

SWAP'RA (SUPPORTING WOMEN AND PARENTS IN OPERA)

England & Wales · Charity number 1185454

Details

Status Registered

Legal form CIO

Registered 2019-09-23

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

Contact

Address 25 Greenways
Chelmsford
CM1 4EF

Phone 07722066564

Email info@swap-ra.org

Website www.swap-ra.org

Activities

Objects: 1) THE PROMOTION FOR THE PUBLIC BENEFIT OF EQUALITY AND DIVERSITY IN THE OPERA INDUSTRY, AND THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER OR PARENTHOOD IN PARTICULAR, BUT NOT EXCLUSIVELY, BY:(A) ADVANCING EDUCATION IN AND RAISING AWARENESS TO ISSUES OF EQUALITY AND DIVERSITY.(B) PROMOTING A CULTURE IN FAVOUR OF EQUALITY AND DIVERSITY THROUGHOUT THE OPERA INDUSTRY. (C) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES IN OPERA AND MAKING THE CONCLUSIONS AVAILABLE TO THE PUBLIC. (D) PROMOTING AND SUPPORTING PROJECTS TO FACILITATE THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER OR PARENTHOOD IN OPERA. (E) SUPPORTING WOMEN AND PARENTS WORKING IN OPERA INCLUDING BY WAY OF GRANTS, ADVICE, COUNSELLING, MENTORING OR OTHERWISE AS THE TRUSTEES SEE FIT. 2) TO FURTHER SUCH CHARITABLE PURPOSES OR PURPOSES AS THE TRUSTEES IN THEIR ABSOLUTE DISCRETION SHALL THINK FIT.

Activities: SWAP'RA AIMS TO BE A VOICE FOR WOMEN AND PARENTS IN OPERA THROUGH: (I) RESEARCH & ADVOCACY: WORKING WITH COMPANIES TO EFFECT POSITIVE CHANGE; (II) OFFERING PROFESSIONAL DEVELOPMENT AND MENTORING; (III) PROVIDING PERFORMANCE OPPORTUNITIES; (IV) CELEBRATING THE PROFESSIONAL ACHIEVEMENTS OF WOMEN AND PARENTS; (V) PROVIDING A FRIENDLY COMMUNITY AND SUPPORT NETWORK.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-01	£23,332	£17,524	-	-
2024-05-01	£0	£3,214	-	-
2023-05-01	£20,586	£17,739	-	-
2022-05-01	£6,761	£9,496	-	-
2021-05-01	£2,776	£11,228	-	-

Trustees

Name	Role	Appointed
Catherine Emma Carby	Chair	2018-06-12
Dr John Kenneth Frederick Andrews		2026-03-24
Emma Lesley Black		2026-03-24
Mary Charlotte Steven Miller		2023-01-01
Samuel Shadrach Evans		2026-03-24
Susan Jane Young		2026-03-24

SWAP'RA (SUPPORTING WOMEN AND PARENTS IN OPERA)

England & Wales - Charity number 1185454

Accounts



supporting women and parents in opera

SWAP'ra

REGISTERED CHARITY NO. 1185454

ANNUAL REPORT FOR THE PERIOD
2 MAY 2024 – 1 MAY 2025

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LEGAL AND ADMINISTRATIVE INFORMATION

CONSTITUTION

SWAP'ra is a Charitable Incorporated Organisation (no. 1185454), registered with the Charity Commission on 23 September 2019 and is governed by its constitution dated 7 May 2018.

TRUSTEES

The Trustees serving during the period covered by this Report were as follows:

Sarah Holford (Chair)

Catherine Carby (Treasurer)

Professor Natasha Loges

Mary Miller

Sarah Noble

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25 Greenways,
Chelmsford,
CM1 4EF

BANK

Metro Bank,
1 Southampton Row,
London, WC1B 5HA

The Co-operative Bank plc
P.O. Box 101
1 Balloon Street
Manchester
M60 4EP

Registered charity number 1185454



REPORT OF THE TRUSTEES FOR THE PERIOD

2 MAY 2023 – 1 MAY 2024

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- 1) The promotion – for the public benefit – of equality and diversity in the opera industry, and the elimination of discrimination on the grounds of gender or parenthood in particular, but not exclusively, by:
 - a) Advancing education in and raising awareness to issues of equality and diversity.
 - b) Promoting a culture in favour of equality and diversity throughout the opera industry
 - c) Conducting or commissioning research on equality and diversity issues in opera and making the conclusions available to the public.
 - d) Promoting and supporting projects to facilitate the elimination of discrimination on the grounds of gender or parenthood in opera.
 - e) Supporting women and parents working in opera including by way of grants, advice, counselling, mentoring or otherwise as the trustees see fit.



- 2) To further such charitable purpose or purposes as the trustees in their absolute discretion shall think fit.

BACKGROUND - WHY ARE WE HERE?

SWAP'ra is a group of artists and creative professionals who have come together to build a supportive community to effect positive change for women and parents in opera.

The aim is to be a voice for women (including trans and non-binary people) and parents of all genders in opera by:

- Celebrating professional achievements in an industry where women are under-represented in many areas;
- Advocating for working conditions that better accommodate family and parenting commitments;
- Challenging preconceptions to improve attitudes towards women and parents in the arts Providing a friendly and non-judgmental community that offers peer support together with a forum to explore practical issues;
- Developing a platform for performance and publicity;
- Responding to the impact and implications of Covid 19 both in the short and longer term especially in the context of the ongoing challenges for women and parents in opera.

The ultimate aim is to foster an environment in which women and parents are enabled to thrive professionally; the balancing of career and family/parenting commitments is actively supported by companies; and a female CEO, Music Director, Artistic Director, Conductor, Composer or Librettist is no longer noteworthy.

HOW DID WE GET HERE?

