



# Annual Report 2023-2024



**“When I Am Hungry I Feel Very Weak. The  
School Meal Makes Me Feel Better.  
Sometimes At Home There Is No Food.”**

**Salome (12), ZOA-Supported Student**

# In **Their** Own Words

"My family are very happy and proud! I am very grateful for the help because I wouldn't be here right now without this level of support"

**Malama, Clinical  
Medicine Graduate**

"Thank you for your support, you are really changing lives. I would have been a school drop out and look at me now. This is a serious change you are making to Zambian society. Keep at it!"

**Lukundo, Law  
Graduate**

"I could not imagine finding myself where I am today, pursuing the diploma course in Nursing and I am very thankful."

**Frank, Nursing  
Student**

"My tertiary education is very much successful and I am very happy and joyful for the support I am receiving."

**Mostly, Nursing  
Student**

## **Zambia Orphans Aid UK (ZOA-UK)**

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UK company number: 07863487



# WELCOME

The financial year 2023-24 continued to be a challenging period in Zambia, with the worst cholera outbreak since the 70s and a drought creating major food shortages. Debt and slow growth have contributed to the volatility of the Kwacha, causing high inflation and leading to surging prices for food and other essential items.

Everyone at ZOA remains focused on assisting vulnerable young people to achieve their potential. I'm excited to share these results with you and hope they fill you with as much gratitude and positivity as they do me. This year we were able to roll out our new strategy for 2024-28 that you can access on our website. None of this would be possible without our incredibly generous supporters, who have continued to help ZOA stand up for vulnerable young people. Thank you.



**Garnet Mulomo, Chair of Trustees**

## Our Purpose

*At the heart of everything ZOA does is our commitment to collaborate with local partners to relieve poverty, sickness and distress whilst advancing the education of orphans and other vulnerable young people in Zambia.*

## Our Mission

*To break the cycle of poverty for orphans and vulnerable young people by empowering communities, improving access to quality education and providing social and economic support.*

## Our Vision

*A Zambia in which all orphans and vulnerable young people can achieve their potential.*



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## OUR IMPACT

We continue to pride ourselves on being a small, nimble charity that can adapt our approach as necessary. To accomplish this, we collaborate with grassroots partners across Zambia. Partners include:

**Chibolya Education and Health Organisation** – a local organisation on the outskirts of Mazabuka, Southern Province, which established a community school in 2012. Ten years on, Chibolya now supports 800+ pupils from Grade 1 to Grade 12.

**Hope and Faith School** – a remarkable community school of almost 700 pupils based in N'gombe, Lusaka. 40% of pupils are either orphaned or vulnerable. Work began in 2004, when a retired government school inspector took two homeless children into her home and started teaching them with donated books.

**Lubushi Parish Rural Resettlement Scheme** – serving children from the communities of Lubushi and Chitamba in Northern Province. As part of our commitment to keeping girls in school we've built boarding houses and toilets for students at Lubushi School and help children access school and tertiary vocational training.

**Twatasha School** – Twatasha Disabled and Orphan and Vulnerable Child Organisation, founded in 2008, is an inclusive education pioneer based in Kafue District of Lusaka Province, Zambia. They provides inclusive education to children with disabilities and other highly vulnerable children.

**Twavwane School** – founded by social workers, this busy community in a very disadvantaged area of Lusaka educates and feeds pupils from Grade 1 to 9 and supports older children to complete their education at local schools and colleges.

## In Numbers...



**294**  
girls  
supported  
in school



**235**  
boys  
supported  
in school



**187**  
pupils in  
primary  
school



**342**  
pupils in  
secondary  
school



**46**  
young people  
in tertiary  
vocational  
training



**15%**  
students  
with no  
parents  
alive

**35%**  
students  
with one  
parent  
alive

**50%**  
with both  
parents alive  
but unable to  
support them



**1,878**  
recipients of  
nutritious  
school meals



**1,963**  
students receiving  
menstrual hygiene  
management  
messaging in class



**284**  
students  
with  
disabilities  
reached



**1,074**  
students  
attending  
after school  
clubs



**993**  
adolescents  
screened/tested  
for HIV



**679**  
students  
receiving life  
skills training



# Team Changes

**In February** we lost one of our founding Trustees, Jim Potter (1944-2024). Jim had a close personal relationship to Zambia and was our first treasurer, bringing enthusiasm and expertise until stepping down due to declining health last year. A natural entrepreneur, Jim (pictured below during one of his many visits to Zambia) oversaw our projects, expanding our initiatives to benefit thousands of vulnerable children. Jim will be missed but his legacy lives on in our work.



