

**KAIROS CONNEXION
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Kairos Connexion Contents

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Kairos Connexion

Trustees' Report For The Year Ended 31 December 2024

The trustees present their report and the financial statements for the year ended 31 December 2024.

Objectives and Activities

Aims and Objectives

Our charity's purposes as set out in the object's contained our Constitution dated 29th September 2016 are to:

- To advance the Christian faith in accordance with the Charity's statements of beliefs in such parts of the United Kingdom and the World as the Trustees may from time to time think fit.
- In particular through the provision of support and training to leaders and churches to fulfil such other purposes which are exclusively charitable and are connected with the charitable work of the charity.

Significant Activities

Kairos Connexion operates through three streams:

1. MICROPLANTING STREAM

Director: Christie Lothamer

Key Developments

Network Structure - The Microchurch Network (MCN) developed and piloted a framework for area-based microchurch networks that complies with charity law while maintaining autonomous microchurches with low leadership hierarchy, creating a multipliable apostolic impulse.

Service Platform - In June 2024, the MCN service team was extracted from Journey Communities (Bicester charity) local team to become a formal part of Kairos Connexion charity over the coming year.

Activities

- **Spring Personal Spiritual Retreats (24 people)**
- Microplanting/Pioneer Accelerator (13 people)
- Microchurch Leaders Huddle (9 people)
- Calling Lab: Autumn and Spring sessions (11 people)
- Prophecy Lab Pilot Group (8 people)
- Monthly articles via app
- Weekly service team meetings
- Ongoing networking and relationship building

Partnerships

- **Churches in Communities International (safeguarding training and ordination for microplanters)**
- Myriad and their microplanter pathway

2. CITY REACHING STREAM

Director: Nic Harding

Key Developments

Luis Palau Association Partnership – Partnership agreed April 2024, aligning with Kx City Reaching agenda on evangelism, serving the city, and prayer. LPA initially offered Evangelism Strategy Team development to all participating cities.

Network Growth – Working to recruit new towns and cities with a goal of 15 cities at the October 2024 gathering. The October event had 25+ attendees from 10 locations, including participants from Florida and Italy.

Events:

- **In-person event, Crewe: 20 April 2024 (2 churches, 25 people)**
- Online event: 20 June 2024
- Zoom event: 14 July 2024 (37 people from 10 of the 12 cities at the launch event)
- In-person gathering, Westwood, Coventry: 15-17 October 2024

3. REIMAGINE CHURCH STREAM

New Family Members

West Street Christian Fellowship in Crewe became an official family member in 2024.

Coaching and Huddles

...CONTINUED

**Kairos Connexion
Trustees' Report (continued)
For The Year Ended 31 December 2024**

Significant Activities - continued

The organisation operates a coaching model through "huddles"—small groups of leaders meeting regularly for mutual support and development.

Huddle Restructuring

With the director transition, huddles were reorganised:

- Jeff took on two main huddles from the founding Director
- Leader huddles changed to one-hour sessions
- Founding Director continues leading the Network Leaders huddle but is shifting focus to City Reachers
- Some leaders without huddles during transition were offered places in Jeff's senior leader huddles

Director's Church Visits

Jeff visited Kx family church leaders in autumn 2024 across Crewe, Chester, the Wirral, Liverpool, Coventry, Sheffield, and Bridlington, meeting with:

- 11 senior leaders of Kx family churches
- 4 senior leaders of potential family churches
- 3 friends of Kx These conversations were highly positive.

Jeff discussed financial contributions and attendance at the upcoming NTG event. Most family churches are now contributing financially and planning to bring teams to the March NTG.

Public Benefit

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Structure, Governance and Management

OVERVIEW

This report covers January–December 2024, a significant transition year for Kairos Connexion. Jeff Lothamer was appointed Director in July 2024, taking over from the founding Director. This transition brought both challenges and opportunities as we continued mobilising missionary disciples and supporting church planting initiatives across the UK.

GOVERNANCE AND LEADERSHIP

Director Transition

Jeff Lothamer became Director on 1 July 2024 following his April 2024 appointment. The transition included planning from April–July and a one-month handover period in July with both directors working together.

Leadership Team

The leadership team is being restructured. The previous team met for the final time in June 2024. Jeff is forming a new team prioritising diversity and capacity, including leaders at various levels rather than only senior leaders.

Trustees

No changes to the Board of Trustees during this period.