SWAP'ra had its beginnings at the end of 2017, when a group of artists active in the opera industry met to discuss how they could constructively address the challenges and barriers that women and parents working in opera continue to battle against.

This is not a new conversation for those affected by these issues. But the aim is to raise the volume and to bring these conversations to the attention of those in positions to effect positive change.



The SWAP'ra Senior Management Team is made up of artists with portfolio careers including singers, directors, teachers and educators, producers, company directors, instrumentalists and arts managers. Together the team has a broad range of experience and expertise working across the UK and internationally and as such is in a strong position to act as a conduit between freelance artists and building-based arts managers.

SWAP'ra launched in the summer of 2018 with a spectacular Gala at Holland Park, hosted by Fiona Shaw and showcasing the talents, both on and off-stage, of 150 female directors, instrumentalists, conductors, singers, stage managers, composers, librettists and project managers. Named by Fiona Maddocks in The Guardian as one of the best classical music events of 2018, the Gala struck a significant chord for many. The response to the launch, and the funds raised (over £15,000) enabled SWAP'ra to submit its application to the Charity Commission soon after, and, as noted above, the organisation was registered as a Charitable Incorporated Organisation (1185454) in September 2019.

WHAT DO WE WANT THE FUTURE TO LOOK LIKE?

Our vision is that women are evenly represented in all job roles within the opera industry.

- Younger artists at the beginning of their careers don't feel they have to choose between professional success and parenthood.
- Artists of all genders aren't afraid for their careers when they move between life stages (such as pregnancy, adoption, IVF, menopause, ageing) but have the support they need to consider their options.
- There is a widespread culture of respect and support for women and parents within the industry, as a result of the correction of unconscious biases.
- It is normal for those in the industry to experience working conditions that accommodate family life.

To achieve this vision, our programme focuses around three key pillars of activity:

Performance | Mentoring & Peer Support | Advocacy & Research



PROGRAMME AND ACTIVITIES 2024/25

SWAP'ra RETREAT - Mentoring & Peer Support

This financial year saw the development of a new project partnership with Britten Pears Arts and the delivery of our second SWAP'ra Retreat. The SWAP'ra Retreat 2025 was a development of our inaugural retreat at Glyndebourne in 2023. It is a fully funded, intensive residential career development opportunity for eight singing mothers with children under 4 years old. It took place over 5 days (3rd-7th March) at Snape Maltings in Suffolk.

The Retreat is a key delivery mechanism for SWAP'ra's objective to provide mentoring and peer support to women and parents in opera. Through sustained access to experienced industry professionals, structured one-to-one guidance, and facilitated peer exchange, participants receive both formal mentoring and the opportunity to build enduring peer support networks that extend beyond the residential period.

During the five-day programme, postnatal singers received:

- Performance psychology coaching (both one-on-one and group sessions)
- Group and one-to-one pilates with a focus on post-natal core strength rehabilitation
- One-on-one vocal coaching
- Group masterclasses led by expert vocal and acting coaches
- Vocal massage and vocal health workshop
- Professional video recordings of two new audition arias
- Discussions and network-building with parents with similar lived experiences

Outcomes includes:

- Professional skill development
- Increased physical and emotional wellbeing
- Renewed confidence - feeling able to promote themselves for professional opportunities
- Peer networks - a friendly, safe and non-judgmental community
- Otherwise unaffordable digital publicity and promotion resources, essential to artists today

Facilitators for 2025 were:

- Olivia Fuchs - Stage Director
- Gillian Ramm - Voice Teacher and Vocal Health Coach
- Hannah Sandison - Performance Psychology Consultant
- Kate Valentine - Vocal Massage and Health Therapist
- Denni Sayers - pilates instructor and movement director
- Frances Hills - pianist and vocal coach
- Alice Turner - pianist and vocal coach
- Jan Capinski - videographer

In response to feedback gathered from participants in 2023, we decided to extend the course from four to five days to ensure longer gaps between scheduled activities. This also enabled us to offer an additional two places for 2025, increasing the total number of participants from six to eight.

BPA was an ideal partner for this project. The organisation has been holding residential courses for composers for several years so have robust but flexible systems and resources in place to support the SWAP'ra Retreat. In addition to providing the spaces we need to deliver each activity, BPA provided accommodation and catering for facilitators and participants as support-in-kind, as well as a budget for facilitator fee contribution, participants' travel expenses, and a contribution to childcare costs for those who need it. SWAP'ra and BPA are keen to collaborate further and are already in discussions about future Retreats at Snape Maltings.

Anonymous participant feedback included the following:

'What the SWAP'ra retreat offers to parents is essential. Without their support, I wouldn't have been able to recognise or even articulate how much help I needed. The impact on my life, on the lives of others and (as a result) on the industry as a whole cannot be underestimated. What an invaluable resource that deserves to be cherished and celebrated.'

'This retreat was a turning point for me in my career post-parenthood. It came at a time when PTSD related performance anxiety had reached an all time high (something that I had never experienced pre-children!) and it nurtured me in ways I couldn't have anticipated... I came away with renewed self-belief, a new support group of fellow singing parents with shared experiences, and a rediscovered passion for singing. I'll be forever grateful to SWAP'ra for offering me this invaluable opportunity and support when I needed it the most.'



PERFORMANCE PSYCHOLOGY - Mentoring & Peer Support

As part of the SWAP'ra team, Hannah Sandison combines her experience as a singer with her expertise as a performance psychology consultant to support artists through one-to-one coaching. Her work looks at issues including career stagnation, performance anxiety, and motivation paralysis. To champion accessibility, Hannah offers two monthly pro-bono sessions to women referred by SWAP'ra, providing professional guidance to those who might otherwise be unable to access it.

