THE TEA LEAF TRUST

England & Wales · Charity number 1123427

Details

Status	Registered
Legal form	Trust
Registered	2008-04-03
Register	View on the Charity Commission register

Contact

Address	3 Shear Plot Symondsbury Bridport Dorset DT6 6HH
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Website	www.tealeaftrust.com

Activities

Objects: THE OBJECTS ARE THE RELIEF OF POVERTY, HARDSHIP AND SUFFERING ANYWHERE IN SRI LANKA BUT PARTICULARLY IN TEA PLANTATION DISTRICTS BY:ASSISTING PEOPLE TO OBTAIN AND RETAIN EMPLOYMENT THROUGH TRAINING, IMPARTING SKILLS, EDUCATION, AND CREATION OF OPPORTUNITY;HELPING PEOPLE OF LOW INCOME OR IN POVERTY REGARDLESS OF THEIR RELIGION, CULTURE, GENDER OR PERSONAL SITUATIONS;ASSISTING IN BUILDING AND CONSTRUCTION PROJECTS THAT WILL PROVIDE SHELTER AND INFRASTRUCTURE FOR LOCAL PEOPLE FOR ENHANCEMENT OF THEIR EDUCATION, AND OF THEIR STANDARD OF LIFE THROUGH THE DEVELOPMENT OF AGRICULTURE, INDUSTRY, TRADE, WATER SUPPLY AND SANITATION; ANDANY OTHER ACTIVITIES NECESSARY FOR OR ANCILLARY TO THE FOREGOING OBJECTS.

Activities: We provide education to disadvantaged Tamil, Sinhalese and Muslim communities that will improve their quality of life and stimulate/promote community cohesion through shared educational resources (where possible). We do this through teaching professional English language (reading and written). We also provide emotional health programmes to educate people about how to improve their mental health.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, The General Public/mankind

Geography

- **Area of benefit:** SRI LANKA
- Sri Lanka

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£210,237	£174,875	-	-
2023-12-31	£178,298	£154,368	-	-
2022-12-31	£198,992	£195,993	-	-
2021-12-31	£67,087	£74,392	-	-
2020-12-31	£76,391	£71,235	-	-

Trustees

Name	Role	Appointed
Caoimhe Ni Eochagain	Chair	2014-06-01
Alexander James Budden		2025-09-20
DR YASMENE SHAH PHD		2008-03-12
Douglas Edward Shook		2025-09-20
Naresh Mohan Sundaram		2024-06-09
Naveen Arjuna Supramaniam		2021-03-06
Stephanie Ray		2019-01-12

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Accounts

Tea Leaf Trust
Annual Report 2024



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1. Annual Insights from the Co-Founder and CEO

At Tea Leaf Trust, our work has always been guided by two key values: fostering unity among diverse ethnic and religious communities, and empowering individuals from impoverished backgrounds. In a nation continuing to grapple with severe economic challenges and surviving the aftermath of historical and more recent nationalism, these values have never been more critical.

Education is the driver that fosters social and economic change. Through our Main Diploma programmes, our students engage in meaningful education designed to make them employable young people. Subjects such as IT, English language and social entrepreneurship are strongly sought after by Sri Lankan business, as the country begins to recover, many of our students gaining employment after their diploma ends.

Events such as activity days and Talent Shows are strong drivers for ethnic cohesion as students work together to bring acts alive. Often these acts focus on the oneness of Sri Lanka and the working together of different communities to make their country a stronger nation – testament to the work our staff do in breaking down the ethnic barriers that many of our students have when starting school.

Other initiatives include workshops to empower women, hardship funds to enable our young people to get to school and service projects; all designed to address the social and economic inequalities that the communities we work with face.

Tea Leaf Trust has been working with all members of the communities living in and around the tea estates of the Sri Lankan hill country for 15 years, adapting to the needs and wants of an ever-changing population. While aspects of our programmes continue to evolve, our constant will always remain on socially and economically uplifting marginalised groups and creating meaningful opportunities for people to live, learn, and thrive together, regardless of their religion, culture, gender, or personal circumstances.

Ms Yasmene Shah, Trustee and Co-Founder Tea Leaf Trust, UK



2024 has been a remarkable year for Tea Leaf Trust; the first time running five educational centres, a Children's Rights Project, a Teacher Training Initiative, and a Period Poverty Project, collectively benefiting 149,533 individuals.

With new managers stepping into leadership roles and guiding young staff across all centres, we are proud of the growth and energy driving our mission.

I am proud to see our graduates gain the knowledge and skills needed for future jobs and higher education. At the heart of our work is the Main Diploma Programme, a one-year course designed for young people from underserved tea estate communities. Unlike the typical Sri Lankan education system, this programme combines professional skills, personal development, and English language training in a comprehensive curriculum. With a focus on employability, we prepare students to secure stable, fulfilling jobs.

This transformative education builds confidence, self-esteem, and a sense of responsibility, with students' voices and emotions being heard, many for the first time through our Emotional Health and Success and Ethics curriculum.

Our impact is measured not only by the number of graduates but also by the profound changes they bring to their families and communities. Over the years, we have witnessed how education ignites hope and unlocks opportunities that were once beyond reach, creating transformative ripple effects that uplift entire communities.

Ms Yadharshini Selvaraj, the CEO, Tea Leaf Trust Sri Lanka



2. Introduction

Tea Leaf Trust (TLT) aims to facilitate the development of tea estate communities through practical and relevant education that addresses their needs for both the job market and building coping strategies and resilience. The curriculum emphasises English language proficiency, Careers and Enterprise, I.T., Public Speaking, professionalism, employment support, community service, personal development, and emotional health. What makes TLT unique is that all five centres are run by staff under the age of 35, all of whom are graduates of the programme themselves. These centres are run by young people for young people. As they are from the local tea estates, they serve as strong, positive role models with an in-depth insight into their students' lives.

In 2024, TLT significantly impacted the community it serves through various programmes. The Main Diploma (MD) programme is a one-year, full-time English-immersive course for 18-26-year-olds and as the name suggests, our flagship educational course. It emphasises leadership and emotional resilience, preparing students for a positive community impact. Main Diploma students have made a substantial difference through initiatives such as the Children's English Programme (CEP), reaching 5,529 children.

Service Projects have benefited 125,138 community members across all three terms, focusing on cleaning public places, providing egg-laying hens to poor families, supplying food to children and elders, teaching community children free of charge, fixing street lamps and donating books to local community libraries. For the Term Three Group Service Project, awareness programmes including street dramas addressing child abuse, were carried out in key areas where students have reported specific issues. Additionally, Main Diploma students have managed the Children's Activity Programme (CAP), which impacted 8,117 children in estate communities.

Beyond the Main Diploma, we have a number of community projects and initiatives that serve additional groups within the tea estate areas we work in. The Women's Rights Self-Help Groups have made a significant impact, reaching 771 women along with 1,460 children. The Tea Leaf Trust Teacher Training Programme has continued to grow, with Cohort 8 comprising 25 government school teachers and 4,096 students. Additionally, our Basic English Programme had participation from 309 individuals, while the Three-Month Soft Skills Programme had 25 participants, providing extended educational opportunities. Our community project, the Collective Action Against Period Poverty (CAAPP), has provided menstrual health education for 412 women from the Women's Rights Self-Help Groups in tea estate communities in Nuwara Eliya Districts.

Through these initiatives, Tea Leaf Trust continues to make a lasting impact on the lives of individuals and the community at large, building a brighter future for the tea estate communities it serves.



3. Key Highlights of the Year: Key Beneficiaries 2023 VS 2024

Projects	2023	2024
Main Diploma (MD)	362	424
Three-Month Soft Skill Programme	77	25
Advanced Diploma (AD)	18	22
Basic English Programme	456	309
Children's English Programme (CEP)	4,763	5,529
Children Activity Programme (CAP)	5,225	8,117
Service Projects	115,697	125,138
Student Sponsorship/Alumni	424/15	1,004/46
Teacher Training Programme Participants and government school children	50 Government School Teachers/ 2,705 Children	51 Government School Teachers/ 6,301 Children
Women's Rights Self-Help Groups and Children Rights	560 Self Help Group Women/ 826 Children	771 Self Help Group Women/ 1469 Children
Collective Action Against Period Poverty (CAAPP)	72 Women from Self Help Group/13 TLT Staff	296 Women from Self Help Group/31 TLT Staff
Total (Main Diploma/Other projects)	**127,704/3,559**	**141,686/7,847**

4. Significant Achievements in 2024

- This year, the total number of beneficiaries reached 149,533.
- The number of students completing our full-time Main Diploma increased from 362 to 424.
- Business Fairs were held successfully in all five centres; the total profit was LKR 1,091,670 ($3,493) This was used to take the students on their end-of-year trip.
- Our Children's English Programme (CEP) was a huge success. 5,529 government school children benefited from a minimum of 40 hours of English in partnership with 102 government schools.
- We exceeded our annual target (6,000 children) for attendance on the Children's Activity Programme (CAP): 8,117 school children at 80 government schools benefited this year.
- 125,138 community members benefited from our service projects, surpassing the annual target of 100,000 by nearly 25,138 additional beneficiaries through all three terms.
- 78% of our 2023 cohort were in full-time employment or further education within a year.
- Tea Leaf Trust successfully started a partnership with Nil Carbon: The Cookstove Project *(Page 41.)*

5. Impact Since 2010

Programme Year	MD	AD	CEP	SP	CAP	BEP	TTP	ER	SSP	SHG	CAAPP	Annual Total
2010	101	0	650	2,000	0	113	N/A	N/A	N/A	N/A	N/A	2,864
2011	107	11	590	3043	1507	162	N/A	N/A	N/A	N/A	N/A	5,420
2012	155	12	1750	1820	2611	216	N/A	N/A	N/A	N/A	N/A	6,564
2013	148	13	1895	19000	1877	288	N/A	N/A	N/A	N/A	N/A	23,221
2014	135	17	1932	10889	2855	235	N/A	N/A	N/A	N/A	N/A	16,063
2015	146	15	1885	26,315	2024	254	N/A	N/A	N/A	N/A	N/A	30,639
2016	155	15	1864	46,165	2016	331	N/A	N/A	N/A	N/A	N/A	50,546
2017	233	14	2045	35,340	2068	258	N/A	N/A	N/A	N/A	N/A	39,958
2018	261	12	2104	62,149	2123	210	N/A	N/A	N/A	N/A	N/A	66,859
2019	236	8	836	81,748	2091	381	N/A	N/A	N/A	N/A	N/A	85,300
2020	304	17	0*	47,268	0*	40	19	13,660	N/A	N/A	N/A	61,308
2021	113	8	0*	11,810	0*	9	29	N/A	N/A	N/A	N/A	11,969
2022	184	11	1811	28,918	1750	212	58	1,230	20	1,200	N/A	35,394
2023	362	18	4763	115,697	5225	456	50	439	77	1,386	85	128,558
2024	424	22	5529	125,138	8117	309	6,352	1,050	25	2,240	327	149,533
Total	**3,064**	**193**	**27,654**	**473,646**	**34,264**	**3,474**	**6,508**	**16,379**	**122**	**4,826**	**412**	**714,196**

Table Key

MD - Main Diploma
AD - Advanced Diploma
CEP - Children's English Programme
SP - Service Projects
CAP - Children's Activity Programme
BEP - Basic English Programme
TTP - Teacher Training Programme
ER – Emergency Response
SSP – Soft Skills Programme
SHG – Self Help Groups
CAAP – Collective Action Against Period Poverty
*** Unable to run due to pandemic**

6. Tea Leaf Centres and Success Stories

01. Tea Leaf Centre (TLC) Maskeliya

Tea Leaf Trust (UK) is the primary sponsor for Tea Leaf Centre Maskeliya.



Our Impacts:

Main Diploma:	147
Advanced Diploma Students:	11
Basic English Programme:	131
Student Sponsorship:	176
Children's English Programme:	1,916
Children Activity Programme:	2,435
Teachers and Staff:	17 (88% of them live on tea estates)
Service Projects:	45,693
Additional Support:	1 (alumni medical support)
Total Impact:	**50,351**

Success Stories - TLC Maskeliya

Pradeepa



Pradeepa, a courageous and talented student at TLC Maskeliya, comes from a family of eight, including her parents, grandparents, two siblings, and a cousin. Her father earns Rs. 40,000 as a wine shop manager and is the sole earner as her mother cannot work due to ill health. His wages support the family's expenses, including her grandmother's medical needs and their education costs. Despite financial struggles, Pradeepa excelled in her A-Level exams with support from her family, friends, and teachers.

Inspired by community members who benefited from TLC, Pradeepa joined to improve her English skills. Although family issues and self-doubt sometimes affected her confidence, she remained committed, attending daily, completing assignments, and showing resilience: and in October was a finalist in this year's Speech Conference. TLC's Success and Ethics lessons have helped her grow stronger, braver, and more focused on solutions, transforming her into a role model in her community. Pradeepa aspires to become a policewoman and is determined to achieve her goals with TLC's support.

Jothika



Jothika, a dedicated student at TLC Maskeliya, lives in Moray Estate and commutes daily for two hours. Her family of seven relies on a Rs. 30,000 monthly income, with her father's diabetes and medical costs adding to their financial challenges. Despite discontinuing her A-Level studies, she joined TLC Maskeliya in January after learning about its free education programme.

Initially shy and struggling as a slower learner, Jothika considered dropping out due to financial issues. With support from TLC's management, teachers, and bus fare assistance, she persevered. She improved her typing speed from 0 WPM to 25 WPM, became a class representative, and teaches confidently in the Children's English Programme (CEP).

Her leadership helped her class win the attendance award twice, and she earned a Weekly Award for confidence growth. Jothika excels in academics, inspires her family and peers, and aims to uplift her community as an English teacher, motivated by the support she receives at TLC.

Yanushan



Yanushan, a lively student in the Validity Class at TLC Maskeliya, brings joy to his classmates despite facing significant challenges. Living in Luccumbe Bazar, he spends Rs. 180 daily on bus fare. His family consists of his mother, older brother, and younger sister, who is studying Seafood Management at Ocean University . His brother earns Rs. 40,000 per month, sending Rs. 20,000 home, while his mother earns Rs. 15,000 working in a tea factory.

In 2019, Yanushan's life changed when his father tragically passed away, leaving him to support his family. Despite these hardships, he excelled in both his O-Level and A-Level exams, valuing education as something that cannot be taken away. When he joined TLC, he initially struggled with poor mental health and lacked a clear direction.

With patient listening and support from the staff, he gained clarity, shaping a vision for his future guided by the principle, "When wealth is lost, nothing is lost; but when character is lost, everything is lost." Yanushan dreams of owning a restaurant and is determined to secure a better job to achieve this goal. His resilience and commitment inspire those around him.

Shiromi



Shiromi, a 20-year-old student from Dickoya, comes from a challenging family background. Abandoned by her parents at a young age, she relies on support from her eldest brother. Her family's monthly income of Rs. 50,000 is stretched thin when covering her Rs. 15,000 boarding fees and other expenses. Despite excelling in her O-Level and A-Level exams, Shiromi lacked the motivation to pursue higher studies until she learned about TLC from a friend.

Initially shy and lacking confidence due to her family situation and limited English skills, Shiromi struggled to connect with others. However, through TLC's lessons and events, she has grown into a confident and high-performing student, recognised with a Weekly Award for Active Participation.

She now openly communicates, actively participates and is committed to achieving her goal of attending university and securing a respectable job. Grateful for the emotional support and encouragement from TLC, Shiromi has transformed into a resilient individual, ready to overcome challenges and create a brighter future.

Kathisma



Kathisma, a dedicated student from Maskeliya, faces significant financial and emotional challenges. Her family of four—herself, her mother, and two brothers—has struggled since her father's passing from an unknown illness. Her mother earns Rs. 12,000 per month as a housekeeper but works irregularly due to mobility issues. Her elder brother contributes Rs. 20,000 from his hotel job in Colombo, which helps cover their expenses, but they often rely on borrowed money. They live in a modest two-room house with a leaking roof.

Despite these hardships, Kathisma excelled in her O-Levels and A-Levels, inspiring her family and teachers. Determined to become an English teacher in a government school, she joined TLC Maskeliya to improve her English and professionalism. Initially burdened by her worries, she quickly adapted, growing in confidence and communication skills. Her optimism and determination have made her a standout student, and she views TLC as a transformative opportunity to achieve her dreams and overcome her challenges.

Kuganeshwary



Kuganeshwary, a 20-year-old student from Mocha Lower, is an optimistic and hardworking individual. She lives with her mother and six siblings, facing financial challenges since her father passed away four years ago from kidney failure. Her elder sister contributes Rs. 1,000 monthly, while her mother earns Rs. 15,000 selling milk from their cows. Despite their efforts, the family struggles to cover living and educational expenses.

Kuganeshwary is dedicated to her family, helping her mother gather grass for the cows each day. She was initially hesitant to pursue higher studies despite excelling in her O-Level and A-Level exams but encouragement from a relative led her to join TLC Maskeliya.

At first, she was quiet and lacked confidence due to her limited English skills. Yet with the guidance of teachers and lessons in Success and Ethics and Emotional Health, she has blossomed into one of TLC's top students. She now actively engages in class, supports her peers, and has made remarkable progress.

Kuganeshwary dreams of attending university and securing a respectable job. Her hard work and determination inspires everyone around her, and she continues to strive toward her goals.












SPEECH CONFERENCE

02. Tea Leaf Centre Nuwara Eliya

Tea Leaf Centre Nuwara Eliya (TLC NE) deeply thanks our core partners, The Gnanam Foundation and the Tea People UK, for their ongoing support and trust in our mission.



Our Impacts:

Main Diploma:	95
Three-Month Soft Skill Programme:	25
Advanced Diploma Students:	11
Basic English Programme:	12
Student Sponsorship:	262
Children's English Programme:	1,061
Children Activity Programme:	2,250
Teachers and Staff:	10 (80% of them live on tea estates)
Service Projects:	21,058
Additional Support:	11 (alumni dry ration/ medical support)
Total Impact:	**24,533**

Success Stories - TLC Nuwara Eliya

Sumetha



Sumetha, a 19-year-old from Kandapola, has overcome many obstacles in her pursuit of education and a better life. Her parents are both tea estate labourers whose income is approximately Rs. 35,000 per month. Her elder sisters are studying nursing, while her younger siblings are in school. Sumetha has completed her O-Level exams but couldn't continue her higher studies due to financial difficulties.

Despite this, she remained committed to her studies and enrolled in our free Main Diploma programme, hoping to secure a better job and achieve success. Coming from a large family of eight, Sumetha has struggled to express her voice and often found it difficult to ask for the daily Rs. 300 needed to travel to school.

At TLC Nuwara Eliya she has continued to grow in her desire to improve her qualifications and is now pursuing the Advanced Diploma in Tea Leaf in 2025. Her ultimate goal is to become a teacher and make a positive impact on her family and community. She is especially grateful to Tea Leaf for helping her improve her English skills and supporting her journey.

Kedhushan



Kedhushan, an ambitious student from Court Lodge, has travelled to TLC Nuwara Eliya for 1.5 hours daily, including a 30-minute walk. His family of five have an income of Rs. 50,000 and benefits from the extra support from his father's vegetable garden.

Introduced to TLC by a cousin, he enrolled as a Main Diploma student with a determination to take every opportunity within the Main Diploma. Now with aspirations to become a Food Faculty Advisor, he has been inspired by his studies in Science and Technology and a belief from TLC that he can achieve it.

From an introverted student with no clear direction, Kedhushan now has defined goals and a belief that he can achieve future success. *"I don't have to be first all the time, but I want to be the best version of myself."*

Shadhurshana



Shadhurshana, a 21-year-old from Boralanda, has faced significant challenges in her pursuit of education. Coming from a family of four with her father earning Rs. 35,000 per month, financial struggles prevented her from continuing higher studies.

She enrolled in the Main Diploma Programme to follow her passion and build a better future. Despite daily bus expenses of Rs. 220 and her father suffering an accident, which left him without a finger, Shadhurshana remained determined to succeed. Through the Talent Show, she overcame stage fear, improved her communication skills, and formed strong bonds with her classmates, boosting her confidence and professionalism. Shadhurshana hopes her diploma will help her secure a better job, uplift her family, and positively impact her community.

Verjiniya



Verjiniya, from Hollyrood Estate, exemplifies determination and resilience. Living with her parents, who are both estate workers, and three siblings, her family relies on a monthly income of Rs. 40,000.

When she joined the Main Diploma programme her English skills were minimal, making her one of the quieter students. Initially viewing the Diploma as merely a qualification for her future, her perspective shifted as she immersed herself in the programme.

Verjiniya walks 3 kilometers to town and travels an hour by bus to attend school each day. Her commitment to learning is unwavering. With aspirations to become a music lecturer, she steadily builds her skills and confidence, proving that starting from zero doesn't mean ending there.

Kavika



Kavika, a 20-year-old from Agarapatana, views life's challenges as valuable lessons rather than obstacles. Coming from a family of five with a monthly income of just Rs. 20,000 from her parents' estate work, she faced significant financial difficulties that prevented her from studying A- levels. Her younger brother is currently pursuing A Levels. Concerned about her family's struggles, Kavika sought to improve her skills and English proficiency to secure better job opportunities.

Through her cousin, she learned about and joined TLC Nuwara Eliya to enhance her professional abilities. Kavika aspires to become a teacher and has made remarkable progress since enrolling. She has improved her English, adopted a positive attitude, and developed professionalism. This transformative experience has reshaped her mindset. After completing the Main Diploma, Kavika plans to pursue the Advanced Diploma next year to further her knowledge and achieve her dream of teaching.

Sagila



Sagila, a 21-year-old from Fankerton Division, has overcome numerous challenges to pursue her dreams of studying for a better future. With her parents earning just Rs. 30,000 monthly as estate labourers and her elder brother contributing irregularly as a construction labourer, financial struggles have been a constant in her life. Despite lacking emotional support from her family, Sagila has been determined to study and committed Rs. 300 daily to travel to school.

She joined the Main Diploma Programme with a desire to improve her qualifications and secure better job opportunities. Initially shy and nervous about speaking in English, she has made remarkable progress with the encouragement of her teachers and through activities like the Talent Show. She even served as the Master of Ceremonies at the Speech Conference, showcasing her newfound confidence. With emotional and financial support from the school, Sagila has gained clarity in her goals and now aspires to become an English teacher. Grateful to Tea Leaf and her teachers, she credits them with transforming her life, building her self-confidence, and giving her hope for a brighter future.














03. Tea Leaf Centre Udapussellawa

Tea Leaf Centre Udapussellawa (TLC UDA) embarked on a transformative journey, generously supported by our esteemed partners, The Move92 Fund of RSF Finance and CACM (Church of American Ceylon Mission).



Our Impacts:

Main Diploma:	40
Basic English Programme:	23
Student Sponsorship:	213
Children's English Programme:	483
Children Activity Programme:	1016
Teachers and Staff:	5 (83% of them live on tea estates)
Service Projects:	13,627
Total Impact:	**15,194**

Success Stories - TLC Udapussellawa

Kirushika



Kirushika is a dedicated student at TLC UDA, from Tulloes Estate. Her family consists of six members, and they earn Rs. 30,000 per month. Encouraged by her father, she joined TLC to improve her English skills. Despite initial struggles, Kirushika worked hard, sought help from her teachers, and attended skills development classes. Her efforts led to recognition for Active Participation and a Weekly Award. Kirushika aspires to become a teacher at TLC, and her parents are excited about her future. She is grateful for the opportunities TLC provides and believes it will be a turning point in her life.

Priyadharshini



Priyadharshini, a dedicated student at TLC UDA, lives in Kirkless Estate and commutes 45 minutes daily to school, spending LKR 220 on transportation, partially supported by the school. She comes from a family of five with a monthly income of LKR 20,000. Her father, a farmer, encouraged her to join TLC to enhance her skills and improve job prospects, as her two older brothers working in Colombo do not contribute financially.

Priyadharshini expected TLC to only teach English but was surprised by lessons like Success and Ethics, Public Speaking, and Career skills, which changed her perspective. Struggling with English at first, she improved through teacher support and after-school classes.

Previously neglected in her government school, TLC helped her regain confidence. Now, she dreams of becoming an English teacher. Her parents are proud of her progress and see TLC as a life-changing opportunity for her future.

