

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.



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

Harani, 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, Harani 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, Harani 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. Harani 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 & 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.





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.

Madhusa

Madhusa, 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, Madhusa 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.

Madhusa'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.



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.





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.



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.



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.

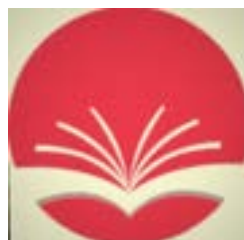
A highlight of the partnership was a hotel tour at Camellia Hills, where 45 Main Diploma students, 23 alumni from TLC Maskeliya and 22 alumni from TLC Bogawantalawa, gained insights into the hospitality industry. They participated in a training session led by Nirosh Singhawansa, Group Safety and Administration 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.



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 (<i>Donations to Tea Leaf Vision Sri Lanka</i>)	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

From 01/01/24

To 31/12/24

Charity No. 1123427

CC16a

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Total to nearest £
B1 Cash funds	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


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





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, Swyddffynn, Ystrad Meurig, SY25 6AW