This provision directly advances our charitable objective of offering mentoring and peer support by creating structured, confidential space for reflection and professional development, particularly at moments of vulnerability or transition. In addition to the individual benefit for participants, insights from this work inform our wider understanding of the pressures facing women and parents in opera, enabling us to strengthen our peer networks and ensure that our mentoring activity remains responsive, relevant, and rooted in lived experience.

PRESS AND COMMUNICATIONS - Advocacy

Press interviews and podcast appearances have continued to play an important role in advancing our advocacy objectives. By contributing to features in sector publications (Classical Music Magazine) and participating in industry-focused podcasts (National Opera Studio), we have been able to raise awareness of the structural barriers facing women and parents in opera, highlight lived experiences, and promote practical recommendations for change. These platforms enable us to reach artistic leaders, administrators, policymakers, and practitioners across the opera sector, strengthening our voice within industry debates and positioning SWAP'ra as a constructive, solutions-focused advocate for equity, transparency, and sustainable working practices.



FINANCIAL REVIEW

The period of this report covers the period 2 May 2024 – 1 May 2025. Accounts are prepared on a cash basis.

The charity's opening balance of £4,013 comprised £3,541 unrestricted and £472 restricted funds. Income in this financial year comprised £738 unrestricted funds and £22,594 restricted to costs associated with the SWAP'ra Retreat (March 2025). Total expenditure was £17,524, £150 of which was spent on office expenses from unrestricted funds. Total remaining funds at year end are £9,821, £5,692 of which are restricted.

RECEIPTS AND PAYMENTS ACCOUNTS

These accounts have been prepared on a cash basis, under the receipts and payments method, and are presented on the Charity Commission template. Receipts and payments accounts contain a summary of money received and spent during the period and a list of assets and liabilities at the end of the period.

RESERVES POLICY

The Trustees' policy is to hold surplus unrestricted funds as reserves to safeguard the Charity's ongoing financial sustainability and to provide support for future projects.



SWAP'ra (Supporting Women and Parents in Opera)	1185454
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Receipts and payments accounts

For the period from	2 May 24	To	1 May 25
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Section A Receipts and payments

	Unrestricted to the nearest £	Restricted funds to the nearest £	Endowment to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from individuals	623	6,494		7,117	-
Donations from Trusts & Foundations		10,500		10,500	-
Income from project partners		5,600		5,600	-
GiftAid	114			114	-
				-	-
				-	-
	-	-	-	-	-
Sub total (Gross income for AR)	738	22,594	-	23,332	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	738	22,594	-	23,332	-
A3 Payments					
SWAP'ra Retreat fees		13,577		13,577	2,550
Communications		198		198	436
Insurance		225		225	193
Other	35			35	35
Office expenses	115			115	-
Travel, accommodation (SWAP'ra Retreat)		3,374		3,374	-
				-	-
				-	-
Sub total	150	17,374	-	17,524	3,214
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	150	17,374	-	17,524	3,214
Net of receipts/(payments)	588	5,220	-	5,808	3,214
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	3,541	472	-	4,013	7,227
Cash funds this year end	4,129	5,692	-	9,821	4,013

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Metro bank	84	2,702	-
	Co-Op bank	3,018	1,835	-
	PayPal	1,027	1,156	-
	Total cash funds	4,129	5,692	-
	<small>(agree balances with receipts and payments account (s))</small>	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
DocuSigned by: <i>Sarah Holford</i>	Sarah Holford	10 February 2026
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SWAP'RA (SUPPORTING WOMEN AND PARENTS IN OPERA)

England & Wales - Charity number 1185454

Accounts



supporting women and parents in opera

SWAP'ra

REGISTERED CHARITY NO. 1185454

ANNUAL REPORT FOR THE PERIOD
2 MAY 2023 – 1 MAY 2024

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Performance | Mentoring & Peer Support | Advocacy & Research



PROGRAMME AND ACTIVITIES 2023/24

After a busy few years and in light of funding challenges, SWAP'ra paused public-facing activity during the 23/24 financial year. The charity maintained its presence online and at various industry events, and the senior management team remained available to freelancers for advice and support. This year saw the development of professional relationships and the planning of future projects, including a fundraiser and a second SWAP'ra Retreat for 2025. In addition, SWAP'ra continued to add to its curated listings of women composers - *Forgotten Voices* - on Oxford International Song Festival's digital database. *Forgotten Voices* is generating over 3000 views per month and continues to grow in popularity.

FINANCIAL REVIEW

The period of this report covers the period 2 May 2023 – 1 May 2024. Accounts are prepared on a cash basis.

The charity's opening balance of £7,227 comprised £3,868 unrestricted and £3,359 restricted funds. SWAP'ra received no income during this financial year. Expenditure of £3,214 covered the final invoices from the SWAP'ra Retreat at Glyndebourne (February 2022) and essential overheads such as web hosting and insurance.

RECEIPTS AND PAYMENTS ACCOUNTS

These accounts have been prepared under the receipts and payments method and are presented on the Charity Commission template. Receipts and payments accounts contain a summary of money received and spent during the period and a list of assets and liabilities at the end of the period.

RESERVES POLICY

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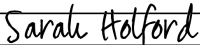
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
DocuSigned by:  6628A4EDADA9425...	Sarah Holford	28 February 2025

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supporting women and parents in opera

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- Challenging preconceptions to improve attitudes towards women and parents in the arts Providing a friendly and non-judgmental community that offers peer support together with a forum to explore practical issues;
- Developing a platform for performance and publicity;
- Responding to the impact and implications of Covid 19 both in the short and longer term especially in the context of the ongoing challenges for women and parents in opera.

The ultimate aim is to foster an environment in which women and parents are enabled to thrive professionally; the balancing of career and family/parenting commitments is actively supported by companies; and a female CEO, Music Director, Artistic Director, Conductor, Composer or Librettist is no longer noteworthy.

HOW DID WE GET HERE?