Sharmila



Sharmila is a dedicated student at TLC UDA, who is aiming to improve her qualifications and support her family. From a family of five, her father works as a daily wage worker and her mother as a housemaid in Colombo. Sharmila joined the Tea Leaf Centre to enhance her English skills, aspiring to become an English teacher and relieve her parents' burdens.

Initially knowing only the English alphabet, Sharmila’s hard work led to significant progress. After three weeks of classes, she gained confidence and became an active participant, now standing out as a top student. Despite coming from a community with limited opportunities for women, she courageously pushes forward. She is grateful for the support from TLC UDA in helping her achieve her goals.

Harani



Harini, a dedicated student at TLC UDA, has faced many challenges but remains determined to improve her life and support her family. Coming from a family of five, with a father earning Rs. 22,000 a month and a younger brother still in school, Harini couldn't attend private classes for her Advanced Levels due to the family's financial situation.

However, she recognised the importance of improving her qualifications to secure a better job and, encouraged by a teacher, she joined TLC UDA to enhance her English skills. Though initially struggling with self-doubt, Harini has found comfort and confidence at TLC, where the Success and Ethics lessons have helped her overcome anxiety. She now feels stronger both academically and emotionally, and her ultimate goal is to become a teacher. Harini is grateful for the support she has received at TLC and is optimistic about achieving her career goals.

Rohini



Rohini is a committed student at the Tea Leaf Centre Udapussellawa, who aims to become an English teacher to support her family. Coming from a financially strained household with seven members, including a father who is a farmer and a mother who is a housewife, Rohini's family relies on her brother's monthly earnings of Rs. 20,000.

Despite financial challenges, Rohini joined the TLC UDA to improve her English skills. Initially knowing only the alphabet, she worked hard and made significant progress, gaining confidence and emotional strength through Success & and Ethics and Emotional Health lessons. Rohini is determined to achieve her goals and make a better life for herself and her family.

Illakshaka



Illakshaka, a student from Batticaloa, faced a challenging childhood, growing up in a hostel with little family support. Her mother worked abroad and her two sisters were married, leaving her feeling lonely and abandoned. Despite struggles with poor mental health, trust issues, and low academic performance in her O-Level exams, Illakshaka found hope at TLC UDA.

Through the Success and Ethics lessons, she gained confidence, formed new friendships, and discovered her passion for photography. Illakshaka is now determined to build a better future for herself and is grateful for the transformation TLC has brought to her life.






TEA LEAF TRUST
TALENT SHOW
TEA LEAF TRUST








04. Tea Leaf Centre Bogawantalawa

Tea Leaf Centre Bogawantalawa (TLC BOG) deeply thanks our valued partners, The Maha Foundation and the Fresh Leaf Foundation, for their huge support and trust in our mission.





Our Impact:

Main Diploma:	95
Basic English Programme:	60
Student Sponsorship:	247
Children's English Programme:	1544
Children Activity Programme:	1835
Teachers and Staff:	8 (100% of them live on tea estates)
Service Projects:	23,247
Total Impact:	**26,789**

Success Stories - TLC Bogawantalawa

Farhana



Farhana is a dedicated student from Kotiyagala Estate who works hard on her studies and is determined to improve her future. Due to her family's cultural norms, her father would not permit her to continue her A-Levels.

After completing her O-Levels, she stayed at home to help her family. This year, she joined TLC BOG to enhance her English and pursue her goal of further education. Weekly, Farhana grew in confidence, participating in the Talent Show and receiving the Weekly Award for Helpfulness. She now aspires to start an English class in her community and is excited about her future graduation, grateful for the opportunities that TLC BOG has provided.

Dharshiya



Dharshiya lives with her parents and younger sister. Despite their monthly income of just Rs. 23,000 being further stretched due to her parents' health issues, Dharshiya remains motivated to improve her life. She dreams of becoming a Public Health Inspector or teacher and joined the TLC BOG to improve her English and confidence.

Initially shy, she gained confidence, became her class representative, and received the Weekly Award for Improved Confidence. Dharshiya's journey highlights her resilience and the transformative power of education at TLC BOG which has empowered her to create a better future for her family.

Rakshitha



Rakshitha, from Bogawantalawa, lives with her family of five. Her father is a mechanic and her mother, who works abroad, sends Rs. 20,000 each month. However, her father's alcohol addiction has strained the family. With her mother working abroad since 2014, Rakshitha shoulders significant household responsibilities, including cooking, cleaning and managing daily meals, all while balancing her studies.

Joining TLC BOG has been a turning point for Rakshitha, offering her peace, happiness, and an opportunity to improve her English skills. Initially hesitant and fearful of speaking English, she gradually built confidence, engaged with classmates, and thrived academically. Tea Leaf's Success and Ethics class has empowered her to address family issues, particularly her father's addiction, with effective communication. Participating in events like the Annual Talent Show and Business Fair, where she served as her group's secretary, has honed her leadership skills. Determined to pass her Main Diploma Programme with Distinction, Rakshitha values TLC BOG as a transformative force in her life, providing the education, strength, and confidence to overcome challenges and pursue a brighter future.

Dilani



Dilani, a 21-year-old from Aldie Upper Division, lives with her mother, who works at a childcare centre, and two brothers. Her eldest brother, employed in Colombo, contributes Rs. 5,000 monthly to their household, bringing their total income to Rs. 32,000. Despite their financial constraints, the family supports Dilani's other brother, who is studying engineering at Jaffna University. Dilani has completed her O-Level and A-Level exams with respectable grades but fell short of securing university admission. Undeterred, she joined TLC to improve her English skills, as financial limitations made other courses unaffordable.

Initially reserved and hesitant to showcase her talents in class, Dilani gradually gained confidence with the motivation of her teachers. She now serves as a role model for her peers, consistently helping others and excelling in her homework, earning praise from her teachers. Dilani's determination to pursue higher education and her belief in the transformative power of TLC BOG have inspired her to strive for a brighter future. Her family expresses deep gratitude to the Tea Leaf Trust for its role in empowering her and illuminating her path to success.

Madhusha



Madhusha, a dedicated student at TLC BOG, comes from a family of seven, including her parents, her grandparents, her younger sister and her disabled brother, who has muscular dystrophy and requires costly medical care amounting to Rs. 35,000 monthly. However, her parents earn just Rs. 20,000 each month as estate workers leading to debts and reliance on high-interest loans.

Despite the challenges her family faces, Madhusha has been a committed and resilient student. Her desire to improve her family's circumstances drove her to apply to Tea Leaf, gaining enhanced English skills and employment opportunities.

Madhusha's time at TLC BOG has been transformative, boosting her confidence through lessons like Success and Ethics, earning her recognition for academic excellence and hard work. She aspires to become a teacher and build a brighter future. Her journey demonstrates remarkable perseverance and the power of education to overcome adversity.






TEA
LEAF
TRUST






The Maha Foundation
Tea Leaf Centre Bogawantalawa
in Partnership with
Fresh Leaf Charitable Foundation
"Teaching real skills for the real world"


05. Tea Leaf Centre Pussellawa

Tea Leaf Centre Pussellawa (TLC PSL) deeply thanks our valued partners, The Educational Endowment Foundation and the Gnanam Foundation, for their huge support and trust in our mission.



Our Impact:

Main Diploma:	47
Basic English Programme:	83
Student Sponsorship:	106
Children's English Programme:	525
Children Activity Programme:	581
Teachers and Staff:	5 (80% of them live on tea estates)
Service Projects:	21,531
Total Impact:	**22,772**

Success Stories - TLC Pussellawa

Jeno



Jeno, a 20-year-old from Watagoda, has faced significant personal challenges with resilience and determination. After losing her father and separating from her stepfather due to safety concerns, she has been financially supported by her mother, who works abroad and earns Rs. 80,000 monthly, which also supports her stepfather's family.

Currently residing in a boarding house, Jeno has completed her O-Level and A-Level exams with good results and plans to retake her A-Levels to secure university admission. Aspiring to become a lawyer, she joined the Main Diploma Programme to advance her education and career. Initially quiet and reserved, Jeno has grown into a confident and motivated student, selected as the Master of Ceremonies for the Annual Speech Conference. She excels as a Children's English Programme (CEP) teacher, effectively delivering lessons and preparing materials. Her confidence has grown so much that she is now earning an income by conducting private classes in the community. Jeno's journey at TLC PSL has positively transformed her personality, gaining her respect within her community and family. Her perseverance and dedication are truly inspiring, encapsulated in her motto: "Work hard in silence; let your success be your noise."

Divya



Divya, a 23-year-old student at TLC PSL, is determined to pursue her dream of becoming an accountant despite facing significant challenges. Originally from Nawalapitiya, she lives with her elder brother in Pussellawa. Her family depends on her brother's monthly income of Rs. 30,000 as her parents are elderly and unable to work. Divya has completed her O-Levels and A-Levels with good results but could not secure university admission. Previously working as an Assistant Accountant at a preschool, she joined TLC PSL to enhance her English and professional skills.

Initially reserved, Divya has shown remarkable growth and was chosen to deliver an Informative Speech at the Annual Speech Conference, earning respect from her community and family. Currently, she teaches in the Children's English Programme (CEP) at Hindu National College and has developed these skills to offer private tuition to local children, providing her with financial independence. She aspires to join the Tea Leaf Centre staff, viewing the school as an invaluable opportunity to build a better future.

Loshan



Loshan, commutes over two hours from Nayapana, spending RS. 400 each day. Coming from a family of five, his parents work at Nayapana Estate and earn a combined monthly income of Rs. 50,000. His mother suffers from a throat disorder and is currently undergoing treatment. Despite the challenges, he remains dedicated to his studies and actively participates in class.

Having completed his O-Levels with 8Cs and 1S, Loshan is preparing to retake his A-Levels after falling short of his desired results. Initially struggling with aggression and a challenging attitude, he has transformed into a respectful and responsible student with the guidance of TLC PSL teachers. Loshan aspires to become a software engineer, and he joined the Centre to develop the communication and professional skills necessary for his dream. His perseverance and dedication are driving him toward a brighter future.

Swethika



Swethika, a friendly and optimistic student at TLC PSL, travels 1.5 hours daily from Frotoft Estate, spending Rs. 500 on bus fare, which is a significant expense for her family. Her father, an estate worker, is the sole breadwinner, earning RS. 15,000 monthly to support their five-member household.

Despite financial challenges, Swethika has been determined to excel in her studies and secure a job to support her family. Initially shy and hesitant to speak English, she has grown more confident and engaged through her time at TLC PSL. Inspired by the opportunities provided, she aspires to become a teacher at TLC PSL, working hard to change her family's circumstances and build a brighter future.

Rani



Rani from Rochild, has faced numerous hardships but remains determined to build a better future for herself and her mother. After her father left, she and her mother, who struggles with health issues, had no place to stay and now live temporarily with her uncle's family.

Rani completed her O-Levels and A-Levels but couldn't pursue university studies due to family challenges. Learning about TLC PSL, she saw it as a chance to develop skills and secure a job. Initially shy and disengaged, Rani has become more confident and active, participating in activities and overcoming her fears. With TLC PSL support, including help with her daily travel expenses, Rani is now focused on achieving her dream of getting a good job to make her mother and uncle proud.










Tea Leaf
Centre
Passellawa




7. Programmes and Activities

1. Annual Talent Show

The Annual Talent Show is an incredible event that boosts students' confidence and nurtures their artistic abilities. It serves as a platform for students to showcase a variety of unexpected skills and unique ideas through both class and individual performances. The event highlights the talent of young learners at Tea Leaf Centres, allowing them to shine as performers and MCs in front of a large audience. This opportunity not only enhances their creativity but also helps develop essential life skills such as teamwork, communication, and stage presence.





2. Service Projects

Each term, our students embark on service projects designed to give back to their communities. These initiatives not only foster leadership but also inspire a deep sense of social responsibility as students work together to make a tangible difference.

In **Term One**, students collaborate on **Group Service Projects**, embracing the motto "doing good feels good" as they clean public areas.

During **Term Two**, the focus shifts to **Individual Service Projects**, where each student is challenged to independently serve those less fortunate in their communities. They cannot borrow or be given money for their project so they must work to raise the funds required. This encourages a deeper connection to their local community, inspires initiative and empowers students to see themselves as change agents.

Term Three concluded with the impactful **Child Abuse Awareness Programme**, where students raised community awareness through street dramas and educational sessions. These efforts empowered attendees to recognise the signs of child abuse and emphasised the importance of reporting suspicions promptly, fostering a safer and more informed community.







3. Business Fair

The Business Fair model is a cornerstone of our programme, reflecting our dedication to equipping students with practical business knowledge. This event serves as a dynamic platform for students to showcase their understanding of Careers and Enterprise, gained through our comprehensive curriculum.

The Business Fair imparts a wide range of essential skills, including entrepreneurship, financial literacy, teamwork, communication, marketing, problem-solving, customer service, time management, and the principles of profit and loss. By participating, students gain invaluable hands-on experience, preparing them for real-world challenges and opportunities.





4. Annual Speech Conference

The Annual Speech Conference 2024, sponsored by the Rotary Club of Keswick, was held in October and provided a remarkable platform for our students to shine. The event took place on the 25th of October at Maskeliya and Bogawantalawa, and on the 26th of October at Nuwara Eliya and Pussellawa.

Students from TLC Nuwara Eliya and TLC Udapussellawa joined together to participate. Given the limited number of students in each centre, major events like this are organised collectively, fostering collaboration and camaraderie. The conference featured:

- Group Presentations: 119
- Individual Speeches: 9
- Master of Ceremony: 66
- Best Presenters: 04

In total, 198 students actively participated in the programme and were recognised with awards.



Rotary
Club of Keswick



5. Children Activity Programme (CAP)

The Children's Activity Programme provides structured and engaging activities for children during school holidays, focusing on promoting healthy habits, personal hygiene, creativity through art, and basic English conversation skills. Open to children of all religious, ethnic, and cultural backgrounds, the programme delivers a high-quality holiday experience that nurtures creativity, communication, and interpersonal skills.

This year, we not only met our target of reaching 6,000 children but surpassed it, achieving an impressive milestone of 8,117 participants across 80 locations. This impactful outcome highlights the programme's success in enriching the lives of young learners.





6. Children's English Programme (CEP)

The Children's English Programme (CEP) is designed to equip students with the skills to teach basic English to local government school children in Grades 4 and 6. Each student commits a minimum of 40 hours annually, contributing to the enhancement of English language skills for 5,529 children.

Through this initiative, Main Diploma students develop vital skills such as communication, teaching, cultural awareness, empathy, and leadership. These experiences not only foster personal growth but also instill a strong sense of social responsibility, preparing them to make meaningful contributions to their communities.





7. Basic English Programme (BEP)

This Basic English course is tailored for young individuals who either missed a place in the Main Diploma programme or cannot commit to a full-time, year-long course. Held as part-time weekend classes, students contribute a nominal fee of 500 rupees per month, covering the costs of materials, staff, electricity, and an awarding ceremony. The course operates on a not-for-profit basis, ensuring accessibility and affordability for all participants. The programme has successfully impacted 309 individuals across our five centres, creating more opportunities for personal and educational growth in these communities.





8. Three-Month Soft Skills Programme

Our Three-Month Soft Skills Programme, designed for students aged 16 to 18, offers 20 hours of weekly instruction focused on basic English, career skills, and personal development. This tailored initiative reached 25 individuals, equipping these young learners with essential skills for their future growth and success.





08. Partnerships and Collaboration

1. Children Rights in the Tea Estates (in partnership with Kinder Not Hilfe)

The Women's Rights Self-Help Groups (SHGs) in the Tea Estates project is a collaborative effort between Tea Leaf Trust and Kinder Not Hilfe (KNH). The initiative operates across five Grama Niladhari divisions (GND) in the Nuwara Eliya District, empowering women and their families. Currently, the project includes 44 Women's Self-Help Groups, benefiting 771 women and 1,469 children. A dedicated team of 9 staff members, including an accountant and a sponsorship officer, supports the programme's operations.

This initiative has fostered greater involvement of women in decision-making within their homes and communities, while also creating supportive leaders. By using economic, political, and social criteria to set personal and communal goals, these women have spearheaded initiatives that bring meaningful change, positively impacting the entire community.

Women Webinar

The webinar organised by the Centre for Equality and Justice on the topic of *Sex vs Gender and Their Differences* was held on the 5th of November 2024. The webinar mainly focused on discussions about sex, gender identity, sex vs sexuality, and gender stereotypes. This session provided staff with valuable insight as it clearly explained the positive and negative aspects of gender roles and gender biases.



First Aid Training

The first aid training was conducted by the Sri Lanka Red Cross Society and was organized for 35 SHG members from each GND, including staff from our project, on the 6th, 7th, and 8th of November 2024. The main objective of this session was to promote health and safety, protect individuals from danger, and teach them how to act in emergency situations.



The session covered an introduction to first aid, actions during emergencies, an overview of the human body structure and first aid for injuries and illnesses. It also included casualty lifting, moving, and transportation. The training was impactful for the participants, helping them acquire essential knowledge to take appropriate action during emergencies. The Red Cross Society awarded certificates to all participants in recognition of their understanding of first aid.

Self-Employment of SHG Members



The SHGs provide women with skills to manage their finances and increase household income, shifting family budget control and reducing debt. Our staff support the women to develop their own businesses such as these:

Ratnadevi from Pudhiya Phaadhai SHG used a Rs. 5,000 loan from monthly savings to start a sweet-making business to support her husband and manage expenses.



Janani from Pudhumai Pengal SHG began a wick-making business with help from a friend to buy a machine and now sell wicks locally.

Mrs. Latha from the Thangatharagai Self-Help Group (SHG) started a small shop using part of the group's savings. Vijayakumary from Arumbum Malarum SHG buys dresses wholesale and sells them for a profit.

Self-Employment Training



Mr. Udhayachandran conducted a self-employment training session for SHG women on November 1, 2024. The training focused on writing proposals for various business ideas. Participants included members from Vidivelli, Thaimaiye Vellum, and Vetri Karangal SHGs, with a total of 46 attendees.

He covered topics such as developing proper business ideas, marketing, planning, and budgeting. The women also worked on creating business proposals with his guidance and participated in activities related to business strategies.

Good Market Demo



The women of **Arumbum Malarum SHG** showcased their organic jams at the **Good Market**, featuring flavors like mango, passion fruit, pineapple, avocado, and guava. Previously selling through small community orders, this larger platform inspired them to grow their business.

The **Good Market**, a not-for-profit enterprise, hosts weekly markets and shops with over 120 vendors. This experience improved the women's business skills, and they successfully registered with the Good Market Team to expand their sales.



2. Tea Leaf Trust Teacher Training Programme

The Tea Leaf Teacher Training Programme is an initiative dedicated to improving English education in Sri Lanka's tea estate areas. Many English teachers in this region lack proficiency in the language, resulting in over 80% of students falling short of basic employment qualification standards. Our 6-month programme is specifically designed for Internally Appointed English Teachers in Government Schools in the Maskeliya area of the Central Region.

Our project aims to enhance government school English teachers' skills, focusing on English language proficiency, teaching effectiveness, and the ability to plan engaging lessons. The ultimate goal is to raise the quality of English education and improve O-Level results, creating a brighter future for both educators and students in the tea estate communities.

In August, we held an awarding ceremony for Cohort 7- 24 participants, including 11 primary school teachers and 13 secondary school teachers. Through these staff, the programme benefited 2,205 government school children with the support of 16 native English speakers.

Currently, we have 25 participants in Cohort 8, including 9 primary school teachers and 16 secondary school teachers. These teachers are supported by 19 native English speakers and benefit 4,096 government school children.



3. Collective Action Against Period Poverty (CAAPP)

CAAPP is a Tea Leaf Trust collaboration with The ARKA Initiative, supported by the French Embassy and supervised by the Family Planning Association (FPA). The project aims to address menstrual hygiene challenges in the tea estates. The initiative includes installing a reusable sanitary pad making machine as a social enterprise managed by local women. Additionally, the project involves distributing 400 silicone cups to married and older women, promoting sustainable menstrual practices.



Training sessions for Tea Leaf staff and Self Help Group (SHG) women aim to empower them to educate their communities and challenge cultural myths through training and discussion with doctors. This year, 412 participants benefited from the programme.

To ensure sustainability, lessons on menstrual hygiene will be embedded in the Tea Leaf curriculum and integrated into Women's Rights Self-Help Groups' training programmes, fostering a comprehensive approach to menstrual health in tea estate communities and bringing about positive and lasting change for women.

Additionally, we are supporting government schools in improving washroom facilities to improve conditions for menstruating girls. We plan to construct new facilities in 4 schools, renovate washrooms in 5 schools, and provide 4 months worth of cleaning supplies. Furthermore, we are setting up a Sanitary Pad Bank for all 9 schools, which will include sanitary pads and sanitary equipment.





In August, we received a generous donation of 9,870 sanitary pads for our female students and staff from our partner, ARKA Initiative. A total of 296 female students across the Tea Leaf Centres, as well as 45 female staff members from Tea Leaf Trust projects, will benefit from this donation.





AMBASSADE DE FRANCE À SRI LANKA ET AUX MALDIVES

THE ARKA INITIATIVE

4. Teardrop Island Company

The partnership between Tea Leaf Trust and Teardrop Island Company, a leading luxury hotel and restaurant management company in Sri Lanka, supported 50 TLT alumni in 2023. Teardrop Island staff organised and led training sessions at the Tea Leaf Bogawantalawa Centre. This six-month course gave students an in-depth look at the hospitality industry, exploring the career opportunities and types of hotels in Sri Lanka.

Together, we provided practical knowledge of various hotel departments such as Human Resource Management, Housekeeping, Food & Beverage and Sales. The course also helped students develop essential job skills which included creating resumes and cover letters, preparing for interviews, and training for new jobs.

A highlight of the partnership was a hotel tour at Camellia Hills, where 45 Main Diploma students, 23 alumni from TLC Maskeliya and 22 alumni from TLC Bogawantalawa, gained insights into the hospitality industry. They participated in a training session led by Nirosh Singhawansa, Group Safety and Administration Manager at Teardrop Island Company. Nirosh taught the students about the basics of the hospitality sector and explored job opportunities in hospitality and IT. The participants also learned about the management of various hotel departments and recreational facilities at Camellia Hills. This experience gave them a better understanding of the industry and inspired them to consider new career paths.





5. Student Sponsorship

We are deeply grateful to the Serendib Educational Foundation for their continued partnership.

In 2024, they supported 10 students from extremely challenging backgrounds by providing monthly stipends, enabling them to attend and complete their diplomas.

6. Federation of Sri Lankan Local Government Authorities - FSLGA

The Federation of Sri Lanka Local Government Authority (FSLGA) works to bring together 341 local councils from across the country's nine provinces. Its vision is to ensure that no place or person is left behind and that all local councils have a strong and united voice. The Federation supports local councils within Sri Lanka's national development by representing them in global discussions. It also focuses on improving the skills and abilities of local councils through training and capacity-building programmes. The organisation provides a platform for councils to share knowledge, learn from each other, and try out new ideas.



Our partnership with the FSLGA began in 2024, when we sent 10 female Tea Leaf students to participate in a training programme organised by the 'She Leads Project.' The program included a leadership training session led by Mr Perumal Padheepan, Senior Programme Manager at FSLGA. As part of the training, eight students were selected to gain hands-on experience and were assigned Rs. 15,000 each to start their project. They were tasked with submitting a proposal aimed at supporting the community in Maskeliya with the assistance of the Pradeshiya Sabha. Our students have submitted the project proposal and are now waiting to meet with the team online to receive feedback in the second week of January. We look forward to continuing our work together and seeing the voice of the tea estate communities strengthened.

9. New Projects of 2024

The Cookstove Project



In 2024, Tea Leaf Trust launched an exciting clean energy initiative in partnership with NilCarbon, aiming to bring meaningful change to the lives of tea estate communities through modern, efficient cookstoves.

These innovative cookstoves are designed to improve the daily lives of families by offering a safer, more efficient alternative to traditional cooking methods. They reduce firewood consumption, saving time and effort for women and children who often collect wood, while also easing financial burdens for families who purchase fuel. Additionally, the improved technology helps to create healthier indoor environments, reducing smoke-related health issues such as respiratory problems and eye irritation. These health issues are prevalent in the tea estates.

The project began with extensive research and household surveys, employing 75 Tea Leaf Alumni. The new year will see community training and the rollout of 20,000 cookstoves across selected areas, with the hope of expanding the initiative in the coming years to reach more households and create a lasting impact.