External Coaching

Rich Robinson is providing coaching to the Director and three stream teams on:

- Team formation and admin support strategy
- Vision and values discernment
- Three streams strategy
- Revenue generation and financial sustainability

STAFFING

Staffing Changes

- **Hannah (communications) concluded her role end of July 2024**
- Maybel (administration and finance) completed her role end of July 2024
- Social media and newsletters paused due to lack of support staff
- Considering outsourcing specialist functions rather than traditional admin/ops role

The financial systems transition was challenging, but banking access is now established and accounting software operational. Plans are underway to outsource financial management and event planning.

**Kairos Connexion
Trustees' Report (continued)
For The Year Ended 31 December 2024**

Reference and Administrative Details

Trustees

Jennie Johnson - Chairperson
Jeff Lothamer - Director
Nic Harding
Mark Carey
Ben Askew
Ceri Harris
David Brown
Jennifer Wickham

Charity Number

1169261

Independent Examiner

Matthew Brown
Adding Value Consultancy Ltd
Studio 21, Bluecoat Chambers
School Lane
Liverpool
L1 3BX

**Kairos Connexion
Trustees' Report (continued)
For The Year Ended 31 December 2024**

Other Information

CONCLUSION

2024 was a year of significant transition for Kairos Connexion. Jeff Lothamer's appointment as Director represents continuity in our commitment to supporting church planting and missionary disciple-making, alongside change in leadership approach and organisational structure.

The three streams continue developing, each with distinct character and challenges. The Microplanting stream established a replicable framework for regional networks. The City Reaching stream is building UK and international relationships. The Reimagine Church stream is gradually growing as churches recognise the value of connection with Kairos Connexion.

Challenges remain around financial sustainability, staffing structure, and maintaining momentum during transition. However, the foundation is laid for strategic progress in 2025. External coaching engagement, planned formation of a new leadership team, and commitment to develop clear vision and values frameworks indicate a thoughtful approach to building the organisation's future.

The quality of network leaders, dedication of stream leaders, and positive engagement of family churches provide strong reasons for confidence as Kairos Connexion moves into its next chapter.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Jeff Lothamer

Trustee

29th October 2025

Kairos Connexion
Independent Examiner's Report to the Trustees of Kairos Connexion
For The Year Ended 31 December 2024

I report to the trustees on my examination of the accounts of Kairos Connexion (the Trust) for the year ended 31 December 2024.

Responsibilities and Basis of Report

As the charity trustees of the Trust 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Matthew Brown
31st October 2025
Studio 21, Bluecoat Chambers
School Lane
Liverpool
L1 3BX

Kairos Connexion
Statement of Financial Activities
For The Year Ended 31 December 2024

		2024	2023
		Unrestricted funds	Unrestricted funds
	Notes	£	£
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	3	33,482	38,883
Charitable activities:	4		
Courses, coaching and other activities		12,627	28,398
Other resources		-	4,049
Investments	5	154	127
		<u>46,263</u>	<u>71,457</u>
EXPENDITURE ON:			
Charitable activities:	7		
Courses, coaching and other activities		(56,986)	(72,927)
NET EXPENDITURE		<u>(10,723)</u>	<u>(1,470)</u>
NET MOVEMENT IN FUNDS		<u>(10,723)</u>	<u>(1,470)</u>
RECONCILIATION OF FUNDS:			
Total funds brought forward		34,008	35,478
TOTAL FUNDS CARRIED FORWARD	15	<u><u>23,285</u></u>	<u><u>34,008</u></u>

The notes on pages 8 to 12 form part of these financial statements.

Kairos Connexion
Statement of Financial Position
As At 31 December 2024

		2024	2023
		Unrestricted funds	Total funds
	Notes	£	£
FIXED ASSETS			
Tangible Assets	12	-	3,014
		-	3,014
CURRENT ASSETS			
Debtors	13	930	7,101
Cash at bank and in hand		22,895	24,433
		23,825	31,534
Creditors: Amounts Falling Due Within One Year	14	(540)	(540)
NET CURRENT ASSETS (LIABILITIES)		23,285	30,994
TOTAL ASSETS LESS CURRENT LIABILITIES		23,285	34,008
NET ASSETS		23,285	34,008
FUNDS OF THE CHARITY			
Unrestricted Funds		23,285	34,008
TOTAL FUNDS	15	23,285	34,008
On behalf of the board			

Jeff Lothamer
Trustee
29th October 2025

The notes on pages 8 to 12 form part of these financial statements.

