

# GENDER AND RELIGIOUS FREEDOM

England & Wales - Charity number 1203211

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2023-05-23

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

## Contact

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**Address** 5 Bentley Drive  
Oswestry  
SY11 1TQ

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**Website** [www.genderandreligiousfreedom.org](http://www.genderandreligiousfreedom.org)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS, FOR THE PUBLIC BENEFIT, TO PROMOTE THE FUNDAMENTAL HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS, IN PARTICULAR, ARTICLE 1 WHICH COVERS THE RIGHTS OF WOMEN AND ARTICLE 18 WHICH COVERS THE FREEDOM OF RELIGION OR BELIEF; AND THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)) OF RELIGIOUS COMMUNITIES, PRIMARILY THE CHRISTIAN FAITH COMMUNITY, BY ALL OR ANY OF THE FOLLOWING MEANS: \* MONITORING ABUSES OF HUMAN RIGHTS; \* CONDUCTING RESEARCH AND ANALYSIS INTO HUMAN RIGHTS ISSUES; \* EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS ISSUES; \* PROVIDING TECHNICAL ADVICE TO GOVERNMENTS AND OTHERS ON HUMAN RIGHTS MATTERS; \* COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION AND POLICY; \* RAISING AWARENESS OF HUMAN RIGHTS ISSUES IN PARTICULAR, BUT NOT EXCLUSIVELY WITHIN THE CHRISTIAN COMMUNITY; \* PROMOTING RESPECT FOR HUMAN RIGHTS BY INDIVIDUALS AND CORPORATIONS; \* INTERNATIONAL ADVOCACY OF HUMAN RIGHTS. IN FURTHERANCE OF THESE PURPOSES, THE CHARITY WILL UNDERTAKE THE ANALYSIS, UNDERSTANDING, AND THE RAISING OF AWARENESS OF GENDER SPECIFIC RELIGIOUS PERSECUTION. IN FURTHERANCE OF THESE OBJECTS BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER: TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

**Activities:** Gender and Religious Freedom: Networking for Change. We network so that Gender-Specific Religious Persecution becomes visible and is better understood globally. Through our tiered and interlinked activities -research, training, advocacy, we effectively challenge the crushing implications when basic human rights of religion and belief are lacking for men and women around the globe

## Classification

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- **How:** Makes Grants To Organisations, Provides Services
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- France
- Netherlands
- Switzerland
- United States
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£16,734	£11,403	-	-
2023-12-31	£9,582	£552	-	-

## Trustees

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Name	Role	Appointed
Jane Meryl Showell-Rogers	Chair	2023-05-23
Aashima Samuel		2024-01-23
Amanda Louise Marshall		2025-09-23
BRENT MORRIS MCBURNEY ESQ		2023-05-23
Brian James Wickens		2023-05-23
Kathryn Helen Wright		2025-12-09
Rebecca Symes		2023-05-23

**GENDER AND RELIGIOUS FREEDOM**

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# Accounts

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## **GENDER AND RELIGIOUS FREEDOM**

### **REPORT OF THE TRUSTEES**

#### **FOR THE PERIOD FROM 1<sup>st</sup> JANUARY 2024 TO 31 DECEMBER 2024**

The Trustees have pleasure in submitting the Report and Accounts for the period from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

#### **Objects of the charity**

The Object of the CIO is, for the public benefit, to promote the fundamental human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations, in particular, Article 1 which covers the rights of women and Article 18 which covers the Freedom of Religion or Belief; and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)) of religious communities, primarily the Christian faith community, by all or any of the following means

- Monitoring abuses of human rights;
- Conducting research and analysis into human rights issues;
- Educating the public about human rights issues;
- Providing technical advice to governments and others on human rights matters;
- Commenting on proposed human rights legislation and policy;
- Raising awareness of human rights issues in particular, but not exclusively within the Christian community;
- Promoting respect for human rights by individuals and corporations;
- International advocacy of human rights.

In furtherance of these purposes, the charity will undertake the analysis, understanding, and the raising of awareness of gender specific religious persecution.

In furtherance of these objects but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its Objects.