Beyond its benefits for individual households, the project is a significant step toward environmental sustainability. By reducing firewood usage, the cookstoves contribute to the preservation of local forests and help decrease overall emissions, supporting global efforts to combat climate change. This initiative reflects Tea Leaf Trust's ongoing commitment to improving the well-being of tea estate communities while championing innovative, environmentally friendly solutions. Together with NilCarbon, we are building a healthier, more sustainable future for these communities.



NILCARBON



10. Employability Updates

Support for Tea Leaf Centres comes from two sources: our senior leadership team (Central Team) and the Employability Centre. Notably, all staff members in our centres are former students of the programme, employed by Tea Leaf Trust, showcasing the success of our graduates in leading the programme they once participated in. It is noteworthy that over 85% of our students hail from tea estates, with the remaining students coming from economically disadvantaged families in neighbouring towns.

From our 2023 cohort, 78% of the alumni are employed and continuing their higher studies.

For the 2024 cohort, 49% of the alumni are already working and continuing their higher studies (January 2025.)

11. Volunteer Engagement Highlights

We actively encourage volunteers from Sri Lanka and worldwide to come and provide support at our Tea Leaf Centres. Managed by Jesmin Arumugam in Sri Lanka and Keith Ledbury in the UK, our volunteer programme has experienced significant growth in 2024. This year we've had more than twenty volunteers from around the world join us at our Tea Leaf Centres, supporting students with conversational English, developing teacher's teaching skills and knowledge and sharing their professional skills and experience. Below are two beautiful images captured by volunteers this year (Stephanie Gee and Tavish Gunasera)





Volunteering is also a powerful way for us to share the challenges faced by the tea estate communities to produce our daily cup of tea. Our volunteers hear the stories of hardship, alongside the incredible resilience and hope that our Tea Leaf Centre staff inspire.

"Volunteering with TLT has been a life-changing experience for me. I had the opportunity to serve as a teacher for Main Diploma and Basic English Programme students. I was amazed by their growth, confidence and how much they valued the opportunity to learn English. Their stories were incredibly inspiring and deepened my passion for education." Huey Yun, Malaysian volunteer.

"Our visit to TLC Maskeliya made our trip. My parents joined us and they were incredibly impressed by this work being done in their homeland. In a short period, our team was able to see the genuine, undeniable impact that Tea Leaf Trust is having in this community." Chathusan, Aram Initiative volunteer, UK.

"I would recommend it because it's such a unique experience that allows you to truly delve into the lives of the tea estate communities. I saw why the work of TLT is so important and why it needs to be protected, supported and promoted. In such a short time (15 years) the impact TLT has had on the tea estate communities is phenomenal. When volunteering with TLT you not only become an eye witness to their impactful work, you become a part of it." Tripti Bandaranayake, Sri Lankan volunteer.

Many of our volunteers have carried out tea picks to fundraise for the staff and students they worked alongside. We are incredibly grateful to Karan Patmor, Migara Tennakoon, Callie Mendoza, Randal Helsdon, Huey Yun, Anja Suter, Lukas Schumacher and Samantha Byram and their friends and family for their support.









12. Student Reflections

The magical world

TLC is like my second family and I have more memories here than in my government school. I've received so much love from the teachers and my friends. Even though I enjoyed my time at government school for thirteen years, I never had the same opportunities that I got at TLC. Since joining TLC, my confidence has grown. I participated in the Talent Show, Business Fair and gave a presentation at the Speech Conference. These experiences have helped me a lot. I will never forget TLC because the teachers here are special and have helped me improve in many ways. I know I might never get the same opportunities I had at TLC. Thank you, TLC, for everything. Your love means so much to me. - A. M. Rafeeh

The Pillar

In the journey of life

That never stops,

You are a pillar of light

In our hearts,

To go further in to the destinations

I follow all the things those you taught us,

I will go head by remembering your name,

"TLC".

H. W. M. Minoli Lakshitha

My Turning Point

"I love my Tea Leaf Centre a lot because I have received so much care and motivation from the people around me here. All the teachers encourage and motivate us, and they truly understand our problems. They help us whenever we really need it. Tea Leaf has become a turning point in my life." - K. Kavishka

The Finest Offering

A guiding light, in times of need

A patient heart, that helps us proceed

With gentle hands, they shape our mind

And help us grow, that is TLC - S. Sulakshana

Find Yourself

"So, Tea Leaf is the best opportunity in my life. Before I came here I only knew that if I went there I could improve my English knowledge but now, it's totally changed. I have learned so many things and I received so many chances in my diploma. Tea Leaf gave so many privileges to us, not only improving English, they taught so many good things. Actually Tea Leaf is the best place to change yourself and find yourself. I think coming to TLV is my best decision for my whole life. Thank you Tea Leaf centre. - Hiruni



Thank you

At Tea Leaf Trust, we believe that education is the key to unlocking the future, allowing every kid on tea plantations to break the cycle of poverty and construct a life of opportunity. **K. Ushan, TLC Pussellawa**

We hope this report has shown the incredible impact that our projects are having within the tea estate communities. Through 15 years of commitment we have built a network of empowered young people who in turn are empowering those around them. 2025 brings fresh opportunities and challenges, which our dedicated team of staff are excited and ready to meet.

There was a girl who had a lot of negative thoughts about herself. She saw the worst in everything. She felt that she was the unluckiest girl in the world. She was just another student, just another daughter. She saw life like a very dark dream and she was hopeless about her future. Her life at home was painful, it had made her feel that relationships were only bad.

At Tea Leaf, she was taught to see what she could change and what she could not. She started to change, to be an example for making positive changes. As time passed her Success teacher helped her to become a strong, young woman. Each and every day she learned a lot of things but nothing as great as the knowledge that she has value. She had never had anyone in her life who was proud of her, but at TLV she had teachers who talked about her with pride. Her Tea Leaf teachers gave her value. **(Tea Leaf Alumni)**

We are hugely grateful to our funders and partners: your support enables us to extend further into these communities and show more young people that they have value.

Our Big Thank you to our Funders and Partners!







eagle
foundation











































Tea Leaf Trust
Trustees Annual Review 2024



Legal and Administrative Information

Trustees

Caoimhe Ni Eochagain (Chair)
Naresh Mohan Sundaram (Appointed June 2024)
Naveen Arjuna Supramaniam
Stephanie Ray
Laurenne Ajayi
Dr Yasmene Shah PHD
James Houston (Resigned 31st October 2024)

Charity number: 1123427

Registered office: 3 Shear Plot,
Bridport,
DT6 6HH

Independent examiner: Andy Moore
Blaenpentre,
SY25 7AW

Bankers: CAF Bank
25 Kings Hill Avenue,
West Malling,
ME19 4JQ

Charitable purpose and aims

Tea Leaf Trust is a Charitable Trust, constituted through Trust Deed in 2008, to relieve poverty, hardship and suffering anywhere in Sri Lanka but particularly in tea plantation districts by:

- assisting people to obtain and retain employment through training, imparting skills, education, and creation of opportunity;
- helping people of low income or in poverty regardless of their religion, culture gender or personal situations;
- assisting in building and construction projects that will provide shelter and infrastructure for local people for enhancement of their education, and of their standard of life through the development of agriculture, industry, trade, water supply and sanitation.

Public Benefit

The Charity Commission in its Charities and Public Benefit Guidance, requires that two key principles be met to show that an organisation's aims are for the public benefit. First, there must be an identifiable benefit. Second, the benefit must be to the public or a section of the public. The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Financial Review

We exist to support the development and delivery of our work in Sri Lanka. While we refer to our organisation as Tea Leaf Trust globally, within Sri Lanka, we operate under the registered NGO name Tea Leaf Vision, with full authorisation to work in the country.

A central function of Tea Leaf Trust in the UK is fundraising to enable our programmes in Sri Lanka. All of Tea Leaf Trust's programmes are delivered within Sri Lanka, so while income is generated and managed through the UK accounts, the vast majority of expenditure occurs in Sri Lanka. With our expansion to five centres, sustainable funding for the organisation is a greater challenge. The trustees voted to increase fundraising expenditure to develop our individual donor network and charitable foundation and corporate collaborations. In 2024, support and administrative costs accounted for 8.1 % of overall expenditure (2023 6.0%). Programme management costs are included in core project costs and excluded from the support and administrative category, consistent with the previous year's reporting.

The tables below summarise the income and expenditure for the year:

Tea Leaf Trust - for the year ended 2024 (GBP):	2024	2023
Income		
Grants	142,515	139,990
Donations	64,589	38,295
HMRC Gift Aid	2,868	0
Bank interest	155	12
International transfer refunds	110	0
Total	210,237	178,298
Expenditure		
Charitable activities (*Donations to Tea Leaf Vision Sri Lanka*)	130,791	115,100
Programme Management	29,836	30,000
Fundraising costs	3,863	2,896
Social media costs	6,600	4,223
Travel costs	2,086	1,765
Admin costs (website, accountancy, bank/ transfer charges)	1,699	354
Total	174,875	154,368

Income

In 2024, Tea Leaf Trust raised a total of £210,237. This included £142,515 from grants provided by a number of generous funders, including the Fresh Leaf Trust (£31K), Maha Foundation (£28K), Move 92 (£16K), Gnanam Foundation (£14K), and Fondation Eagle (£9K). Many of these funders have worked with us for a number of years; their ongoing support for us hugely encourages us.

We are incredibly grateful to our individual supporters worldwide who collectively donated £64,589 across the year, including more than £3,000 by volunteers who completed fundraising tea picks. Our collaborative fundraising campaign with Big Give: The Christmas Challenge, was hugely successful. Generous donors and pledgers enabled us to access match funding, securing £22,000 towards the work of our centres in Sri Lanka. We also received £2,868 in Gift Aid through HMRC, alongside tax relief claimed by our partner Global Giving.

Our Management Team has worked hard to secure more support from Sri Lankan partners and donors. In 2024 we continued to bring impact for women and children through the Children's Rights Programme from Kindernothilfe (KNH). We developed a new collaboration to tackle period poverty alongside The ARKA Initiative, the French Embassy and the Family Planning Association (FPA). All of these collaborations provide our programmes with direct, local funding.

Support and Administrative Costs

Tea Leaf Trust continues to work with a UK-based contractor to provide fundraising and operational support for the Sri Lankan management team. Fundraising and administrative costs saw an increase due to our need to invest in donor engagement and digital communications. In 2024, support costs represented 9.6 % (2023: 7.7%) of funds transferred to Tea Leaf Vision, and administrative costs accounted for 1.3% (2023: 0.3%). 48% of these admin costs relate to international transfers, these costs were previously covered by a private donor.

Reserves Policy

The Trustees continue to hold a minimum of three months' salaries for local staff in reserve. At year-end, the charity remained within these reserves, supporting our operational stability into 2025.

How trustees are appointed

Trustees are appointed based on their ability to apply skills, knowledge and experience which are useful for the ongoing success of the Charity. Potential trustees are identified after discussion and recommendation involving the Trustees and the management team in Sri Lanka.

The Chair will then approach and interview potential candidates before sending a recommendation to the board. A resolution is then voted on at a properly convened meeting of the Charity's Trustees.

Trustees' Responsibilities in Relation to the Accounts

The Charities Act 2011 requires the trustees to prepare accounts for each financial year that give a true and fair view of the charity's financial position and the income and expenditure of that year.

In preparing these accounts, the trustees are required to:

1. Select and apply suitable accounting policies consistently;

2. Observe the methods and principles of the Charities SORP;

3. Make reasonable and prudent judgements and estimates; and

4. Prepare the accounts on a going concern basis unless it is inappropriate to do so.

The trustees are responsible for maintaining proper accounting records that accurately reflect the charity's financial position and ensure compliance with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and taking steps to prevent fraud and other irregularities.

Approved by the Board on 12/06/2025

Signed on behalf of the Board of Trustees: **Caoimhe Ní Eochagáin, Chair of Trustees**



CHARITY COMMISSION
FOR ENGLAND AND WALES

Receipts and payments accounts

The Tea Leaf Trust

CC16a

From 01/01/24

To 31/12/24

Charity No. 1123427

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Donations and Grants	37,350	169,754	**207,104**	**178,286**
Gift Aid	2,868		**2,868**	**-**
Interest	155		**155**	**12**
Bank Charge refunds	110		**110**	**-**
			-	
			-	
			-	
Total receipts	**40,483**	**169,754**	**210,237**	**178,298**
Payments				
Charitable Activities		130,790	**130,790**	**115,100**
Fundraising Costs	3,362		**3,362**	**2,896**
Bank and payment charges	884		**884**	
Admin Costs	876		**876**	**354**
Social media	441		**441**	**4,223**
Programme management	36,436		**36,436**	**30,000**
Travel and accommodation	2,086		**2,086**	**1,765**
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
Total payments	**44,085**	**130,790**	**174,875**	**154,338**
Net of receipts/(payments)	**(3,602)**	**38,964**	**35,362**	**23,960**
Cash funds last year end	**40,761**	**-**	**40,761**	
Cash funds this year end	**37,159**	**38,964**	**76,123**	

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Total to nearest £
	Current	29,272	0	29,272
	Savings	7,887	38,404	46,291
	Wise	0	560	560
	Total cash funds	37,159	38,964	76,123

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted 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
	Caoimhe Ní Eochagáin	12/06/2025

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Tea Leaf Trust		
On accounts for the year ended	31/12/2024	**Charity no (if any)**	1123427
Set out on pages	Included in TAR		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2024

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").

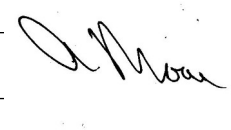
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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:**	19/6/25
Name:	Andrew Moore		
Relevant professional qualification(s) or body (if any):			
Address:	Blaenpentre, Swyddffyonn, Ystrad Meurig, SY25 6AW		

THE TEA LEAF TRUST

England & Wales - Charity number 1123427

Accounts

Tea Leaf Trust
Trustees' Report and Financial Statements

For the Year Ended 31 December 2023



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Reference and Administrative Details

The trustees present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015.

Registered Charity number

123427

Principal office

3 Shear Plot, Bridport, Dorset DT6 6HH

Trustees

Caoimhe Ní Eochagain (2014) James Houston (2019) Laurenne Ajayi (2016) Stéphanie Ray (2019) Yasmene B. Shah (2008) Naveen Supramaniam (2021)

Resigned from Board of Trustees

None

Independent Examiner

Hilary Adams

Structure, Governance and Management

Governing document

Tea Leaf Trust is a charity registered in England and Wales. The charity (registered charity number 123427) was entered on the Register of Charities on 3 April 2008. The charity is overseen by its Board of Trustees to raise to deliver educational development funds and work in partnership with Tea Leaf Vision in Sri Lanka. The areas of primary focus for our work are the tea estate areas and surrounding towns and villages.

The trustees meet on a quarterly basis to review expenditure, set priorities, and review progress against strategic goals and key performance indicators. They also provide mentoring and guidance to the Central Team, who lead on the development and expansion and oversee all activities of the organisation in Sri Lanka. Trustees undergo a formal recruitment and selection process and are given the training considered necessary to perform their role effectively.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place. Measures are in place to ensure this happens on an annual basis.

Message from the Chair

As Chair of Trustees, I am delighted to present the annual report for Tea Leaf Trust (TLT) for the year 2023. It is with a sense of gratitude and pride that we reflect on the significant impact our organisation has had on the communities we serve.

At TLT, our mission is clear: to facilitate the development of tea estate communities through practical and relevant education. We focus on equipping individuals with the skills they need to thrive in the job market while also fostering coping strategies and resilience. Our unique approach, led by young graduates of our programme, ensures that we connect deeply with our students, providing not just education but also inspiration and mentorship.

In 2023, we continued to make strides towards our goals, with our flagship Main Diploma (MD) programme leading the charge. This one-year, full-time course immerses students in English language proficiency, leadership skills, and emotional resilience. Through initiatives such as the Children's English Programme (CEP), our Main Diploma students reached an impressive 4,763 children, making a tangible difference in their lives.

Our commitment to community service remained steadfast, with Service Projects benefiting over 115,000 individuals across all three terms. From cleaning public spaces to providing essential resources to those in need, our students demonstrated their dedication to improving the lives of others. The awareness programmes conducted by our Main Diploma students, particularly addressing issues such as child abuse, highlight the depth of their social consciousness and leadership capabilities. Beyond the Main Diploma, our Women's Rights Self-Help Groups and Teacher Training Programme have continued to make a significant impact. By empowering women and educators alike, we are creating ripple effects of positive change throughout the community. Additionally, our Basic English Programme and Three-Month Soft Skills Programme have provided invaluable educational opportunities to hundreds of individuals, furthering our reach and impact.

I am particularly excited about the success of our newest project, Collective Action Against Period Poverty (CAAPP). By addressing an often-overlooked issue, we are not only providing practical support but also advocating for the rights and dignity of women in our communities. None of this would be possible without the unwavering support of our donors, partners, and dedicated staff. Your belief in our mission fuels our passion and drives our success. Together, we are truly making a difference in the lives of tea estate communities.

As we look towards the future, let us continue to work hand in hand, guided by our shared vision of empowerment and transformation. With your continued support, I am confident that Tea Leaf Trust will continue to be a beacon of hope and opportunity for generations to come.

Thank you for your ongoing commitment to our cause and, if you ever find yourselves in the beautiful mountains of Sri Lanka, do stop by for a cup of tea – the kettle is always on!

Is mise, le meas,



Caoimhe Ní Eochagáin – Chair, Tea Leaf Trust

Objectives

The objectives of the charity are:

1. Assisting people to obtain and retain employment through training, imparting skills, education, and creation of opportunity.
2. Helping people of low income or in poverty regardless of their religion, culture, gender, or personal situations.
3. Assisting in building and construction projects that will provide shelter and infrastructure for local people for enhancement of their education, and of their standard of life through the development of agriculture, industry, trade, water supply and sanitation.
4. Any other activities necessary for or ancillary to the foregoing objects.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

Why We Do It

Indian-origin Tamil communities in Sri Lanka have long been responsible for picking the leaves that make their way into teacups around the globe. However, very little has changed or improved for these communities in the centuries since they were first sent from South India to work in Sri Lanka's plantations, with both government and private companies establishing and maintaining harmful, exploitative systems to cultivate a dependent, uneducated workforce.

With a lack of meaningful ways to break free of this cycle of poverty, these tea estates face significant and complex social issues. Rates of suicide, alcoholism and domestic violence are high, with larger national issues such as ethnic tension, civil unrest, economic as well as political crises, and global issues such as Covid-19, hitting these under-resourced and underserved communities even harder than elsewhere.

Tea estate youth - if they complete their formal schooling, a challenge itself in families where those who can work often need to support the family unit - are often discriminated against when seeking employment. In 2022, 100% of the young people who attend Tea Leaf Centres lived on less than $1 per day, a situation that is becoming more difficult rather than easier in the worsening economic crisis. As such, the usual options available to these young people remain limited: remain in the tea estates or take dangerous or exploitative work as domestic servants or labourers in urban areas or overseas.

Key Highlights of the Year: Key Beneficiaries 2022 vs 2023

Projects	2022	2023
Main Diploma	184	362
Advanced Diploma	11	18
Children's English Programme (CEP)	1,811	4,763
Service Projects	28,918	115,697
Children Activity Programme (CAP)	1,750	5,225
Basic English Programme	212	456
Teacher Training Programme Participants and School Children	58	50
Emergency Response	1,230	439
Soft Skills Programme	20	77
Self-Help Groups (Women and their Children)	1,200	1,386
Collective Action Against Period Poverty (CAAPP)	n/a	85
Total	**35,394**	**128,558**

Significant Achievements

- This year, the total number of beneficiaries was 128,558
- In 2023, the number of Main Diploma students more than doubled from 184 to 362.
- Business Fairs were held successfully in all the four centres and the total profit was LKR 779,171 (US$2415.46). This was used to take the students on their end of year trip.
- Our Children's English Programme (CEP) was a huge success, and we exceeded our annual target of 3,750 with 4,763 government school kids benefiting from a minimum of 40 hours of English in partnership with 102 government schools.
- For the Children Activity Programme (CAP), our annual target was 4,000, and we exceeded the number, benefiting 5,225 school kids at 80 government schools.
- 115,697 community members benefited from our service projects, surpassing the annual target of 82,500 by 34,637 additional beneficiaries across all three terms.
- 78% of our 2022 cohort were in full-time employment or further education within a year.
- Tea Leaf Trust won a grant from the French Embassy for their Community Action Against Period Poverty initiative working in collaboration with The Arka Initiative.

Impact Since 2010

Programme Year	MD	AD	CEP	SP	CAP	BEP	TTP	ER	SSP	SHG	CAPP	Annual Total
2010	101	0	650	2,000	0	113	N/A	N/A	N/A	N/A	N/A	**2,864**
2011	107	11	590	3043	1507	162	N/A	N/A	N/A	N/A	N/A	**5,420**
2012	155	12	1750	1820	2611	216	N/A	N/A	N/A	N/A	N/A	**6,564**
2013	148	13	1895	19000	1877	288	N/A	N/A	N/A	N/A	N/A	**23,221**
2014	135	17	1932	10889	2855	235	N/A	N/A	N/A	N/A	N/A	**16,063**
2015	146	15	1885	26315	2024	254	N/A	N/A	N/A	N/A	N/A	**30,639**
2016	155	15	1864	46,165	2016	331	N/A	N/A	N/A	N/A	N/A	**50,546**
2017	233	14	2045	35340	2068	258	N/A	N/A	N/A	N/A	N/A	**39,958**
2018	261	12	2104	62,149	2123	210	N/A	N/A	N/A	N/A	N/A	**66,859**
2019	236	8	836	81,748	2,091	381	N/A	N/A	N/A	N/A	N/A	**85,300**
2020	304	17	0*	47,268	0*	40	19	13,660	N/A	N/A	N/A	**61,308**
2021	113	8	0*	11,810	0*	9	29	N/A	N/A	N/A	N/A	**11,969**
2022	184	11	1,811	28,918	1,750	212	58	1,230	20	1,200	N/A	**35,394**
2023	362	18	4,763	115,697	5,225	456	50	439	77	1,386	85	**128,558**
Total	**2,640**	**171**	**22,125**	**492,162**	**26,147**	**3,165**	**148**	**15,329**	**97**	**2,586**	**85**	**564,655**

Table Key

MD - Main Diploma
AD - Advanced Diploma
CEP - Community English Programme
SP - Service Projects
* Unable to run due to pandemic

CAP - Children's Activity Programme
BEP - Basic English Programme TTP - Teacher Training Programme
ER – Emergency Response
SSP – Soft Skills Programme

Tea Leaf Centres and Success Stories

1. **Tea Leaf Centre Maskeliya**

Tea Leaf Trust (UK) is the primary sponsor for our Tea Leaf Centre in Maskeliya.



Our Impact:

Main Diploma:	142
Three-Month Soft Skill Programme:	35
Advanced Diploma Students:	17
Basic English Programme:	222
Student Sponsorship:	223 (bus fares, resources, dry rations, medical support)
Children's English Programme:	1,770
Children Activity Programme:	2,076
Teachers and Staff:	19 (89% of them live on tea estates)
Service Projects:	52,310
Additional Support:	15 (alumni dry ration/ medical support)
Total Impact:	**56,829**

Success Stories - TLC Maskeliya

Remilda



Remilda is a confident student who resides in Glenugie Estate. Her family consists of four members, including herself. She spends 120 rupees daily on transportation to reach the Tea Leaf Centre, which takes approximately 30 minutes. Her family's monthly income is 12,000 rupees, which falls short of covering their expenses because only her brother is employed. Her mother is a housewife, and her younger brother is schooling.

Although Remilda's father recently passed away, she is becoming a crucial figure within her family, she is trying to take on the responsibilities her father once handled. To support their family, Remilda cultivates their garden and sells vegetables to the people in the local community. Despite facing numerous challenges, she remains committed to her education, maintaining a positive outlook on her future. Choosing Tea Leaf Centre Maskeliya was a deliberate decision due to its policy of free education, enabling her to acquire qualifications and professional skills for better jobs.

While her family's financial background poses a challenge to her studies, Remilda encourages and supports her siblings in pursuing education. She has achieved very good results in both Ordinary Level (O/L) and Advanced Level (A/L) exams. Her determination and leadership skills stand out not only in her family but also in the school and classroom activities.