SWAP'ra had its beginnings at the end of 2017, when a group of artists active in the opera industry met to discuss how they could constructively address the challenges and barriers that women and parents working in opera continue to battle against.

This is not a new conversation for those affected by these issues. But the aim is to raise the volume and to bring these conversations to the attention of those in positions to effect positive change.



The SWAP'ra Senior Management Team is made up of artists with portfolio careers including singers, directors, teachers and educators, producers, company directors, instrumentalists and arts managers. Together the team has a broad range of experience and expertise working across the UK and internationally and as such is in a strong position to act as a conduit between freelance artists and building-based arts managers.

SWAP'ra launched in the summer of 2018 with a spectacular Gala at Holland Park, hosted by Fiona Shaw and showcasing the talents, both on and off-stage, of 150 female directors, instrumentalists, conductors, singers, stage managers, composers, librettists and project managers. Named by Fiona Maddocks in The Guardian as one of the best classical music events of 2018, the Gala struck a significant chord for many. The response to the launch, and the funds raised (over £15,000) enabled SWAP'ra to submit its application to the Charity Commission soon after, and, as noted above, the organisation was registered as a Charitable Incorporated Organisation (1185454) in September 2019.

WHAT DO WE WANT THE FUTURE TO LOOK LIKE?

Our vision is that women are evenly represented in all job roles within the opera industry.

- Younger artists at the beginning of their careers don't feel they have to choose between professional success and parenthood.
- Artists of all genders aren't afraid for their careers when they move between life stages (such as pregnancy, adoption, IVF, menopause, ageing) but have the support they need to consider their options.
- There is a widespread culture of respect and support for women and parents within the industry, as a result of the correction of unconscious biases.
- It is normal for those in the industry to experience working conditions that accommodate family life.

To achieve this vision, our programme focuses around three key pillars of activity:

Performance | Mentoring & Peer Support | Advocacy & Research



PROGRAMME AND ACTIVITIES 2022/23

The focus of activity during 2022-23 was primarily on developing, fundraising and delivering our first ever SWAP'ra Retreat for mothers returning to their singing careers after a period of extended maternity leave. In addition to this we continued to explore how best to build and sustain operational capacity. This resulted in the recruitment of an additional trustee and two new members of the Senior Management Team.

New team members

After a recruitment process involving advertising on our various platforms and applicant interviews, we were thrilled to welcome Katy Crompton and Hannah Sandison to the SMT. Both have extensive experience in performance, parenthood, and project management, and have been a fantastic addition to our team.

Hannah Sandison studied at RCM and The Royal Conservatoire of Scotland. She has since sung for companies such as ETO, Théâtre du Chatelet, Mid Wales Opera and Glyndebourne Festival Opera. In concert, she performs regularly in the UK and internationally. Recently, Hannah commissioned and produced Green Spaces: A Celebration in Song; in which she performed the world premiere of Of Nature's Light by Mark-Anthony Turnage at Opera Holland Park.

Hannah is also founder of Sound Performance Psychology and works as a performance psychology consultant with singers, instrumentalists, directors and conductors. She is passionate about the mental well-being of performing artists with particular interest in supporting women and parents within the industry.

Soprano **Katy Crompton** studied at the National Opera Studio, having previously graduated from the RCM where she was the Independent Opera Scholar and a Britten-Pears Scholar. She completed her undergraduate at the GSMD. Katy has since appeared at many opera houses throughout the U.K. and Europe. Highlights include Galatea for Opera de Rennes, Belinda for Opera Liège and First Lady for Garsington. Katy is hopeful that the operatic industry can be a place that working parents thrive and she hopes to enable that through working with SWAP'ra. Katy has also presented concerts for Radio 3 and lives with her husband, bass-baritone Edward Grint, in Bedfordshire with their two children and Ironman, the rabbit.



The SMT now consists of the following people:

Katy Crompton
Sophie Gilpin (co-founder)
Madeleine Pierard (co-founder)
Hannah Sandison
Kitty Whately (co-founder)

I. Advocacy & Research

A. SWAP'ra Retreat (see below) application research

SWAP'ra offered a short work placement to a student from the University of Huddersfield to complete a short piece of research using application data from SWAP'ra Retreat applicants (consent received). This research is yet to be published but has provided us with additional insight into the shared challenges faced by singing mothers in opera, and will inform future work. Key themes include multiple references to the disappearance of professional relationships, severe financial struggles, isolation and a lack of support through vocal transitions.

II. Mentoring and Peer Support

A. SWAP'ra Retreat at Glyndebourne

Our first ever SWAP'ra Retreat took place with huge success in February 2023. We received nearly 40 applications and were able to offer places to 6 participants. The selection process involved members of the SMT along with Natasha Loges (trustee), Sarah Hopwood (Glyndebourne Trustee and previous General Director), and Njabulo Madlala (baritone).

The Retreat was an intensive residential course, providing intensive support, training and skills development for parents who had given birth within the last four years and who were facing barriers to returning to singing careers in the opera industry. The retreat was a four-day programme hosted by SWAP'ra and supported by Glyndebourne and was provided free of charge to our participants.

Each day started with yoga, which was specially tailored for the physical and emotional needs of these new mothers, rebuilding core strength so vital for singing. Daily group sessions with a performance psychologist also helped our participants to rebuild confidence and to make plans of how to move forward with their careers



productively and to set realistic goals on how to balance parenthood with practice/auditions/performances.

There were coaching sessions and masterclasses with highly respected industry professionals to work on repertoire and performance. Participants also enjoyed a class on vocal health with Kate Valentine, which gave them brilliant advice on how to maintain their voices safely. The course culminated in the recording of audition aria videos which are vital now in the opera industry. Often prohibitively expensive to make, these videos will be a significant help to the participants for self-promotion.

