

KYRIA NETWORK

ANNUAL REPORT

FOR THE PERIOD ENDED 31 DECEMBER 2021



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Kyria Network

On accounts for the
period ended

31 December 2021

Charity no
(if any)

1193102

Set out on pages

2 to 10

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the period ended 31 December 2021.

Responsibilities and
basis of report

As the charity's trustees, 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 all 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content 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.

Signed:

Date:

26/10/2022

Name:

Greg Smyth

Relevant professional
qualification(s) or body
(if any):

ICAEW

Address:

Smyth & Co., 4 High Street, Langford, Biggleswade, Beds, SG18 9RR.



KYRIA NETWORK

13 January 2021 to 31 December 2021

Trustees' Annual Report for the period from 13th January 2021- December 2021

Financial year end: 31 December 2021

Reference and Administrative details

Charity name	Kyria Network
Other name the charity uses	Sophia Network
Registered charity number	1193102
Charity's principal address	4 Hanbury Road, Chelmsford, Essex

Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Amanda Jackson	CHAIR	13th January 2021
Olivia Laverne Amartey	TRUSTEE	29th January 2021
Grace Yee-Oi Marshall	TRUSTEE	29th January 2021
Catherine Madavan	TRUSTEE	29th January 2021
Nicola Alice Sims	TRUSTEE	20th January 2021
Tania Bright	TRUSTEE	13th February 2021
Peter Granville Sims	TRUSTEE	13th February 2021
Bev Murrill	TRUSTEE	13th January 2021- April 29th 2021
Rev Martin Hardwidge	TRUSTEE	13th January 2021- April 29th 2021

Additional information

Name of chief executive or names of senior staff members:

Amy Summerfield	CEO	amy@kyrianetwork.co m
Bukola George	Finance	bukky_g@hotmail.co.uk
Lisa Leonce	Diversity and inclusion Officer	slisa446@hotmail.com

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document	The promotion of gender equality within the Christian church, in the UK and beyond, for the public benefit through education, research, advocacy and awareness raising. Promotion of the Christian faith.
The objects of the CIO are:	The promotion of gender equality within the Christian church, in the UK and beyond, for the public benefit by. • The elimination of discrimination on the grounds of gender • Advancing education and raising awareness in equality and diversity • Promoting activities to foster understanding between people from diverse backgrounds • Conducting or commissioning research on equality and diversity issues and publishing the results to the public • Cultivating a sentiment in favour of equality and diversity • Promotion of the Christian faith

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	• Leadership Blogs • Leadership Focus events • Book clubs • Conferences in regions and nations • Advocacy and advice meetings • Senior leaders networking and retreats • Rebrand, including consultancy and community feedback • online portal of resources and webs development
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Additional information

Policies	Trustee Job Description and Role Trustee Job Descriptions and Roles Volunteer Deceleration Safeguarding Policy Data Policy and Privacy Policy
Volunteers and breakdown in 2021	Whole Number: 40 Board: 7 Council of Reference: 7 Canopy:6 England: 6 Northern Ireland:0 Scotland: 9 Wales: 1 Misc: 4

Achievements and Performance

2021 has been a milestone year for Kyria.

For 12 months we introduced a resource called “Hidden Figures” inspired by the book, and film by Margot Lee Shetterly. Kyria focussed on women leaders who were massively effective in their context but whose names have been obscured through the midst of time. This monthly resource acknowledged their achievements, their grit, their abhorrence of complacency and passivity and invited us to go on a journey of what we too could learn from their stories.

In February, we partnered with Diamonds to produce a 8 week podcast called “Called to Influence” for 14-18 year old girls which was well received. February also saw Amy our CEO develop stronger networks and links into Wales with a view to establish the network in that nation.

In March, we partnered with International Women’s Day (IWD) #choosetochallenge and ran 3 leadership focus events on Choose to challenge, conscious and unconscious gender and racial biases. This was well attended and enhanced our focus to support in this justice area.

We also launched regular bi-monthly leadership book clubs with an average attendance of 40 per book over a 10 week period. This saw leaders from across the UK and beyond participate.

April saw the successful launch of an organisational rebrand including new website, new resources and a new online portal to champion, empower and support women leaders across the UK.

To support this, stronger structures/systems, roles and responsibilities were defined to support and structure our growth. Some of these policies included safeguarding, data protection and privacy policies, volunteer sign up policies and declarations etc. April saw Bev Murrill step down as a Trustee. She remains a volunteer.

Since becoming a Charitable Incorporated Organisation (CIO) and rebranding we’ve been able to work with Stewardship to receive monthly financial support from champions and partners who believe and support what we do . Stewardship provides a quick and effective way for one off or regular donations, and also the ability to receive gift aid.

In 2021 we received a 3 year grant of £5.000 per year to support our work, and towards the end of the year a restricted one off gift of £10.000 to support the growth of the work in Scotland, releasing Kyria Scotland into a new season with its own national leader in 2022 and also the goal to appointment an overall admin support in the same year.