After joining the Tea Leaf Centre, she was scared to take on responsibilities, and she also had a fear of delivering speeches and being involved in group discussions. However, after receiving motivation from her friends and teachers, step by step, she developed her skills. She started participating well. Remilda saw it as the perfect place to improve her English, character, social responsibilities and professionalism. She's confident that Tea Leaf Trust will help her reach her goals. Remilda is dedicated to enhancing her English skills for her future career as an Accountant or a Teacher, and she works hard towards this goal in her studies.

After finishing her English diploma at Tea Leaf Centre, Remilda aims to work at Tea Leaf Trust*. She wants to help underprivileged children in her community, and her big dream is to create a school in Deeside Estate that provides free education to local children.

“Thank you, Tea Leaf Centre Maskeliya, for inspiring me to move forward with all the life lessons. You are truly remarkable!”

**As a result of her hard work and commitment, she has been appointed as a teacher at Tea Leaf Centre Nuwara Eliya starting January 2024.*

Dhushyanthuran



Dhushyanthuran is a polite and respectful student at Tea Leaf Centre Maskeliya. He is from Dickoya. It takes an hour to reach the centre, and he spends 260 rupees a day. There are five members of his family, including himself. His father is unable to go to work because of health issues, and his mother works as a Childcare Assistant. He has two siblings who are in school. His mother's monthly income isn't enough to manage their life expenses; with 18,000 rupees, they need to spend money on his father's medication, schooling stuff, and their transportation. Their major problem is with finances.

He is physically strong but emotionally disturbed; he always thinks about his father and his future, because right after the father's illness, the mother took on many responsibilities, and now she's taking control over the family. His mother is always worried about him because Dhushyanthuran doesn't understand things quickly and also has some physical health issues.

He passed his O/L exams, but not with good enough grades for him to move on to higher education. He considered retaking the O/L exams, but as his family's finances were not sufficient, he chose to work part-time and enrol in some outside courses instead. He realised the importance of English while studying Basic Graphic Designing, as it is the language used for all subjects. He couldn't begin the next level due to lack of English Language skills.

After finishing the basic course, he was unoccupied at home. His cousin took him to the Tea Leaf Centre Maskeliya where he was ecstatic about receiving a free education and eager to learn the language. He was afraid to speak in front of his classmates when he first started the Intensive English Programme (IEP). From the teacher's point of view, at the very beginning, teachers found it hard to deal with him because of his understanding capacity. The teachers were trying to translate several times to teach in the class and made him stay after school and learn, however as time went on, he gained enough courage to enrol in the Main Diploma programme in February 2023.

Once he joined our Main Diploma, he had high hopes for himself in various ways, expecting to fully benefit from the course and he started interacting with teachers and his friends. We saw huge improvements from him in terms of clarifying doubts, giving homework on time, improving typing speed, etc. By the end he fully engaged with Tea Leaf culture. He liked Success and Ethics lessons more than other lessons because he learned many real-life lessons through them. He felt comfortable in the environment and happy because he felt strongest there. He believes that Tea Leaf Trust supported him to improve his English skills and become a strong person.






THANK YOU
TEA LEAF TRUST






Tea Leaf Trust
Speech Conference 2023


THE STAGE IS YOURS!





2. Tea Leaf Centre Nuwara Eliya

Tea Leaf Centre Nuwara Eliya (TLC NE) is funded by Gnanam Foundation and Tea People UK.



Our Impact:

Main Diploma:	59
Three-Month Soft Skill Programme:	42
Advanced Diploma Students:	01
Basic English Programme:	51
Student Sponsorship:	105
Children's English Programme:	750
Children Activity Programme:	510
Teachers and Staff:	4 (50% of them live on tea estates)
Service Projects:	14,086
Total Impact:	**15,608**

Success Stories - TLC Nuwara Eliya

Johnson



Johnson was a creative and talented student at Tea Leaf Centre Nuwara Eliya. Despite facing various challenges in his personal life, Johnson's determination and the support of Tea Leaf Trust have helped him overcome obstacles and pursue his dreams.

Johnson hails from Nanuoya and comes from a broken family. His father left when he was a child, leaving Johnson with limited knowledge about his father's whereabouts. To facilitate legal processes, Johnson's uncle, his mother's brother, provided an initial for his father's name, this is all he has. This absence of parental guidance has had a lasting impact on Johnson's emotional well-being.

Johnson's upbringing and lack of a stable family environment took a toll on his childhood. However, upon joining Tea Leaf Centre Nuwara Eliya, he found a safe and secure space where he could begin to heal and rebuild his life. He faces financial difficulties and a lack of support from his mother, who is working abroad, Johnson now resides with his aunt, who provides him with a supportive home environment.

After completing his O/L exams, Johnson desired to continue his studies but did not achieve satisfactory results. Undeterred, he persevered with the help of Tea Leaf Trust. Along his educational journey, Johnson discovered his passion for sports and music. However, a medical examination revealed an issue with his heart function, requiring ongoing treatment. Despite this setback, Johnson remains determined to achieve his dream of becoming an accomplished Athlete and Musician.

Since joining Tea Leaf Centre Nuwara Eliya, Johnson experienced a significant positive transformation. Tea Leaf Trust has played a vital role in empowering him emotionally and providing a nurturing environment for personal growth. Through Tea Leaf Trust's programmes and support, Johnson has gained resilience, self-confidence, and a renewed sense of purpose. He is immensely grateful to the organisation for helping him navigate his challenges and build a brighter future.

Johnson's ambition is to become a Music Lecturer, utilising his talents to inspire and educate others. With the ongoing support and guidance of Tea Leaf Trust, he is determined to pursue higher education and contribute to his community through his passion for music and teaching.

He says, **'I am able to see a lot of positive changes in my life. Now, I initiate conversations with others and new people, even in English, which changed because of the Tea Leaf Trust. This place gave me the courage to do it. I am now looking for opportunities to learn skills and develop myself. Thank you, Tea Leaf Centre Nuwara Eliya, for giving me the right shoes to walk in the world.'**

Dilakshana



Dilakshana is a strong and friendly student at Tea Leaf Centre Nuwara Eliya this year. She hails from Carla Beck Upper Division. She spends around 200 rupees daily commuting to and from school. Dilakshana comes from a family of four, including her mother, who is an Estate Worker, and her father, who is a Day Labourer and her sister who is schooling. The monthly income of the household is around 15,000 rupees. If either parent were to face health issues and be unable to work, the family would encounter serious financial challenges.

Sometimes, the family struggles to generate enough income to cover food expenses, leading to skipped meals. If Dilakshana's father is unable to find work as a Day Labourer, the family has to rely on her mother's income from the estate. Her father cannot work during rainy periods due to medical reasons. This financial uncertainty means that Dilakshana often cannot afford her bus fare, prompting her to seek work.

Dilakshana mentioned that she has often used the bus fare provided by Tea Leaf Centre Nuwara Eliya to spend on food for her family. On finding this out Tea Leaf Trust provided dry ration packs to her family, sustaining them for a couple of months. Despite her struggles, Dilakshana attended school every day, studied well, and actively participated in the classroom. When she first came to Tea Leaf Trust, she was a very shy and nervous young person. However, she developed into a confident individual, as evidenced by her active participation in the Speech Conference. She also started building relationships with her friends and helps them with their studies after school. The school and her friends have played a significant role in making her strong and responsible.

She had no idea about her future, but she expressed a determination to support her family and uplift them. She says, **"Tea Leaf Centre is the place that showed her the correct path to think big and create new opportunities for my life."**

Attending TLC Nuwara Eliya has had a clear and positive impact on Dilakshana; she now aspires to become a Tea Leaf English teacher in the future.








2023




TEA LEAF TRUST
TALENT SHOW
2023


TAMIL VIDYALAYAM
NANU OYA





3. T- Field Youth Development Centre

The partnership between T-Field Child Development Federation and Tea Leaf Trust is greatly appreciated, and we extend our heartfelt thanks for their support and guidance.



Our Impact:

Main Diploma:	51
Basic English Programme:	20
Student Sponsorship:	14
Children's English Programme:	566
Children Activity Programme:	506
Teachers and Staff:	3 (33% of staff lives on tea estate)
Service Projects:	4,985 (Term 1 and 2)
Total Impact:	**6,145**

Success Stories - T-Field YDC

Arul



Arul, a determined student, was in the Main Diploma programme at T-Field Youth Development Centre. Each day, he spent 250 rupees commuting to our centre. Raised by a single parent, his mother has been his guiding force. Abandoned by his father during his early years, Arul found himself without a permanent home, alongside his four married sisters. They moved to his uncle's family, where his mother became the pillar of strength, working as a Nurse in Colombo and providing for their needs. With determination and support from her brothers, Arul's mother created a path to a brighter future for her children.

Unfortunately, Arul's mother fell seriously ill and had to stay in the hospital for two months. Despite this tough situation, Arul showed immense bravery by obtaining loans, receiving help from friends, and working multiple jobs to gather funds. He made a significant sacrifice, temporarily putting his education on hold to cover his mother's medical costs, working tirelessly day and night until his mother was cured in 2021.

He lacked confidence in expressing himself; mostly, he was a 'yes man' to most people in life. He wasn't courageous enough to convey his feelings, holding all his emotions within himself and not taking a step to seek support from others to address his mental health. He mostly worried about others' opinions, including those of his family, which was not easy to cope with. Hesitant to share his feelings, fearing it might hurt others, he ended up carrying most of the emotional burden and suffering for a long time. His financial status was pulling him to drop the Tea Leaf course and move to Colombo to find a job. However, he faced all the challenges by practising lessons from the Main Diploma, primarily focusing on communication with parents and utilising stress management techniques.

He says, **'When life pushed me, only Tea Leaf Trust was there to pull me and guide me on the correct path. This school taught him how to face challenges, how to be proactive, and how to handle emotional issues with confidence. Thank you T-Field Youth Development Centre and Tea Leaf Trust for shaping me.'**

Lidhurshini



Lidhurshini is a young woman from Dayagama who aims to be a teacher at Tea Leaf Centre Nuwara Eliya. She is 21 years old. She comes from a family of farmers, and her parents have always struggled to make ends meet. Every day, Lidhurshini spends 520 rupees to travel to school. Her brother is also studying at Advanced Level, and he travels to Hatton for classes. Despite the financial struggles her family faces, Lidhurshini remained focused on her studies and achieved good results in her Advanced Level exams.

She is so curious to improve her qualifications to get a better job. So, she was searching for a free English course to improve. To gain a clear understanding of her career options, Lidhurshini decided to pursue a diploma in T-Field Youth Development Centre. Although she had good results, she chose to follow her passion and pursue a career.

Lidhurshini's journey has not been easy. Though she joined the school with the intention of building herself, it turned out to be more challenging than she had initially thought. Facing financial challenges, she started looking for a part-time job to continue with school. While she found a job, it became impossible to continue after two weeks due to exhaustion and daily expenses. Wisely, she approached the school and sought support to cover her bus fare. Being a little slow to learn due to these challenges, it took her some time to complete her homework and assessments. She spent most of her time after school, staying until 4:30 pm, with the support of teachers to complete her work to the required standard. When she saw her assessments displayed on the notice board, especially the ones that made her strive for more, she started using her dictionary more effectively, participated actively in class, took initiative, and gradually built her leadership skills.

She hopes that her diploma will help her lead a bright future and make a positive impact in her community. She says "**T-Field Youth Development Centre is the place where I feel free and comfortable. I acknowledge the fact that I am responsible for my life and my decisions and their impact. I used to see my parents as perfect souls, and now I understand they are also human, and their guidance and influence are important, but my final input is more important. I learned a lot of life skills that strengthen my life and make me a better person with more goals."**






D EVERYTHING






TEA LEAF TRUST
TALENT SHOW
2023







4. Tea Leaf Centre Udapussalawa

Tea Leaf Centre Udapussalawa (TLC UDA) embarked on a transformative journey, generously supported by our esteemed partners, The Move92 Fund of RSF Finance and CACM (Church of American Ceylon Mission).



Our Impact:

Main Diploma:	60
Basic English Programme:	62
Student Sponsorship:	23
Children's English Programme:	1099
Children Activity Programme:	1500
Teachers and Staff:	5 (83% of them live on tea estates)
Service Projects:	10,815
Total Impact:	**13,564**

Success Stories - TLC Udapussalawa

Nethmini



Nethmini, a determined individual from Ragala, travels 44 kilometres each way to TLC Udapussalawa daily, spending 400 rupees on transportation. In a family of five with a monthly income of 30,000 rupees, her father, who works for the Department of Agriculture, faces health and financial challenges due to diabetes. He spends 4,000 rupees for his medication monthly. The family also copes with a monthly bank loan payment of 20,000 rupees and daily expenses covered by pawning their jewels.

Despite these hardships, Nethmini excels academically, achieving remarkable results in her O/L and A/L examinations. Despite financial constraints, she remains dedicated to her education at Tea Leaf Centre Udapussalawa, aspiring to become an English Teacher at Tea Leaf Trust.

She struggled to excel at Tea Leaf Centre during Term One because all subjects were taught in English. With the new English environment and new friends, Nethmini found it uncomfortable. It was especially challenging when teachers advised working with the class for the Talent Show. Having had no Tamil-speaking friends in the past, initiating conversations with others was a new and awkward situation for her and she used to wait for the break time to spend time with other Sinhala friends. Teachers assigned more group work and class discussions, and she had to spend time with different people for various subjects. Initially she was unhappy to collaborate with others. However, when a teacher asked the class to find two interesting things about classmates each day and share them in the homeroom, it helped her build relationships with others over time.

She started utilising the opportunities and developing her skills during Term Two. She actively participated in the Speech Conference and Business Fair, acquiring valuable skills in speaking, time management, teaching, organising, and planning.

She says, **“This school gave me the courage to break out of my comfort zone and helped me to think big. I would like to do the same for my community and uplift young people by becoming a teacher at Tea Leaf Trust.”**

Andrewson



Andrewson is a student at the Tea Leaf Centre in Udapussalawa who is incredibly proud of his progress. He lives in Rappana Estate, which is 2 kilometres from the Tea Leaf Centre. His family is made up of four people and his mother works as a tailor and gets paid 12,000 rupees. He has two younger sisters. One of his sisters attends school, while the other has mental health issues.

Andrewson loves his father more than any other family member. His father gave him special attention as well. Because of this, Andrewson had pleasant and enjoyable days, until one day everything was turned upside down for him. His emotional health was severely impacted by the abrupt death of his father because of various health difficulties. He was unable to accept the fact that his father was no longer alive.

Afterwards, he stopped conversing with others and became socially isolated. He was depressed and was simply reflecting on the times he had with his father. He also started avoiding his family, and he spent all his time alone in his room. Since he had no companions with whom to express his feelings, he was left alone with all of them. He left the school in the 10th grade after deciding not to finish his studies. All his mother's relatives and teachers attempted to persuade him to return to school and change his mind were unsuccessful. Andrewson had no direct contact with the society for about two years. He was confined to his room. He never travelled alone and always travels with someone when he goes out. Concerned about her son's health, his mother was greatly distressed. He was terrified as he considered his future.

One of Andrewson's teacher advised his mother to send him to Tea Leaf Trust. It was exceedingly challenging for Tea Leaf Centre Udapussalawa teachers to understand Andrewson when he first enrolled in the course. In addition, he was struggling psychologically and emotionally. He was anxious on the first day of school. He believed that things would go wrong and that his fellow classmates wouldn't be with him.

Teachers often observed him and provided him with encouragement so that he would learn lessons. Andrewson didn't interact with any teachers for a week and scarcely responded to their questioning. He didn't interact with any of the classmates or even pay attention in class. He exuded such insecurity as the school environment was new for him. Staff struggled to understand him and were unsure of how to approach him, but over time, he began to change for the better. He did his homework well and communicated to his classmates to receive help understanding the lessons.

He learned the English alphabet, to read, and to write in the Skills Development Class that was conducted by the teachers. Andrewson became a very engaged and cheerful student in his class. His progress was apparent. He conversed with everyone in the school and was comfortable using English. He took much pleasure in all he did at school. He enjoyed attending school every day and was comfortable. He finds the task-based learning approach to be highly effective. He is the student at Tea Leaf Centre Udapussalawa who underwent the greatest change, in our opinion, by the end of this year.








DIVISIONAL HOSPITAL - UDAPUSSELLAWA








TEA LEAF TRUST
TALENT SHOW




TEA LEAF TRUST
TALENT SHOW
2023

5. The Maha Foundation Tea Leaf Centre Bogawantalawa

Tea Leaf Centre Bogawantalawa (TLC BOG) deeply thanks our valued partner, The Maha Foundation, for their huge support and trust in our mission.



Our Impact:

Main Diploma:	50
Basic English Programme:	101
Student Sponsorship:	59
Children's English Programme:	578
Children Activity Programme:	663
Teachers and Staff:	6 (100% of them live on tea estates)
Service Projects:	33,501
Total Impact:	**34,958**

Success Stories - TLC Bogawantalawa

Dhanushan

Dhanushan is a young individual who comes from Chepalton. His family consists of five members. His father and mother are employed on the estate, providing a monthly income of around 15,000 rupees. Dhanushan has completed both his Ordinary Level and Advanced Level examinations, achieving 1A and 2B results. He aspires to become a Tourism Guide in the future.



Dhanushan faced the challenge of finding a good job after completing his Advanced Level exams. Many interviews were unsuccessful due to a lack of skill in English. This feedback motivated him to look for ways to improve his English and interpersonal skills. Determined to overcome the language barrier, Dhanushan learned about the Tea Leaf Centre English School opening in Bogawantalawa and decided to apply because of the opportunity to improve his English skills. He experienced disappointment when sharing opinions others weren't expecting, so he stopped sharing his opinions. His perspective on life changed positively after joining us. Tea Leaf Trust not only provided lessons in English but also taught principles of life, habits, counselling, persuasive skills, and more. After learning these lessons, he changed his negative thoughts into positive ones.

He mentioned that The Maha Foundation Tea Leaf Centre Bogawantalawa implemented various methods, including role plays and events such as Talent Show, Business Fair, Speech Conference, Community Service Projects, and more. These activities not only improved his language skills but also taught leadership qualities, problem-solving abilities, and positive communication.

He shared, **“I was mindless and hopeless. Tea Leaf Trust teachers reminded me that I have talents and that I have a specific goal that I want to achieve in my life. I faced a lot of problems and felt worried, but when I came to The Maha Foundation Tea Leaf Centre, I forgot everything and felt comfortable. I didn't care about my future before, but now Tea Leaf Trust has shown me my future, what options I have. This school has provided me with a map for the future. I have never forgotten the foundation of my life because, I am proud to say, I’m a student of Tea Leaf Trust.”**

Dhushanthini



Dhushanthini is a dedicated individual who has persevered in the face of several challenges. Her dream is to become a Geologist. She recently completed her Aptitude Selection Tests for university and is awaiting a confirmation letter. Passing the Main Diploma programme at The Maha Foundation Tea Leaf Centre Bogawantalawa with a Distinction Pass is extremely important for her. She stated that Tea Leaf Trust helped her in many ways, including building and cultivating her skills through Success and Ethics lessons.

Dhushanthini's family consists of seven people: her father, mother, a younger sister, two younger brothers, her grandfather, and herself. Her mother worked in a tea estate and couldn't manage the family with the income she had. Unfortunately, her mother had to go abroad for a job. Her father looks after the family and works on the tea estate. Her siblings are studying at a government school, and her grandfather works in Colombo.

She is from Threshiya Estate and on rainy days, her area will be flooded. At that time, she never missed school, she came to school by bus. She spends nearly 100 rupees up and down. When she doesn't have money to come to school, she borrows money from outsiders for an interest payment. Their average household income is approximately 48,000 rupees. Her mother sends 40,000 rupees, and her father earns an additional 8,000 rupees by growing the cows in their household. Her little brother has a breathing problem; for that, they get medicine for 2,000 rupees, and when he's stressed, he can't breathe normally.

She completed both her O/Ls and A/Ls successfully. She looked at several courses after finishing the Advanced Level but was unable to continue because of her family circumstances. Later, she heard about our school from one of her friends, and she joined us in March 2023.

She didn't get along with anyone in the school at the start of her Main Diploma Programme, so she stuck with only a few people she already knew. She failed to deliver her speeches, didn't participate in class, and was always quiet in the class. She also considered stopping her course in the middle because she was having trouble understanding English. She received assistance from our teachers, stayed after school, and learned quickly. She now receives approximately 75% in all subjects and was able to keep up with other students, because of her hard work. In the Third Term, she received a student award for "Being a Helpful Student". She finished the year exceptionally well.

Her self-esteem grew significantly, and she succeeded in all areas. We received excellent feedback from staff and students about her; she supported everyone in the school, and she has indicated that previously, she lacked the confidence to speak in front of everyone. She has come a long way. She was selected to give a presentation at a Speech Conference during year.

She says, **"I am a happy and positive individual only because of The Maha Foundation Tea Leaf Centre. This place showed me the correct path and turned me into a good leader and motivator."**


















THANK YOU
THE MAHA FOUNDATION





Programmes and Activities

Annual Talent Show





The Talent Show is an amazing event that enhances students' confidence and nurtures their artistic abilities. Students showcase a variety of unexpected skills and unique ideas through class and individual acts. The show provides a strong platform for the young learners at Tea Leaf Centres, and when given the opportunity, their performances truly shine.

Service Projects





Each term, our students must undertake a service project to serve their communities. These not only foster leadership but also ignite the spark of social conscience as students collaborate in groups to clean public areas.

Term One Group Service Projects teach students that ‘doing good feels good’ by cleaning areas and repairing community resources.

Term Two Individual Service Projects challenge every student to serve those less fortunate within their communities over a six-week period:

The Term Three Child Abuse Awareness Programme raised awareness in the community through street dramas and information. This helps attendees recognise signs of child abuse and understand the importance of reporting suspicions promptly.

Business Fair





The Business Fair model is integral to our programme, showcasing our commitment to teaching students about business. Our curriculum emphasises this event, providing a platform for students to demonstrate their knowledge in Careers and Enterprise. The event imparts essential skills, including entrepreneurship, financial terms, teamwork, communication, marketing, problem-solving, customer service, time management, and understanding profit and loss.

Annual Speech Conference (sponsored by The Rotary Club of Keswick)





The Annual Speech Conference 2023, sponsored by Rotary Club of Keswick, took place in October, bringing a boost to our students. The event was held on the 13th of October at Maskeliya with participation from students at both Tea Leaf Centre Maskeliya and Tea Leaf Centre Bogawantalawa. On the 20th of October at Tea Leaf Centre Nuwara Eliya, students from all three centres: Tea Leaf Centre Nuwara Eliya, Tea Leaf Centre Udapussalawa, and T-Field Youth Development Centre participated. Due to the limited number of students in each centre, major events are organised collectively. The conference featured:

- Group Presentations: 115
- Individual Speeches: 11
- Master of Ceremony: 52
- Best Presenters: 02

In total, 180 students actively participated in the programme and were recognised with awards.

Rotary Club of Keswick

Children's Activity Programme (CAP)



The Children's Activity Programme offers structured and enjoyable activities for children during school holidays, promoting healthy habits, personal hygiene, art, drawing, and basic English conversation skills. Regardless of religious, ethnic, or cultural background, it provides a quality holiday experience, fostering creativity and communication skills among children. We not only met our target of 4,000 but exceeded it, achieving an impactful result of 5,255 across 80 locations.

Children's English Programme (CEP)



The Children's English Programme (CEP) is sponsored by S.M.O.A.T, and it aims to train students to teach basic English to local government school children in Grades 4 and 6. Students commit a minimum of 40 hours annually, aiming to enhance English language skills for 3750 children. Main Diploma students gain communication, teaching, cultural awareness, empathy, and leadership skills, fostering personal growth and social responsibility. Surpassing our target of 3,750, we successfully impacted 4,763 children across 102 schools and community centres.

S • M • O • A • T
40 YEARS OF OVERSEAS AID

Basic English Programme (BEP)

This is a basic English course for young people who either missed out on a place on the Main Diploma or are not able to commit either full-time or for a year's duration. These are part time weekend classes where students pay 500 rupees a month to cover costs of materials, staff, electricity and graduation. There is no profit made by TLT for this. We successfully impacted 456 individuals, surpassing our intended impact for two of our centres.

Three-Month Soft Skills Programme (sponsored by Berendina)

Our Three-Month Soft Skills Programme, spanning 20 hours per week, caters to students aged 16 to 18. Focused on basic English, careers, and personal development, our impact reached 77 individuals, showcasing the effectiveness of this essential programme.

