

KYRIA NETWORK
ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Kyria Network

**On accounts for the year
ended**

31 December 2022

**Charity no
(if any)**

1193102

Set out on pages

2 to 9

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2022.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

24/10/2023

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

1 January 2022 to 31 December 2022

Trustees' Annual Report for the period from 1 January 2022- 31 December 2022
Financial year end: 31 December 2022

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	
Olivia Laverne Amartey	TRUSTEE	
Grace Yee-Oi Marshall	TRUSTEE	
Catherine Madavan	TRUSTEE	
Nicola Alice Sims	TRUSTEE	
Tania Bright	TRUSTEE	
Peter Granville Sims	TRUSTEE	

Additional information

Name of chief executive or names of senior staff members:

Amy Summerfield	CEO	
Samara Noblett	Operations Assistant	Appointed May 2022
Odele Harding	Scottish National Leader	Appointed May 2022
Bukola George	Volunteer Finance	
Lisa Leonce	Volunteer Diversity and inclusion Officer	

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 • Research, including consultancy and community feedback • Online portal of resources and webs development

Additional information

Policies	Trustee Job Description and Role Volunteer Declaration Safeguarding Policy Data Policy and Privacy Policy
Volunteers and breakdown in 2022	Whole Number: 55 Board: 7 Council of Reference: 9 Canopy: 6 England: 6 Northern Ireland: 6 Scotland: 8 Wales: 6 Operations: 7

Achievements and Performance

2022 has been a significant year for Kyria.

- Kyria has been honoured to be part of several significant, confidential, denominational conversations with women in leadership seeking support, advice and advocacy.
- We have continued to provide support, encouragement and mentorship to a number of high profile senior women leaders.

- This year we launched leadership teams in Wales and Northern Ireland, who are tasked with working on vision and raising the profile of and support for women leaders in those nations. Our wider volunteer team has also grown.
- The appointment of a Kyria National Leader for Scotland one day a week as a Sole Trader
- The appointment of a ½ day a week Operations Assistant as a Sole Trader
- In April this year the board changed our CEO Sole Trader payment from one day a week to 1 ½ days a week
- We continue to hold meaningful conversations around issues that most affect women leaders. Our up-and-coming leadership and menopause night has over 170 women registered and plans to introduce an ongoing community around this subject are being put in place.
- This year we've held two conferences, one in Scotland and the other in England, plus one Leadership Evening in Wales and one in Northern Ireland in total impacting over 500 women leaders in four nations
- We've also held Team Days in all 4 UK nations which have included prayer, fasting and envisioning for the way ahead for that nation
- We've endorsed new books on leadership which have helped to profile our work and area of advocacy. Related to this we also ran regular Book Clubs exploring leadership principles and theology. The clubs had an average participation of around 20 people per book
- We're partnered with Wonderful Leaders to provide a series of podcasts about women in leadership, providing 11 speakers.
- We launched a resource called "The Well" which aims to resource women in leadership and theology with recommended reading, blogs and articles which really help all.
- We launched "Allow Me" This resource introduces people to 20 Biblical women leaders in many different spheres. For each study there is a short video clip, Bible references and a set of questions to ponder or discuss with a group of friends.
- We launched media shorts called "Top Tips Tuesday", providing top leadership tips each Tuesday from women leaders in all spheres of influence which led to the production of a podcast to equip and resource leaders
- We continue to speak at external conferences, hold mentoring and coaching 121's with leaders.