**Jim Potter With  
A ZOA Partner**

**ZOA-UK welcomed Dr. Thandi Mbulo** to the UK board in March. Thandi is a Chartered Accountant and Systems Auditor who is currently working for the Sumitomo Corporation. Thandi was born in Zambia and came to the UK as a student, gaining a PhD from the University of Leeds. Now a British Citizen, Thandi lives with his family in Southampton.



**Dr. Thandi Mbulo**

# In Numbers...



**23**

peer  
educators  
recruited



**1,557**

young people  
sensitized on  
sexual health  
issues and  
early marriage



**557**

students trained to  
make reusable  
sanitary pads (with  
207 girls receiving  
pads)



**2,933**

psychosocial  
counselling sessions  
conducted  
(with a total of  
865 children)



**406**

parents / carers  
sensitized on  
mental health



**872**

students sensitized  
on hand-washing  
and personal  
hygiene

## Barriers To Learning

Our programmes assist vulnerable children to access school and complete their education by removing barriers.

**Salome** (right) is 12 years old and is in Grade 7 at Twavwane School. She lives with her Mum and Dad and three brothers. She loves science.

### Salome Explains:

**“I like eating the food at school. It is tasty. At home I eat nshima, sometimes vegetables. My favourite food is apple! When I am hungry I feel very weak. The school meal makes me feel better. Sometimes at home there is no food.”**



@ZOA/Hudson Chirwa



@ZOA/Hudson Chirwa

With ZOA's support **Lukundo** (left) has completed a law degree, been admitted to the Bar and is now working for a law firm. She explains how the support has helped,

“ZOA's support **has changed my life**, I was able to get through school and from there I am now a practising advocate. I don't want to imagine what I would have been doing without the support. ZOA started supporting me in Grade 7 when my father became unwell. I would have had to drop out of school without ZOA's support.

The solar light meant I could work hard in the evenings to **get good grades**. My mother is so proud and happy, she was very worried about me, she had lost hope because my Dad got sick. Now she is at peace because I am able to provide for myself.

Thank you for your support, **you are really changing lives**. I would have been a school drop out and look at me now. This is a serious change you are making to Zambian society. Keep at it!”



# Boarding House & Physiotherapy Centre

**This year we** developed a new accessible boarding house and Physiotherapy Centre, allowing children with disabilities to attend Twatasha School alongside their peers.

**The boarding house**, pictured below, accommodates 20 boys and 20 girls in separate dormitories, with toilet and shower facilities, plus a private shower annexe other menstruating girls can access and a dedicated bedroom for the 'house mother'. Children have indoor toilets for the first time.

**A fully equipped kitchen** allows staff to prepare nutritious meals, which children can enjoy in communal dining areas. The new Physiotherapy Centre ensures the school's 250 disabled children (one third of its students) can access the regular physiotherapy they need.

**Children like Mwiza**, (right) aged 17 are benefiting. Mwiza was born with no lower limbs and uses a wheelchair. She has faced huge obstacles to accessing education, as her parents were reluctant to send her and Twatasha's team had to involve the police to persuade them to send her to school.



## A Message From Mwiza:

**“Thank You For Building Us A New Boarding House And Physio Centre. Now We Can Do Our Exercises Easily. You Have Helped Us A Lot.”**



@ZOA/Hudson Chirwa

## Cholera in Zambia

**Cholera is a bacterial disease usually spread by contaminated water.** This year heavy rains overwhelmed the creaking sanitation infrastructure leading to a cholera outbreak that had caused 700 deaths and 20,000 cases by March 2024. To reduce the risk of infection schools were closed until 12 February and told they must improve hygiene standards to reopen. ZOA partners with community schools who are not usually funded by the Zambian government, leading to major concerns they would remain closed indefinitely.