#### **Review of the Charity's main activities and achievements**

Our main activities to achieve our means are:

1. *Research – looking at the facts regarding gender-specific religious persecution and trying to understand what they mean within the complexity of the domain of human rights and in particular FoRB and Gender.*

In 2024 GRF developed a tentative research framework. Field interviews have been field-tested in Asia. GRF's expertise was contracted for gender-mainstreaming research by another NGO. Interpretive Essay on Religious freedom was written for Gordon Conwell GCGC (Atlas of Global Christianity). Missio Nexus published 10 GRF articles. GRF developed an interactive webmap using Esri's ArcGIS technology to visualise the intersectionality of FoRB and Gender vulnerabilities.

2. *Training – allowing those facts to interact with our sacred texts and studying how traditions, experiences and reasoning have shaped Christian understanding of Bible texts. Asking others to consider: how are our families, our workplaces, our relationships, our churches, etc. affected by the societies and cultures in which we live?*

In 2024 we have trained groups representing countries from Africa, Middle East, North Africa, and Central Asia.

3. *Advocacy – How can we [help others to] speak out about the danger of cycles of violence and the destroyed relationships lived out daily in our communities? By raising awareness locally and speaking into public policy globally we can contribute to understanding and actions that will shape resilient and restorative sacred spaces, homes, and communities.*

In 2024 we strengthened our ties with government representatives, civil society and the wider humanitarian/human rights sector. This led to (speaking) engagements at EUP (panellist), Women and FORB at Capitol Hill briefing sponsored by USCIRF (panellist), global NGOs, representing GRF at UNHCR/Geneva. GRF continued to convene the UK FoRB Forum Gender working group and another gender working group for a global collaborative network of NGOs. GRF contributed to the evaluation process of Beijing+30.

### **Financial Review (BJW)**

The charity's operational ambitions reached beyond its financial strength in the year to 31 December 2024. This was due to slower growth in fund-raising than initially planned or expected. This has required the charity to implement strict constraints and prioritisation of activities that can be funded from existing cash, while more focused effort is given to raising finances. Subsequent to the year end, positive momentum has started to build in this area.

The cash balance as of the 31 December 2024 was £29,409.23, including £27,488.47 of restricted funds.

### **Reserves Policy**

The proposed reserves policy for GRF is to hold cash reserves equivalent to 6 months' value of regular expenses. It is expected that this will vary from time to time, but these should never fall to below 3 months' worth of regular expenses, and any reserves in excess of 9 months should be explicitly reviewed for reasonableness at each Trustees' meeting that 9 months are exceeded.

The rationale for 6 months of reserves is to ensure that, in the unlikely event of a financial crisis, GRF staff will have sufficient notice to consider their future prospects outside of GRF. The rationale for reviewing reserves in excess of 9 months is to challenge whether or not sufficient financial resources are being appropriately deployed in support of the GRF Charitable aims.

The targeted level of reserves does not apply to specific funds (designated or restricted etc, see Management of Income section below) which may be set aside for a specific, or potentially longer term goal.

### **Governance**

The trustees have continued to develop best practice policies, supported ongoing building of the financial base, and meet regularly to monitor the activities of the charity. Responsibility for the day- to-day operation of the charity has been delegated to the CEO and Executive team. New trustees are recruited and appointed by the existing trustees.

Trustees: Bernedette Adams stepped down 7<sup>th</sup> February 2024 and Aashima Samuel voted onto the board on 23 January 2024.

Overview of present trustees, their role and their term endings.

<b>NAME OF TRUSTEE</b>	<b>ROLE</b>	<b>TERM ENDING</b>
Jane Showell-Rogers	Chair	May 2026
Brian Wickens	Treasurer	May 2028
Becca Symes	Deputy Treasurer	May 2026
Brent McBurney	Member of board	May 2028
Aashima Samuel	Member of board	May 2027
Rebecca Winfrey	Member of board	May 2025

**Risk Statement**

The charity is potentially exposed to various risks - be they operational, financial or reputational. The trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks.