As a Board we have aspirations and aims for 2023 including:

- Collab - a year long cohort for younger female leaders aged 18-25 with coaching and monthly teaching
- Ongoing Research - launched in Scotland but with a view to be used in Wales and Northern Ireland to help better understand the experiences and needs of women leaders in all spheres.
- Kyria Australia launch

- Leadership and Menopause Focus evenings and creating ongoing community and meaningful conversation
- In addition to this, we will continue to build on our existing work through:
- Providing Top Leadership Tips each Tuesday from women leaders in all spheres of influence
 - Expansion of resources online and offline to support a better theological pathway for women leaders and our male counterparts
 - Participating in denominational conversations for advice and advocacy
 - Support for senior leaders via Zoom and mentorship 121s
 - Conferences across the four UK Nations

Financial Review

Review of the charity's financial position at the end of the period	It has been a relatively healthy financial year for Kyria . We received one grant to the amount of £5,000 which has made a significant difference. In partnership with Stewardship we've benefited through the gift aid scheme and our regular donations have increased from £580 a month to an average of £900 a month with one off giving varying throughout the year. This significant increase has allowed us to build and plan more effectively and strategically as a network. Our biggest expense has been ongoing payment to our CEO as a sole trader and now this year our new 1 day a week Scottish lead as a sole trader and our new Operations Assistant sole trader. Our ongoing strategy to carefully manage the budgeting and planning of events, to at least break even and to fundraise at face to face events, has been successful, but there is more to be done. In summary, we are thankful for a stable
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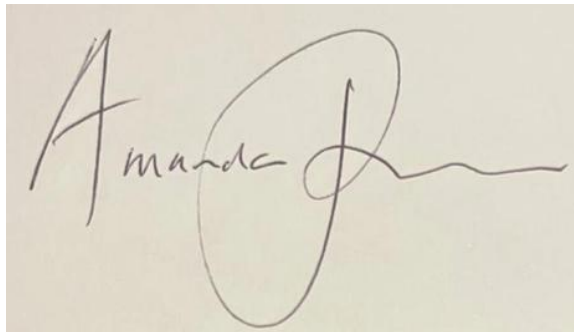
	and healthy financial year, despite challenging circumstances
Statement explaining the policy for holding reserves stating why they are held	The trustees have considered the requirements for reserves based on the main risks to funding, and have decided to aim for 3 months of core operational costs in the unrestricted reserves.
Amount of reserves held	Our reserves for this year are £18,014 of which £5,594 is our restricted funds for Scotland

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	
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Position

Kyria Network Chair	Kyria Trustee
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Date

24th October 2023	24/10/23
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CHARITY COMMISSION
FOR ENGLAND AND WALES

Kyria Network

1193102

Receipts and payments accounts

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For the period
from

1st January 2022

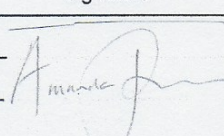
To

31st December 2022

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	20,889	-	-	20,889	23,577
Grants	-	-	-	-	10,000
Other	3,747	-	-	3,747	1,350
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	24,636	-	-	24,636	34,927
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	24,636	-	-	24,636	34,927
A3 Payments					
Administrative services	12,120	3,750	-	15,870	7,200
Speakers/Leaders Fees/Gifts	1,779	-	-	1,779	1,497
Event Venue Costs	-	-	-	-	29
Food/Accommodation	323	406	-	729	1,631
Telephone & Internet	1,353	-	-	1,353	1,132
Website cost	460	-	-	460	3,410
Postage	48	7	-	55	36
Insurance cost	372	-	-	372	271
Travel: Mileage	-	197	-	197	-
Books/resources	519	-	-	519	11
Marketing costs	900	-	-	900	-
Conference - Scotland	2,752	-	-	2,752	-
Accountancy	630	-	-	630	-
Travel: Other	448	46	-	494	101
Bank & transaction charges	82	-	-	82	39
Sub total	21,786	4,406	-	26,192	15,357
A4 Asset and investment purchases (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	21,786	4,406	-	26,192	15,357
Net of receipts/(payments)	2,850	-	-	-	19,570
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	9,570	10,000	-	19,570	-
Cash funds this year end	12,420	5,594	-	18,014	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	12,112	5,594	-
	PayPal account	308	-	-
		-	-	-
	Total cash funds		12,420	5,594
	(agree balances with receipts and payments account(s))			
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
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	
		Amanda Jackson	24/10/2023	