**Orphans and other vulnerable children** in Zambia struggle to meet their basic needs, with 60% of the population living in poverty. Children ZOA work with live in households with limited access to clean water, soap and sanitiser.

**ZOA collaborated with** four community schools to help them reduce the risk of infection by improving hygiene standards, allowing them to reopen safely to students in February.

## Emergency Appeal Raised £6,138 For:



New outdoor taps so  
students can wash their  
hands



Soap for 1,000 students



Hand-washing buckets  
for schools



Disinfectant, sprayers  
and gloves so schools  
can stay clean



Health education to  
raise awareness about  
how households can  
protect themselves and  
reduce transmission.



# Impact On Children

**Priscilla Chanda**, pictured right, is 13 years old and goes to school at Twavwane Community School in Kabanana, a particularly deprived area of Lusaka.

**Priscilla and her** peers have benefited from health education and other strategies designed to reduce the risk of cholera infections. ZOA has provided soap and the school is encouraging the Priscilla and her peers to wash regularly.



## Priscilla Explains How Important Health Education Is:

**“It Is Important To Wash Hands After Using The Toilet Because Once You Wash Your Hands All The Bacteria Will Die With The Soap. Cholera Really Affected The Community Here. Although I Didn’t Know Anyone That Had It, Actually It Affected Me A Lot Because I Had To Start School Late - We Didn’t Go Back To School Until February.**

**We Need To Keep The Environment Clean, We Need To Wash Our Hands To Kill The Germs. Our Teachers Tell Us How To Wash Our Hands Properly. We Use Soap And Water.”**



# Improving Sexual Health & Reducing Harassment

Pictured above is Sacrina, a Grade 9 student participating in a reproductive health session.

Since 2021 ZOA has partnered with The Mercury Phoenix Trust to improve sexual health and reduce harassment experienced by adolescents in Lusaka. This year a new three-year grant was approved, allowing us to continue to embed services in schools.

**Zambia's HIV epidemic** is one of the world's worst, with 1.4 million HIV+ cases in 2022. The country has done well to reduce new HIV infections, but adolescents continue to experience challenges with accessing healthcare, HIV testing and preventative services - largely due to stigma and poor communication.

## This Year This Project Has:

- Partnered with **9** schools;
- Reached **1,000** with music and drama advocacy;
- Counselling **850** students;
- Tested **993** adolescents for HIV;
- Reached **2,058** students with reproductive health education



**THE  
MERCURY  
PHOENIX  
TRUST**

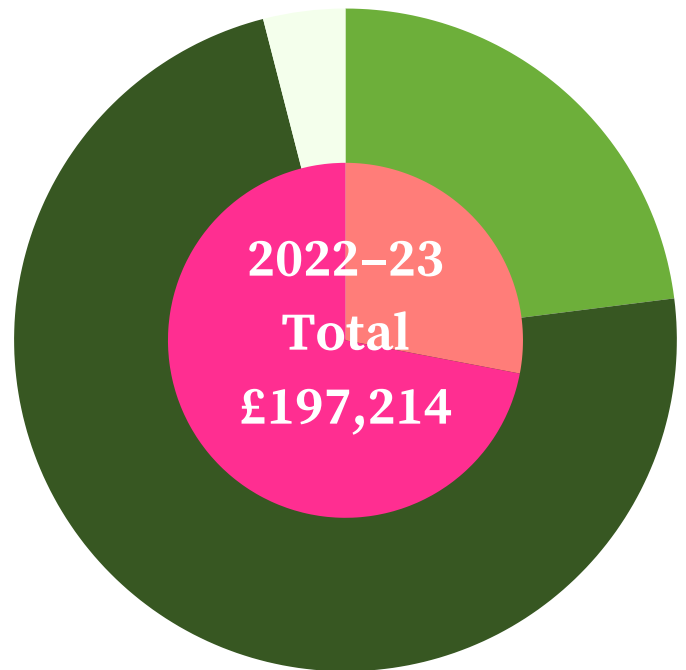
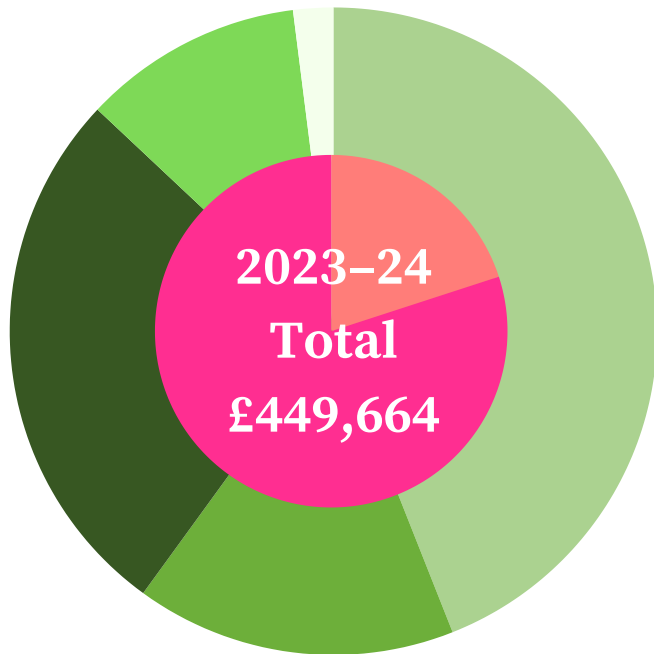