BERENDINA

Partnerships and Collaboration

Children Rights in the Tea Estates (in partnership with Kinder Not Hilfe)





Women's Rights Self-Help Groups in the tea estates project has a partnership between Tea Leaf Trust and Kindernothilfe (KNH). We work with five Grama Niladhari divisions in Nuwara Eliya District. Currently, we have 28 Women's Self-Help Groups, and 560 women and 826 children are benefiting from the project. We have 9 staff members, including the accountant and the sponsorship officer.

Key Areas of the Project:

- Positive impact among the 826 children of this group of women, including increased school attendance and lower rates of malnutrition and child abuse.
- Delivery of five key training modules to these 560 women.
- Businesses established, such as home gardening and chicken rearing, along with regular savings totalling 120,320 LKR.
- Greater involvement in decision-making at home and created supportive leaders.
- These women use economic, political, and social criteria to set goals for themselves and their community has led to the development of initiatives that impact the entire community.
- Increase in self-esteem and confidence, enabling them to raise their voices to protect their rights and those of their children, making them stronger representatives.

kinder not hilfe

M. Night Shyamalan Foundation

2023 marked the first year of an incredible partnership with the M. Night Shyamalan Foundation. Not only did their grant cover the costs of our Central Management Team and thus enable further expansion and depth of impact, but their care and support led to professional development for the leadership and a community of other founders to lean on – priceless.

Tea Leaf Trust Teacher Training Programme







Tea Leaf Teacher Training Programme, an initiative dedicated to improving English education in Sri Lanka's tea estate areas. Our 6-month programme is specifically designed for Internally Appointed English Teachers in Government Schools in the Maskeliya area of the Central Region. Many English teachers in this region lack proficiency in the language, resulting in over 80% of students falling short of basic employment qualification standards.

Our project aims to enhance government school English teachers' skills, emphasising English language proficiency, teaching effectiveness, and the ability to plan engaging lessons. Through training 20 primary and 40 secondary government English teachers. The goal is to raise the quality of English education and improve O-level results, creating a brighter future for both educators and students.

Rotary Club of Brigg - TLC Maskeliya Soft Skills Programme

Soft Skills Development Programme is a three-month initiative (July 4th to September 17th, 2023) focused on enhancing crucial skills for personal and professional success. Covering communication, teamwork, leadership, emotional intelligence, basic IT, employment skills, and English proficiency, the programme, with **35** participants, is funded collaboratively by Tea Leaf Trust and the Rotary Club of Brigg.

New Projects in 2023

Collective Action Against Period Poverty (CAAPP):





Collective Action Against Period Poverty (CAAPP), is a collaboration with The ARKA Initiative, supported by the French Embassy, and supervised by Family Planning Association (FPA). It aims to address menstrual hygiene challenges in tea estates. The initiative includes installing a reusable sanitary pad making machine as a social enterprise managed by local women. Additionally, the project involves distributing 400 silicone cups to married and older women, as well as education sessions and promoting sustainable menstrual practices.

Training sessions for Tea Leaf Trust staff and Self-Help Group (SHG) women aim to empower them to educate communities and challenge cultural myths. To ensure sustainability, lessons on menstrual hygiene will be embedded in the Tea Leaf Trust curriculum and integrated into Women's Rights Self-Help Groups' training programmes, fostering a comprehensive approach to menstrual health in tea estate communities and bringing about positive and lasting change for women.

Teardrop Island





The partnership between Tea Leaf Trust and Teardrop Island, Sri Lanka's premier luxury hotel and restaurant management company with over 15 years of experience, greatly supported our students in 2023. This six-month course provides a comprehensive overview of the hospitality industry. Starting with an insightful look at the industry, it guided students through various career opportunities and delve into the different types of hotels and lodging in Sri Lanka to enhance their knowledge. The Teardrop Island staff organised the training sessions and conducted them at The Maha Foundation Tea Leaf Centre Bogawantalawa.

Retaining Wall - Fondation Eagle





The retaining wall work began on 25th December 2023. On that day, materials arrived, however, due to adverse weather conditions, the work was halted until the 29th. The earth excavation started effectively on 30th December. On 1st January 2024, the first earth slip occurred after the earth excavation, and in total, there were 6 earth slips by the time the earth excavation was completed. Temporary earth shoring was performed two times due to the earth slips. The retaining wall has been constructed to a length of 20 feet and a height of 10 feet so far. The work has been completed over a period of 20 days in total.

I.T Facilities - Maskeliya Fondation Eagle





We extend our gratitude for your generous donation, providing funds for 40 computers with two main servers. We have spent LKR 6,922,620.00 to buy the computers and its related items including computer tables. Your support has significantly enhanced our facilities and will undoubtedly make a positive impact on the education and development of our students.

eagle foundation

New Chairs (sponsored by Givology)





We express our gratitude to Givology for donating funds to organise 55 chairs for Tea Leaf Centre Maskeliya. This helps us to provide top quality resources for students as we expand.

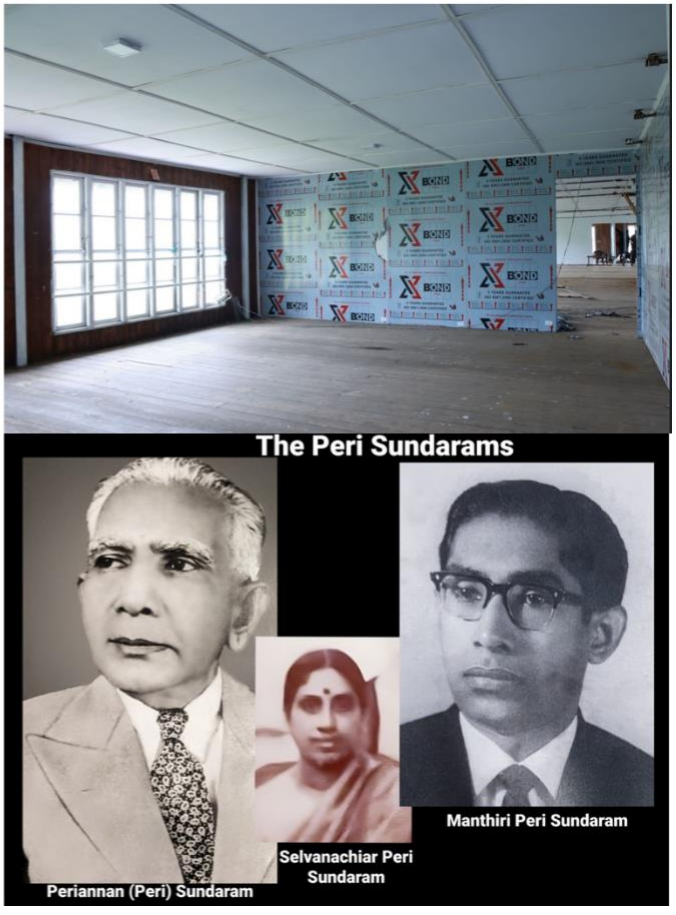
Partnership with Hayley's for the use of Edinburgh Tea Factory

We are deeply grateful to Hayley's PLC for their partnership, which enables us the use of the 3rd Loft of the disused Edinburgh Tea Factory for our Tea Leaf Centre Nuwara Eliya.

Renovations in Honour of Peri Sundaram

We are also indebted to Shamira Fernando, Naresh Sundaram and family. Alongside volunteering, the family generously funded the renovations of the top floor of the Edinburgh Tea Factory. We asked Naresh and Shamira whether they would like to dedicate the renovations to anyone. They were keen to remember Naresh's grandfather Peri Sundaram who founded the Ceylon Workers' Congress (CWC) and Naresh's father Manthiri Peri Sundaram who continued this work.





Student Sponsorship

We are very grateful to the Serendib Educational Foundation for their continued partnership. In 2023, they supported 10 students from extremely challenging backgrounds with monthly stipends to ensure they could continue to attend and complete their diplomas.

Employability Updates

Support for Tea Leaf Centres comes from two sources: our senior leadership team (Central Team) and the Employability Centre. Notably, all staff members in our centres are former students of the programme, employed by Tea Leaf Trust, showcasing the success of our graduates in leading the programme they once participated in. It is noteworthy that over 85% of our students' hail from tea estates, with the remaining students coming from economically disadvantaged families in neighbouring towns.

From the 2022 batch, 78% of the alumni are employed and continuing their higher studies. For the 2023 batch, 51% of the alumni, including staff from Tea Leaf Trust Projects, are working and continuing their higher studies. This is only two months after graduating.

Volunteers

We would like to thank all the volunteers who supported us both in-person and remotely during 2023. Our heartfelt thanks go to Keith Ledbury, our Volunteer Coordinator. Keith works tirelessly throughout the year, three months in 2023 was in Sri Lanka.



Should you wish to volunteer, please get in touch by emailing us at info@tealeaftrust.com.

Student Reflections

The best motivator of success

The wonderful key to unlocking my confidence.
If we face failures in our lives, Tea Leaf extends a helping hand to guide us toward success.
Tea Leaf is a magical world.
The path to success: What we think we can't do, we can achieve.
The right path to reaching our goals.
“Tea Leaf is not just a Tea leaf; it’s an emotion.”
“Tea Leaf is the most powerful tool to change our country.” “Tea leaf is not a word; it is a world.”

Sharukshi - Preservation

The real magic

To give real service, you must add something that cannot be bought or measured with money, and that is sincerity and integrity. The individuals who come to Tea Leaf without confidence or English knowledge are encouraged to believe that, with determination, they can achieve more and witness the magic in their lives!

Dhanushika - Fascination

Here is the reason

We can travel without mental confusion if we go with Tea Leaf Trust since it takes us to a pleasant location. We can gain a lot of valuable life lessons within a year. Thank you.

Saraniya - Diversity



Acknowledgments

We thank our supporters, partners, and the whole community for contributing to our success. Together, we imagine a future where education is a strong catalyst for positive change, breaking the cycle of poverty and empowering individuals to lead their own communities to a better, more equitable place. We extend our gratitude to all our funders, large and small. Below are many of them, but there are also many we are grateful to, who wish to remain anonymous.

Financial Review

Tea Leaf Trust is the UK registered charity that exists to support the development and delivery of our work in Sri Lanka. Although we refer to our organisation as Tea Leaf Trust both inside and outside of Sri Lanka, within Sri Lanka, we operate through our NGO registration under the name of Tea Leaf Vision, with full permission to operate in the country. One of the key components of the role of Tea Leaf Trust in the UK is raising funds to facilitate this work. All of Tea Leaf Trust's programmes are delivered in Sri Lanka, so whilst funds raised in the UK (or elsewhere) may go through the UK accounts, almost all expenditure – other than support and administrative costs representing 6.0% (2022 restated: 4.5%) of overall expenditure - occur in Sri Lanka. Please note that during 2023, we have considered programme management costs to be part of core project costs and therefore not included in the support and administrative costs as calculated above, and therefore have restated the 2022 figure for consistency (presented in 2022 annual report at 10.1%).

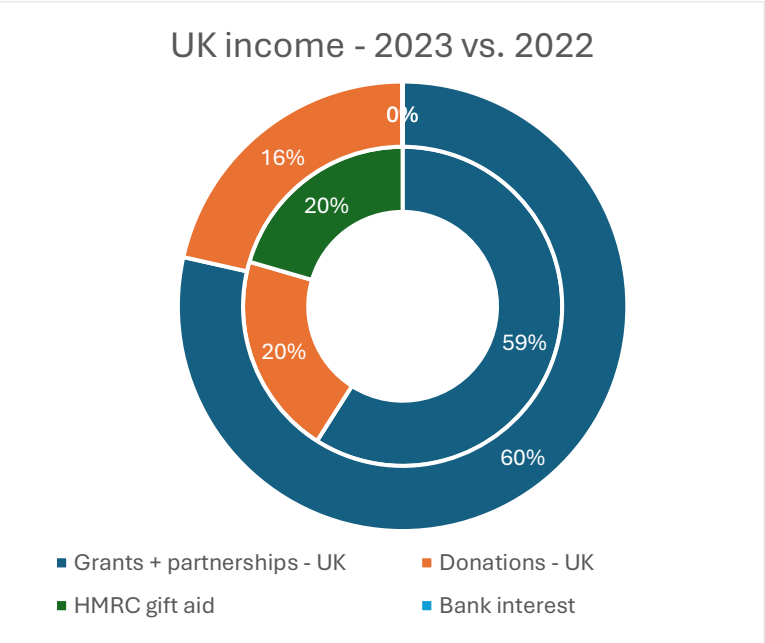
As such, the UK income generated, and support and administrative costs incurred are discussed in the following sections specifically. Restricted funds are donations or grants with specific purposes specified by the donor, while unrestricted funds can be used for any purpose as determined by the recipient organization. We welcome requests for detailed finances of our Sri Lankan operations with annual accounts audited to Sri Lankan national standards available on request by emailing info@tealeaftrust.com.

Tea Leaf Trust - for the year ended (GBP):	2023	2022
Income		
Grants	139,990	137,254
Donations	38,295	47,664
HMRC gift aid	-	14,074
Bank interest	12	
Total	**178,298**	**198,992**
Expenditure		
Charitable activities - Donations to Tea Leaf Vision + AMMA	115,100	176,263
Programme management	30,000	10,920
Travel costs	1,795	2,933
Fundraising costs	2,896	1,705
Social media costs	4,223	1,212
Admin (website, accountancy, other) costs	354	2,960
Total	**154,368**	**195,993**

Income

These accounts above detail the income generated in 2023 by Tea Leaf Trust. This includes generous support in the form of grants (2023: £140K) from a number of trusts and foundations including Fondation Eagle (£39K), MNS Foundation (£35K), Fresh Leaf Trust (£12K) and a range of others, and donations totalling £38k in 2023.

The charity was also fortunate to receive support from organisations and individuals from within Sri Lanka, including tranche one of the main phase of the Children's Rights programme, with the equivalent of c.£16K funding received from Kindernothilfe (KNH).



Support and Administrative Costs

During 2023 Tea Leaf Trust continued working with one contractor to provide fundraising and operational programme support to the Sri Lankan management team. Other fundraising costs and administrative costs increased slightly from 2022 owing to costs incurred on social media promotion and fundraising activities. In 2023, support costs represented 7.7% (2022 restated: 3.3%) of funds transferred for direct project activities operated by our registered Sri Lankan entity, Tea Leaf Vision, and administrative costs represented 0.3% (2022: 1.7%).

Reserves Policy

The Trustees aim to hold a minimum of three months' salaries for our local staff in reserves. The charity is operating within their reserves at the year end.

Trustees' Responsibilities in Relation to the Accounts

The Charities Act 2011 requires the trustees to prepare accounts for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and then apply them consistently;
2. Observe the methods and principles in the Charities SORP;
3. Make judgements and estimates that are reasonable and prudent; and
4. Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 21st July 2024

Signed on behalf of the board of trustees.



Yasmene Shah, Trustee

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
THE TEA LEAF TRUST	1123427

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01/01/2023		31/12/2023

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 and grants	63,186	115,100	-	178,286	184,918
Gift aid	-	-	-	-	14,074
Bank interest	12	-	-	12	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	63,198	115,100	-	178,298	198,992
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	63,198	115,100	-	178,298	198,992
A3 Payments					
Charitable activities - Donations to Tea Leaf Vision	-	115,100	-	115,100	176,263
Trustees expenses	-	-	-	-	-
Fund raising costs	2,896	-	-	2,896	1,705
Admin costs	354	-	-	354	2,960
Social media	4,223	-	-	4,223	1,212
Programme management	30,000	-	-	30,000	10,920
Travel and accommodation	1,795	-	-	1,795	2,933
	-	-	-	-	-
	-	-	-	-	-
Sub total	39,268	115,100	-	154,368	195,993
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	39,268	115,100	-	154,368	195,993
Net of receipts/(payments)	23,930	-	-	23,930	2,999
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	16,831	-	-	16,831	13,832
Cash funds this year end	40,761	-	-	40,761	16,831

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		40,761	-	-
		-	-	-
		-	-	-
	Total cash funds	40,761	-	-
	(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
	Yasmene Shah	25th July 2024

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name THE TEA LEAF TRUST		
On accounts for the year ended	31 DECEMBER 2023	**Charity no (if any)**	1123427
Set out on pages	Showing CC16a (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2023 DD / MM / YYYY.

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: [signature] **Date:** 29.7.24

Name: Hilary Adams

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

Address: 41 Freeman House, Keepers Close
Canterbury
CT1 3YG

ection B Disclosure

THE TEA LEAF TRUST

England & Wales - Charity number 1123427

Accounts

Tea Leaf Trust

Registered Charity Number: 123427

Trustees' Report and Financial Statements

For the Year Ended 31 December 2022

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4. Impact

5. Fundraising Review

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7. Forward Strategy

8. Trustees' Responsibilities in Relation to the Accounts

1. Reference and Administrative Details

The trustees present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015.

Registered Charity number
123427

Principal office
2 Miles Cross Cottages
Miles Cross
Symondsbury, Bridport
Dorset

Trustees
Caoimhe Ní Eochagain (2014)
James Houston (2019)
Laurenne Ajayi (2016)
Stéphanie Ray (2019)
Yasmene B. Shah (2008)
Naveen Supramaniam (2021)

Resigned from Board of Trustees
Emma Richards (2020) resigned as of 15th May 2022

Independent Examiner
Hilary Adams

Structure, Governance and Management

Governing document

Tea Leaf Trust is a charity registered in England and Wales. The charity (registered charity number 123427) was entered on the Register of Charities on 3 April 2008. The charity is overseen by its Board of Trustees to raise funds and work in partnership with Tea Leaf Centres for Professional Development, to deliver educational development projects in Sri Lanka. The areas of primary focus for our work are the tea estate areas and surrounding towns and villages.

The trustees meet on a quarterly basis to review expenditure, set priorities, and review progress against strategic goals and key performance indicators. They also provide mentoring and guidance to the Central Team, who lead on the development and expansion and oversee all activities of the organisation in Sri Lanka. Trustees undergo a formal recruitment and selection process and are given the training considered necessary to perform their role effectively.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place. Measures are in place to ensure this happens on an annual basis.

2. Message from the Chair

It is my honour to present to you the annual report of Tea Leaf Trust, highlighting the remarkable achievements and challenges faced by our organisation in the past year.

Reflecting on the economic and political crisis of 2022, I acknowledge the continued and immense challenges our team on the ground in Sri Lanka, and the communities we serve, have faced. From the Easter Sunday Bombings in April 2019, which disrupted our programmes, to the subsequent pandemic and the recent crisis, we have weathered a tumultuous period. However, it is through these challenges that we have built resilience, expanded our capacity, and recognised the strength of our networks and the trust for us within our community. We emerge from these trials stronger than ever, ready to face the future with renewed determination.

Undoubtedly, the political and economic crisis of 2022 posed significant difficulties for us. However, despite the adversities, I am delighted to inform you that our KNH pilot was an outstanding success. The programme's success has led to a request for a phase one proposal to cover the next five years, aiming to expand from 20 to 100 self-help groups. This expansion will enable us to reach even more individuals and empower them to improve their lives and uphold the rights of their children through education and skill development.

In December 2022, the Rotary International Teacher Training project concluded, surpassing its target of 80 by graduating 106 government schoolteachers. This accomplishment is a testament to our commitment to enhancing the quality of education in the region. By equipping teachers with the necessary skills, we are empowering them to make a profound impact on the lives of countless students.

Our "*Support a Student, Strengthen a Community*" campaign was launched in response to the economic crisis, providing hardship support to 195 students and their families. This initiative ensured that these students did not have to make the difficult choice between education and necessities. Not only did this campaign alleviate immediate hardships, but it also doubled the number of regular donors, showcasing the compassion and generosity of our community.

I am pleased to announce that we are expanding our reach with the opening of two new centres in January 2023. Thanks to the development of new partnerships, these centres will enable us to extend our services to more individuals in need. Furthermore, by the end of this year, we plan to open a sixth centre, further cementing our presence and impact within the communities we serve.

Amidst the ongoing humanitarian crisis on the tea estates, we have been able to provide additional support for 34,185 individuals. Our extensive network of over 2,000 alumni across more than 170 tea estates, coupled with 47 out of 50 staff members being graduates of our programme, has positioned us uniquely to respond to the needs of the most vulnerable members of our communities. All in all, through hardship, medical and housing support, we provided an additional Rs 13 million during 2022 to provide a vital safety net for the communities we serve. We remain dedicated to helping those affected by the crisis, ensuring that they receive the assistance and resources they require.

I am particularly proud of our Main Diploma program, which graduated 184 students last year. Despite dire circumstances, with fuel shortages and limited transportation options, the commitment shown by the students and their families was truly remarkable. In response to these challenges, when the country came to a complete standstill, we opened seven pop-up classrooms within walking distance of our main catchment areas, ensuring that education continued to be accessible to all.

In conclusion, I would like to express my deepest gratitude to our dedicated team, our trustees, our supporters, and most importantly, the individuals we serve. It is through your unwavering commitment and belief in our mission that we have achieved these incredible milestones. As we navigate the year ahead, I have no doubt that we will continue to make a lasting impact on the lives of those living within Sri Lanka's tea estate areas.

Le meas (with respect),



Caoimhe Ní Eochagáin
Chair, Tea Leaf Trust

3. Objectives and Activities

The objectives of the charity are:

1. Assisting people to obtain and retain employment through training, imparting skills, education, and creation of opportunity.
2. Helping people of low income or in poverty regardless of their religion, culture, gender, or personal situations.
3. Assisting in building and construction projects that will provide shelter and infrastructure for local people for enhancement of their education, and of their standard of life through the development of agriculture, industry, trade, water supply and sanitation.
4. Any other activities necessary for or ancillary to the foregoing objects.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

3.1 Why We Do It

Indian-origin Tamil communities in Sri Lanka have long been responsible for picking the leaves that make their way into teacups around the globe. However, very little has changed or improved for these communities in the centuries since they were first sent from South India to work in Sri Lanka's plantations, with both government and private companies establishing and maintaining harmful, exploitative systems to cultivate a dependent, uneducated workforce.

With a lack of meaningful ways to break free of this cycle of poverty, these tea estates face significant and complex social issues. Rates of suicide, alcoholism and domestic violence are high, with larger national issues such as ethnic tension, civil unrest, economic as well as political crises, and global issues such as Covid-19, hitting these under-resourced and underserved communities even harder than elsewhere.

Tea estate youth - if they complete their formal schooling, a challenge itself in families where those who can work often need to support the family unit - are often discriminated against when seeking employment. In 2022, 100% of the young people who attend Tea Leaf Centres lived on less than $1 per day, a situation that is becoming more difficult rather than easier in the worsening economic crisis. As such, the usual options available to these young people remain limited: remain in the tea estates or take dangerous or exploitative work as domestic servants or labourers in urban areas or overseas.

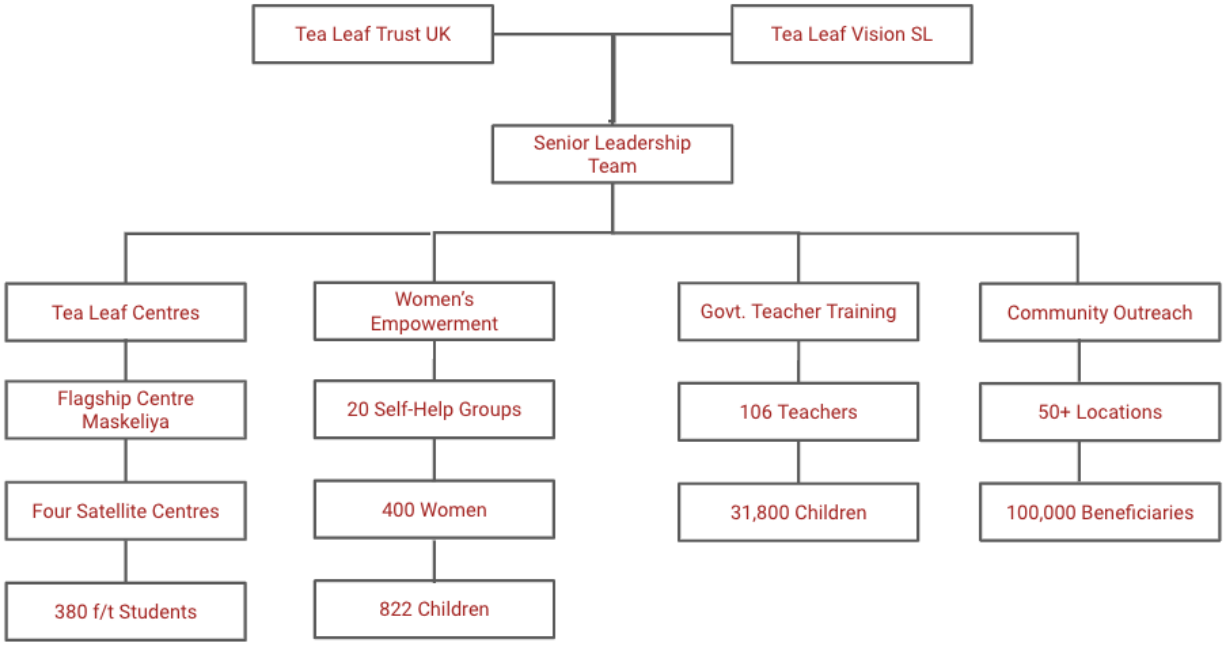
3.2 What We Do

The aim of Tea Leaf Trust, by way of the Tea Leaf Centres, is to facilitate the development of tea estate communities through practical, necessary, and relevant education. This provision is focused on supporting young people to be equipped with the appropriate skills for the formal job market and to build their emotional resilience, with a curriculum focused on developing English language proficiency, entrepreneurship, IT skills, professionalism, community service and emotional health.