In May we successfully lead another Leadership focus on ‘Choose to challenge’, exploring conscious and unconscious gender and racial biases, and appointed Lisa Leonce as volunteer Diversity and inclusion Officer to oversee all our volunteers or workers now or in the future.

Amy Summerfield, our CEO, started early connection and conversation in Northern Ireland with a view to establish the network in that nation.

May saw Martin Hardwidge step down as a Trustee and Treasurer and the appointment of a volunteer treasurer Bukola George with informal interviews and conversations lead by Amy Summerfield our CEO.

In June we ran a Leadership focus on the importance of self care and physical health and wellbeing. Another book club was launched this time with around 20 participating.

In July we ran another Leadership focus on the importance of self care and emotional and mental health and wellbeing. We launched a nation wide prayer team to support and pray over our work and a new Kyria Wales Leader was announced.

August was a quiet month to go slow and recalibrate over summer

September saw another book club of 30 participate and a national team for Wales starting to develop with one to one meetings with each leader and our CEO.

October saw another Leadership Focus with an opportunity to highlight, discuss and learn about racial equality God's way.

In November we received a 10K grant designated to women leaders in Scotland and the development and recruitment of a Kyria Scotland leader. The team also began a large piece of research and preparation on "The Well". The Well is an online resource which contains recommended books, blogs, videos, podcasts and websites that we hope will encourage and equip leaders as well as supporting authors, teachers and speakers as they pave the way for women in leadership.

We met together online, in December, as a team and provided a Christmas reflection for leaders . Every month of 2021 we also provided a online worship hour for leaders.

As a Board we have aspirations and aims for 2022 including the following

- **The appointment of a Kyria National Leader for Scotland**
- **The appointment of a ½ day a week administrator**
- **The launch of Kyria Wales Team and events**
- **The launch of a Kyria Northern Ireland events**

Other goals will include:

- **The Well - which aims to resource women in leadership and theology with recommended reading, blogs and articles which really help all**
- **12 online monthly Leadership Focus events**

- Providing Top Leadership Tips each Tuesday from women leaders in all spheres of influence
- The productions of a Podcast to equip and resource leaders
- Big denominational conversations for advice and advocacy
- Support for senior leaders Zooms, mentorship 121s
- Conferences across the 4 UK Nations

Financial Review

Review of the charity's financial position at the end of the period	It has been a healthy financial year for Kyria . We received two grants to the amount of £15k which have made a significant difference, especially to our work in Scotland. In partnership with Stewardship we've benefit through the gift aid scheme and our regular donations have increased to an average of £580 a month. This significant increase has allowed us to build and plan more effectively and strategically as a network. Apart from ongoing payments to our CEO as a sole trader, our biggest expenditure has been rebranding and investment into the website/hosting/design etc. It is important to note that in 2021 our events have been mostly online events due to the pandemic. Therefore budgeting and planning for the future, with more face to face events, will be managed carefully with an ongoing strategy to at least break even and to fundraise at these events. In summary, we are thankful for a stable and healthy financial year, despite challenging circumstances.
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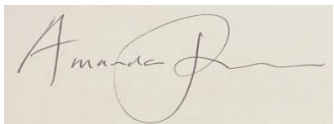
Statement explaining the policy for holding reserves stating why they are held	During November 2021 The Haldane Trust gave £10,000 to be held for the work of Kyria Scotland. The trustees have considered the requirements for reserves based on the main risks to funding, and have decided to aim for 3 months of core operational costs in the unrestricted reserves.
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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature



Full Name

Amanda Jackson

Position

Chair

Date: 26 October 2022



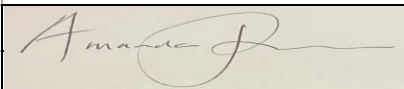
CHARITY COMMISSION
FOR ENGLAND AND WALES

Kyria Network			1193102	CC16a
Receipts and payments accounts				
For the period from	13th January 2021	To	31st December 2021	

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	23,577	-	-	23,577	-
Grants	-	10,000	-	10,000	-
Other	1,350	-	-	1,350	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	24,927	10,000	-	34,927	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	24,927	10,000	-	34,927	-
A3 Payments					
Administrative services	7,200	-	-	7,200	-
Speakers/Leaders Fees/Gifts	1,496	-	-	1,496	-
Event Venue Costs	29	-	-	29	-
Food/Accommodation	1,631	-	-	1,631	-
Telephone & Internet	1,132	-	-	1,132	-
Website cost	3,410	-	-	3,410	-
Postage	36	-	-	36	-
Insurance cost	271	-	-	271	-
Travel: Mileage	-	-	-	-	-
Books/resources	11	-	-	11	-
Travel: Other	101	-	-	101	-
Bank & transaction charges	39	-	-	39	-
Sub total	15,357	-	-	15,357	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	15,357	-	-	15,357	-
Net of receipts/(payments)	9,570	10,000	-	19,570	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	9,570	10,000	-	19,570	-

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	Bank account	9,540	10,000	-
	PayPal account	30	-	-
		-	-	-
	Total cash funds	9,570	10,000	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
		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	
		Amanda Jackson	26/10/2022	