# Financial Review

## Our Income

This year is our best ever year for income, due to a generous legacy of £200k, £47k raised through a successful BBC Radio 4 Appeal, £49k from Guernsey Overseas Aid & Development Commission and £119k from trusts and foundations.

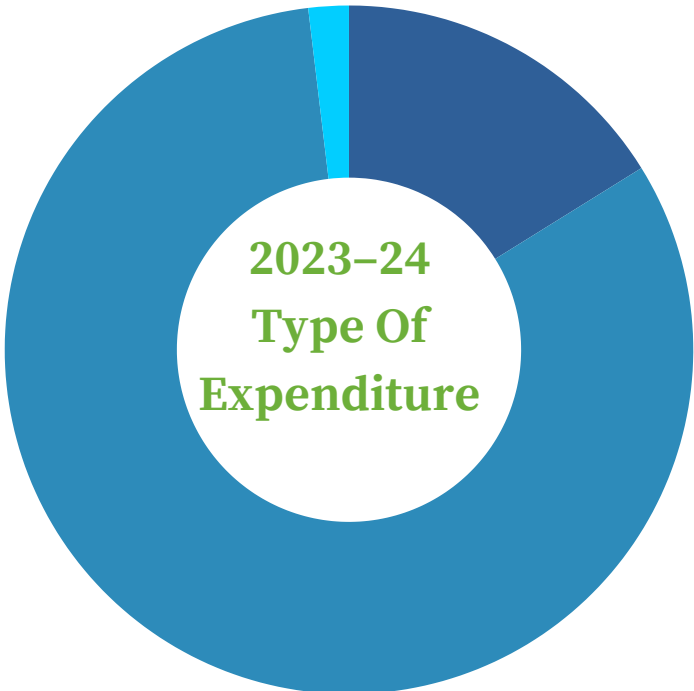
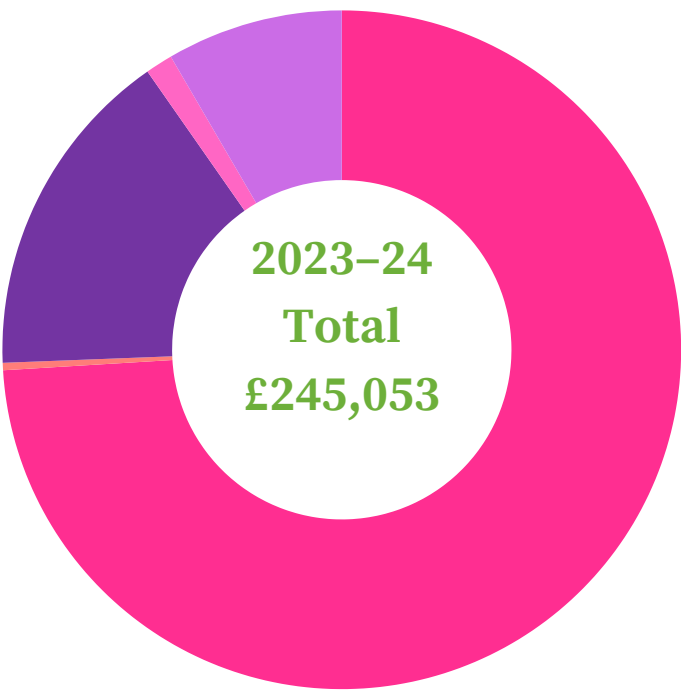
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Income	2023-24 £	%	2022-23 £	%
Trusts & Foundations	119,060	27	144,177	73
Individual Donors/Others	72,441	16	45,130	23
Government Grants	49,453	11	0	0
Legacies	200,000	44	0	0
Gift Aid	8,710	2	7,907	4
<b>Total</b>	<b>449,664</b>		<b>197,214</b>	
Restricted Funds	358,849	80	141,442	72
Unrestricted Funds	90,815	20	55,772	28

