Charity.

No other related parties were made in the year (2019: none).

# Charity information

## **Founder and Life President**

Rt Rev & Rt Hon Dr Richard Chartres

## **Custodial Member**

The Rt Rev and Rt Hon Dame Sarah Mullally DBE (Bishop of London)

## **Trustees (also the directors of the company)**

Professor Joy Carter, CBE

Robert Ashdown (retired Jan 2021)

Sophy Banks (joined Dec 2020)

Theodora Cadbury (joined Mar 2020)

John Gilbert (retired Dec 2020)

Manveer Gill (joined Dec 2020)

Warwick Hawkins

Freddie de Lisle

Noeline Sanders (Treasurer)

Martin Shaw

Bhai Dr. Mohinder Singh Ahluwalia OBE KSG (retired Dec 2020)

Anna Wright

## **CEO**

Dr Justine Huxley

## **COO**

Tarot Couzyn

## **Registered office**

78 Bishopsgate, London EC2N 4AG

Charity registration number 1121983

Company registration number 6408424

## **Independent Examiner**

Cara Turtington FCA DChA,

Saffery Champness,

71 Queen Victoria Street,

London

EC4V 4BE

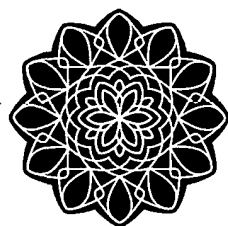
## **Patrons**

The Most Revd Justin Welby, Archbishop of Canterbury;

Rowan Williams, Baron Williams of Oystermouth, former Archbishop of Canterbury;

His Eminence Vincent Nichols, Cardinal Archbishop of Westminster;

Rabbi Laura Janner Klausner, former Senior Rabbi, Movement for Reform Judaism



St Ethelburga's

*Centre for Reconciliation and Peace*