This report was approved by the trustees and signed on their behalf by:



Jane Showell-Rogers. Chair of the Trustees

Date: 28 April 2025

**GENDER AND RELIGIOUS FREEDOM**

England & Wales - Charity number 1203211

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# Accounts

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## GENDER AND RELIGIOUS FREEDOM

### REPORT OF THE TRUSTEES

#### FOR THE PERIOD FROM REGISTRATION 23<sup>rd</sup> May 2023 TO 31 DECEMBER 2023

The Trustees have pleasure in submitting the Report and Accounts for the period from 23<sup>rd</sup> May 2023 to 31<sup>st</sup> December 2023

#### **Objects of the charity**

The Object of the CIO is, for the public benefit, to promote the fundamental human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations, in particular, Article 1 which covers the rights of women and Article 18 which covers the Freedom of Religion or Belief; and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)) of religious communities, primarily the Christian faith community, by all or any of the following means

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In furtherance of these purposes, the charity will undertake the analysis, understanding, and the raising of awareness of gender specific religious persecution.

In furtherance of these objects but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its Objects.

#### **Review of the Charity's main activities and achievements**

Major change for GRF over the past year was that we incorporated as a registered charity. This independent incorporation is important as interest shown by both governments and organisations in the gender/FoRB intersectionality sparked the need to set up an entity that can be recognised internationally and in secular contexts. There is the work with governments, multi-faith work, and work in the Christian/mission/church sphere.

Our main activities to achieve our means are:

1. Research – looking at the facts regarding gender-specific religious persecution and trying to understand what they mean within the complexity of the domain of human rights and in particular FoRB and Gender.

This year we have achieved some writing projects which capitalise on earlier research. The writing included a Train the Trainer curriculum for *Restorations Essentials* and *Going Deeper* curriculum.

2. Training – allowing those facts to interact with our sacred texts and studying how our traditions, experiences and reasoning have shaped Christian understanding of Bible texts. Asking others to consider: how are our families, our workplaces, our relationships, our churches, etc. affected by the societies and cultures in which we live?

We have trained groups representing countries from Africa, Middle East, North Africa, and Central Asia.

3. Advocacy – How can we [help others to] speak out about the danger of cycles of violence and the destroyed relationships lived out daily in our communities? By raising awareness locally and speaking into public policy globally we can contribute to understanding and actions that will shape resilient and restorative sacred spaces, homes, and communities.

GRF convenes the UK FoRB Forum Gender working group. FCDO invited GRF to facilitate an online session for the London FoRB desk and global posts on how Gender/FoRB intersect on SRHR.

In all of this we are dependent on our networking efforts to continue to raise the issues pertaining to Gender/FoRB in a collaborative and holistic manner.

### **Financial Review**

A modest level of cash has accrued through individual donations up to 31 December 2023 during the start up phase of operations. As such expenditure has been minimal, resulting in a cash balance of £9,029 at the end of the financial period.

### **Reserves Policy**

The proposed reserves policy for GRF is to hold cash reserves equivalent to 6 months' value of regular expenses. It is expected that this will vary from time to time, but these should never fall to below 3 months' worth of regular expenses, and any reserves in excess of 9 months should be explicitly reviewed for reasonableness at each Trustees' meeting that 9 months are exceeded.

The rationale for 6 months of reserves is to ensure that, in the unlikely event of a financial crisis, GRF staff will have sufficient notice to consider their future prospects outside of GRF. The rationale for reviewing reserves in excess of 9 months is to challenge whether or not sufficient financial resources are being appropriately deployed in support of the GRF Charitable aims.

The targeted level of reserves does not apply to specific funds which may be set aside for a specific, or potentially longer term goal.

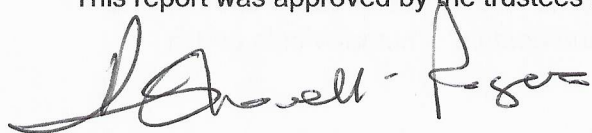
### **Governance**

The trustees have continued to develop best practice policies, supported ongoing building of the financial base, and meet regularly to monitor the activities of the charity. Responsibility for the day to day operation of the charity has been delegated to the CEO, currently Emma Van der Deijl and her Executive. New trustees are recruited and appointed by the existing trustees.

### **Risk Statement**

The charity is potentially exposed to various risks - be they operational, financial or reputational. The trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks.

This report was approved by the trustees and signed on their behalf by:



Jane Showell-Rogers. Chair of the Trustees

Date: 23 April 2024