In addition to the practical support, the retreat provided three days of peace and headspace in the beautiful grounds and buildings at Glyndebourne. SWAP'ra provided meals for the participants, and the schedule incorporated free time either to work or to rest.

As part of our continued commitment to participants we were also able to provide a follow up session with our performance psychologist via zoom in the weeks following the retreat. We remain active in maintaining support with check-ins and "group chats." All participants still express their feelings regarding the importance of the retreat, and continue to implement tools and concepts from the multiple practitioners into their professional lives.

B. SWAP'ra Cafe

We continued to run regular SWAP'ra Cafe sessions: online Zoom chats to provide a supportive connection for parents and carers navigating the challenges of an opera career, providing a safe space to discuss thoughts and experiences. Sessions were held at differing times to include a wider range of attendees on varied schedules, hosted by different members of the SWAP'ra SMT each time, and focussing on a variety of subjects and issues.

C. Inspiration! Videos and Blogs

In February we asked American conductor, coach, and collaborative pianist Kathleen Kelly to write a blog for our website, expanding on a social media post she had previously written, "Sit back my friends, it's morning rant time". The article examined attitudes to women, musicians, job interviews and auditions. The article contained information about American employment law so we



asked former barrister and opera singer Jennifer Johnston and employment lawyer Jo Finn to contribute edits and information about equivalent UK employment law.

Building on the success of our existing interviews and blogs, we have been working towards developing more video content for quick and easy digital consumption. Initially focused on navigating parenthood as a freelancer, the videos are intended to highlight the lived experiences of artists currently working in opera. The videos are intended to act as guidance from multiple and varied perspectives to anyone looking for support and information about being a new parent, from many differing points of view (including fathers, those who used surrogates or conceived via IVF, and adoptive parents). They include honest reflections about obstacles the interviewees have faced within the industry and how they have overcome them. The project is still ongoing and will be released online in due course.

III. Performance

A. Forgotten Voices: Women in Song

In March 2022 we continued our partnership with Oxford Lieder Festival (now renamed Oxford International Song Festival), curating a new area of their website dedicated to women composers. This project assembled information and resources to help artists and listeners discover more about the many women who wrote art songs with the intention of facilitating a more equal gender balance in performance programming. The page includes information about these women and their compositional context as song composers, written especially for the project by SWAP'ra Trustee, Natasha Loges, as well as audio/video recordings of selected songs, and links to access scores. This area of the website also includes the videos of the SWAP'ra-curated Spring Song Weekend 2022. As described in the annual report for 2021-22, this consisted of lecture recitals and young artist mini recitals celebrating the songs of lesser-known women composers of the past.

This is an ongoing project. Our aim is to grow this resource over time, including adding further recordings and texts and translations and more information about contemporary women composers.



ADMINISTRATION AND GOVERNANCE

In early 2023 we welcomed a fifth trustee to further strengthen our governance and operations capacity.

Mary Miller began her career as a concert violinist, before becoming Music Editor for Scotland's national newspaper, a prominent broadcaster and festival programmer. She led new work at English National Opera before moving to the USA to direct the International Festival of Arts & Ideas, one of East Coast America's most prestigious and comprehensive festivals. She directed Stavanger 2008, European Capital of Culture, Norway's biggest ever cultural programme with over 1000 events and projects. In 2010, she became General and Artistic Director of Bergen National Opera, now one of Europe's most innovative small opera organisations, acclaimed for its productions, talent development, and work in the community. A member of the European Cultural Parliament, she continues to work internationally as a writer, speaker and mentor on cultural policy.

Instead of engaging another paid administrator, we engaged a freelance fundraiser for a fixed term contract during this financial year. It has been agreed that in the future, the SMT will take the lead on fundraising for trusts and foundations. There are no immediate plans for a paid fundraiser while the SMT has capacity to oversee day to day operations and administration.

FINANCIAL REVIEW

The period of this report covers the first full financial year of the charity, 6 May 2022 – 5 May 2023. Accounts are prepared on a cash basis.

The charity's opening balance of £4,380 comprised £4,180 unrestricted and £200 restricted funds. During the period of this report £20,586 was raised through trusts and foundations and individual giving, with a total expenditure of £17,739.

The majority of the year's expenditure was on the SWAP'ra Retreat at Glyndebourne, with payments made across two financial years. The largest cost was artists' fees for the SWAP'ra Retreat (£5,752) followed by Project Management fees for the SMT (£5,600). Other significant costs include accommodation, travel and subsistence for Retreat facilitators and participants (£3,595). Glyndebourne also provided support-in-kind worth approximately £5,000.

The SMT works mostly on a pro bono basis, but successful fundraising enabled



every team member to receive modest fees in this financial year, accounting for an increase from 5% to 32% of total expenditure. Whilst there is still a way to go, this represents a positive development from the previous financial year, during which it was agreed that the SMT should be paid appropriately for their skills and expertise.

The total funds carried forward on 1 May 2023 was £7,227, £3,868 of which is unrestricted.

The trustees are extremely grateful to all those who supported SWAP'ra during the year.

RECEIPTS AND PAYMENTS ACCOUNTS

These accounts have been prepared under the receipts and payments method and are presented on the Charity Commission template. Receipts and payments accounts contain a summary of money received and spent during the period and a list of assets and liabilities at the end of the period.

RESERVES POLICY

The Trustees' policy is to hold surplus unrestricted funds as reserves to safeguard the Charity's ongoing financial sustainability and to provide support for future projects.



