

## **FLISS: Female Leaders in STEM Subjects**

### **Annual Report for the Year Ending 01/04/2025**

#### **1. Charity Information**

- **Charity Name:** FLISS – Female Leaders in STEM Subjects
- **Charity Registration Number:** 1203716
- **Legal Structure:** Charitable Incorporated Organisation (CIO)
- **Registered Address:** 35 Burns Street, Nottingham, NG7 4DS
- **Website:** [fliss.uk](https://fliss.uk)

#### **2. Trustees' Annual Report**

##### **Objectives and Activities**

FLISS exists to **empower, support, and inspire women and girls in STEM fields** by providing mentorship, networking opportunities, and educational resources. Our key objectives include:

- Promoting greater diversity and inclusion in science and engineering, with the aim of addressing the underrepresentation of women in these fields
- Providing mentorship and support to young woman professionals or those in their early career years, this includes individuals returning to work post a career break in science and engineering, with the goal of inspiring and empowering them to achieve their full potential
- Raising awareness of issues related to equality and diversity in science and engineering, and to promote best practices in these areas

In line with our charitable objectives, we have undertaken activities that provide public benefit by addressing gender disparities and supporting the next generation of female leaders in STEM.

##### **Achievements and Performance**

In second first financial year, FLISS has:

- Onboarded two new trustees which have significantly bolstered our strategic insight as a board
- Recruited 10 mentors and 25 mentees
- Hosted 4 webinars,
  - From LinkedIn to Live events – how to network effectively
  - From Doubt to Confidence Tackling Imposter Syndrome
  - The Power of Sponsorship
  - How to self-advocate and self promote effectively

- Created a cross collaboration monthly event with Cognitive Business (A tech start up) branching into the technology space
- Secured significant funds and donations

These initiatives have helped equip women and girls with the skills, confidence, and networks needed to succeed in STEM fields.

### **Financial Review**

- **Total Income:** £6,393
- **Total Expenditure:** £2,291
- **Reserves Policy:** FLISS maintains a prudent level of reserves to ensure sustainability while continuing to invest in key projects.

The charity remains in a stable financial position and is actively seeking further funding opportunities to expand its impact.

### **Statement of Public Benefit**

The trustees of FLISS: Female Leaders in STEM Subjects confirm that they have had regard to the guidance issued by the Charity Commission on public benefit when exercising their duties.

In line with this guidance, the trustees have ensured that the charity's activities, including mentorship programs, networking events, and outreach initiatives, directly support the public by advancing education, reducing barriers to opportunity, and promoting equality in STEM fields. These activities align with the charity's objectives and deliver measurable benefits to women, girls, and the broader STEM community.

### **Structure, Governance & Management**

FLISS is governed by a Board of Trustees, who are responsible for setting strategic direction, ensuring financial accountability, and overseeing operations. The trustees during this period were:

- Julia Ward – Chair
- Samuel Thursby – Financial Lead (Treasurer)
- Katy McKenzie – Mentoring Lead (Secretary)
- Vince Pizzoni – Advisory
- Maria Jesus Bataller Vidal - Trustee
- Ellie Stevenson – Marketing Lead
- Ololade Okunrinboye - Trustee

The Board meets regularly to review progress, assess risks, and ensure compliance with regulatory requirements.

### **Future Plans**

In the coming year, FLISS aims to:

- Continue to provide mentoring services to those that apply

- Implement a mentoring platform and transition into a newer operating platform
- Expand our partnerships with STEM organisations and educational institutions.
- Develop digital resources to support career progression for women in STEM
- Increase our funding to onboard 1 paid member of staff

We remain committed to our mission of empowering women in STEM and look forward to making an even greater impact.

## **5. Financial Position**

Our operational spend for the period ending in April 2025 was £2,291 demonstrating our growth over the year compared to our first financial year. This entailed operational expenses such as website hosting, emailing and office software requirements and marketing costs.

Our reserves policy indicated that we should hold a minimum of £1400 on reserve. This is to cover our ongoing costs to support those within the mentorship programme should be not receive any funds for a minimum of 2 years. As our operational costs increase our reserve policy will be reviewed accordingly.

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## **6. Trustee Declaration**

The trustees confirm that they have approved this report and that it complies with legal requirements.

A handwritten signature in cursive script that reads "Julia Ward".

Julia Ward, Chair & Founder



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

Charity Name  
Female Leaders In STEM Subjects (FLISS)

No (if any)  
1203716

**CC16a**

## Receipts and payments accounts

For the period from	Period start date 1/4/2024	To	Period end date 1/4/2025
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### 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 £
<b>A1 Receipts</b>					
Grants	1,000	5,000	-	6,000	-
Donations	393	-	-	393	3,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b> (Gross income for AR)	1,393	5,000	-	6,393	3,000
<b>A2 Asset and investment sales, (see table).</b>					
N/A	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	1,393	5,000	-	6,393	3,000
<b>A3 Payments</b>					
General Operations	-	1,471	-	1,471	522
Marketing	-	777	-	777	104
Events	-	42	-	42	76
	-	-	-	-	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	2,291	-	2,291	702
<b>A4 Asset and investment purchases, (see table)</b>					
N/A	-	-	-	-	
	-	-	-	-	
<b>Sub total</b>	-	-	-	-	
<b>Total payments</b>	-	2,291	-	2,291	702
<b>Net of receipts/(payments)</b>	1,393	2,709	-	4,102	2,298
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	2,298		-	2,298	-
<b>Cash funds this year end</b>	3,691	2,709	-	6,400	2,298

## 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 £
<b>B1 Cash funds</b>	Available Funds	2,291	2,709	-
	Reserve Funds	1,400		-
		-	-	-
	<b>Total cash funds</b>	3,691	2,709	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds

## B2 Other monetary assets

Details	to nearest £	to nearest £	to nearest £
N/A	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

## B3 Investment assets

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

## B4 Assets retained for the charity's own use

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

**B5 Liabilities**

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

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

Signature	Print Name	Date of approval