# Our Expenditure

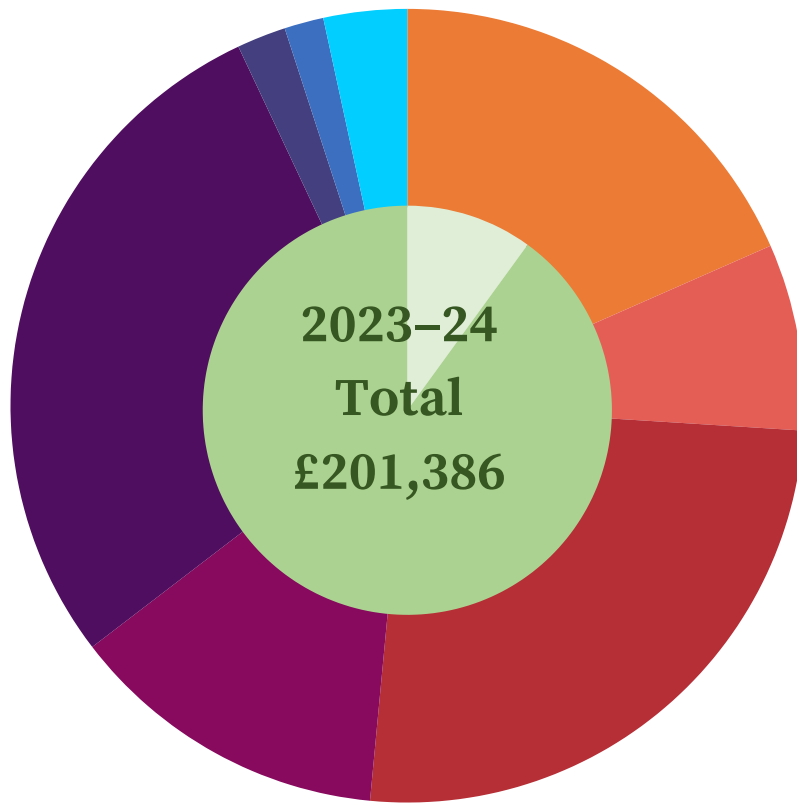
Expenditure on charitable activities during the reporting period 2023-2024 decreased by 5% compared with the previous financial year. The large legacy received was not spent during the year as it has been restricted to be spent over a multi-year period .



Expenditure	Raising Funds	Charitable Activities	Other	Totals
<div></div> Project Grants	0	180,776	0	180,776
<div></div> Charges & Costs	0	0	860	860
<div></div> Fundraising Costs (Salaries & Expenses)	39,013	0	583	39,596
<div></div> Book-keeper Costs	0	0	3,211	3,211
<div></div> Project Management Costs (Salaries & Expenses)	0	20,610	0	20,610
Total	£39,013	£201,386	£4,654	£245,053
	<div></div>	<div></div>	<div></div>	



# Our Charitable Activities



Emergency response funding for this period included support for cholera prevention activities due to the outbreak that affected communities from October 2023, with schools closed for five weeks after the Christmas holidays.

\*Includes Psychosocial Counselling, Menstrual Hygiene Management, Sexual Health & Harassment, but training aspects of these activities is recorded under training, monitoring, evaluation & accountability.

\*\*No funds were allocated for support costs this period but this will be reviewed for the next period.