CHARITY COMMISSION
FOR ENGLAND AND WALES

SWAP'ra (Supporting Women and Parents in Opera)

1185454

Receipts and payments accounts

CC16a

For the period
from

2-May-22

To

1-May-23

Section A Receipts and payments

	Unrestricted to the nearest £	Restricted funds to the nearest £	Endowment to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from individuals	217	3,147	-	3,364	691
Donations from Trusts & Foundations	2,000	15,200	-	17,200	6,000
Refunds	22	-	-	22	70
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	2,239	18,347	-	20,586	6,761
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	2,239	18,347	-	20,586	6,761
A3 Payments					
Administration (inc. office expenses)	2,000	101	-	2,101	4,457
Project management	-	5,600	-	5,600	450
Emergency Fund	-	-	-	-	-
Project delivery fees (SWAP'ra Retreat 2022/23)	-	5,752	-	5,752	4,082
Communications	144	140	-	284	254
Subscriptions	-	-	-	-	38
Travel/accommodation/subsistence	75	3,595	-	3,670	22
Insurance	197	-	-	197	193
Other	135	-	-	135	-
Sub total	2,551	15,188	-	17,739	9,496
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	2,551	15,188	-	17,739	9,496
Net of receipts/(payments)	- 312	3,159	-	2,847	- 2,735
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	4,180	200	-	4,380	7,115
Cash funds this year end	3,868	3,359	-	7,227	4,380

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Metro bank	561	2,962	-
	Co-Op bank	3,017	200	-
	PayPal	290	197	-
	Total cash funds	3,868	3,359	-
	(agree balances with receipts and payments account (s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Sarah Holford</i>	Sarah Holford	26 February 2024

SWAP'RA (SUPPORTING WOMEN AND PARENTS IN OPERA)

England & Wales - Charity number 1185454

Accounts



supporting women and parents in opera

SWAP'ra

REGISTERED CHARITY NO. 1185454

ANNUAL REPORT FOR THE PERIOD 2
MAY 2021 – 1 MAY 2022

CONTENTS

Legal and administrative information	3
Trustees' Report	4
Receipts and Payments for the period 2 May 2021 – 1 May 2022	13



LEGAL AND ADMINISTRATIVE INFORMATION

CONSTITUTION

SWAP'ra is a Charitable Incorporated Organisation (no. 1185454), registered with the Charity Commission on 23 September 2019 and is governed by its constitution dated 7 May 2018.

TRUSTEES

The Trustees serving during the period covered by this Report were as follows:

Sarah Holford (Chair)

Catherine Carby (Treasurer)

Professor Natasha Loges (appointed July 2021)

Antonia Lydford (retired September 2021)

Sarah Noble

REGISTERED OFFICE

25 Greenways,
Chelmsford,
CM1 4EF

BANK

Metro Bank,
1 Southampton Row,
London, WC1B 5HA

The Co-operative Bank plc
P.O. Box 101
1 Balloon Street
Manchester
M60 4EP

Registered charity number 1185454

REPORT OF THE TRUSTEES FOR THE PERIOD 2 MAY 2021 – 1 MAY 2022

The Trustees have pleasure in presenting their first full year report and financial statements. These have been prepared in accordance with the requirements of the Charity Commission and comply with the Charity's governing document. Structure and Governance

SWAP'ra is a registered charity, number 1185454. It is constituted as a Charitable Incorporated Organisation and was registered with the Charity Commission on 23 September 2019.

TRUSTEES

Trustees are appointed with regard to the skills, knowledge and experience required for the effective administration of the CIO. Apart from the first Trustees, all Trustees are appointed for a term of three years which may be renewed.

AIM AND PURPOSES

The charitable objects of SWAP'ra, as described in the constitution, are:

- 1) The promotion – for the public benefit – of equality and diversity in the opera industry, and the elimination of discrimination on the grounds of gender or parenthood in particular, but not exclusively, by:
 - a) Advancing education in and raising awareness to issues of equality and diversity.
 - b) Promoting a culture in favour of equality and diversity throughout the opera industry
 - c) Conducting or commissioning research on equality and diversity issues in opera and making the conclusions available to the public.
 - d) Promoting and supporting projects to facilitate the elimination of discrimination on the grounds of gender or parenthood in opera.
 - e) Supporting women and parents working in opera including by way of



grants, advice, counselling, mentoring or otherwise as the trustees see fit.

- 2) To further such charitable purpose or purposes as the trustees in their absolute discretion shall think fit.

BACKGROUND - WHY ARE WE HERE?

SWAP'ra is a group of artists and creative professionals who have come together to build a supportive community to effect positive change for women and parents in opera.

The aim is to be a voice for women (including trans and non-binary people) and parents of all genders in opera by:

- Celebrating professional achievements in an industry where women are under-represented in many areas;
- Advocating for working conditions that better accommodate family and parenting commitments;
- Challenging preconceptions to improve attitudes towards women and parents in the arts Providing a friendly and non-judgmental community that offers peer support together with a forum to explore practical issues;
- Developing a platform for performance and publicity;
- Responding to the impact and implications of Covid 19 both in the short and longer term especially in the context of the ongoing challenges for women and parents in opera.

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HOW DID WE GET HERE?

SWAP'ra had its beginnings at the end of 2017, when a group of artists active in the opera industry met to discuss how they could constructively address the challenges and barriers that women and parents working in opera continue to battle against.

This is not a new conversation for those affected by these issues. But the aim is to raise the volume and to bring these conversations to the attention of those in positions to



effect positive change.

The SWAP'ra Senior Management Team is made up of singers, directors, teachers and educators, producers, company directors, instrumentalists and arts managers. Together the team has a broad range of experience and expertise working across the UK and internationally and as such is in a strong position to act as a conduit between creatives and managers.

SWAP'ra launched in the summer of 2018 with a spectacular Gala at Holland Park, hosted by Fiona Shaw and showcasing the talents, both on and off-stage, of 150 female directors, instrumentalists, conductors, singers, stage managers, composers, librettists and project managers. Named by Fiona Maddocks in The Guardian as one of the best classical music events of 2018, the Gala struck a significant chord for many. The response to the launch, and the funds raised (over £15,000) enabled SWAP'ra to submit its application to the Charity Commission soon after, and, as noted above, the organisation was registered as a Charitable Incorporated Organisation (1185454) in September 2019.