Kairos Connexion
Notes to the Financial Statements
For The Year Ended 31 December 2024

1. General Information

Kairos Connexion is a charitable incorporated organisation registered with the Charity Commission, registered charity number 1169261. The principal address is .

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities Act 2011.

The charity is a Public Benefit Entity as defined by FRS 102.

2.2. Incoming Resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and 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 of the provision of specified services is deferred until the criteria for income recognition are met.

2.3. Donated Goods and Services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

2.4. Resources Expended

Expenditure is recognised once there is a legal 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:

- Costs of raising funds comprise the consists of commercial trading.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their 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.

2.5. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Plant & Machinery	over 4 years
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2.6. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3. Income from Donations and Legacies

Kairos Connexion
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

	2024	2023
	Unrestricted funds	Unrestricted funds
	£	£
Donations and gifts	33,482	38,883

4. Income from Charitable Activities

	2024	2023
	Unrestricted funds	Unrestricted funds
	£	£
Courses, coaching and other activities	12,627	28,398
Other resources	-	4,049
	<u>12,627</u>	<u>32,447</u>

5. Investment Income

	2024	2023
	Unrestricted funds	Unrestricted funds
	£	£
Bank interest receivable	154	127

6. Net Income/(Expenditure)

The net expenditure is stated after charging/(crediting):

	2024	2023
	£	£
Gain/Loss on disposal of tangible fixed assets	3,014	-

7. Analysis of Expenditure

	2024		
	Grant funding of activities	Support costs (see note 8)	Total
	£	£	£
Courses, coaching and other activities	474	56,512	56,986

	2023		
	Grant funding of activities	Support costs (see note 8)	Total
	£	£	£
Courses, coaching and other activities	1,908	71,019	72,927

Kairos Connexion
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

8. Support Costs

	2024
	Courses, coaching and other activities
	£
Employee costs:	
Wages and salaries	10,673
Trustees' salaries	26,745
Staff training	450
Travel and subsistence expenses	3,125
General administration:	
Printing, postage and stationery	5,910
Independent examiner's fees	630
Professional fees	1,089
Subscriptions	2,090
Other office costs	2,786
Depreciation:	
Loss on disposal of tangible fixed assets	3,014
	56,512
	56,512
	2023
	Courses, coaching and other activities
	£
Employee costs:	
Wages and salaries	49,449
Staff training	882
Travel and subsistence expenses	3,925
General administration:	
Printing, postage and stationery	5,469
Independent examiner's fees	618
Professional fees	899
Subscriptions	1,026
Other office costs	8,751
	71,019
	71,019

9. Independent Examiner's Remuneration

	2024	2023
	£	£
Independent examination of the financial statements	630	-
Other assurance services	-	-
Tax advisory services	-	-
Other financial services	-	-
	630	-
	630	-

Kairos Connexion
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

10. Staff Costs

Staff costs were as follows:

	2024	2023
	£	£
Wages and salaries	37,418	49,449

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

11. Average Number of Employees

Average number of employees during the year was: 2 (2023:)

12. Tangible Assets

	Plant & Machinery £
Cost	
As at 1 January 2024	3,014
Disposals	(3,014)
As at 31 December 2024	-
Net Book Value	
As at 31 December 2024	-
As at 1 January 2024	3,014

13. Debtors

	2024	2023
	£	£
Due within one year		
Other debtors	-	7,101
Other taxes and social security	930	-
	930	7,101

14. Creditors: Amounts Falling Due Within One Year

	2024	2023
	£	£
Accruals and deferred income	540	540

15. Movement in Funds

	As at 1 January 2024 £	Income £	Expenditure £	As at 31 December 2024 £
Unrestricted funds				
General:				
General unrestricted fund	34,008	46,263	(56,986)	23,285
Total funds	34,008	46,263	(56,986)	23,285

Kairos Connexion
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2024

	As at 1 January 2023	Income	Expenditure	As at 31 December 2023
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	35,478	71,457	(72,927)	34,008
Total funds	<u>35,478</u>	<u>71,457</u>	<u>(72,927)</u>	<u>34,008</u>

16. Transactions with Trustees

The following trustees have been paid remuneration or have received other benefits from the charity or related entity:

Name of trustee	Legal authority	Remuneration	2024 Total
		£	£
Nic Harding	Governing document provision	18,245	18,245
Jeff Lothamer	Governing document provision	8,500	8,500
		<u> </u>	<u> </u>

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the previous year.

No trustee expenses have been incurred.

17. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure, except for those disclosed in the Transactions with Trustees note.