Tea Leaf Trust is unique. The primary educational centre in Maskeliya together with two satellite centres (Nuwara Eliya and Tallawakelle) and other community-based projects we run in the surrounding areas are run by a young staff team, all under the age of 34, the majority of whom are graduates of the programme themselves. As these staff are from the local tea estates, they provide strong, positive role models for their communities and have in-depth insight into their students' lives.

3.3 Our Programmes

Tea Leaf Centres make a significant impact on the communities they serve with programmes facilitated and developed through the hard work and the insight of staff, students and alumni. We have four main areas of programming, all overseen by the central Leadership Team. These are Women's Empowerment; Vocational Training; Government Teacher Training; and Educational Outreach including basic English and health and nutrition:



Women's Empowerment

Children's Rights Programme. A new programme, which is completing a very successful pilot stage, is being delivered in partnership with Kindernothilfe (KNH), a German NGO. It has the objective of building capacity for and amongst the most disempowered and stigmatised women within tea estate communities. At the end of 2022, KNH invited our application to move from the pilot stage to first phase delivery. The project will establish 80 more self-help groups in its first phase with the aim of collective learning and increasing political, social, and economic capital with a long-term benefit in improving children's rights within the plantation sector.

In 2022, our pilot completed having supported the formation of 20 self-help groups with 400 women and 822 children engaged regularly.

Vocational Training - Tea Leaf Centres

These centres are the mainstay of our charity work. Each centre offers a one-year, full-time and free Main Diploma for young people who are unemployed and between the ages of 18 and 26 years old. The Main Diploma is an immersive English programme with subjects in: English Grammar; Speech and Advocacy; Careers and Enterprise; I.T.; and Success and Ethics (teaching personal development, ethical leadership and service).

We also teach additional subjects such as gender empowerment and emotional health as well as provide opportunities for students to lead positive change in their communities through running free English classes and activity programmes for children from their tea estates as well as delivering regular strategic service projects to improve conditions and raise awareness of social issues and provide signposting to other specialist NGOs.

Tea Leaf Centre Maskeliya. Our original and flagship centre, Tea Leaf Centre Maskeliya is where this all began. The Centre is funded by Tea Leaf Trust and our supporters, and usually enrols around 185 students per year, focusing on English, ICT, employability and professional skills as well as emotional health. In 'normal' years, these students reach around 2,300 people through the Community English programme, another 2,000 through the Children's Activity Programme, and around 35,000 in their communities. The programme is oversubscribed with a long waiting list. However, due to the economic crisis, our impact in 2022 was:

116 Main Diploma graduates aged between 18 and 26.
11 Advanced Diploma graduates aged between 18 and 26.
1164 children aged between 7 and 11 regularly attending the Children's English Programme.
800 children aged between 5 and 16 attending the Children's Activity Programme.
13,153 community members gaining support through our structured service projects.

Tea Leaf Centre Nuwara Eliya. The first of our satellite centres, this centre was part funded in 2022 by Tea Leaf Trust and Gnanam Foundation. In 'normal' years, it sees around 50 full time main diploma students per year, who themselves reach 500 children for both the Community English Programme and the Children's Activity Programme, and around 15,000 community members. The programme is oversubscribed with a long waiting list. However, due to the economic crisis, our impact in 2022 was:

34 Main Diploma graduates aged between 18 and 26.
2 Advanced Diploma graduates aged between 18 and 26.
1164 children aged between 7 and 11 regularly attending the Children's English Programme.
435 children aged between 5 and 16 attending the Children's Activity Programme.
10,295 community members gaining support through our structured service projects.

Tea Leaf Palmerston. The second of our satellite centres, this centre was established in partnership with T-Field Child Development Federation, the centre's funder. Like the Nuwara Eliya centre, in 'normal' years, it sees around 50 full time main diploma students per year, who themselves reach 500 children for both the Community English Programme and the Children's Activity Programme, and around 15,000 community members. However, due to the economic crisis, our impact in 2022 was:

34 Main Diploma graduates aged between 18 and 26.
1164 children aged between 7 and 11 regularly attending the Children's English Programme.
212 children aged between 5 and 16 attending the Children's Activity Programme.
5,470 community members gaining support through our structured service projects.

By the end of 2022, funding had been secured to expand from three to five centres in the tea estates adding Tea Leaf Centre Bogawantalawa to take the pressure off Tea Leaf Centre Maskeliya, which is only able to offer one in every four applicants a place and Tea Leaf Centre Udapussalawa to push out into a new geographical area with many plantations.

Government Teacher Training

Rotary Teacher Training Programme. This programme was funded through a Rotary International Global Grant and completed at the end of 2022. It was delivered in partnership with the Rotary Clubs of Bathavon and Colombo West (and their partner clubs). Starting in 2020, it engaged primary and secondary government schoolteachers and aimed to improve their skills to speak English better; to teach English better; and be better equipped to plan interactive engaging English lessons.

There were two cohorts of Government school teachers in 2022, each lasting six months graduating 58 teachers in total. The project was enormously successful, particularly under the circumstances and agility needed to keep it relevant and attainable during the pandemic and then the economic and political crisis.

3.4 Staffing

In 2022, Tea Leaf Centres were staffed by a total of 40 staff:

- **Tea Leaf Centre Maskeliya:** 11 Teachers; two Senior Teachers; one Administrator; one Finance Officer; one Outreach Project Coordinator; one Senior Outreach and Employability Coordinator; the Deputy Principal and the Principal.

- **Tea Leaf Centre Nuwara Eliya:** One Senior Teacher; one Administrator; one Finance Officer; one Outreach Project Coordinator: one Media Coordinator and the Principal.

- **Tea Leaf Centre Palmerston:** One Senior Teacher; one Teacher; and the Principal (Finance Officer shared with TLC Nuwara Eliya)

- **Other programming:** The Children's Rights Programme (with KinderNotHilfe) was staffed by seven team members; there was one member of staff responsible for the Rotary Teacher Training Programme; and there are four members of staff in the Senior Leadership Team.

Of these 40 staff, all have been their family's primary earners this year as the economic crisis caused further and widespread unemployment across multiple sectors.

4. Impact

After working through the pandemic to support communities through the Covid disruptions in 2021, the past year has seen Sri Lanka plummet into economic and political crisis. The impacts of this have been soaring food prices (a kilo of rice went from Rs 80 /- in January to Rs 230 /- by July) and fuel (rising from around Rs 170 /- to almost Rs 500 /- per litre during the year). In July 2022, the country was brought to a complete standstill as the Central Bank had no reserves and imports - with fuel being the most significant - were no longer possible. This led to week-long queues at petrol stations and the collapse of tourism.

These dire circumstances led to a humanitarian crisis in the tea estates that will continue long into 2023. Families are eating one meal a day and have been forced to choose between schooling and eating. The lack of fuel meant extending time needed to collect firewood and the health impacts of this method of cooking being used more widely. In real time, this also meant the highest drop-out rates in our history of operating as families reluctantly had to ask their children to go out and find work. The country suffered a huge exodus of talent abroad.

Our response was to provide increased support for students through the provision of bus fare and, for the first time ever we paid a monthly stipend into our students' households of Rs 4,000 a month from July to December through our "Support a Student, Strengthen a Community" crowdfunding campaign. We also gave three additional monthly salary increments to all of our staff members during the year, which will be reduced gradually as the country's economy recovers. In addition, senior team members checked in with students and staff on a regular basis as part of a programme to support emotional health, with counselling also made available. All in all, through hardship, medical and housing support, we provided an additional almost Rs 13 million during 2022 to provide a vital safety net for the communities we serve.

Due to the economic crisis and the increased need for all able family members to contribute to household expenses, graduation rates were low: 116 in Maskeliya with 11 Advanced Diploma students graduating, 34 in both Nuwara Eliya and Palmerston. In total, 195 students graduated in 2022. However, in the face of the collapse of the tourism sector and other challenges, remarkably, employment rates were high. In Maskeliya, 80% of 2021 graduates were supported into employment, while in Nuwara Eliya and Palmerston the figures were 54% and 69% respectively.



Above: the winning group of Tea Leaf Centre Nuwara Eliya Speech Conference



Above: a Main Diploma student at Graduation

Throughout the year, students at all three centres supported their communities through structured service projects. TLC Maskeliya supported 13,153 community members; TLC Nuwara Eliya supported 10,295 and TLC Palmerston supported 5,470. In total, 28,918 community members were helped in 2022.



Above: Students serve a lunchtime meal to some tea pickers who have been eating only once a day

We also train our students to have the confidence and skills to lead their communities and to pay forward the English knowledge that they learn with us. Usually, the Children's English Programme sees all our Main Diploma students returning to their local government primary schools on a weekly basis to teach structured English classes for free. However, due to the economic challenges and fuel shortages limiting travel, in 2022 this programme was run in 47 community centres local to our students' homes. Despite the huge disruption in 2022, our 195 graduates taught 1,811 children basic English. Through our Children's Activity Programme, 1,750 spent two days learning about health and nutrition through games and craft activities.

Below: Main Diploma students perform their social drama showing the dangers of alcohol addiction



Our pilot children's rights through women's empowerment project, in partnership with KinderNotHilfe was hugely successful. This is particularly impressive given the historical difficulties faced in engaging women from these communities over a sustained period. 20 self-help groups were formed with 20 of the most marginalised tea estate women in each. In addition to these 400 women, their 822 children were also supported.

4.1 Impact in Numbers

Year/Programme	MD	AD	CEP	SP	CAP	BEP	TTP	ERP	Annual Total
2010	101	0	650	2,000	0	113	N/A	N/A	**2,864**
2011	107	11	590	3043	1507	162	N/A	N/A	**5,420**
2012	155	12	1750	1820	2611	216	N/A	N/A	**6,564**
2013	148	13	1895	19000	1877	288	N/A	N/A	**23,221**
2014	135	17	1932	10889	2855	235	N/A	N/A	**16,063**
2015	146	15	1885	26315	2024	254	N/A	N/A	**30,639**
2016	155	15	1864	46,165	2016	331	N/A	N/A	**50,546**
2017	233	14	2045	35340	2068	258	N/A	N/A	**39,958**
2018	261	12	2104	62,149	2123	210	N/A	N/A	**66,859**
2019	236	8	836	81,748	2,091	381	N/A	N/A	**85,300**
2020	304	17	0*	47,268	0**	40	19	13,660	**61,308**
2021	113	8	0*	11,810	0**	9	29	N/A	**11,969**
2022	184	11	1,811	28,918	1,750	212	58	1,230	**34,185**
Total	**2,278**	**153**	**17,362**	**376,465**	**20,922**	**2,709**	**106**	**14,890**	**434,896**

Table Key

MD - Main Diploma
AD - Advanced Diploma
CEP - Community English Programme
SP - Service Projects
* Unable to run due to pandemic

CAP - Children's Activity Programme
BEP - Basic English Programme
TTP - Teacher Training Programme
ERP - COVID-19 and Economic Crisis

5. Fundraising Review

In the UK

2022 represents another strong year for Tea Leaf Trust's individual giving from our growing community, with £53,845 raised through online crowdfunding. The majority of this was raised through our "Support a Student, Strengthen a Community" crowdfunding campaign which saw 187 students and their families receive monthly stipends through the worst of the economic crisis to enable completion of the diploma. This figure also includes regular monthly donations, for which we are enormously grateful, and the number of monthly donors doubled in 2022, which really helps us with our longer-term planning. An additional £18k was raised specifically for the conversion of our 2nd floor into a classroom facility with insulation, windows, partitions as well as flooring and fan. The space will be opened in early 2023 and enable 100 more students to benefit from our programmes. We must thank Mr Bernard Stoneham for his continued support of the Tea Leaf Trust through this project.

We once again gained huge support from Rotary through the Rotary International Project. This partnership has been driven by the Rotary Club of Bathavon UK and the Rotary Club of Colombo West in Sri Lanka. We also gained support from four other Rotary Clubs during the year with Rotary Clubs of Kelvedon and District, Keswick, Seaford and Brigg. We wish to acknowledge here the sad passing of Mr Phil Davies of the RC of Keswick who has been our link with the club over almost a decade.

Tea Leaf Trust also continued to support AMMA, a social enterprise for tea estate women that uses hand looms to weave naturally dyed materials - we supported by being their umbrella in the UK for grant applications, through which they raised £8,909. It is with sadness that we learned AMMA was to close in 2022 due to the economic impact of both the pandemic and high inflation.

During the year, we were approached by the M. Night Shyamalan Foundation and one of our Co-Founders, Tim Pare, was accepted into their Founder Leadership programme. Funding was received to support our work in 2023 and a Leader's Retreat will take place in April.

We have also been very lucky to have developed partnerships with both Gnanam Foundation founded by Ram Gnanadesikan, the Maha Foundation, The Move92 Fund of RSF Social Finance and the Church of the American Ceylon Mission (a non-religious partnership). In addition, we received small grants from nine family charitable trusts and foundations. We are incredibly grateful to all our supporters as we look to expand to another two areas in 2023.

In Sri Lanka

Kindernothilfe continues to support us within Sri Lanka. In 2022, they provided Rs11,831,096.92 (around £30k) in funding for the Children's Rights project.

A long-term supporter of Tea Leaf Trust in Sri Lanka generously gave monthly support of Rs 100k for our staff hardship fund. We have also focused on fundraising efforts in Sri Lankan diaspora communities, with a growing number of contributions received in Sri Lanka for our work.

It is certainly worth mentioning that the collapse of the Sri Lankan rupee during 2022, whilst creating a terrible crisis within the country, did lead to a much higher currency exchange rate that enabled us to do more to assist those in need. The exchange rate rose from a Rs 272/- average in 2021 to an average of Rs 397/- in 2022.

6. Financial Review

Tea Leaf Trust is the UK registered charity that exists to support the development and delivery of our work in Sri Lanka. Although we refer to our organisation as Tea Leaf Trust both inside and outside of Sri Lanka, within Sri Lanka, we operate through our NGO registration under the name of Tea Leaf Vision, with full permission to operate in the country. One of the key components of the role of Tea Leaf Trust in the UK is raising funds to facilitate this work. All of Tea Leaf Trust's programmes are delivered in Sri Lanka, so whilst funds raised in the UK (or elsewhere) may go through the UK accounts, almost all expenditure – other than support and administrative costs representing 10.1% (2021: 9.5%) of overall expenditure - occur in Sri Lanka.

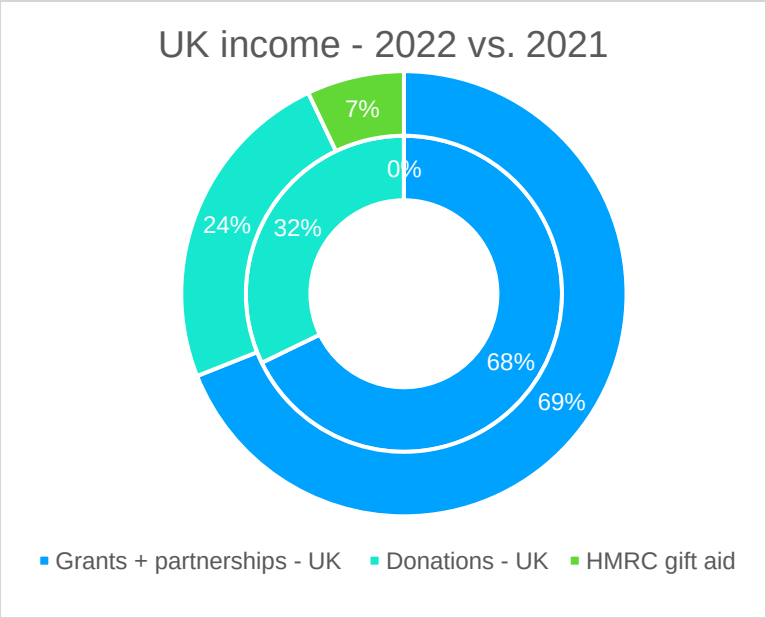
As such, the UK income generated, and support and administrative costs incurred are discussed in the following sections specifically. Restricted funds are donations or grants with specific purposes specified by the donor, while unrestricted funds can be used for any purpose as determined by the recipient organization. We welcome requests for detailed finances of our Sri Lankan operations with annual accounts audited to Sri Lankan national standards available on request by emailing info@tealeaftrust.com.

Tea Leaf Trust - for the year ended (GBP):	2022	2021
Income		
Grants	137,254	45,490
Donations	47,664	21,598
Gift aid	14,074	-
Total	**198,992**	**67,087**
Restricted	122,289	43,672
Unrestricted	76,703	23,415
Total	**198,992**	**67,087**
Expenditure		
Charitable activities - Donations to Tea Leaf Vision + AMMA	176,263	67,333
Programme management	10,920	-
Travel costs	2,933	-
Fundraising costs	1,705	3,000
Social media costs	1,212	3,022
Admin (website, accountancy, other) costs	2,960	1,038
Total	**195,993**	**74,393**

6.1 Income

These accounts above detail the income generated in 2022 by Tea Leaf Trust. Please see further detail in the fundraising review on pages 12 and 13.

The charity was also fortunate to receive support from organisations and individuals from within Sri Lanka, including T-Field CDF, which has funded the running costs of a third satellite teaching centre in Tallawakelle. December 2022 saw the completion of the pilot phase of the Children's Rights programme, with the equivalent of c.£30K funding received from Kindernothilfe (KNH).



6.2 Support and Administrative Costs

In 2022, Tea Leaf Trust has engaged one part-time contractor to provide fundraising and operational programme support to the Sri Lankan management team. Other fundraising costs and administrative costs reduced slightly from 2021. In 2022, support costs represented 9.5% (2021: 8.9%) of funds transferred for direct project activities operated by our registered Sri Lankan entity, Tea Leaf Vision, and administrative costs represented 1.7% (2021: 1.5%).

6.3 Reserves Policy

The Trustees aim to hold a minimum of three months' salaries for our local staff in reserves. The charity is operating within their reserves at the year end.

7. Forward Strategy

New Centres

Tea Leaf Trust feels like it is gaining momentum. Having developed a cost-effective Satellite Centre Model, where small centres for 50 students are embedded within isolated tea estate communities, enabling us to reach 500 children and benefit 15,000 community members through our leadership and service projects, we are beginning to gain funding partners and local NGO partnerships.

We are committed to achieving our strategic goals of opening three new centres by the end of 2023, a goal that is within reach given that we have three new satellite centres in the pipeline. These would be in Bogawantalawa, Udapussalawa and Monaragala, and each centre would serve 50 f/t main diploma students, 500 children through the CEP, 500 children through the CAP and 15,000+ in the community. Please note, Monaragala is not a tea estate community rather Sinhalese subsistence farming community that we have been asked to support by ChildFund who will be our direct partner and funder. We believe this is an important project due to the extreme hardship being faced by these communities and our overarching focus on social and ethnic cohesion.

With these opportunities and partnerships, **we are on target to meet our strategic objective** of 6 centres by the end of 2023.

Provision of Expertise

We are also being approached by other organisations to provide them with high quality, community-minded English teachers. Currently we have four alumni teachers running the educational programmes in Reconciliation Centres for Sri Lanka Unites - teaching Sinhalese, Muslim, and Sri Lankan Tamil youth. We are particularly proud of this as these ethnic groups often stereotype Indian Tamils as being uneducated and as we have experienced in the past, refusal to engage in being taught by them. In addition, through our partnership the Church of the American Ceylon Mission has sent four students to our Tea Leaf Udapussalawa centre from areas of the East and North to study and learn how we do what we do by going through the process.

Ongoing Projects

Rotary International Project: This has been an overwhelming success and we will be working with Rotary Clubs in 2023 to gain a Global Grant to continue, improve and expand this project.

Kindernothilfe: The Zero Phase of the project was originally scheduled to last 18 months, from January 2021 to June 2022. Because of the Covid pandemic, all project partners, including TLT, were unable to deliver all modules, so the project was extended until June 2023. The Main Phase of the project will begin after June 2023.

Future partnerships

We are working to engage much more with the Sri Lankan, particularly Tamil, diaspora. We continue to grow our regular giving community to increase our financial resilience.

We also hope to bring on board one main partner from the tea industry, and to gain funding to cover our central team costs to manage the expansion opportunities outlined above.

8. Trustees' Responsibilities in Relation to the Accounts

The Charities Act 2011 requires the trustees to prepare accounts for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and then apply them consistently;
2. Observe the methods and principles in the Charities SORP;
3. Make judgements and estimates that are reasonable and prudent; and
4. Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 16th June 2023

Signed on behalf of the board of trustees.



……

Trustee

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
THE TEA LEAF TRUST	1123427

Receipts and payments accounts

CC16a

For the period from	Period start date 01/01/2022	To	Period end date 31/12/2022

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 and grants	62,629	122,289	-	184,918	67,087
Gift aid	14,074	-	-	14,074	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	76,703	122,289	-	198,992	67,087
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	76,703	122,289	-	198,992	67,087
A3 Payments					
Charitable activities - Donations to Tea Leaf Vision	53,974	122,289	-	176,263	67,333
Trustees expenses	-	-	-	-	-
Fund raising costs	1,705	-	-	1,705	3,000
Admin Costs	2,960	-	-	2,960	1,038
Social media	1,212	-	-	1,212	3,021
Programme management	10,920	-	-	10,920	-
Travel	2,933	-	-	2,933	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	73,704	122,289	-	195,993	74,392
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	73,704	122,289	-	195,993	74,392
Net of receipts/(payments)	2,999	-	-	2,999	- 7,305
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	13,832	-	-	13,832	21,137
Cash funds this year end	16,831	-	-	16,831	13,832

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		16,831	-	-
		-	-	-
		-	-	-
	Total cash funds	16,831	-	-
	(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
		L Ajayi	

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name THE TEA LEAF TRUST		
On accounts for the year ended	31 DECEMBER 2022	**Charity no (if any)**	1123427
Set out on pages	18 to 19 (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2021DD / MM / YYYY.

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:	Hilary Adams	**Date:**	26 June 2023
Name:	Hilary Adams		
Relevant professional qualification(s) or body (if any):	ICAEW		
Address:	41 Freeman House, Keepers Close Canterbury CT1 3YG		

Section B Disclosure

THE TEA LEAF TRUST

England & Wales - Charity number 1123427

Accounts

Tea Leaf Trust

Registered Charity Number: 123427

Trustees' Report and Financial Statements

For the Year Ended 31 December 2021

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1. Reference and Administrative Details

The trustees present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015.

Registered Charity number
123427

Principal office
2 Miles Cross Cottages
Miles Cross
Symondsbury, Bridport
Dorset

Trustees
Caoimhe Ní Eochagáin (2014)
Emma Richards (2020)
James Houston (2019)
Laurenne Ajayi (2016)
Stéphanie Ray (2019)
Tim Pare (2008)
Yasmene B. Shah (2008)
Naveen Subramaniam (2021)

Independent Examiner
Hilary Adams

Structure, Governance and Management

Governing document

Tea Leaf Trust is a charity registered in England and Wales. The charity (registered charity number 123427) was entered on the Register of Charities on 3 April 2008. The charity is overseen by its Board of Trustees to raise funds and work in partnership with Tea Leaf Centres for Professional Development, to deliver educational development projects in Sri Lanka. The areas of primary focus for our work are the tea estate areas and surrounding towns and villages.

