

KYRIA NETWORK
ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024



Section A

Independent Examiner's Report

Report to the trustees/
members of

Kyria Network

On accounts for the year
ended

31 December 2024

Charity no
(if any)

1193102

Set out on pages

2 to 13

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2024

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:

24/10/2025

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 2024 to 31 December 2024

Trustees' Annual Report for the period from 1 January 2024 - 31 December 2024
Financial year end: 31 December 2024

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	
Marie-Louise Aitken	TRUSTEE	Joined 27th November 2024

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 2024	Whole Number: 53 Board: 7 Council of Reference: 9 Canopy: 6 England: 5 Northern Ireland: 6 Scotland: 8 Wales: 6 Operations: 6

Achievements and Performance

Over the past year, Kyria Network has significantly deepened its impact across multiple fronts:

-By blending online community (Leadership Focus events) with localised, in-person connection (UK wide regional conferences).

-By nurturing emerging leaders through intentional programs like Collab, Cymbrogi and a future planned programme called Cluster

-By staying current and supportive through relevant, relational leadership content.

-By expanding globally (Australia forum).

We have continued to provide support, encouragement and mentorship to a number of high profile senior women leaders.

Kyria continues 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) has had a successful second year with 15 promising young leaders from across the whole of the UK and Ireland (some testimonials shared later). This has been so popular that plans to launch “Cluster”, a smaller, more compact adult version, will be introduced in 2026.

Our monthly leadership blogs have continued to be a popular and inspiring way of resourcing women leaders across the network. In the past year, we have expanded

our guest blogs and range of topics to speak into.

This past year, 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. This then made way for a new feature of 'Monday Moments prayer' and an encounter to encourage leaders to stop and grab a prayer moment.

We're encouraged to have seen some increase in our monthly giving and supporters in the past year, with "Kyria Champions" that give.

Over the past year, we led 2 national conferences: one in England, and one in Scotland. Shorter evening and half day events have been successfully trialled in Wales and Northern Ireland. These events and conferences have had good numbers and wonderful feedback, some of which is shared below.

Kyria Australia finished running a series of pilot senior leaders gatherings and has now branched into a wider conference to reach more.

Our **Leadership and Menopause Focus** evenings continue to foster a sense of community and promote meaningful conversations around this vital topic. In addition to this, we continue to build on our existing work by collaborating with experts, creating a confidential and supportive online community, and gathering feedback on our 2024 research with over 100 women leaders to foster ongoing learning and support. One lady who attended one of our leadership focus groups received some significant advice, which led to her getting a medical procedure which dramatically changed her health and leadership position. She credits Kyria and our work in this area as a result of this. 356 women leaders are part of the closed Facebook support group. A dedicated growing resources page is now on the website <https://kyrianetwork.com/leadership-and-menopause/>

The ongoing work of our **Leadership Focus in the area of racial equity** and intercultural awareness continues to bring about change and important advocacy for ethnic diversity. Partnerships with organisations like Intercultural Missions have strengthened this.

Our **wider partnerships** continue to deepen as well as we look to resource and support, and in turn be resources and supported by organisations such as Christian Aid, YWCA, Stewardship, Spring Harvest and others.

We continue to speak at external conferences, hold mentoring and coaching 121s with leaders.

The continued expansion of resources online and offline to support a better

theological pathway for women leaders and our male counterparts is still in development.

Our regular quarterly Book Clubs exploring leadership principles and theology continue to be an important way of championing women leaders and helping them to grow. The clubs had an average participation of around 20 people per book.

We've also held Team Days in all 3 UK nations which have included prayer, fasting and envisioning for the way ahead for that nation.

The bespoke work of each nation is encouraging to see. Scotland is just coming to the end of the first cycle of Cymbrogi groups, which have been brilliant. A number of female leaders have been meeting in smaller groups on a monthly basis. These females have been meeting to explore the 'heart of leadership'. The females who attended have shared how useful and helpful these groups have been. One said, *'When I moved to Scotland nearly 3 years ago my confidence was shot and my mental health was in a bad way. Connecting with Kyria and then this group has been a God thing and I really appreciate all He has done in and through this group'*

Scotland also wrote and recorded a brand new song. Kyria Co-Creation based on Psalm 40 saw creative collaboration between singer-songwriter Fiona Crow and writer and podcaster Fiona Stewart, and the women who attended the conference. Developed over the course of the day, drawing from themes, reflections, and prayers shared by attendees, the piece was created and then performed and recorded live. You can listen to it here <https://youtu.be/Ai6eNDsILig>

Both Wales and Northern Ireland have held or are about to hold senior leader retreat days gathering CEOs/Church Leaders/ Senior Organisational leaders to peer support and encourage and help strengthen connection and conversation. Northern Ireland now hosts regular online networking events for women leaders who previously did not know or support one another.