Activity	Undertaken Directly	Grant Funded	Support** Costs	Total
Education - Schools	0	37,110	0	37,110
Nutrition	0	15,254	0	15,254
Infrastructure Activities	0	51,410	0	51,410
Vocational & Skills Training	0	26,316	0	26,316
Training, Monitoring, Evaluation & Accountability	20,610	36,590	0	57,201
Children With Disabilities	0	4,051	0	4,051
Personal, Social & Health Education*	0	3,169	0	3,169
Emergency Response	0	6,875	0	6,875
	<b>20,610</b>	<b>180,776</b>	<b>0</b>	<b>201,386</b>

# Statement of Financial Activities

Statement of Financial Activities (including income and expenditure account) for the 12 month period 1 April 2023 to 31 March 2024 and 12 month period 1 April 2022 to 31 March 2023

Income & Endowments From:	2023/24 Unrestricted Funds	2023/24 Restricted Funds	2023/24 Total Funds	2022/23 Total Funds	Notes
Donations & Legacies	90,815	358,849	449,664	197,214	P16 (2)
Charitable Activities	-	-	-	-	
Other	-	-	-	-	
<b>Total:</b>	<b>£90,815</b>	<b>£358,849</b>	<b>£449,664</b>	<b>£197,214</b>	
<b>Expenditure On:</b>					
Raising Funds	17,356	21,657	39,013	45,501	P12
Charitable Activities	20,610	180,776	201,386	214,340	P13
Other	-	4,654	4,654	-	
<b>Total:</b>	<b>£37,966</b>	<b>£207,087</b>	<b>£245,053</b>	<b>£259,841</b>	
<b>Net Income/(expenditure</b>					
Net Gains (losses) On Investments	-	4,733	4,733	-	P16 (3)
<b>Net Movement In Funds</b>	<b>£52,849</b>	<b>£156,495</b>	<b>£209,344</b>	<b>-£62,627</b>	
<b>Reconciliation Of Funds:</b>					
Total Funds Brought Forward	36,672	31,019	67,691	130,318	
<b>Total Funds Carried Forward</b>	<b>£89,521</b>	<b>£187,514</b>	<b>£277,035</b>	<b>£67,691</b>	

## Financial Review

ZOA-UK received total income of £449.7k during the financial year. This is compared to £197.2k from the previous year showing a marked improvement in donations received during the period.

A Total of £181k was transferred to our sister charity, ZOA-Zambia, for allocation to ongoing and new projects that were approved during the financial year. This is slightly less than the £220k transferred last year. The amount transferred included £12k, which had not yet been allocated to specific projects at the close of the financial period. A further £20.6k was spent in the UK on project activities.

On the balance sheet, ZOA-UK, for the first time, has put a total of £150k into fixed term deposit accounts because of a one-off legacy that was received during the year that is restricted for multi-year expenditure.



# Balance Sheet - 31 March 2024

Statement of Financial Activities for the 12 month period 1 April 2023 to 31 March 2024 and 12 month period 1 April 2022 to 31 March 2023

Balance sheet £	2023-24	2022-23	Notes
<b>Fixed Assets</b>	<b>0</b>	<b>0</b>	
<b>Current Assets</b>			
Debtors (Gift Aid)	4,746	5,309	
Debtor (ZOA-Z unallocated suspense account)	12,351	12,577	
Investments	154,733	0	P16 (3)
Cash At Bank & In Hand	109,789	51,353	
	<b>281,619</b>	<b>69,239</b>	
<b>Current Liabilities</b>			
Creditors	4,584	1,548	P17 (6)
<b>Net Current Assets / Liabilities</b>	<b>277,035</b>	<b>67,691</b>	
<b>Of Which Restricted</b>	<b>187,514</b>	<b>31,019</b>	
<b>Unrestricted</b>	<b>89,521</b>	<b>36,672</b>	

To avoid issues which arise from day to day fluctuations in the exchange rate, cash transferred to our sister charity, Zambia Orphans Aid Zambia (ZOA-Z), is allocated to a suspense account. When grants are due to community partners, they are authorised by ZOA-UK and then paid from the suspense account. The balance of £12,351 on that account is treated as a debtor.

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Trustees on 30 September 2024 and signed on their behalf by:



Dr. Thandi Mbulo

**Trustee and Treasurer/Secretary**

# Financial Statements - Notes

## 1. Accounting Policies

The principle accounting policies are summarized below. The accounting policies have been applied consistently throughout the year and in the preceding year.