The trustees meet on a quarterly basis to review expenditure, set priorities, and review progress against strategic goals and key performance indicators. They also provide mentoring and guidance to the Central Team, who lead on the development and expansion and oversee all activities of the organisation in Sri Lanka. Trustees undergo a formal recruitment and selection process and are given the training considered necessary to perform their role effectively.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place. Measures are in place to ensure this happens on an annual basis.

2. Message from the Chair

It goes without saying that 2021 continued to be a difficult year for the tea estate communities of Sri Lanka. The impact of Covid and a declining economy resulted in increased marginalisation and destitution. Despite continued lockdowns throughout the year, our Centres for Professional Development in Maskeliya, Nuwara Eliya and Palmerston continued to deliver a blended approach to education and community development programmes, utilising in-person and online delivery. The three centres supported 11,948 people directly and indirectly as a result.

Despite the collapse of tourism and many other industries, our Employability Centre worked hard to link alumni to employment and further education opportunities, succeeding to support the majority of our students in this way. Our Tea Leaf Centres continue to be a key source of employment in the communities in which they are based, with 24 of our 41 staff members acting as primary income earners in their households. In recognition of the impact of Covid on our staff and students, Tea Leaf Trust created a hardship fund to support those who were experiencing particularly severe financial difficulties due to loss of livelihoods and increased prices. In addition, they were supported emotionally on an ongoing basis through regular check-ins, with counselling also made available.

Yet again, our staff and students went above and beyond as change makers, positively impacting their communities in numerous ways. They continued to deliver humanitarian assistance by, for example, covering the costs of a stand-to shelter at Glencairn hospital. As Covid deaths in the area overwhelmed the space available, this allowed a level of dignity for the deceased and their families. The Teacher Training Programme progressed from engaging 19 government schoolteachers in 2020 to engaging 48 teachers in 2021. They received additional support from 22 native English-speaking volunteers based all over the world, who provided conversation practice sessions over a 6-week period. This proved to be a highly successful addition that resulted in very positive feedback from the Sri Lankan teachers and the native English-speakers involved. Our partnership with the German NGO, Kindernothilfe (KNH), went from strength to strength. The approach the team took to establishing 20 self-help groups for women in the tea estate was held up as an example of best practice amongst KNH's partners.

In addition, 2021 was our most successful year in terms of fundraising in the form of individual giving through online crowdfunding initiatives on the Global Giving platform. Tea Leaf Trust has managed to build increasing recognition amongst the Sri Lankan diaspora and will continue to do so. This will help us to realise the main goal of our three-year strategic plan (2021 - 2023) of expanding the number of Centres for Professional Development operating in Sri Lanka. We are on track to have a total of six Centres up and running by the end of 2023. To support this goal, we have been working hard to develop and strengthen partnerships with tea companies, local NGOs, international organisations, Sri Lanka diaspora and Rotary Clubs in the UK, who have been hugely supportive throughout the years.

As always, we are bowled over by the ability of the team in Sri Lanka to adapt and to thrive in a constantly changing context. No matter the challenges that come their way, they move like water around boulders, weeding out alternative routes to ensure the flow continues. Not only have they managed to keep the Tea Leaf Centres afloat amidst social, political, and economic turmoil, they have continued to build on our

programmes, improving them and helping us be the best organisation that we can be. They continue to engage the most marginalised and vulnerable people in Sri Lankan society. They continue to do this with foresight, integrity, empathy, and compassion. They continue to demonstrate deep dedication and commitment to impact positively on their own lives and their communities. They continue to inspire us and all who have the pleasure of working with them and benefitting from their work. They continue, despite the odds.

From all of us at Tea Leaf Trust, I extend heartfelt gratitude to all who have supported us, and to the staff in Sri Lanka who are responsible for our successes. We couldn't do this without you. We wouldn't want to.

Le meas (with respect),



Caoimhe Ní Eochagáin
Chair, Tea Leaf Trust

3. Objectives and Activities

The objectives of the charity are:

1. Assisting people to obtain and retain employment through training, imparting skills, education, and creation of opportunity.
2. Helping people of low income or in poverty regardless of their religion, culture, gender, or personal situations.
3. Assisting in building and construction projects that will provide shelter and infrastructure for local people for enhancement of their education, and of their standard of life through the development of agriculture, industry, trade, water supply and sanitation.
4. Any other activities necessary for or ancillary to the foregoing objects.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

3.1 Why We Do It

Indian-origin Tamil communities in Sri Lanka have long been responsible for picking the leaves that make their way into teacups around the globe. However, very little has changed or improved for these communities in the centuries since they were first sent from South India to work in Sri Lanka's plantations, with both government and private companies establishing and maintaining harmful, exploitative systems to cultivate a dependent, uneducated workforce.

With a lack of meaningful ways to break free of this cycle of poverty, these tea estates face significant and complex social issues. Rates of suicide, alcoholism and domestic violence are high, with larger national issues such as ethnic tension, civil unrest and economic crises, and global issues such as Covid-19, hitting these under-resourced and underserved communities even harder than elsewhere.

Tea estate youth, if they complete their formal schooling - a challenge itself in families where those who can work often need to in order to support the family unit - are often discriminated against when seeking employment. Over 90% of the young people who attend Tea Leaf centres live on less than $1 per day, a situation that is becoming worse rather than better in the worsening economic crisis. As such, the options available to these young people remain limited: remain in the tea estates or take dangerous or exploitative work as domestic servants or labourers in urban areas or overseas.

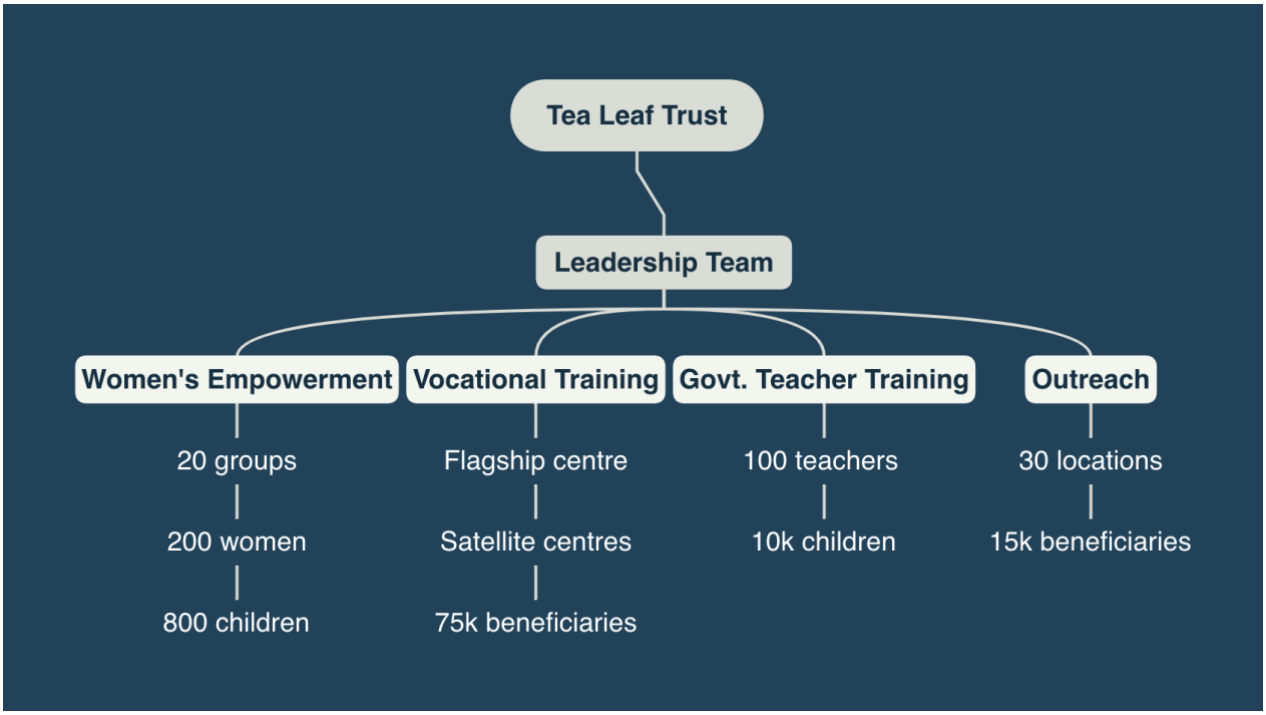
3.2 What We Do

The aim of Tea Leaf Trust, by way of the Tea Leaf Centres, is to facilitate the development of tea estate communities through practical, necessary, and relevant education. This provision is focused on supporting young people to be equipped with the appropriate skills for the formal job market and to build their emotional resilience, with a curriculum focused on developing English language proficiency, entrepreneurship, IT skills, professionalism, community service and emotional health.

Tea Leaf Trust is unique. The primary educational centre in Maskeliya, together with two satellite centres (Nuwara Eliya and Tallawakelle) and other community-based projects we run in the surrounding areas, are run by a young staff team, all under the age of 33, and all of whom are graduates of the programme themselves. As these staff are from the local tea estates, they provide strong, positive role models for their communities and have in-depth insight into their students' lives.

3.3 Our Programmes

Tea Leaf Centres make a significant impact on the communities they serve, facilitated and developed through the hard work and the insight of both staff and students. We have four main areas of programming, all overseen by the entral Leadership Team. These are Women's Empowerment; Vocational Training; Government Teacher Training; and Outreach.



Women's Empowerment

Children's Rights Programme. A new programme, delivered in partnership with Kindernothilfe, with the objective of building capacity for and amongst the most disempowered and stigmatised women within tea estate communities. The project will establish 80 self-help groups in its first phase with the aim of collective learning and increasing political, social, and economic capital with a long-term benefit in improving children's rights within the plantation sector.

Vocational Training

Tea Leaf Maskeliya. Our original and flagship centre, Tea Leaf Maskeliya is where this all began. The centre is funded by Tea Leaf Trust, and usually enrols around 185 students per year, focusing on English, ICT, employability and professional skills, and emotional health. These students reach around 2,300 people through the Community English programme, another 2,000 through the Children's Activity Programme, and around 35,000 in their communities.

Tea Leaf Nuwara Eliya. The first of our satellite centres, this centre is also funded by Tea Leaf Trust. It sees around 50 full time main diploma students per year, who themselves reach 500 children for both the Community English Programme and the Children's Activity Programme, and around 15,000 community members.

Tea Leaf Palmerston. The second of our satellite centres, this centre was established in partnership with T-Field, the centre's funder. Like the Nuwara Eliya centre, it sees around 50 full time main diploma students per year, who themselves reach 500 children for both the Community English Programme and the Children's Activity Programme, and around 15,000 community members.

Government Teacher Training

Rotary Teacher Training Programme. This programme is delivered in partnership with the Rotary Clubs of Bathavon and Colombo West (and their partner clubs). In 2020 it was piloted with 19 secondary school teachers and aimed to improve their skills to speak English better; to teach English better; and be better equipped to plan interactive engaging English lessons. The programme was impacted by Covid-19 but given its success, has been extended to Dec 2022.

There were two cohorts of Government school teachers in 2021, each lasting six months. In the first cohort there were 19 teachers, and in the second there were 29. The project was considered to be enormously successful, particularly in the face of the delivery challenges resulting from Covid-19.

Outreach

Mobile Library Project. Established through our partnership with the Rotary Clubs of Margate and Colombo (and their partner clubs), the mobile library bus makes basic English reading and comprehension accessible to remote tea plantation schools and communities.

3.4 Staffing

In 2021, Tea Leaf Centres were staffed by a total of 41 staff:

- **Tea Leaf Centre, Maskeliya.** 11 Trainee Teachers; three Senior Teachers; one Administrator; one Finance Officer; and the Principal.

- **Tea Leaf Centre, Nuwara Eliya.** Six trainee teachers; one senior teacher; one Finance Officer; and the Principal.

- **Tea Leaf Centre, Palmerston.** One Senior Teacher; one Junior Teacher; and the Principal.

- **Other programming.** The Children's Rights Programme was staffed by seven team members; there was one member of staff responsible for the Rotary Club Teacher Training Programme; and there are four members of staff in the central Leadership Team.

Of these 41 staff, 24 are their family's primary earners.

4. Impact

A significant portion of both effort and funds went to supporting communities through Covid in 2021. This included funding a building at Glencairn Hospital to store the overflow of the deceased at the height of the Covid pandemic, increased support for students through the provision of bus fare, establishing a staff Hardship Fund (a total of 1,370,000 Rs), and reloading student and staff devices to ensure online access for teaching and learning. In addition, senior team members checked in with students and staff on a regular basis as part of a programme to support emotional health, with counselling also made available.

In total, the schools were open for 17 weeks for in-person classes, and nine weeks for virtual classes. While enrolment numbers were near normal (185, 115 and 38 for TLV Maskeliya, Nuwara Eliya and Palmerston, respectively), due to Covid and the increased need for all able family members to contribute to household expenses, graduation rates were low: 113 in Maskeliya, 65 and Nuwara Eliya and 33 in Palmerston. However, in the face of the collapse of the tourism sector and other challenges, remarkably, employment rates were high. In Maskeliya, 51 graduates were supported into employment, while in Nuwara Eliya and Palmerston the figures were 30 and 17 respectively.

4.1 Impact in Numbers

Year/Programme	MD	AD	CEP	SP	CAP	BEP	TTP	CRP	Annual Total
2010	101	0	650	2,000	0	113	N/A	N/A	**2,864**
2011	107	11	590	3043	1507	162	N/A	N/A	**5,420**
2012	155	12	1750	1820	2611	216	N/A	N/A	**6,564**
2013	148	13	1895	19000	1877	288	N/A	N/A	**23,221**
2014	135	17	1932	10889	2855	235	N/A	N/A	**16,063**
2015	146	15	1885	26315	2024	254	N/A	N/A	**30,639**
2016	155	15	1864	46,165	2016	331	N/A	N/A	**50,546**
2017	233	14	2045	35340	2068	258	N/A	N/A	**39,958**
2018	261	12	2104	62,149	2123	210	N/A	N/A	**66,859**
2019	236	8	836	81,748	2,091	381	N/A	N/A	**85,300**
2020	304	17	0*	47,268	0**	40	19	13,660	**61,308**
2021	113	8	0*	11,810	0**	9	8	N/A	**11,948**
Total	2,904	142	15,551	347,547	19,172	2,497	27	13,660	**400,690**

Table Key

MD - Main Diploma
AD - Advanced Diploma
CEP - Community English Programme
SP - Service Projects
CAP - Children's Activity Programme
BEP - Basic English Programme
TTP - Teacher Training Programme
CRP - COVID-19 Relief Programme

** Unable to run due to pandemic*

5. Fundraising Review

5.1 In the UK

2021 represents Tea Leaf Trust's best year yet in terms of individual giving from our growing community, with £40k raised through online crowdfunding. The majority of this was raised through our "Protect Mental Health, Keep our Centres Open" Crowdfunder. This figure also includes regular monthly donations, for which we are enormously grateful. A special mention, here, to the Parish of LBA which has supported us for 12 years now at £1,440 a year (£120 a month). An additional £12k was raised specifically for matched funding for the above campaign. The match funding engaged new donors, motivated to support our Crowdfunder as their donations had to be matched by our community in order to be released.

We once again gained huge support from Rotary through the Rotary International Project, a partnership that has been driven by the Rotary Club of Bathavon in the UK and the Rotary Club of Colombo West in Sri Lanka. We gained support from five Rotary Clubs during the year, with the Rotary Clubs of Sidcup, Keswick and Seaford continuing to support after many years of engagement.

Tea Leaf Trust also continued to support AMMA, a social enterprise for tea estate women that uses hand looms to weave naturally dyed materials. We support this work by serving as AMMA's umbrella organisation in the UK for grant applications, through which they have raised £11,383.

A special mention also to Bernard Stoneham who has continued his long-standing support of Tea Leaf Trust by donating his expertise, time and money to starting the renovation of the top floor space of Tea Leaf Maskeliya (a project he previously funded to protect the centre from monsoon leaks) into two new classrooms to meet the huge demand in registrations for our one-year diploma.

5.2 In Sri Lanka

Kindernothilfe continues to support us within Sri Lanka. In 2021, they provided Rs 9,334,680 in funding for the Children's Rights project.

A long-term supporter of Tea Leaf Trust in Sri Lanka generously gave monthly support of Rs 100k for our staff hardship fund, and we received Rs 100,000 from our growing partnership with Teardrop Hotels, who also plan to support with hospitality training for Tea Leaf Centre graduates. We have also focused on fundraising efforts in Sri Lankan diaspora communities, with a growing number of contributions received in Sri Lanka for our work.

6. Financial Review

Tea Leaf Trust is the UK registered charity that exists to support the development and delivery of our work in Sri Lanka. In Sri Lanka, Tea Leaf Vision is registered as a separate organisation, with full permission to operate in the country. One of the key components of the role of Tea Leaf Trust in the UK is raising funds to facilitate this work. All of Tea Leaf Trust's programmes are delivered in Sri Lanka, so whilst funds raised in the UK (or elsewhere) may go through the UK accounts, almost all expenditure – other than administrative costs representing less than 5% of overall expenditure and covered by donations from the Board – occurs in Sri Lanka.

As such, the UK income generated and administrative costs incurred are discussed in the following sections specifically. However, to present a reflective view of the overall operations of Tea Leaf Trust and Tea Leaf Vision, the tables in the final section are included to give a complete representation of the overall finances of the organisation in the UK and Sri Lanka, based on an average exchange rate for 2021 of 1GBP – 272.19 LKR.

6.1 Income

The charity received support from organisations and individuals from within Sri Lanka, including T-Field CDF, which has funded the opening and running of a third satellite teaching centre in Tallawakelle. 2021 saw the first full year of the Children's Rights programme, with the equivalent of c.£23K funding received from Kindernothilfe. Almost £6,000 was raised within Sri Lanka from local donations during 2021, compared to £7,445 in 2020, which was raised primarily from an emergency Covid-19 appeal launched in March 2020. The income received and costs incurred from within Sri Lanka are audited independently to national requirements within Sri Lanka.

In 2021, we continued to raise funds through the GlobalGiving platform and online donations, as well as entering into several partnerships with tea businesses to support the diversification of our donor base. Our partner in the UK, AMMA, a social enterprise in the tea estates to which Tea Leaf Trust provides strategic and operational support, continued its operations under its own registration in Sri Lanka with Tea Leaf Trust transferring UK grants for them directly into their registered account in Sri Lanka.

Full income and expenditure are detailed in the tables below.

2021 Income – UK and Sri Lanka

Category	Item	Amount – 2021	Amount - 2020
Grants	Grants - UK	£45,490	£55,733
	Grants - SL	£38,455	£31,956
Earned Income	Earned Income TLV *(school fees, private classes, business fair)*	£2,065	£3,538
	Earned Income – interest income (*+ UK paid contract research in 2020)*	£2,001	£2,449
	Amma	-	£5,872
Donations	Donations - UK	£21,597	£18,025
	Donations - SL	£5,924	£7,445
	Gift Aid	-	£2,153
	TOTAL	**£115,532**	**£127,171**
	Of which Sri Lanka	*£48,445*	*£50,780*
	Of which UK	*£67,087*	*£76,391*

6.2 Administrative Costs

Tea Leaf Trust only employs local staff in Sri Lanka, with UK operations run by unpaid trustees and volunteers. As a result, UK administrative costs represent around 4.8% (2020: 0.9%) of the entire charity expenditure, which increased since 2020 as fundraising consultancy costs were incurred to seek additional opportunities for funding. However, if the outlay is not exceeded by grants within a 12-month timeframe, the balance will be returned to Tea Leaf Trust.

A further 15.8% (2020: 10.1%) funded our central Leadership Team in Sri Lanka who manage the five main projects on the ground, working to deliver programme expansion, seek local funding and partnerships, offer counselling and mentoring to our young staff team and ensure that the curriculum as well as staff development are of the highest standards. Over the last year, the central Leadership Team has also organised the complicated logistics around Covid emergency community response. The costs were slightly higher in 2021 with the addition of a part-time member of staff whose role was to support the teaching staff with the ongoing challenges of adapting their teaching plans around Covid-19 restrictions, and to provide the best possible teaching to the students.

The remaining 79% (2020: 89%) was spent directly on projects.

2021 Expenditure – UK and Sri Lanka

Location	Expenditure	Amount – 2021	Amount - 2020
Sri Lanka	TLV Maskeliya - Centre	£17,918	£30,635
	TLV Nuwara Eliya	£18,483	£22,601
	TLV Palmerston	£4,866	£5,403
	Kindernothilfe programme	£16,557	£86
	Teacher training	£3,470	£3,182
	COVID-19 response	£2,298	£18,202
	Mobile Library Project	-	£3,389

	Central Team + admin costs	£13,427	£12,082
	Amma	£705	£22,496*
	Sub-total - SL	**£77,724**	**£118,076**
UK	Fundraising and social media costs	£6,022	-
	Trustee expenses	-	£335
	Administrative costs	£1,038	£760
	Sub-total - UK	**£7,060**	**£1,095**
	TOTAL	**£84,784**	**£119,171**

* Restated from £22,595 presented in 2020 to £22,496.

Reserves Policy

The Trustees aim to hold a minimum of three months' salaries for our local staff in reserves. The charity is operating within their reserves at the year end.

7. Forward Strategy

New Centres

Tea Leaf Trust feels like it is gaining momentum. Having developed a cost-effective Satellite Centre Model, where small centres for 50 students are embedded within isolated tea estate communities, we are beginning to gain funding partners and local NGO partnerships. We are committed to achieving our strategic goal of opening three new centres by the end of 2023, a goal that is within reach given that we have three new satellite centres in the pipeline. These will be in Bogawantalawa, Udapussalawa and Pussalawa, and each centre would serve 50 full-time main diploma students, 500 children through the CEP, 500 children through the CAP and 15,000+ in the community.

In addition, for 2023/24, we have a confirmed partnership with Action for Sustainable Communities, in partnership with AMBA Estate. The resulting Tea Leaf Bandarawela Satellite Centre will be focused on climate change careers and sustainability, as well as usual English and professional development.

With these opportunities and partnerships, we are on target to meet our strategic objective of six centres by the end of 2023.

Provision of Expertise

We are also being approached by other organisations to provide them with high quality, community-minded English teachers. Currently we have four alumni teachers, Indian Tamils, running the educational programmes in Reconciliation Centres for Sri Lanka Unites - teaching Sinhalese, Muslim, and Sri Lankan Tamil youth. We are particularly proud of this work as Indian Tamils are often stereotyped as uneducated, and in the past we have experienced refusal, on the part of other groups, to be taught by them. In addition to this work, the Church of the American Ceylon Mission have sent six students to our Tea Leaf Maskeliya school to study and learn how we do what we do by going through the process. The idea is that they graduate and then we support them to establish satellite centres in their own communities.

Ongoing Projects

Rotary International Project: This has been an overwhelming success and has been extended as a result. It is cost-effective, hugely valued by the teachers and their principals, and will run until at least the end of 2022, with plans to scale it.

Kindernothilfe: The Zero Phase of the project was originally scheduled to last 18 months, from January 2021 to June 2022. Because of the Covid pandemic, all project partners, including TLT, were unable to deliver all modules, so the project was extended until June 2023. The Main Phase of the project will begin after June 2023.

Future partnerships

We are working to engage much more with the Sri Lankan, particularly Tamil, diaspora. We continue to grow our regular giving community to increase our financial resilience.

We also hope to bring on board one main partner from the tea industry, and to gain funding to cover our central team costs to manage the expansion opportunities outlined above.