WHAT DO WE WANT THE FUTURE TO LOOK LIKE?

Our vision is that women are evenly represented in all job roles within the opera industry.

- Younger artists at the beginning of their careers don't feel they have to choose between professional success and parenthood.
- Artists of all genders aren't afraid for their careers when they move between life stages (such as pregnancy, adoption, IVF, menopause, ageing) but have the support they need to consider their options.
- There is a widespread culture of respect and support for women and parents within the industry, as a result of the correction of unconscious biases.
- It is normal for those in the industry to experience working conditions that accommodate family life.

To achieve this vision, our programme focuses around three key pillars of activity:

Performance | Mentoring & Peer Support | Advocacy & Research

The focus of activity during 2021-22 has been building on our framework to ensure maximum impact, building capacity, and strengthening governance for long-term resilience by appointing a new trustee, and developing a fundraising strategy. The aftermath of the Coronavirus pandemic and rising living costs continue to have a devastating impact on the performing arts and, particularly, on the lives of freelance opera professionals. Our programme, as outlined below, has also sought to support those individuals most impacted by the situation.

I. Advocacy & Research

A. Partnership with PiPA.

We continue our partnership with PiPA (Parents in the Performing Arts) which sees both organisations supporting one another's programmes to amplify their voices. Kitty Whately remains a member of a focus group which helped to inform and develop the PiPA Bittersweet Symphony report, which was published in October 2022, which reported on the experience of working lives and caring duties in classical music

B. Forgotten Voices Research and development

We continue to develop our Forgotten Voices project, launched earlier in 2021, celebrating, highlighting, and making accessible the work of women composers whose work is unjustly neglected. After many hours of research into songs by women from the past, we held workshops with two singers and a pianist to sight-read through a large stack of music with a view to choosing repertoire for the Forgotten Voices performance projects listed below. We were hugely grateful to the Golsoncott Foundation and Ralph Vaughan Williams Trust and the Wavendon Foundation for their support with this workshop. Between them they contributed £4000 to this research.

C. Hours Study

We conducted a study of the scheduling system in UK opera companies for singers during the summer opera season. Around 30 singers were asked to submit the number of hours that they were called for on the Friday night schedule they received each week, and then to submit the number of hours that they actually worked for the end of the week. The aim was to highlight how much time is wasted which impacts on



those who need to organise and pay for childcare in advance of rehearsals. The results of this study have not yet been collated, but will eventually help us to demonstrate in future talks with opera companies the need and reasons for better advanced scheduling.

II. Mentoring and Peer Support

A. SWAP'ra Cafe

First run in 2019 as a live event in London for parents and carers, the SWAP'ra Café has provided regular online peer support since the beginning of the pandemic. It now has a loyal following and offers a supportive space where parents and carers can ask for and share practical advice about juggling careers with caring responsibilities. With so many freelance opera professionals experiencing extremely challenging times during the Coronavirus pandemic, the opportunity to share experiences with people in similar situations has been especially valuable.

B. Carers Week

In celebration of Carers Week 2021, we ran a series of special on-line discussions for parents and carers with specific needs. There was a session for parents and carers of people with special needs and disabilities, one for parents of teenagers and students, one for single parents, and one for carers of those with elderly relatives. There was also a queue and a session with established professional singers, to discuss how they juggle both a career and that parental responsibilities.

C. Inspiration! Videos and Blogs

Our blogs and interviews are a valuable resource on the website, delving into the lives and achievements of women composers from the past, celebrating inspiring women and parents from all areas of the opera world, and sharing their experiences, insights and practical responses to the challenges of gender inequality and balancing family and career. We continue to add to these resources, and offer them for free to anybody visiting our website.

III. Performance

A. Forgotten Voices performances

Following the success of our inaugural Forgotten Voices project in March 2021 presented in association with HERA, Oxford Lieder Festival's artistic director Sholto Kynoch invited SWAP'ra to co-curate events for their spring 2021 Weekend of Song, and going forward as a long-term project to unearth and to give voice to some of these unjustly forgotten composers. All three of the main evening recitals kicked off with a mini-recital 'warm-up' slot performed by some of the outstanding young artists who contributed to our online festival in 2021. These artists presented music by Hedwige Chrétien, Margarete Schweikert, Margaret Bonds, Elizabeth Maconchy, Johanna Müller-Hermann, Betty Jackson-King, Rebecca Clarke, Elaine Hugh-Jones, and many more.

B. Lecture Recitals

SWAP'ra also curated a series of lecture recitals for the Oxford Lieder Spring Weekend. Having chosen four of the women that we were most interested in from the R&D workshops, we planned four lecture recitals to be given by SWAP'ra Trustee Professor Natasha Loges and guest speakers, respected and expert academics Dr. Leah Broad and Dr. Kate Kennedy. The lectures celebrated and explored songs by four composers: Hedwige Chrétien, Margarete Schweikert, Elizabeth Maconchy and Johanna Müller-Hermann, showing how their music both fitted into and challenged expectations of song composition in their day. The lectures were punctuated by songs performed live by artists who are established Oxford Lieder regulars and favourites. For more information on the performers featured see <https://www.swap-ra.org/oxford-lieder>

This project was a great success, acclaimed by audience members and praised enthusiastically by artists involved in all the performances, lectures and workshops. We are extremely grateful to the Winship Foundation and to the Royal Musical Association for enabling us to pay for such high quality artists and speakers for these events. All of these events were filmed and have now been made available online for anyone to view for free, which is a fantastic record for us to be able to point our followers to, and a wonderful resource for our ever-growing catalogue of Forgotten Voices media.



