

KYRIA NETWORK
ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Kyria Network

On accounts for the year
ended

31 December 2023

Charity no
(if any)

1193102

Set out on pages

2 to 11

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2023.

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:

17/10/2024

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 2023 to 31 December 2023

Trustees' Annual Report for the period from 1 January 2023 - 31 December 2023
Financial year end: 31 December 2023

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	
Peter Granville Sims	TRUSTEE	
CHANGE		
Tania Bright (resigned)	TRUSTEE	JAN-SEPTEMBER 2023

Additional information

Name of chief executive or names of senior staff members:

Amy Summerfield	CEO	
Samara Noblett	Operations Assistant	
Odele Harding	Scottish National Leader	
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.
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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 web development • Young leader year cohort 18-25 • Advocacy work, support and research on leadership and menopause

Additional information

Policies	Trustee Job Description and Role Volunteer Declaration Safeguarding Policy Data Policy and Privacy Policy
Volunteers and breakdown in 2023	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

It has been another significant year for Kyria:

- We have continued to provide support, encouragement and mentorship to a number of high profile senior women leaders.
- Kyria has been honoured to be part of several significant, confidential, denominational conversations with women in leadership seeking support, advice and advocacy.
- Collab (a year-long cohort for younger female leaders aged 18-25 with coaching and monthly teaching) was launched in September with 12 promising young leaders from across the whole of the UK and Ireland.
- Monthly leadership blogs have continued to be a popular and inspiring way of resourcing women leaders across the network.
- We concluded the weekly 'Top Tips Tuesday' - a video resource (over 50 videos) which gave topical wisdom and encouragement to many across our social channels.
- We're encouraged to have almost doubled our monthly giving and supporters in the past year.
- Ongoing research was finalised in Scotland, and then launched in Wales and Northern Ireland to help better understand the experiences and needs of women leaders in all spheres.
- Kyria Australia was launched with a team and the running of pilot senior leaders gatherings
- Leadership and Menopause Focus evenings launched, creating community and meaningful conversation around this vital topic. In addition to this, we continue to build on our existing work through working with experts, creating a confidential supportive online community and running research with over 100 women leaders to keep learning and supporting.

- A number of pilot groups were launched towards the end of the year in Scotland as a result of hearing and understanding the research and the needs that came out of that. These are called "Cymbrogi Groups" and launched with 6 sessions into various spheres to help peer support and encourage women leaders
- Expansion of resources online and offline to support a better theological pathway for women leaders and our male counterparts.
- We 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 800 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 several new books on leadership which have helped to profile our work and area of advocacy. Related to this, we also ran regular quarterly Book Clubs exploring leadership principles and theology. The clubs had an average participation of around 20 people per book.
- We continue to speak at external conferences, hold mentoring and coaching 121's with leaders.

Key Stats

800 women reached through conferences this year

Average of 100 women per session to our leadership and menopause work
Average of 50 women to our racial equity events

Over 50 team members prayerfully and pastorally invested into

12 young leaders 18-25 invested into once a month for a year

Average of 50 women leaders coached this year

4 National leadership team group calls with average of 8-10 present

As a Board we have aspirations and aims for 2024 including:

- Collab - a year long cohort for younger female leaders aged 18-25 with coaching and monthly teaching and launching a second year cohort
- Cymbrogi Groups learning from the pilot groups and launching further cohorts
- Senior leader gatherings planned for Wales and NI with a view to sharing research findings and defining vision
- Board development and discussion regarding new members and step down agreed tenure of each trustee to ensure a healthy and continuous Board.
- Leadership and Menopause Focus evenings and creating ongoing community and meaningful conversation
- Expansion of resources online and offline to support a better theological pathway for women leaders and our male counterparts
- Larger Conferences across the four UK Nations

- Kyria on mission
- Racial equity Leadership Focus
- Co leading and co working day and interviews
- Developing our own ongoing theological framework

Case Studies and Quotes

- We worked with a church leader who is currently writing a dissertation on female leaders in every sphere who have been impacted by divorce, and how the church has responded to them (well or otherwise). This involved introducing her to ten women leaders across the whole of the UK (and cultures) who were each interviewed with many finding that experience helpful and healing (in the midst of some horrific stories they shared on how their church treated them). The findings will hopefully go a long way to challenge current responses, and shape the changes needed.
- An 18-year-old participated in Collab with a low level belief in herself and her leadership. We recognised this in her and encouraged her to be part of the programme and see what God would do. She's in her first year of university and quickly assumed the leadership responsibility of Halls of Residence chaplain, and is now looking to become a chaplain for new 1st year students this coming autumn. She has also been asked to join the CU Committed in recognising her growing leadership. It has been wonderful to watch her self-confidence in faith, life and leadership grow. As a result of her coaching call, with the UK Director of Alpha, she has had several opportunities to share her faith which have been well-received;

Quote from a female leader in England...