8. Trustees' Responsibilities in Relation to the Accounts

The Charities Act 2011 requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and then apply them consistently;
2. Observe the methods and principles in the Charities SORP;
3. Make judgements and estimates that are reasonable and prudent; and
4. Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 7 September 2022

Signed on behalf of the board of trustees



Laurenne Ajayi
Trustee

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
THE TEA LEAF TRUST	1123427

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01/01/2021		31/12/2021

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 and grants	43,672	23,415	-	67,087	74,239
Gift aid	-	-	-	-	2,152
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	43,672	23,415	-	67,087	76,391
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	43,672	23,415	-	67,087	76,391
A3 Payments					
Charitable activities - Donations to Tea Leaf Vision	43,918	23,415	-	67,333	70,140
Trustees expenses	-	-	-	-	335
Fund raising costs	3,000	-	-	3,000	-
Admin Costs	1,038	-	-	1,038	760
Social media	3,021	-	-	3,021	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	50,977	23,415	-	74,392	71,235
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	50,977	23,415	-	74,392	71,235
Net of receipts/(payments)	- 7,305	-	-	- 7,305	5,156
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	21,137	-	-	21,137	15,981
Cash funds this year end	13,832	-	-	13,832	21,137

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		21,137	-	-
		-	-	-
		-	-	-
	Total cash funds	21,137	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	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
	L Ajayi	07-Sep-22

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name THE TEA LEAF TRUST		
On accounts for the year ended	31 DECEMBER 2021	**Charity no (if any)**	1123427
Set out on pages	16 to 17 (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2021DD / MM / YYYY.

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:	Hilary Adams	**Date:**	11 September 2022
Name:	Hilary Adams		
Relevant professional qualification(s) or body (if any):	ICAEW		
Address:	41 Freeman House, Keepers Close Canterbury CT1 3YG		

Section B Disclosure

THE TEA LEAF TRUST

England & Wales - Charity number 1123427

Accounts

Tea Leaf Trust

Registered Charity Number: 123427

Trustees' Report and Financial Statements

For the Year Ended 31 December 2020

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1. Reference and Administrative Details

The trustees present their report with the financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015.

Registered Charity number
123427

Principal office
2 Miles Cross Cottages
Miles Cross
Symondsbury
Bridport
Dorset

Trustees
Caoimhe Ní Eochagáin (2014)
Emma Richards (2020)
James Houston (2019)
Laurenne Ajayi (2016)
Stéphanie Ray (2019)
Tim Pare (2008)
Yasmene B. Shah (2008)
Naveen Subramaniam (2021)

Independent Examiner
Hilary Adams

Structure, Governance and Management

Governing document

Tea Leaf Trust is a charity registered in England and Wales. The charity (registered charity number 123427) was entered on the Register of Charities on 3 April 2008. The charity is overseen by its Board of Trustees to raise funds and work in partnership with Tea Leaf Vision Centres for Professional Development to deliver educational development projects in Sri Lanka. The areas of primary focus for our work are the tea estate areas and surrounding towns and villages.

The Trustees meet on a quarterly basis to review expenditure, set priorities and review progress against strategic goals and key performance indicators. They also provide mentoring and guidance to the Central Team of Tea Leaf Vision, who lead on the development and expansion of the organisation in Sri Lanka. Trustees undergo a formal recruitment and selection process and are given the training considered necessary to perform their role effectively.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place. Measures are in place to ensure this happens on an annual basis.

2. Message from the Chair

Despite 2020 being a very challenging year the world over, it proved particularly so for the tea communities in Sri Lanka. We are very proud to say that this did not hinder the passion and commitment of the Tea Leaf Vision staff teams to support our students, their families and the wider communities we serve.



All of the Tea Leaf Vision (TLV) Centres for Professional Development were closed in line with government guidelines for the majority of the year and our outreach programmes were suspended, yet the staff teams of TLV adapted to the situation to provide free, high quality education for young people through online mediums. Despite the disruptions, a total of 341 students participated in various courses through our three centres now operating in Sri Lanka, with over 47,000 community members benefitting from their service projects. Students whose studies were disrupted last year were offered the chance to study with TLV again in 2021. In addition, the Employability Department worked hard to address the increased unemployment rate amongst alumni due to COVID-19 and its impact on key sectors such as the tourism industry. They successfully set up new channels for employment through organisations such as the Ethical Tea Partnership Sri Lanka.

In addition, Tea Leaf Trust leveraged its membership on the Global Giving platform to raise funds that enabled the teams in Sri Lanka to respond to the impact of the COVID-19 pandemic on tea communities. The staff teams went from running educational centres to also coordinating a humanitarian operation that supplied vital food and medical supplies to members of the most isolated and impoverished communities in the country. Tea Leaf Trust and the local team raised nearly $20,000 and reached 2,147 families - over 13,000 people. The Central Team continued to prioritise the emotional wellbeing of our students, staff, alumni and community throughout this challenging context as well as supporting the government response.



TLV continued to progress as an organisation in a myriad of ways. The partnership with T-Field Child Development Federation, who support the implementation of our 'satellite' centre in Talawakelle, was strengthened while new partnerships were developed. Tea Leaf Trust signed two MOUs with ethical tourism companies in advance of tourism returning to the country. We also successfully diversified our funding streams by forging partnerships with four tea companies to receive a small share of their profits while simultaneously raising awareness of the work Tea Leaf Trust does. The Teacher Training initiative made possible through the Rotary Teacher Training Global Grant programme progressed well by adopting a blended approach of online and in-person delivery, when the situation would allow. A total of 19 government school teachers engaged in classes focused on improving English language skills and confidence in teaching English. The new teaching and staffing model which preserves the quality of education, reduces running costs and increases our output of qualified teachers to support our expansion was successfully piloted in 2020 in our centre in Nuwara Eliya, and will now be introduced in Maskeliya.



One of the biggest successes of 2020 was the Central Team securing the largest grant ever awarded to TLV through Kindernothilfe, a German NGO. Kindernothilfe are now partnering with TLV to set up women's self-help groups throughout the tea estates that will champion the rights of women, children and tea estate communities more broadly. The Central Team completed a comprehensive feasibility study as part of the process. They have undergone training and implementation is due to start in early 2021, a new venture that has brought great excitement with it.

It is with great pride and gratitude that I write this. Despite 2020 throwing all it could at the teams in Sri Lanka, they continued to deliver on the vision and mission of TLV with integrity, grit, empathy and compassion. Yet, they also went above and beyond by continuing to progress the organisation and responding to the needs of those most marginalised in their communities in a way they had never done before. It goes without saying, they are the heart of Tea Leaf Vision and invaluable role models for their students and the communities we serve.

From all of us at Tea Leaf Trust, I would like to take this opportunity to extend our thanks both to everyone who has supported us, and to the staff in Sri Lanka who are responsible for this success. We couldn't do this without you.

With warm regards,



Caoimhe Ní Eochagáin
Chair, Tea Leaf Trust

3. Objectives and Activities

The objectives of the charity are:

1. Assisting people to obtain and retain employment through training, imparting skills, education, and creation of opportunity;
2. Helping people of low income or in poverty regardless of their religion, culture gender or personal situations;
3. Assisting in building and construction projects that will provide shelter and infrastructure for local people for enhancement of their education, and of their standard of life through the development of agriculture, industry, trade, water supply and sanitation; and
4. Any other activities necessary for or ancillary to the foregoing objects.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

3.1 Why We Do It

Despite arriving in Sri Lanka over 160 years ago, little has changed for the Indian-origin Tamil communities who pick some of the world's best quality tea. Private tea companies and government have established systems to cultivate a dependent, uneducated workforce. Ignoring basic human rights, the hopeless servitude results in complex social problems including high rates of alcoholism and domestic violence. With a lack of both formal and informal support systems for youth, incidences of deliberate self-harm and suicide are higher in the tea plantations, where we work, than other parts of Sri Lanka – and this within a country that has the 4th highest rate of suicide in the world.

Young people from the tea estates are often discriminated against when seeking employment as they are seen as inferior and incapable third-class citizens. Poverty causes estate youth to drop out of school to support family incomes; in a country where only 6.7% of the 20 million population live in extreme poverty, 80% of the young adults attending our centres live on less than $1 a day. These young adults remain trapped within the tea estate system, or take exploitative and dangerous work as domestic servants or labourers in urban areas.

Our role in service of the tea estate communities remains flexible in response to need, demonstrated significantly over the course of this year. The impact of the lockdowns caused by COVID-19 - alongside the terrible effect of the pandemic itself - have hit the tea estate communities hard, where people live hand to mouth and not being allowed out to work means not being able to feed themselves or their families.

3.2 What We Do

The aim of the Tea Leaf Vision Centres is to facilitate the development of tea estate communities through practical and relevant education. The education provided is focused on supporting young people to be equipped with the appropriate skills for the formal job market and to build their emotional resilience. The curriculum focuses on: English language proficiency; business/entrepreneurship and I.T.; professionalism and employment support; community service; personal development; and emotional health.

Tea Leaf Vision is unique. The two main educational centres in Maskeliya and Nuwara Eliya and the satellite centre we run in Tallawakelle in partnership with T-Field are run by a staff team all under the age of 35 and all of whom are graduates of the programme themselves. As these staff are from the local tea estates they provide strong, positive role models for their communities and have in-depth insight into their students' lives. In addition to activities provided through the centres, Tea Leaf Vision makes a significant impact on the communities it serves, facilitated by the insight of both staff and students.

4. Impact

In 2020, Tea Leaf Vision implemented both educational and community service projects that directly impacted at least 61,308 people, even with the difficulties faced in programme delivery resulting from COVID-19 disruption. Whilst the Community English Programme and Children's Activity Programme were not able to run as a result of the disruption caused by the COVID-19 pandemic, a programme of community support was established, reaching 13,660 people who were in need as a result of lockdown restrictions. This is additional to the Main and Advanced Diplomas run at the Tea Leaf Vision's three main centres, **TLV Maskeliya**, established in 2010; **TLV Nuwara Eliya,** established in 2017; and **TLV Tallawakelle,** established in 2019 and commencing operation in 2020, run in partnership with T-Field.

4.1 Impact in Numbers

Year/ Programme*	MD	AD	CEP	SP	CAP	BEP	TTP	CRP	Annual Total
2010	101	0	650	2,000	0	113	N/A	N/A	**2,864**
2011	107	11	590	3043	1507	162	N/A	N/A	**5,420**
2012	155	12	1750	1820	2611	216	N/A	N/A	**6,564**
2013	148	13	1895	19000	1877	288	N/A	N/A	**23,221**
2014	135	17	1932	10889	2855	235	N/A	N/A	**16,063**
2015	146	15	1885	26315	2024	254	N/A	N/A	**30,639**
2016	155	15	1864	46,165	2016	331	N/A	N/A	**50,546**
2017	233	14	2045	35340	2068	258	N/A	N/A	**39,958**
2018	261	12	2104	62,149	2123	210	N/A	N/A	**66,859**
2019	236	8	836	81,748	2,091	381	N/A	N/A	**85,300**
2020	304	17	0**	47,268	0**	40	19	13,660	**61,308**
Total	1,981	134	15,551	335,737	19,172	2,488	19	13,660	**388,742**

*** Cancelled as a result of COVID-19.*

Please note that some figures from previous years have been updated to accurately reflect programme reach in response to updated monitoring and evaluation data.

***Table Key**
MD - Main Diploma
AD - Advanced Diploma
CEP - Community English Programme
SP - Service Projects
CAP - Children's Activity Programme
BEP - Basic English Programme
TTP - Teacher Training Programme
CRP - COVID-19 Relief Programme

5. Fundraising Review

In line with our shift to a leaner, more efficient delivery model at the Centres, our fundraising efforts have reflected our transition to a new, diverse funding strategy; without the ongoing support of our long-term funder, the LBR Foundation, we have worked hard to build and strengthen new and existing relationships to ensure we are able to continue funding our important work.

Trusts and Foundations

- Though funding was provided for 2020, the partnership with our primary funder - LBR Foundation - was paused going forward due to the impact of the pandemic.
- 2020 represented the final year of The Fore Grant (£10,000), which for the past three years has covered central team core costs.
- In response to global health crisis, Tea Leaf Trust secured a Global Giving Microgrant worth $1,000 USD, and additional funding was secured from The Fore RAFT (Rapid Response Grant) worth £5,000.

Partnerships

- The Central Team worked hard to secure funding from Kindernothilfe, with the project commencing early in 2021.
- We have built several partnerships with tea companies, including Thieves Tea, who have committed to donating a portion of their profits on a quarterly basis. Other partnerships include new relationships with Gecko Sri Lanka and SCOT.
- Our ongoing relationship with Rotary continues to be a meaningful source of support: The Rotary Clubs of Keswick, Seaford, Guernsey and Sidcup have all supported us with small grants that have had a big impact, whilst Rotary International and the Rotary Clubs of Bathavon and Colombo West have been critical in facilitating the Rotary Teacher Training project.
- We commenced a new relationship with Great Speech Writing, which has made a small grant to support our Speech and Advocacy work.

Crowdfunding & Philanthropic Platforms

- Tea Leaf Trust has had incredible success through Global Giving, one of the largest fundraising platforms globally. It is through Global Giving that we were able to launch a successful campaign to raise funds - nearly $20,000 - to allow the team on the ground to distribute much needed resources to tea estate families during the pandemic.

We would like to thank everyone who has supported Tea Leaf Trust in 2020 and over the years: one-off donors, regular donors, trusts and foundations, corporate partners and everyone in between. Your support is the reason we have been able to continue this work, for which we are extremely grateful.

6. Financial Review

Tea Leaf Trust is the UK registered charity that exists to support the development and delivery of our work in Sri Lanka. In Sri Lanka, Tea Leaf Vision is registered as a separate organisation, with full permission to operate in country. One of the key components of the role of Tea Leaf Trust in the UK is raising funds to facilitate this work. All of Tea Leaf Trust's programmes are delivered in Sri Lanka, so whilst funds raised in the UK (or elsewhere) may go through the UK accounts, almost all expenditure – other than administrative costs representing less than 1% of overall expenditure and covered by donations from the Board - occurs in Sri Lanka.

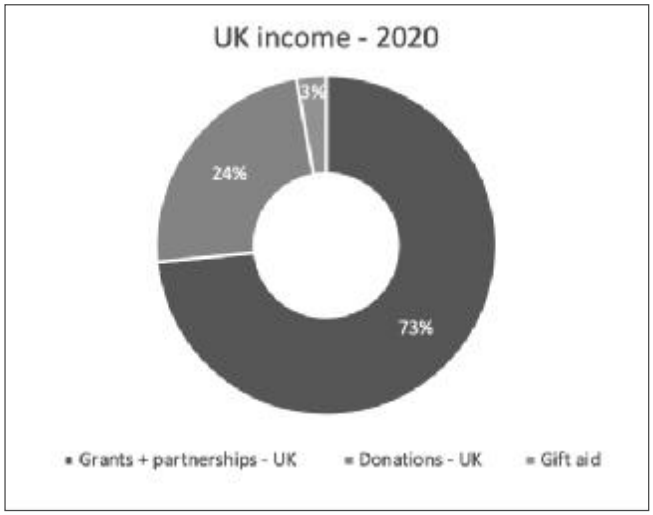
As such, the UK income generated and administrative costs incurred are discussed in the following sections specifically. However to present a reflective view of the overall operations of Tea Leaf Trust and Tea Leaf Vision, the tables in the final section are included to give a complete representation of the overall finances of the organisation in the UK and Sri Lanka, based on an average exchange rate for 2020 of 1GBP – 243.96 LKR.

6.1 Income

The charity received support from organisations and individuals from within Sri Lanka, including LBR Foundation Sri Lanka and T-Field CDF, the latter of which funded the opening of a third satellite teaching centre in Tallawakelle. Over £6,000 was raised within Sri Lanka as part of an initial emergency COVID-19 appeal in March 2020, whilst other local donations reduced compared to 2019. The income received and costs incurred from within Sri Lanka are audited independently to national requirements within Sri Lanka.

In 2020, we launched one emergency COVID-19 appeal and continued to raise funds through the GlobalGiving platform, as well as entering into several partnerships with tea businesses to support the diversification of our donor base. Our partnership continues with Amma, a social enterprise in the tea estates to which Tea Leaf Trust provides strategic and operational support.

The pie chart below shows the split of our UK income only, with our financial structure and full income and expenditure detailed in the tables below.



6.2 Administrative Costs

Tea Leaf Trust only employs local staff in Sri Lanka, with UK operations run by volunteers. As a result, UK administrative costs represent around 1% of the entire charity expenditure. A further 10% funds our Central Team in Sri Lanka who manage the projects on the ground, working to deliver programme expansion and ensuring the curriculum as well as staff development are of the highest standards, funded primarily by The Fore in 2020. The remaining 90% is spent directly on projects.

2020 Income – UK and Sri Lanka

Category	Item	Amount - 2020	Amount - 2019
Grants	Grants - UK	£55,733	£31,497
	Grants - SL	£31,956	£44,063
Earned Income	Volunteer Programme	-	£100
	Earned Income – interest income (*+ UK paid contract research in 2020)*	£2,449	£1,979
	Amma	£5,872	£20,733
	Earned Income TLV *(school fees, private classes, business fair)*	£3,538	£10,463
Donations	Donations - UK	£18,025	£12,919
	Gift Aid	£2,153	£808
	Donations - SL	£7,445	£6,018
	Other	-	£3,053
	TOTAL	**£127,171**	**£131,633**
	Of which Sri Lanka	*£50,780*	*£86,409*
	Of which UK	*£76,391*	*£45,224*

2020 Expenditure – UK and Sri Lanka

Location	Expenditure	Amount – 2020	Amount - 2019
SL	Central Team + admin costs	£12,082	£14,081
	TLV Maskeliya - Centre	£30,635	£31,110
	TLV Maskeliya - Tea Leaf Trust	-	£7,194
	TLV Nuwara Eliya	£22,601	£37,841
	TLV Palmerston	£5,403	£1,694
	Mobile Library Project	£3,389	£6,003
	Amma	£22,565	£21,239
	Teacher training	£3,182	-
	COVID-19 response	£18,202	-

	Kinder Not Hilfe programme	£86	-
UK	Fundraising costs	-	£136
	Trustee expenses	£335	£567
	Administrative costs	£760	£656
	TOTAL	**£119,240**	**£120,552**

Reserves Policy
The Trustees aim to hold a minimum of three months' salaries for our local staff in reserves. The charity is operating within their reserves at the year end.

7. Forward Strategy

Tea Leaf Trust has expanded from one to three centres in the last three years, as well as launching an English Teacher Training programme in 2020, supported by Rotary International and targeting government school English teachers with poor English language skills. In addition to this, our partnership with Kindernothilfe is now underway, following a feasibility and assessment phase, training for staff and recruitment of alumni as coordinators to roll out the programme in their respective communities. We are proud to say that we have funding in place to meet the costs of our projects for 2021. In 2020, our partnership with our primary funder, LBR Foundation, was paused for 12 months due to the impact of the pandemic. This has necessitated an increased effort in fundraising for 2022 and beyond. We aim to continue to expand in addition to diversifying our funding and income streams over the next three years (2021 – 2023) whilst continuing to support families and communities being disproportionately affected by the pandemic and the lockdowns.

7.1 Update: COVID-19

With COVID-19 sweeping the globe, the communities that are worst affected are those with poor infrastructure, high population concentration and malfunctioning governments, of which Sri Lanka has all three. Tea estate workers are daily wage earners and the global downturn is seeing many of their livelihoods affected. With poor and inaccessible health services, a government that sees them as third-class citizens and elders having to work past retirement to survive, COVID-19 is wreaking havoc. This continues to be true a year on after the pandemic hit in March 2020, with Sri Lanka facing yet another lockdown due to increased rates (at the time of writing – May 2021). Over 2020, Tea Leaf Trust's grassroots network of 1,891 alumni living in over 60 estates in the tea plantation areas of Sri Lanka, identified 13,660 of those in the most need and offered communities and individual families support. This included:

- Ensuring they can access essential medicines.
- Ensuring they can access basic food supplies (flour, rice, lentils, sugar, tinned fish) during lockdown periods until their work resumes and/or the government intervenes with social welfare support packages.

This work will continue throughout 2021 and beyond as much as is possible, and as the situation necessitates. The fundraising campaign on the platform GlobalGiving will continue in order to support its delivery.

7.2 Expansion

Tea Leaf Trust aims to open three new satellite centres in some of the most isolated and in-need tea communities in Sri Lanka – bringing our total number of centres to six - by 2023. We also plan to assess the viability of opening our first TLV Centre for Professional Development in another tea producing country. Following an assessment of the effectiveness and impact of the Teacher Training programme, Tea Leaf Trust plans to scale the programme in partnership with the relevant government departments to engage a higher number of schools and teachers, incorporating the lessons learned through the initial period of delivery.

7.3 Fundraising

Tea Leaf Trust has funding in place to meet the cost of our projects in 2021; however, we continue to work hard in pursuit of long term financial partnerships in order to secure stability to allow the programmes and staff in Sri Lanka continuous delivery and impact. Due to the pausing of funding support from LBR Foundation Sri Lanka and the end of the partnership with The Fore, there is a critical need to secure core and programmatic funding to enable us to effectively resource our programmes from 2022 and beyond.

A broad portfolio of funding opportunities will be explored going forward, in line with our 2021-2023 strategic plan. Tea Leaf Trust's first major crowdfunding initiative will kickstart our fundraising efforts to coincide with International Tea Day in May 2021, with aim of raising a total of £25k. There will be renewed focus and impetus to drive regular applications to a pipeline of trusts and foundations, and we will: continue to build on partnerships with companies operating in the tourism industry, when it resumes, to offer educational tours of our centres and the tea estates; leverage national and international corporate social responsibility programmes to secure corporate sponsors for our programming; look into streamlined methods of facilitating alumni contributions and other means of support; seek corporate partners for each of the centres; and cultivate relationships with various funding organisations and individuals.

The primary fundraising priorities for Tea Leaf Trust and TLV in the coming year are as follows:

- **Tea Leaf Vision Nuwara Eliya**
  Donations and grants from various bodies and individuals have provided funding to support Tea Leaf Vision Nuwara Eliya. Tea Leaf Trust is looking to diversify funding by approaching relevant groups and companies that could support the Centre through their CSR programmes.

- **Central Team**
  The Central Team are the core team managing Tea Leaf Trust activities in Sri Lanka. This team is not only strategically relevant, but is critical to Tea Leaf Trust's aims: ensuring the quality of Tea Leaf Trust programmes, managing the expansion of centres and programming and securing opportunities in Sri Lanka that are relevant to Tea Leaf Trust's mission and vision. While funding is secured for 2021, we are currently looking to secure funding for future years through various grants from diverse funding streams.

- **Expansion**
  Tea Leaf Trust will actively look for partnerships to open new centres - both full and smaller satellite centres - when the opportunity arises. We look for a minimum funding commitment of three years from partners and have a regularly assessed and reviewed list of tea estate locations that need our support.

8. Trustees' responsibilities in relation to the accounts

The Charities Act 2011 requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

i. Select suitable accounting policies and then apply them consistently;
ii. Observe the methods and principles in the Charities SORP;
iii. Make judgements and estimates that are reasonable and prudent; and
iv. Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on **20 June 2021**

Signed on behalf of the board of trustees



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Laurenne Ajayi
Trustee

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
THE TEA LEAF TRUST	1123427

Receipts and payments accounts

CC16a

For the period from	Period start date 01/01/2020	To	Period end date 31/12/2020

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 and grants	18,857	55,382	-	74,239	44,417
Gift aid	2,152	-	-	2,152	807
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	21,009	55,382	-	76,391	45,224
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	21,009	55,382	-	76,391	45,224
A3 Payments					
Charitable activities - Donations to Tea Leaf Vision	14,758	55,382	-	70,140	56,731
Trustees expenses	335	-	-	335	567
Fund raising costs	-	-	-	-	136
Admin Costs	760	-	-	760	657
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	15,853	55,382	-	71,235	58,091
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	15,853	55,382	-	71,235	58,091
Net of receipts/(payments)	5,156	-	-	5,156	- 12,867
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	15,981	-	-	15,981	28,848
Cash funds this year end	21,137	-	-	21,137	15,981

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		21,137	-	-
		-	-	-
		-	-	-
	Total cash funds	21,137	-	-
	(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
		L Ajayi	04-Jun-21

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name THE TEA LEAF TRUST		
On accounts for the year ended	31 DECEMBER 2020	**Charity no (if any)**	1123427
Set out on pages	13 to 14 (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2020DD / MM / YYYY.

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").

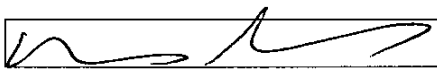
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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:**	7.6.21
Name:	Hilary Adams		
Relevant professional qualification(s) or body (if any):	ICAEW		
Address:	18 New Dover Road Canterbury CT1 3AP		

Section B Disclosure