### Basis of Accounting

a) The financial statements have been prepared in accordance with the Companies Act 2006 and the Statement of Recommended Practice (FRS 102) issued in October 2019.

b) The Charity has opted not to produce a cash flow statement, in line with the small company exemption in the Companies Act 2006.

c) Voluntary income received by way of donations and legacies for the support of orphans and vulnerable children in Zambia is included in full in the statement of financial activities.

d) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the relevant fund.

e) Expenditure, including attributable VAT which cannot be recovered, is recognised in the period in which it is incurred.

f) The Charity employs four part-time staff including the Executive Director.

g) 'Other' costs associated with governance arrangements of ZOA-UK, including financial management, insurance and regulatory memberships. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of ZOA-UK's activities.

## 2. Donations & Legacies - Breakdown of Restrictions

Source	Restricted	Unrestricted	Total
Trusts & Foundations	109,396	9,664	119,060
Government	49,453	0	49,453
Individuals	0	72,441	72,441
Gift Aid	0	8,710	8,710
Legacies	200,000	0	200,000
<b>Total £</b>	<b>£358,849</b>	<b>£90,815</b>	<b>£449,664</b>

## 3. Investments

£150,000 of the legacy was invested in two accounts during the period. £75,000 in each. Interest accrued during the period of £4,733.

## 4. Trustee Expenses

There were no trustee expenses.



# Financial Statements - Notes Continued

## 5. Taxation

ZOA-UK is exempt from corporation tax. All its income is charitable and applied for charitable purposes.

## 6. Creditors

Creditors	31 March 2024	31 March 2023
Salary & Expenses	£4,584	£1,548

## 7. Guarantee

The Company is limited by guarantee. the guarantee of each Trustee/Director is limited to a maximum of £1.

## 8. Investment Policy

ZOA-UK, for the first time, had to consider a prudent approach to excess reserves as a result of a one-off legacy that was received during the financial year and restricted to multi-year activities.

The Trustees considered available options, considering both short and long-term plans, and decided to invest some of the reserves into secure long term fixed deposits that suit the current charity requirements.

ZOA-UK allocated £150k between two accounts. The first is a high-interest account at 4.95%, with the funds being available within a day's notice. The second is an 18-month fixed-term deposit at 5.7% payable at the end of the term.

A review of the investment approach is scheduled for this year, along with the formalisation of the investment policy.

## 9. Reserves Policy

The Finance Committee has examined ZOA-UK's requirements for reserves considering the main activities. An approach has been established whereby ZOA-UK maintains free reserves of between three and six months of running costs. Our reserves include funds held in the UK, as well as those held by our sister charity, ZOA-Z, that are awaiting disbursement.

# Independent Examiner's Report

ZOA-UK's Trustees are responsible for the preparation of the accounts. ZOA-UK's Trustees consider that an audit is not required for this year under section 144(1) and (2) of the Charities Act 2011 (the 2011 Act), and that an independent examination is needed under section 145 of the Act.

The Trustees, for the purpose of company law and the purposes of charity law, who served during the financial year and up to the date of this report are set out on page 19.

In accordance with company law, as The Trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which ZOA-UK's independent examiner are unaware; and
- As The Trustees of ZOA-UK, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that ZOA-UK's independent examiner is aware of that information.

Gibson Mutale (FCCA) continues to be ZOA-UK's independent examiner of the Accounts and has expressed willingness to continue in this capacity. This report has been prepared in accordance with the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities (issued in October 2019) and in accordance with the special provisions of the Companies Act 2006, relating to small entities.