Key Stats

Over 850 women reached through conferences in the past year
100 women (on average) attended each of our leadership and menopause sessions
50 women (on average) took part in our racial equity events, and 50 in our theology and leadership sessions

50 team members prayerfully and pastorally supported
15 young leaders (ages 18–25) invested into monthly over the course of a year
Around 50 Scottish leaders have completed Cymbrogi so far

3 national team meetings held each month
4 board meetings, 1 council of reference meeting, 3 annual prayer gatherings, and
3 senior leader retreats across Scotland, Wales, and Northern Ireland
50 women leaders (on average) coached and paired with mentors this year
Around 60 monthly Kyria Champions giving faithfully

As a Board we have aspirations and aims for 2025 including:

- Collab - a year long cohort for younger female leaders aged 18-25 with coaching and monthly teaching
- Exploring the launch of an older cohort for women leaders at the request of many for something like Collab named Cluster
- 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 and then into England regional areas
- Kyria on mission
- Racial equity Leadership Focus
- Leadership Focus on Women in Leadership- The Theology
- Developing our own ongoing theological framework
- In November 2024 Amanda Jackson gave notice to step away from being the Chair but happy to still stay on the Board. We will be exploring a revolving chair habit as well as looking at other names to strengthen our Board.
- In November 2024 Marie-Louise Aitken joined us on the Board of Trustees

Quotes:

"Kyria has been a transformative experience for me—personally and spiritually. It provided a space where I could grow as a woman of faith and influence,

surrounded by like-minded leaders who both challenged and encouraged me. I've gained not just insight, but a renewed vision and a stronger sense of purpose. Kyria didn't just develop my leadership —it affirmed my calling."

"The conference was a crucial and much needed time of building up, encouraging and commissioning for Welsh female leaders to see and courageously take hold of our potential and be that which God has created us to be. I was reminded that my story and my vision is my responsibility and there's freedom even in the challenges and difficulties, because freedom looks like obedience to the Father"

"Kyria has been such a great way of intentionally setting aside time to invest in my leadership journey and to dig deeper into biblical teaching around leadership and the importance of being a woman in leadership! It's a fantastic opportunity to grow and gain relationships with others and build a network of women who cheer each other on! Kyria has offered me space to hear God's voice and seek direction, but also to listen to his voice to encourage others. It's an intentional investment and a greater love for Jesus, couldn't recommend enough!"

"The whole atmosphere was one of empowering women, supporting each other and cheering everyone on. Great content from the contributors and a good mix of listening to others with talking to others"

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 which has made a significant difference. One restricted income was received from Lancaster Foundation of £4,000 on 13/05/2024. We ended the year with a healthy £33,415 in the bank which is more than last year In partnership with Stewardship we've benefited through the gift aid scheme and our regular monthly donations jumped from 50 monthly donations to 60 approx.
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	This good 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. 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	A balance in the restricted fund of £1,323 at 31 December 2024 Unrestricted reserves are £32,092

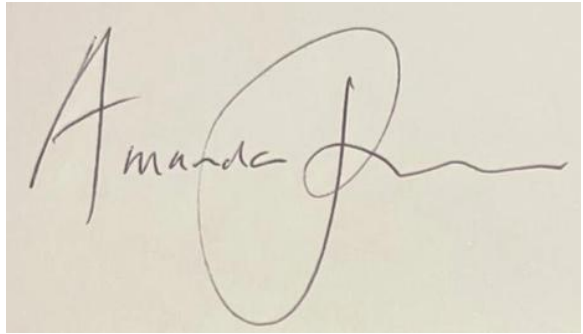
Declarations

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 Trustee	Kyria Trustee
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Date

24th October 2025	24th October 2025
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CHARITY COMMISSION
FOR ENGLAND AND WALES

Kyria Network

No (if any)

Receipts and payments accounts

CC16a

For the period
from

01/01/2024

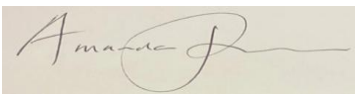
To

31/12/2024

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	10,539	-	-	10,539	14,483
Grants	33,438	4,000	-	37,438	18,152
Other	9,711	-	-	9,711	7,172
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	53,689	4,000	-	57,689	39,807
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	53,689	4,000	-	57,689	39,807
A3 Payments					
Administrative services	23,796	-	-	23,796	21,618
Speakers/Leaders Fees/Gifts	6,366	2,677	-	9,043	1,951
Event Venue Costs	-	-	-	-	1,045
Food/Accommodation	1,178	-	-	1,178	326
Telephone & Internet	1,966	-	-	1,966	1,819
Website cost	-	-	-	-	40
Printing, postage and stationery	-	-	-	-	220
Insurance cost	407	-	-	407	424
Grants paid	250	-	-	250	-
Books/resources	402	-	-	402	487
Marketing costs	565	-	-	565	1,559
Conference	6,148	-	-	6,148	5,106
Accountancy	660	-	-	660	630
Travel: Other	1,188	-	-	1,188	845
Bank & transaction charges	279	-	-	279	144
	-	-	-	-	-
Sub total	43,204	2,677	-	45,881	36,214
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	43,204	2,677	-	45,881	36,214
Net of receipts/(payments)	10,485	1,323	-	11,808	3,593
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	21,607	-	-	21,607	18,014
Cash funds this year end	32,092	1,323	-	33,415	21,607

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	31,165	1,323	-
	PayPal account	608	-	-
	Stewardship account	319	-	-
	Total cash funds	32,092	1,323	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
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	24/10/2025