In the long term, SWAP'ra will collaborate with Oxford Lieder Festival to create an invaluable online resource for artists and programmers looking to expand their repertoire of women composer's artsongs. This will include song-focused biographies, links to scores, recordings, texts and translations, programming suggestions, and more. They are also exploring partnerships with festivals and other opera and music organisations with a view to providing additional performance platforms and extending the reach of the project further. We are continuing to research composers and gather repertoire, and we look forward to curating future events at Oxford Lieder for both live and recorded performances.

ADMINISTRATION AND GOVERNANCE

For a short period we had the administrative support of a general manager, Ruth Perrin. We recruited online through our social media platforms, mailing list and through professional musician job websites. The SWAP'ra Board of Trustees shortlisted applications for the Senior Management Team to select from. Ruth was a fantastic member of the team, supporting the SMT to streamline its digital filing system, developing a fundraising database, and supporting the day-to-day running of the organisation. Ruth was with us on a fixed term contract, and our intention is to raise funds to employ a part-time administrator again in the future to support the SMT.

In May 2021 we recruited for a new board member to replace Katie Wright who stepped down from her role in January 2021. We were absolutely thrilled to receive an application from Natasha Loges. Professor of Musicology at the Hochschule für Musik Freiburg, Natasha was formerly Head of Postgraduate Programmes at the Royal College of Music, where she introduced a dedicated class on women in music. She remains deeply committed to raising awareness of women musicians through her teaching, research and public engagement. Natasha regularly broadcasts on BBC Radio 3 and writes for BBC Music Magazine. She gives talks and leads events for festivals and venues including the Southbank Centre, Wigmore Hall, Oxford Lieder Festival, Liedfestival Zeist and Leeds Lieder.



Towards the end of the financial year we began recruiting for two more trustees and more members of the Senior Management Team in order to grow and strengthen our governance and operations capacity. Appointments took place the financial year ending May 2023.

FINANCIAL REVIEW

The period of this report covers the first full financial year of the charity, 6 May 2021 – 5 May 2022

The charity's opening balance of £7,115, made up of unrestricted donations. During the period of this report, a total of £6300 was given to the Forgotten Voices project, all from Trusts and Foundations. £4000 of this was for the Research and Development, £2300 for the Oxford Lieder performances.

Expenditure during the period came to a total of £9,496 with the largest items being Project Fees for Forgotten Voices at £4,082 and Administration at £4,457.

The SWAP'ra team continued to work almost entirely on a pro bono basis with their project management fees representing just 5% of expenditure. The Trustees are committed to developing a sustainable funding strategy for the charity which will enable the team to be paid appropriately for their skills and expertise.

The total funds carried forward on 1 May 2021 was £4,380.

The trustees are extremely grateful to all those who supported SWAP'ra during the year.

RECEIPTS AND PAYMENTS ACCOUNTS

These accounts have been prepared under the receipts and payments method and are presented on the Charity Commission template. Receipts and payments accounts contain a summary of money received and spent during the period and a list of assets and liabilities at the end of the period.



RESERVES POLICY

The Trustees' policy is to hold surplus unrestricted funds as reserves to safeguard the Charity's ongoing financial sustainability and to provide support for future projects.



Receipts and payments accounts

For the period
from

2-May-21

To

1-May-22

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from individuals	191	500	-	691	661
Donations to Emergency Fund	-	-	-	-	2,115
Donations from Trusts & Foundations	-	6,000	-	6,000	-
Refunds	70	-	-	70	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	261	6,500	-	6,761	2,776
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	261	6,500	-	6,761	2,776
A3 Payments					
Administration	2,689	1,768	-	4,457	3,207
Project management	-	450	-	450	900
Emergency Fund	-	-	-	-	5,240
Project Fees (Forgotten Voices)	-	4,082	-	4,082	450
Coaching	-	-	-	-	650
Communications	254	-	-	254	731
Subscriptions	38	-	-	38	50
Travel	22	-	-	22	-
Insurance	193	-	-	193	-
Sub total	3,196	6,300	-	9,496	11,228
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	3,196	6,300	-	9,496	11,228
Net of receipts/(payments)	- 2,935	200	-	- 2,735	- 8,452
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,115	-	-	7,115	15,567
Cash funds this year end	4,180	200	-	4,380	7,115

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		4,180	200	-
		-	-	-
		-	-	-
	Total cash funds	4,180	200	-
	(agree balances with receipts and payments account (s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

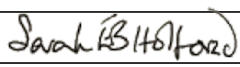
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Sarah Holford	01/03/23

SWAP'RA (SUPPORTING WOMEN AND PARENTS IN OPERA)

England & Wales - Charity number 1185454

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

SWAP'ra (Supporting Women and Parents in Opera)

1185454

Receipts and payments accounts

CC16a

For the period
from

02-May-20

To

01-May-21

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from individuals	661	-	-	661	16,493
Donations to Emergency Fund	-	2,115	-	2,115	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	661	2,115	-	2,776	16,493
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	661	2,115	-	2,776	16,493
A3 Payments					
Administration	3,207	-	-	3,207	-
Project management	900	-	-	900	600
Emergency Fund	3,125	2,115	-	5,240	-
Fees (Makes Space events)	450	-	-	450	-
Coaching	650	-	-	650	-
Communications	731	-	-	731	199
Subscriptions (Opera UK)	50	-	-	50	-
Travel	-	-	-	-	127
	-	-	-	-	-
Sub total	9,113	2,115	-	11,228	926
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	9,113	2,115	-	11,228	926
Net of receipts/(payments)	- 8,452	-	-	- 8,452	15,567
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	15,567	-	-	15,567	-
Cash funds this year end	7,115	-	-	7,115	15,567

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		7,115	-	-
		-	-	-
		-	-	-
	Total cash funds	7,115	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Sarah Holford</i>	Sarah Holford	20/07/21