"Kyria's vision is to champion, empower and release women leaders, and I can say I have personal experience of how they have done this for me as a leader. Their ongoing love, support, prayers and encouragement have helped me to realise my potential. Their book clubs, forums and resources have encouraged and deepened my personal walk with Jesus. The thing I love most is the community I am a part of by belonging to Kyria. I have made friends through Kyria which have been invaluable to me, and I love the fact that we get to love, support, pray for and encourage each other on our leadership journeys.

For any Christian women in leadership in any form looking for a community, I would recommend connecting with Kyria. You will be endlessly seen, loved and valued as a leader, but also as an individual. Your love, support, prayers and encouragement do not run out, but they only have even more to give as many more women leaders join then. I am excited for what's to come for Kyria!"

Quote from a young leader from Northern Ireland who has done Collab...

“Kyria Collab is a truly special leadership programme combining practical wisdom and theological teaching, peer-to-peer support and one-to-one coaching. Taking time each month to meet together, pray and listen to each other's leadership experiences has helped foster such an encouraging and supportive environment that is so often lacking in women's Christian leadership spaces. It is also a huge privilege to receive training from so many bold and brilliant women from different leadership contexts! I feel so much more confident and equipped to step into the call for leadership I know Jesus has for my life”

Financial Review

Review of the charity's financial position at the end of the period	It has been a good and healthy financial year for Kyria . We received several one off donations and one grant which has made a significant difference. We ended the year with a healthy 21.7k in the bank In partnership with Stewardship we've benefited through the gift aid scheme and our regular donations have increased from £900 a month to an average of £1 200 a month with one off giving and donations varying throughout the year. This significant increase has allowed us to build and plan more effectively and strategically as a network. Our ongoing strategy is to carefully manage the budgeting and planning of events, to at least break even and to fundraise at face to face events. This has been successful, but there is more to be done by way of raising support, grants and individual givers.
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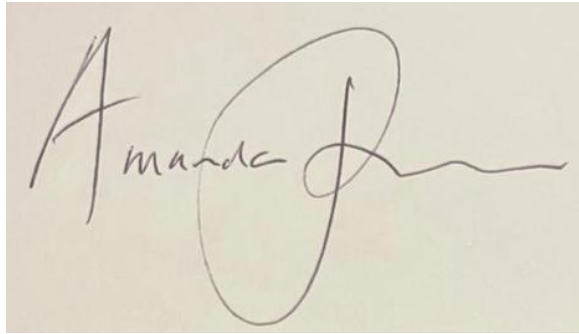
	In summary, we are thankful for a stable and healthy financial year, despite challenging circumstances
Statement explaining the policy for holding reserves stating why they are held	We're committed to ensure we have at least 3 months of operating reserves.
Amount of reserves held	£21,607.61

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 amanda@worldea.org	
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Position

Kyria Network Chair	Kyria Trustee
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Date

17th October 2024	17/10/24
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CHARITY COMMISSION
FOR ENGLAND AND WALES

Kyria Network

1193102

Receipts and payments accounts

CC16a

For the period
from

1st January 2023

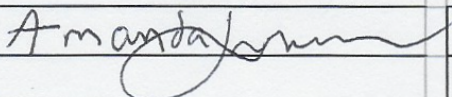
To

31st December 2023

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	13,883	600	-	14,483	9,813
Grants	18,152	-	-	18,152	11,076
Other	7,172	-	-	7,172	3,747
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	39,207	600	-	39,807	24,636
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	39,207	600	-	39,807	24,636
A3 Payments					
Administrative services	16,199	5,419	-	21,618	15,870
Speakers/Leaders Fees/Gifts	1,868	83	-	1,951	1,779
Event Venue Costs	1,045	-	-	1,045	-
Food/Accommodation	84	242	-	326	729
Telephone & Internet	1,819	-	-	1,819	1,353
Website cost	40	-	-	40	460
Postage, printing & stationery	199	21	-	220	55
Insurance cost	424	-	-	424	372
Travel: Mileage	-	-	-	-	197
Books/resources	487	-	-	487	519
Marketing costs	1,559	-	-	1,559	900
Conference - Scotland	5,106	-	-	5,106	2,752
Accountancy	630	-	-	630	630
Travel: Other	416	429	-	845	494
Bank & transaction charges	144	-	-	144	82
Sub total	30,020	6,194	-	36,214	26,192
A4 Asset and investment purchases (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	30,020	6,194	-	36,214	26,192
Net of receipts/(payments)	9,187	- 5,594	-	3,593	- 1,556
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	12,420	5,594	-	18,014	19,570
Cash funds this year end	21,607	-	-	21,607	18,014

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	20,635	-	-
	PayPal account	346	-	-
	Stewardship account	626	-	-
	Total cash funds	21,607	-	-
	(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	
		Amanda Jackson	17/10/2024	