## Independent Examiner's Statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met.

Signed:



**Name:** Gibson A Mutale

**Relevant professional qualification of body:** Fellow of the Association of Chartered Certified Accountants

**Address:** 8 Norton Lees Road, Sheffield S8 9BW

**Date:** 30 September 2024



# Administrative Details

## Trustees & Directors

Name	Position	Date of appointment
Garnet Mulomo	Chair	19/03/2018
Dr. Shimwaayi Muntemba	Vice Chair	16/09/2006
Freedom Mpande	Secretary/Treasurer	05/09/2019 Resigned role 05/02/2024)
Jim Potter		16/09/2006 Resigned 02/08/2023
Rachel Quine		24/10/2011
Dr. Peter Brooke		06/10/2020
Venansio Kabwe		08/12/2020
Florence Bili		08/03/2022
Mwelwa Mukwashi		07/12/2021
Dr. Thandi Mbulo		05/03/2024
Katy Dore	Executive Director	
Danielle Harris	Fundraising Lead	

## Legal & Administrative Information

Charity Registration Number	1145721
Company Registration Number	7863487
Registered & Administrative Office	Lytchett House 13 Freeland Park Wareham Road Poole Dorset BH16 6FA

Bankers	NatWest Bank plc, 23 Market Street, Cambridge CB2 3PA
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Legal Advisor	Tom Murdoch
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Independent Examiner	Gibson Mutale FCCA (appointed 12/2019)
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# Structure, Governance & Management

## Governing Document

ZOA-UK is a registered company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 1 February 2012 with a Memorandum, with our name and charitable objectives revised on 6 December 2017. In the event of ZOA-UK being dissolved, any assets remaining after providing for all its liabilities must be transferred to one or more other charitable bodies that share the same objectives as ZOA-UK.

## Organisational Structure

ZOA-UK is currently overseen by eight Trustees who convene quarterly to guide the strategic direction and establish policies and procedures. The Trustees come from diverse professional backgrounds, which enable ZOA-UK to meet its set objectives. Currently six are of Zambian heritage and the gender split is 50/50 male/female. ZOA-UK employs an Executive Director to ensure its objectives are met, who works closely with the Fundraising Lead. Additionally, ZOA-UK benefits from an accounting support role that supports day-to-day financial recording, as well as a Communications & Digital Lead. All employees are home-based and part-time.

## Related Parties

ZOA-UK has a Memorandum of Understanding with its sister charities, ZOA-Z and ZOA-US. This covers the shared brand and objectives, with ZOA-US working in a similar way to ZOA-UK, with the funding they raise managed by ZOA-Z. ZOA-Z also lead on programme development, monitoring and evaluation (audited accounts are available).

## Recruitment & Appointment of Trustees

Under the requirements of the Memorandum and Articles of Association, The Trustees have control over ZOA-UK and its property and funds. The subscribers of the memorandum, who were the first members, were also the first Trustees. Subsequently, new Trustees are proposed and are elected by the existing Trustees. The board of Trustees, when complete consist of at least three and no more than 12 individuals, all of whom must support the objectives of ZOA-UK. All Trustees give their time voluntarily and receive no benefits from ZOA-UK.

Sadly, during this year, one of our founding Trustees, Jim Potter, passed away having stepped down six months earlier due to poor health. Additionally, our Secretary and Treasurer, Freedom Mpande, had to give up his voluntary duties as Secretary and Treasurer and also sadly passed away. Dr. Thandi Mbulo was elected as the new Secretary and Treasurer of ZOA-UK.

## Risk Management

ZOA-UK maintains a live risk register that is reviewed by Trustees on a quarterly basis. The register includes measures taken to manage activities that are nominated to receive funding via ZOA-Z. Internal Controls, including authorisation and disbursement of funding, are documented in the register, as well as due diligence procedures required for any recipients receiving funding through ZOA-Z.



# Looking Ahead...

This year's drought is likely to create further challenges for ZOA-UK and our partners in the year ahead. The Zambian economy continues to struggle, with the currency reaching a new low of K35 to £1 in 2024, making it harder for communities to find the funds they need to meet their basic needs.

To address this continued turbulence the Trustees approved a new four-year strategy covering the period 2024-2028. This is available on the ZOA-UK website or by contacting [admin@zoa.org.uk](mailto:admin@zoa.org.uk).

Key priorities include:

- Strategies to improve personal, social and health education;
- Support for drought-affected schools and their communities;
- Development of safe and inspiring school facilities;
- Vocational and skills training opportunities for school leavers.

We are ever mindful that we can only continue our work with your kind and generous support. You make ZOA-UK what it is, and enable us to help lift so many Zambian young people out of poverty. Thank you for reading our Annual Report, and thank you for the donations that make our work possible.



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